

HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2025**

Hackney Council for Voluntary Service

Legal and Administration

Board of Trustees: Benjamin Mak – resigned 19 June 2024
Jack Griffin
Jessica Stockford (Co-Chair)
Joyclen Brodie-Mends
Katie Aston (Co-Chair)
Natalie Roast
Rola Aina
Sara Barman – resigned 19 June 2024
Timothy Vaughan (Treasurer)

Executive Directors: Anthony Wong – resigned 5 September 2024
Bejal Shah – from January 2025
Interim Co-Executive Directors: Mark Boisson and Matthew Bray
September 2024 to January 2025

Company Secretary: Mark Boisson

Registered Office: 24 – 30 Dalston Lane
London
E8 3AZ

Auditors: Knox Cropper LLP
Chartered Accountants
65-68 Leadenhall Street
London
EC3A 2AD

Bankers: Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

Solicitors: Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

Interface Legal Advisory Service
40 Wykeham Road
London
NW4 2SU

Bates Wells & Braithwaite London LLP
2 – 6 Cannon Street
London
EC4M 6YH

Hackney CVS Trustees' Report 2024/25

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2024/25 the following people acted as Trustees:

- Benjamin Mak – resigned 19 June 2024
- Jack Griffin
- Jessica Stockford (Co-Chair)
- Joyclyn Brodie-Mends
- Katie Aston (Co-Chair)
- Natalie Roast
- Rola Aina
- Sara Barman – resigned 19 June 2024
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facilities at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review was undertaken by an independent organisation between April and June 2022 using the Charity Governance Code (2020 revision). The purpose of the review was to appraise the Board's performance across all aspects of

governance that impacted on the efficiency and effectiveness of decision-making and taking, and to develop supportive recommendations to enhance the function of the Board's performance.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.
- In 2023, Hackney CVS produced a new strategy, '*A Fairer Society 2023-28*' to guide its focus for the next five years.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in March 2023, adding a greater level of skills and diversity to the Board.
- A recruitment campaign to replace the outgoing Chair, was launched in 2023/24. This resulted in the appointment of one additional Trustee joining the Board in March 2024 as one of its two Co-Chairs and this was a departure from having one Chair.

How do people become Trustees of Hackney CVS?

Hackney CVS Trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair (now Co-Chair) and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes. Importantly, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new Trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards, meetings with the local stakeholders, ad hoc working groups and staff activities such as our organisation's away day and events to mark observation of International Women's Day and Black History Season.

In addition to Board meetings, a Finance, Audit & Risk Committee was formed following a recommendation from the governance review. This committee held its first meeting in March 2023 and meets quarterly, prior to Board meetings. The terms of reference have since been expanded to include human resources, and consequently it is now called the Finance, Audit, Risk & HR (FARHR) Committee.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes and progress of some of our larger programmes are discussed at meetings as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes, to ensure where possible, that Hackney CVS does not have an operating deficit or spend money unnecessarily. Some of the initial in-depth discussions regarding risks and finance are now undertaken by the FARHR Committee, with the Treasurer updating all Trustees at full Board meeting on all key areas including items that require formal Board approval.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation, and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from Hackney CVS. Anyone in this situation would not be able to participate in the relevant conversations at the Board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 47 staff roles in 2024/25 many of which were part time and/or on a sessional basis (for example on youth programmes).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These help inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including:

Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which was £80k per annum as at 31 March 2025. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

Membership of wider networks

During 2024/25 Hackney CVS was a member of the following associations and networks: NCVO, NAVCA, and Charity Finance Group.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. They believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

2023-2028 strategy

Our 2023-28 strategy set out three priorities:

1. A stronger Voice – Giving a voice to City & Hackney's voluntary and community sector (VCS) and seldom-heard communities, empowering them to inform, shape and influence decisions affecting residents.
2. An effective bridge – providing a bridge to connect VCS organisations and residents with each other and with statutory partners.
3. A thriving VCS – Building the capacity of the VCS through training, one to one support, and by leveraging resources, financial and otherwise, for the sector.

Below is a summary of how our programmes and activities have met these strategic priorities.

Tree of Life

Funder: North-East London ICB

The Tree of Life programme uses a narrative therapy approach to support Black children with their mental wellbeing. In 2024-25 it has been delivered in [number] schools across Hackney to [number] young people by Peer Leaders supported by Hackney CVS and Education Mental Health Practitioners supported by the City & Hackney Specialist CAMHS team. In October 2024, the programme won its fourth National Award, the [NHS Parliamentary Award for Health Equalities](#).

Improving Outcomes for Black Children & Young People

Funder: The National Lottery Community Fund

The Improving Outcomes for Black Children & Young People (IOBCYP) programme was intended as a three-year programme (May 2022 – April 2025) funded by the National Lottery Community Fund (NLCF) for £500,000, building on the earlier success of Hackney CVS' (HCVS) Young Black Men (YBM) project.

The programme faced significant challenges, and with agreement from NLCF, a scaled-down version of the ongoing programme was successfully delivered by 31 March 2025. The revised programme comprised of 3 projects, which addressed critical needs among young black people in Hackney, empowering them through leadership development, relationship education and confidence building:

About Time

- 25 young people were engaged to explore relationship challenges via interviews and focus groups (via 7 local organisations and service providers)
- Youth Leaders produced 3 videos to support young people with the identified challenges that had huge reach via social media

Youth Leaders' Development & Influence

- Youth Leaders were supported through a range of personal and professional development opportunities through their employment and involvement with Hackney CVS.
- They shadowed various internal departments, co-produced events for International Women's Day and Black History Season, participated in grants panels for Hackney Giving and engaged with external partners.

Female Hackney

- A structured series of workshops were delivered to a total of 45 young girls, focusing on self-confidence and identity.

We have learnt critical lessons from our analysis of the issues surrounding this programme and the feedback gathered. Improved protocols for programme planning, governance, succession planning, internal and external communication, co-production and risk management are being embedded.

Organisational Development & Capacity Building

Funders: Hackney Council and City Bridge Foundation

A Specialist Infrastructure grant from Hackney Council and Bridging Divides grant from City Bridge Foundation provides the funding for Hackney CVS to deliver support to local voluntary and community sector organisations.

During the year we delivered:

- One to one advice and support to 113 organisations, including specific support with fundraising to 57 organisations
- A programme of free training sessions on topics including Impact Measurement, Mental Health, Project Management and Bid Writing and Financial Planning to a total of 150 attendees
- A Fundraising Day that involved a training session as well as one to one sessions to provide tailored support with applications
- 'Meet the Funder' events with City Bridge Foundation, The National Lottery Community Fund, Sport England and The Leather Sellers Foundation, offering voluntary and community sector groups the opportunity to engage directly with grant-makers about their priorities and application processes.
- Joint activities with East London Business Alliance (ELBA) including workshops for organisations covering pitching to corporates and AI.

Digital communications:

- We produce a weekly newsletter for the sector that has more 1350 subscribers. Each week, the newsletter contains stories relevant to the voluntary and community sector, details of upcoming events, lists of funding opportunities and new vacancies.
- We highlight local activities via our social media channels and website to demonstrate the impact and value of the voluntary and community sector.

Hackney Giving

Funder: City Bridge Foundation

In 2024-25, Hackney Giving distributed £338,000 via 4 grants rounds with funding from statutory sources and donations from the community. A total of 70 grants were awarded.

Two rounds of Cost of Living funding were distributed with funding from the DWP's Household Support Fund via Hackney Council.

We launched a partnership with Match My Project this year, an online platform matching companies with voluntary and community organisations in Hackney and The City of London to provide in-kind donations and services.

Hackney Giving joined up with the Chesham Arms to field a team of runners for the 2024 Hackney Half Marathon. The team included both regulars and staff from this popular Homerton pub and wore specially designed shirts featuring both the Hackney Giving and Chesham Arms logos. Hackney Giving runners raised almost £1,000, which combined with funding from other donors was put towards grants to fund street parties to bring people together and reduce isolation. These included The Huddleston Centre's summer get-together for young people with disabilities, and Irie Mind's event promoting positive wellbeing in Black, African and Caribbean communities locally. A group of local volunteers recruited in partnership with Volunteer Centre Hackney made up the panel of decision-makers for this funding round – our first steps into Participatory Grantmaking.

Finally, we increased our digital marketing this year, publishing a short film to showcase Hackney Giving's impact and renewed our website (www.hackneygiving.org.uk).

Neighbourhood Forums

Funder: North East London ICB

Neighbourhood Forums bring residents, voluntary, community & statutory partners together in a local neighbourhood to collaboratively shape services, build social connections, and tackle health inequalities across City & Hackney.

The Neighbourhoods Resident Alliance, led by Healthwatch Hackney, Volunteer Centre Hackney (VCH), and Hackney CVS, delivers Neighbourhood Forums in each of City & Hackney's eight Neighbourhoods.

24-25 Highlights

18 forums | 46 action groups

Attendance

- Voluntary & community sector: Forums 150 | Action Groups 175
- Statutory organisations: Forums 62 | Action Groups 136
- Residents: Forums 571 | Action Groups 137

Impact Highlights

- Hackney Marshes - through resident insights & stakeholder collaboration around young people's mental health, a joint funding bid was successful to deliver weekly 1:1 sessions for 6 months, were then delivered at the Pedro Club by global majority organisation Therapy Rebels
- Woodberry Wetlands brought young people together over pizza to better understand sexual health needs and support, insights were fed into the London Borough of Hackney Council's sexual reproductive health strategy and to their sexual health teams
- London Fields supported older residents with digital inclusion; brought partners together to demonstrate technology and sign residents up to further support with an application going into the North East London health inequalities fund from Age UK for a Digital Buddies programme
- Well Street Common were successful with a North East London health inequalities bid, to develop bespoke cooking classes through Made in Hackney for African & Caribbean residents to support them better understand and manage their diabetes
- Clissold Park brought people together to better understand & support financial resilience; local organisations came together to share with residents what support was available locally leading to residents signing up with Crewe Energy, Tavistock Protect & Scope
- Hackney Downs heard childhood obesity was a local challenge; voluntary sector organisations came together to highlight physical activity & nutrition tips; 100% of forum attendees said they learnt something new about nutrition & 85% felt inspired to be more active
- Shoreditch Park & City both had a strong mental health focus; Shoreditch Park heard from young black men around their experience of mental health, where feedback was shared with Public

Health to feed into the Children & Young People's mental health needs assessment. City spent time listening to stakeholders & gathered insights from residents and partners to take forward into a Forum for 25-26

- Springfield Park felt it important to connect communities & spaces; insights shared a gap in cultural understanding which led to two Charedi cultural awareness session led by Interlink to increase awareness & connection

Hackney Lunch Clubs Network

Funder: London Borough of Hackney Council

Over the past year, Hackney's network of lunch clubs has continued to be a lifeline for older residents, reducing isolation, improving health, and strengthening community ties. Across the borough, over 90% of members reported feeling safer, more connected, better nourished, and culturally supported through their club. For many, the lunch club meal remains their main hot meal of the day, while the clubs themselves provide vital opportunities for friendship, activity, and belonging.

Staff and volunteers ensure members' voices shape menus, activities, and improvements, while also signposting to wider health, housing, and financial services.

Case studies reveal how members regained confidence, improved nutrition, and rebuilt community connections after periods of isolation or hardship. The clubs also adapted to meet safeguarding needs and delivered meals to housebound members.

Impact highlights

- Average annual attendance across the 12 lunch club's network; over 30,000
- Over 30,000 meals made
- Over 50,000 volunteer hours

From our most recent annual survey

- 94.9% of members felt less isolated and more socially connected
- 94.5% enjoyed healthy, nutritious meals
- 94.4% felt safe and secure
- 91% understood their club's purpose and role
- 80.4% gained greater awareness of wider services

EPIC Health Programme

Funder: North East London ICB

The EPIC (Empowerment Programme for Inclusive Community) Health Programme is a collaboration between the City & Hackney voluntary, community and statutory sector health partners, including the NHS North East London Integrated Care Board (ICB), London Borough of Hackney Council, City of London Corporation and the Homerton Healthcare NHS Foundation Trust.

In 2024-25, the programme ran four networking coffee mornings to bring sectors together as well as the below quarterly forums and strategic groups:

- Children & Families Forum
- Refugee & Migrant Forum
- Mental Health Strategic Group
- Long-Term Health Conditions
- Health & Social Care Forum
- VCS Leadership Group

The EPIC Health programme engaged over 200 individuals from over 100 organisations, creating inclusive spaces for dialogue, collaboration, and lived-experience leadership. Stakeholders ranged from grassroots community groups and faith organisations to statutory services and local policymakers.

EPIC's work directly influenced borough-wide strategies such as East London Foundation Trust's Borough Mental Health Strategy (2025), Hackney Violence Against Women and Girls (VAWG) Strategy (2026) and the Healthy Weight Joint Strategic Needs Assessment (JSNA).

The VCS Leadership Group, made up of community leaders, played a visible role in system governance ensuring authentic VCS perspectives shaped decisions.

As EPIC's current funding cycle neared its end, legacy planning commenced with partners to preserve its principles of Connection, Collaboration, and Communication, ensuring that the programme's inclusive, community-led model continues to influence the future of local health and care.

Start for Life and Children & Family Hubs: Engagement Strategy & Outreach Programme

Funder: London Borough of Hackney Council

The Start for Life programme is a UK government initiative aimed at supporting families during the critical early years of a child's life, from conception to age two. It focuses on improving health, education, and wellbeing outcomes for babies, children, and their families.

Hackney CVS were commissioned to develop a strategy in partnership with local voluntary sector organisations, community leaders, and the London Borough of Hackney Council to demonstrate how Children and Family Hubs can better reach and support families who may benefit from the services offered but don't know they exist or how to access them. Built on community feedback the strategy tests approaches and demonstrates how partners can work with trusted voices in the community to help ensure every family in Hackney can access the Start for Life support they need in ways that work for them.

Strategy development

In total, 139 parents were directly engaged through focus groups, interviews and surveys, including 75 African & Caribbean parents, 40 Global Majority parents, 17 Charedi parents, and 24 fathers.

Outreach programme

As part of this work Hackney CVS commissioned three voluntary sector organisations to carry out community outreach: Frampton Park Baptist Church, Kids N Action and Turkish Cypriot Community Association, to engage with African, Caribbean, Charedi and Turkish and Kurdish communities to better understand their knowledge around existing Children & Family Hubs and services, as well as the role to promote three digital apps.

Impact

- A three-year strategy is in development to support Children and Family Hubs carry out outreach and engagement from 2025 – 2028
- Families reported improved trust and participation when outreach was led by Family Navigators and Community Health Champions, who reflect cultural and linguistic diversity
- Community organisations such as Frampton Park Baptist Church and the Turkish Cypriot Community Association successfully piloted local, digital and faith-based engagement, boosting registrations and awareness of the local service offer
- Feedback shaped communication trials: families responded best to clear, visual timetables, culturally inclusive imagery, and word-of-mouth or WhatsApp messaging
- Barriers persist around language, digital exclusion, and limited culturally appropriate provision

Anti-Racist Commissioning Pilot

Funder: London Borough of Hackney Council – Population Health Hub

The anti-racist commissioning (ARC) approach was co-designed by Hackney CVS, community leaders, young people, and statutory partners to challenge systemic racism in health commissioning. It applied five co-designed principles: trust, community-led decision-making, transparent processes, fair support for small organisations, and trauma-informed practice.

Impact

- A community-led panel (majority youth and community members) allocated £54,000 to six grassroots projects, reaching over 155 young Black people through culturally relevant and creative mental health support.
- Simplified applications, Trusted Host arrangements for unregistered groups, and inclusion of core funding made commissioning more accessible.
- Participants reported increased confidence, reduced stigma, less isolation, and stronger trust in local services. Intergenerational approaches fostered belonging, while storytelling and co-design shifted mental health from deficit-focused to affirming.
- Organisations gained capacity, partnerships, and visibility, though systemic barriers (procurement rules, short-term funding, capacity constraints) limited sustainability.

The pilot proved that power-sharing in commissioning is both possible and effective. For lasting impact, anti-racist commissioning must be embedded across systems through multi-year core funding, procurement reform, and leadership commitment.

Looking ahead to 2025/26

Since March 2025, Hackney CVS has been undergoing an important process of organisational transformation to redefine our purpose and refocus our work in response to the changing needs of the voluntary and community sector (VCS) and the communities we serve.

This review has been necessary as the wider funding and partnership landscape has changed significantly, with reduced infrastructure funding, growing demand on local organisations, and increasing inequalities in our boroughs. It has become clear that Hackney CVS must evolve to remain a trusted, effective and sustainable infrastructure body.

While our 2023-28 strategy continues to guide us, we are now refining our priorities to ensure greater focus and impact. Going forward, our work will centre around three interconnected pillars: strengthening the collective voice and influence of the VCS; building stronger connections and collaboration across the sector and with statutory partners; and ensuring that local organisations have the resources, skills and support they need to thrive.

The year ahead, 2025/26, will be one of reflection, review and renewal, as we embed a refreshed, simplified strategy that positions Hackney CVS to deliver greater impact, sustainability and value for the diverse communities of Hackney and the City of London.

We are deeply grateful to our staff, partners and funders for their continued commitment, and we look forward to working together into the future to build a stronger, more connected and better-resourced voluntary and community sector.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place, and the finances of the organisation are regularly reviewed.

Organisation-wide risks have been monitored more closely by the Finance, Audit, Risk & HR Committee. Risks are also monitored by project leads along with their line managers and separate Project Board or equivalent where applicable. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy. Furthermore, more investment has been made and will continue to be made in terms of fundraising and business development.

Financial Review

In terms of the financial performance of unrestricted general funds, we generated net expenditure of £115k (2024: net expenditure £4k) in the year, whilst unrestricted designated funds generated a net expenditure of £14k, all relating to an unrealised loss on investment (2024: net expenditure £27k). Therefore, unrestricted funds had an overall net expenditure of £129k (2024: 31k net expenditure), which was worse than our planned financial performance in the year under review.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2024/25 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net income of £85k (2024: £12k net expenditure), increasing its reserves to £502k at year end (2024: £417k).

Total income decreased by around 9%, from £2,018k in 2023/24 to £1,831k in 2024/25, whilst total expenditure decreased by approximately 10%, from £2,076k to £1,861k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which total £1,311k, were made up of restricted funds (£502k) for ongoing projects; designated funds (£539k) mainly for premises costs; and general funds (£269k).

Reserves Policy

The Trustees have established guidelines and principles for maintaining an appropriate level of reserves to ensure the financial stability and sustainability of Hackney CVS. The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation and after considering guidance issued by the Charities Commission. The Trustees have concluded that a target general funds equivalent to approximately three months' unrestricted expenditure plus closure costs, should be set. This currently equates to £200k, which would provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise.

At the end of the financial year 2024/25, unrestricted general funds were £269k, which the Trustees consider adequate.

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk and the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Co-Chairs, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

The trustees (who are also directors of Hackney Council for Voluntary Service for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the 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;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

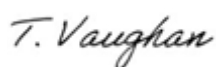
In so far as the trustees are aware:

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

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

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 11 December 2025 and signed on its behalf by:



Timothy Vaughan

Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the consolidated financial statements of Hackney Council for Voluntary Service (the 'Parent charitable company') and its subsidiary ("the Group") for the year ended 31 March 2025 which comprise the Consolidated Statements of Financial Activities, the Consolidated and Parent Charity Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2025 and of the group's incoming resources and application of resources 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 and the Charities Act 2011.

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 group 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 group'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.

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 there is 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.

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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as 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 group's and 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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006.
- We understood how the group and the charitable company are complying with those frameworks via communication with those charged with governance, together with the review of the charitable company's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities,

we identified that the legal requirement to accurately account for restricted funds was a key significance.

- The audit team, which is experienced in the audit of charities, considered the group's susceptibility to material misstatement and how fraud may occur. Our consideration included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants, contracts and investments were properly identified and accurately disclosed, the expenditure complied with the control procedures and was appropriately charged. We also reviewed the closing balances for debtors and creditors and the transactions of the subsidiary company, major journal adjustments along unusual transactions and considered the identification of related party transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of Knox Cropper LLP, Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date **19 January 2026**

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2025

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income from:						
Donations and legacies		339	-	15,718	16,057	7,009
Other trading activities		75,993	-	-	75,993	90,204
Investment income		35,947	-	4,966	40,913	31,540
Charitable activities		-	-	1,697,976	1,697,976	1,854,971
Income from Subsidiary		-	-	-	-	34,737
Other Income		300	-	-	300	-
Total operating income		<u>112,579</u>	<u>-</u>	<u>1,718,660</u>	<u>1,831,239</u>	<u>2,018,461</u>
Expenditure on:						
Raising funds		84,478	-	-	84,478	140,505
Charitable activities	6	142,748	-	1,633,649	1,776,397	1,935,030
Total operating expenditure		<u>227,226</u>	<u>-</u>	<u>1,633,649</u>	<u>1,860,875</u>	<u>2,075,535</u>
Net Gain/(Loss) on investments	9	-	(14,097)	-	(14,097)	14,403
Net Income/ (Expenditure) before transfers		(114,647)	(14,097)	85,011	(43,733)	(42,671)
Transfers between funds	13	-	-	-	-	-
Net Movement in Funds		(114,647)	(14,097)	85,011	(43,733)	(42,671)
Reconciliation of Funds						
Fund balances brought forward at 1st April		<u>384,006</u>	<u>553,267</u>	<u>417,371</u>	<u>1,354,644</u>	<u>1,397,315</u>
Fund balances carried forward at 31st March	12, 13	<u>269,359</u>	<u>539,170</u>	<u>502,382</u>	<u>1,310,911</u>	<u>1,354,644</u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Hackney Council for Voluntary Service

Consolidated Balance Sheet at 31st March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets	8		-		-
Investments	9		<u>284,425</u>		<u>173,522</u>
			284,425		173,522
Current Assets					
Debtors and prepayments	10	402,156		417,237	
Cash at bank and in hand		<u>793,029</u>		<u>916,984</u>	
		1,195,185		1,334,220	
Creditors: Amounts falling due within one year	11	<u>(168,699)</u>		<u>(153,099)</u>	
Net Current Assets			<u>1,026,486</u>		<u>1,181,122</u>
Net Assets			<u>1,310,911</u>		<u>1,354,644</u>
 Funds					
Restricted funds	12		502,382		417,371
General funds	13		269,359		384,006
Designated funds	13		539,170		553,267
			<u>1,310,911</u>		<u>1,354,644</u>

Approved by the board and authorised for issue on 11 December 2025

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service Balance Sheet at 31st March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets	8		-		-
Investments	9		<u>284,425</u>		<u>173,522</u>
			284,425		173,522
Current Assets					
Debtors and prepayments	10	419,926		437,553	
Cash at bank and in hand		<u>773,450</u>		<u>896,823</u>	
		1,193,376		1,334,375	
Creditors: Amounts falling due within one year	11	<u>(166,890)</u>		<u>(153,253)</u>	
Net Current Assets			<u>1,026,486</u>		<u>1,181,122</u>
Net Assets			<u>1,310,911</u>		<u>1,354,644</u>
 Funds					
Restricted funds	12		502,382		417,371
General funds	13		269,359		384,006
Designated funds	13		539,170		553,267
			<u>1,310,911</u>		<u>1,354,644</u>

Approved by the board and authorised for issue on 11 December 2025

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement

For the year ended 31 March 2025

	2025 £	2024 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>(39,868)</u>	<u>(436,079)</u>
Cashflows from investing activities		
Investment income and interest received	40,913	31,540
Payments to acquire tangible fixed assets	-	-
Proceeds from disposal of investment	-	-
Additions of investments	<u>(125,000)</u>	<u>-</u>
	<u>(84,087)</u>	<u>31,540</u>
Net increase in cash and cash equivalents	(123,955)	(404,539)
Cash and cash equivalents at beginning of year	916,984	1,321,523
Cash and cash equivalents at end of year	<u>793,029</u>	<u>916,983</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income	(43,733)	(42,671)
Adjustments for:		
Depreciation charges	-	41,288
(Gains)/ losses on investments	14,097	(14,403)
Investment income	(40,913)	(31,540)
Decrease/ (increase) in debtors	15,081	(136,017)
Increase /(decrease) in creditors	15,600	(252,737)
Net cash (used in)/ provided by operating activities	<u>(39,868)</u>	<u>(436,079)</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary have been prepared in accordance with 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) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meets the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probably that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlements recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leashold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing the financial statements, the trustees and management make judgements and estimates that influence reported amounts. Key judgement is applied in allocating support costs across charitable activities and restricted project funds using drivers such as floor area, staff time and usage. Where exact measurement is impracticable, informed estimates are used and reviewed for consistency. The trustees do not currently expect material adjustment in the next financial year, but recognise that allocations rely on assumptions of central resource consumption, with oversight provided by Finance, Audit, Risk & HR Committee.

2 Net Movement in Funds

	2025 £	2024 £
The net movement in funds is stated after charging:		
Depreciation	-	41,288
Auditors' remuneration - statutory audit	14,648	11,400
- prior year underprovision	-	-

3 Employees and Staff Costs

	2025 Number	2024 Number
In aggregate the number of full and part time persons employed during the year was:		
Staff members	47	50
Staff costs were as follows:	£	£
Salaries and wages	856,644	782,435
National insurance	74,666	75,368
Pension scheme	42,009	40,927
	973,319	898,730

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2024 - 1). The pension contributions relating to the higher paid employee amounted to £3,897 (2024- £4,324).

The number of staff whose salaries exceeded £60,000, excluding employer pension contributions, and fell within the following bands were:

	2025	2024
£60,000 - £69,999	1	1

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £65,079 (2024: £85,087).

The charity had an average of 3 volunteers during the year (2024:3), making a favourable impact across many of our projects.

No employee received redundancy payments during the year (2024: Nil).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2024 - £Nil).

No member of the Executive Committee received expenses reimbursements during the year (2024 - £Nil).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2025	Premises	Marketing & publication	General office costs	Governance Costs	Totals
Basis of allocation	£ Floor Area	£ Usage	£ Staff time	£ Staff time	£
Consortia work	17,644	6,598	13,485	7,764	45,490
Communications	3,651	1,365	2,790	1,606	9,412
Organisation and Workforce Development	5,476	2,048	4,185	2,409	14,118
Community Empowerment & Engagement	9,735	3,640	7,440	4,283	25,099
Grants, Fundraising and philanthropy	3,651	1,365	2,790	1,606	9,412
Assets for the sector	2,434	910	1,860	1,071	6,275
Compact	3,651	1,365	2,790	1,606	9,412
Policy and leadership	4,868	1,820	3,720	2,142	12,549
Youth Programme	7,301	2,730	5,580	3,213	18,824
Refugee Programmes	2,434	910	1,860	1,070	6,274
TOTALS	60,844	22,751	46,500	26,771	156,865

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2024	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
	Floor Area	Usage	Usage	Staff time	Staff time	
Basis of allocation	14,573	2,737	9,083	20,978	15,875	63,247
Consortia work	3,015	456	4,129	3,085	781	11,466
Communications	4,523	798	4,129	4,319	1,041	14,810
Organisation and Workforce Development	8,041	3,422	4,129	14,191	3,383	33,165
Community Empowerment & Engagement	3,015	570	2,890	2,468	520	9,464
Grants, Fundraising and philanthropy	2,010	228	4,129	2,468	520	9,356
Assets for the sector	3,015	228	2,890	2,468	520	9,122
Compact	4,020	570	2,890	3,085	781	11,347
Policy and leadership	6,031	2,281	4,129	7,404	2,342	22,187
Youth Programme	2,010	114	2,890	1,234	259	6,508
Refugee Programmes	50,255	11,405	41,288	61,700	26,024	190,671
TOTALS						

5b) Governance costs comprise of the following:

	2025	2024
	£	£
Insurance	8,557	7,863
Audit and accountancy	14,648	15,340
Professional fees	1,350	1,200
Legal fees	78	26
Other	2,138	1,595
	<u>26,771</u>	<u>26,024</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

6 Analysis of charitable expenditure

For year ended 31 March 2025

	Grants awarded £	Direct costs £	Support costs £	2025 Total £	2024 Total £
Consortia work	-	803,013	45,491	848,504	968,637
Communications	-	11,310	9,412	20,722	23,729
Organisation and Workforce Development	-	33,930	14,118	48,048	51,598
Community Empowerment & Engagement	-	79,170	25,099	104,269	119,004
Grants, Fundraising and philanthropy	488,529	9,048	9,412	506,989	502,625
Assets for the sector	-	4,524	6,275	10,799	14,261
Compact	-	4,524	9,412	13,936	14,027
Policy and leadership	-	3,393	12,549	15,942	15,025
Youth Programme	-	180,960	18,824	199,784	218,390
Refugee Programmes	-	1,131	6,274	7,405	7,734
TOTALS	<u>488,529</u>	<u>1,131,003</u>	<u>156,865</u>	<u>1,776,398</u>	<u>1,935,030</u>
	(note 7)		(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2024

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2024 Total £	2023 Total £
Consortia work	-	870,653	34,737	63,247	968,637	1,386,944
Communications	-	12,263	-	11,466	23,729	67,851
Organisation and Workforce Development	-	36,788	-	14,810	51,598	109,662
Community Empowerment & Engagement	-	85,839	-	33,165	119,004	317,265
Grants, Fundraising and philanthropy	483,350	9,810	-	9,464	502,625	524,078
Assets for the sector	-	4,905	-	9,356	14,261	50,381
Compact	-	4,905	-	9,122	14,027	50,117
Policy and leadership	-	3,679	-	11,347	15,025	60,734
Youth Programme	-	196,203	-	22,187	218,390	293,638
Refugee Programmes	-	1,226	-	6,508	7,734	25,913
TOTALS	<u>483,350</u>	<u>1,226,270</u>	<u>34,737</u>	<u>190,671</u>	<u>1,935,030</u>	<u>2,886,585</u>

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

7 Analysis of grants made to institutions

	2025 £	2024 £
Grants Programme:		
Community Fundraising	8,750	-
Anti-Racist Commissioning	45,000	-
Homerton NHS Trust	-	36,433
Cost Of Living Crisis	300,000	256,817
Lunch clubs	104,779	165,100
Start for Life	30,000	-
Community Chest	-	25,000
	488,529	483,350

Number of grants awarded 117 (2024 - 127).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Totals £
Cost		
At 1st April 2024	247,729	247,729
Additions	-	-
Disposals	-	-
	-	-
At 31st March 2025	247,729	247,729
Depreciation		
At 1st April 2024	247,729	247,729
Disposals	-	-
Charge for the year	-	-
	-	-
At 31st March 2025	247,729	247,729
Net Book Value		
At 31st March 2025	-	-
At 31st March 2024	-	-

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

9 Investments Group and Company	2025	2024
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April	173,522	159,119
Additions	125,000	-
Disposals	-	-
Unrealised gain/(loss) on investments	<u>(14,097)</u>	<u>14,403</u>
 At 31 March	 <u><u>284,425</u></u>	 <u><u>173,522</u></u>

The historical cost of the investments is £276,087 (2024: £151,087). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

10 Debtors	Group		Company	
	2025	2024	2025	2024
	£	£	£	£
Grant debtors	146,036	367,813	146,036	367,813
Prepayments and accrued income	240,514	31,339	240,514	31,339
Other debtors	15,606	18,085	15,606	18,085
Amounts due from group company	<u>-</u>	<u>-</u>	<u>17,771</u>	<u>20,316</u>
	<u><u>402,156</u></u>	<u><u>417,237</u></u>	<u><u>419,926</u></u>	<u><u>437,553</u></u>

11 Creditors: Amounts falling due within one year	Group		Company	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	91,989	88,556	89,729	88,556
Taxation and social security	22,704	20,644	23,155	20,800
Accruals and deferred income	<u>54,006</u>	<u>43,898</u>	<u>54,006</u>	<u>43,898</u>
	<u><u>168,699</u></u>	<u><u>153,099</u></u>	<u><u>166,890</u></u>	<u><u>153,254</u></u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2025 £
Year ended 31 March 2025					
The National Lottery Community Fund					
YBM RC/IOBCYB	52,694	62,044	(114,738)		-
Clinical Commissioning Group					
Neighbourhoods Pilot	3,280	189,339	(189,339)		3,280
Migrant Support Network	7,944	-	-		7,944
Hackney Giving	12,963	-	-		12,963
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	165,000	(165,000)		-
Anti-racist commissioning	-	57,114	(47,033)		10,081
LD Pre-employment	18,937	-	-		18,937
Lunch Clubs	15,178	157,020	(148,707)		23,490
Windhrush	1,980	-	-		1,980
VCSE Enabler	30,958	-	-		30,958
Cost Of Living Crisis	16,794	330,000	(320,300)		26,494
Epic Health		275,370	(262,721)		12,649
Public Health		25,000	(25,000)		-
Start of Life		65,000	(52,048)		12,952
Groundwork					
CVS Campaign	2,040	-	-		2,040
Community Chest	3,450	-	-		3,450
Community Fundraising	9,303	12,196	(8,584)		12,914
Community Fundraising - Lunch Clubs	2,224	500	(2,180)		544
City Bridge Trust					
Fairer Hackney	7,813	90,313	(27,529)		70,597
Hackney Giving	-	65,167	(39,126)		26,040
Capacity Development	27,631	94,080	(97,605)		24,106
Post Code Community Trust					
Mind Over Matter Project	12,299	-	-		12,299
City of London	-	57,424	(42,444)		14,980
Mind the Gap/Growing Minds	68,243	60,106	(85,748)		42,602
PCN Community Pharmacy	-	7,088	-		7,088
MedCity - Queertopia	-	5,000	(4,648)		352
NAVCA	3,657	-	-		3,657
CHUHSE	119,983	-	-		119,983
Gary Memorial Fund	-	900	(900)		-
	<u>417,371</u>	<u>1,718,660</u>	<u>(1,633,649)</u>	<u>-</u>	<u>502,382</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2024	2023	Income	Expenditure	Transfers	2024
	£	£	£	£	£
Baobab Foundation Initiative	100,838	140,014	(240,852)		-
The National Lottery Community Fund					-
Good Practice Mentor	979	(1,508)	529		-
YBM RC	40,386	82,892	(70,584)		52,694
Clinical Commissioning Group					-
Neighbourhoods Pilot	760	235,394	(232,874)		3,280
Migrant Support Network	7,944				7,944
Hackney Giving		13,265	(302)		12,963
VCSE Enabler	9,125	-	(9,125)		-
Team Hackney / LBH					-
Team Hackney Infrastructure Support	10,224	165,000	(175,224)		-
Flexible Support Fund	3,494		(3,494)		-
LD Pre-employment	19,394		(457)		18,937
Lunch Clubs	49,817	184,565	(219,204)		15,178
Windhrush	1,980				1,980
VCSE Enabler		355,304	(324,346)		30,958
Cost Of Living Crisis	24,850	282,500	(290,556)		16,794
Groundwork					-
CVS Campaign	2,040				2,040
Community Chest	3,750	25,000	(25,300)		3,450
Community Fundraising	3,504	6,015	(216)		9,303
Community Fundraising - Lunch Clubs	1,230	994			2,224
Hackney Refugee and Migrant Forum	1,402		(1,402)		-
City Bridge Trust					-
Fairer Hackney	242	40,000	(32,429)		7,813
Hackney Giving		53,429	(53,429)		-
Capacity Development		88,328	(60,697)		27,631
Cornerston Fund	12,052	-	(12,052)		-
Post Code Community Trust					-
Mind Over Matter Project	12,299				12,299
IVAR Anti-racist commissioning	500		(500)		-
Anti-Racist Commissioning		6,886	(6,886)		-
Mind the Gap/Growing Minds	68,243				68,243
My Ends	7,954		(7,954)		-
Homerton NHS Trust					-
Long Covid	38,299	15,965	(54,264)		-
NAVCA	8,100	-	(4,443)		3,657
CHUHSE		120,000	(17)		119,983
Tree of Life		47,936	(47,936)		-
	<u>429,405</u>	<u>1,861,980</u>	<u>(1,874,013)</u>	<u>-</u>	<u>417,371</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

13 General Funds Charity Only
Year ended 31 March 2025

	Balance at 1st April 2024 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2025 £
General funds	384,006	(114,647)	-	-	269,359
Staff fund	29,942	-	-	-	29,942
Premises Fund	523,325	-	-	(14,097)	509,228
Fixed assets	-	-	-	-	-
Designated funds	553,267	-	-	(14,097)	539,170
Unrestricted funds	937,273	(114,647)	-	(14,097)	808,529

Of the total funds of £808,529, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2024	Balance at 1st April 2023 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2024 £
General funds	387,758	(3,753)	-	-	384,005
Staff fund	29,942	-	-	-	29,942
Premises Fund	508,922	-	-	14,403	523,325
Fixed assets	41,288	-	-	(41,288)	553,267
Designated funds	580,152	-	-	(26,885)	-
Unrestricted funds	967,910	(3,753)	-	(26,885)	937,272

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2025				
Tangible assets	-	-	-	-
Investments	284,425	-	-	284,425
Net Current assets	254,745	269,359	502,382	1,026,486
Total net assets	<u>539,170</u>	<u>269,359</u>	<u>502,382</u>	<u>1,310,911</u>
Year ended 31 March 2024				
Tangible assets	-	-	-	-
Investments	173,522	-	-	173,522
Net Current assets	379,745	384,006	417,371	1,181,122
Total net assets	<u>553,267</u>	<u>384,006</u>	<u>417,371</u>	<u>1,354,644</u>

15 Future Financial Commitments

At 31 March 2025, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
a) Land and building		
within one year	32,750	6,823
in 2 to 5 years	<u>16,375</u>	<u>-</u>
	<u>49,125</u>	<u>6,823</u>

16 Related Party Transactions

During the year 2024/25, Grants of £20,000 (2023/24 - £10,061) were paid out during the year to organisations where trustees are involved: Skyway Charity £5,000, Hackney Marsh Partnership £10,000 and Rise 365 CIC £5,000.

None of the Trustees involved sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2025 £	2024 £
Turnover	-	34,737
Cost of sales and administrative expenses	-	(34,737)
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	-	-
The assets and liabilities of the subsidiary were:		
	£	£
Net Current Liabilities	-	-
Aggregate reserves in deficit	-	-

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.

20 Comparative Consolidated Statement of Financial Activities

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £
Income from:				
Donations and legacies	-	-	7,009	7,009
Other trading activities	90,204	-	-	90,204
Investment income	31,540	-	-	31,540
Charitable activities	-	-	1,854,971	1,854,971
Income from Subsidiary	34,737	-	-	34,737
Total operating income	156,481	-	1,861,980	2,018,461
Expenditure on:				
Raising funds	140,505	-	-	140,505
Charitable activities	19,728	41,288	1,874,013	1,935,030
Total operating expenditure	160,234	41,288	1,874,013	2,075,535
Net Gain/(Loss) on investments	-	14,403	-	14,403
Net Movement in Funds	(3,753)	(26,885)	(12,033)	(42,671)
Reconciliation of Funds				
Fund balances brought forward at 1st April	387,758	580,152	429,405	1,397,315
Fund balances carried forward at 31st March	384,006	553,267	417,371	1,354,644