

Charity registration number 1108268 (England and Wales)

OUR KIDS EYES
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

OUR KIDS EYES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	S Glover J Brooks M Housley J Healey E Glover
Charity number (England and Wales)	1108268
Principal address	Jubilee Gardens Resource Centre Gardenfold Way Droylsden Manchester M43 7XU
Independent examiner	Chadwicks Chartered Accountants Capital House 272 Manchester Road Droylsden Manchester M43 6PW
Bankers	HSBC Bank plc 219 Stamford Street Ashton-under-Lyne Lancashire OL6 7QH

OUR KIDS EYES

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OUR KIDS EYES

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's trust deed, the Charities Act 2011 and "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).

Objectives and activities

To promote for the benefit of the inhabitants of Tameside and the surrounding area, the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, infirmity or financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants, to preserve and protect health of those caring for people with physical, mental or sensory impairment within the family or home by offering a respite service through the provision of community based activities for the entire family.

To advance the education of the general public in all areas relating to children with disabilities.

To develop the capacity and skills of the establishment who have contact with children with disabilities (school, youth organisation and professionals) in such a way they are better able to identify and help meet their needs.

How our activities deliver public benefit

Our charity continues to provide practical help, advice, and a wide range of activities for families with children who have special educational needs and disabilities (SEND). In 2024–2025, we received over 38,000 enquiries from parent carers and professionals seeking support.

We actively raise awareness of the challenges faced by SEND families through engagement with Local Authorities, Integrated Care Board (ICB), and Government bodies via local and national meetings, forums, and consultations.

Tameside Parent Carer Forum has continued to represent parent carers and has played an active role in our area. Its been a very challenging 12 months for everyone involved but we have continued to speak up for the Parents and families that we represent, bringing challenge and scrutiny to the Local Authority where its needed most.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and Performance

- 428 Parent Carers accessed workshops
- 608 Parent Carers accessed support group sessions
- 528 Families accessed Sky High Family sessions
- 502 Families accessed day trips
- 805 new families registered with our charity this year
- 403 families accessed the Max Card

Significant growth in registrations highlights the increasing demand for our services and the need for additional funding to meet the demand for support.

Subsidised Activities and Events

We heavily subsidise day trips and events, making them accessible to families who might otherwise be unable to afford outings. Popular destinations this year included:

- Blackpool Pleasure Beach
- Cockfield Farm
- Reddish Vale Farm
- Chester Zoo

Feedback

"We actually went to Blackpool. Our first day out in a YEAR (since our son was first diagnosed with his disability) It's been a rough year, but seeing him and our other children enjoy themselves AND enjoying the day out ourselves was wonderful. Cathartic. The pleasure Beach was fantastic for them. The seafront was peaceful and pleasant for all of us. Just to be on the beach (we all love the beach) after so long was heartening for the soul/ Thank you from the bottoms of our hearts OKE" parent/carer

"Although it may seem like just a day out it is a day that families may now always be able to afford especially when they have to adjust their day to day lived and expense to how their additional needs child may be from week to week. Also it is often with a few other families with similar experiences so you feel will be less judged which makes life a little easier. We fully appreciate what OKE do for families." parent/carer

"As my husband works full time but i can't as I'm the carer for our son and daughter who both have additional needs these days that OKE do really help us have family time it also helps that some of the events are with other family like my own so we don;t feel anxious about anything that may happen these day s really help my family and we are so thankful to OKE for all they do." parent/carer

"Thank you so much for making our family day our possible. he summer holidays can be really hard and expensive with our boy who needs a lot of stimulation and has a lot of energy. Thais was a wonderful help, thank you x" parent/carer

OUR KIDS EYES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Parent Carer Support

We increased short break activities for parent carers, including:

- Mums Lunches
- Mums Curry Nights

These events are incredibly popular and have continued to improve parental wellbeing, as evidenced by parent feedback

Feedback

"Networking with other parents, the advice and support from each other is incredible! It's a safe space to take some much needed time off, no judgement, just amazing support from other Mums" Mum

"It gave me the opportunity to speak to other mums and meet people who understand the challenges of raising neurodivergent children, It also provided some much needed downtime away from home to socialise" Mum

"It was an absolute pleasure meeting the team and other mums. I really appreciate the work that OKE does in the community for families like mine" Mum

Workshops and Education

We increased the number and variety of workshops tailored to parent carers' needs, covering topics such as:

- ADHD, PDA, DLA, EBSNA, EHCPs
- Sleep, autism, incontinence
- Sensory processing and challenging behaviour

Workshops were offered in various formats—virtual, evening, and daytime sessions—to accommodate diverse schedules.

Feedback

"The workshop made me feel less alone and it validated how i was feeling. It gave me an insight into what my child was feeling, and why does certain things." Parent/carer

"The information was great and i learned a lot from this workshop. It was delivered really well. I would definitely go to another one" Parent/carer

"It was the most fantastic bit of training Ive ever done" Parent/carer'

"Very informative, so much incredible and valuable information shared with us all, just brilliant!" Parent/carer

Max Card Distribution

We continued as the official distributor of the Max Card for Tameside, enabling families to access discounts at theme parks, farms, bowling alleys, zoos, and more.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Responding to Economic Challenges

Due to ongoing austerity and the cost-of-living crisis, attendance at our subsidised events has increased. Our visibility on Granada Reports led to support from the LHR Charitable Foundation, allowing us to assist vulnerable families in crisis.

Collaboration and Commissioned Services

We maintain strong partnerships with the Local Authority, ICB/NHS, and the voluntary sector. Our co-production work with NHS/ICB resulted in commissioned support for families in Tameside and Glossop awaiting health therapies or autism/ADHD assessments via CAMHS. This funding has been extended to December 2025.

Outreach Initiatives

We continue outreach efforts through school coffee mornings and initiatives like AIS and PINS.

Volunteer Contributions

Our achievements are made possible by our dedicated volunteers, including trustees, parents/carers, and their family members. We deeply appreciate their tireless efforts and commitment.

Plans for the Future

We aim to:

- Continue evolving our services to meet family needs
- Secure sustainable funding
- Explore cost-effective service delivery methods

We are grateful for the ongoing support from Tameside Metropolitan Borough Council and NHS/ICB.

The above achievements have only been made possible due to the commitment of our wonderful volunteers.

Our volunteers are made up of so many different people, some are trustees, parents/carers, and some are daughters, sons, and friends of the above. The charity is extremely lucky to have these people and we would like to thank each and every one of them for all their hard work and tireless dedication to make a positive difference to the children and families we work with.

Financial review

Increased income this year has enabled the charity to provide more support and activities to meet the needs of families in Tameside & Glossop.

Going Concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Reserves policy

The trustees agreed to maintain a general reserve of £50,000, equivalent to six months of unrestricted expenditure. This reserve is reviewed annually.

OUR KIDS EYES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Principle funding sources

In the last 12 months we have been supported by amazing fundraisers and generous donations and we would like to say a special thankyou to the following people, companies and organisations for their invaluable support.

Fundraisers and Donators:

- Tanya Ladley
- CAF
- SWD Premier Clothing
- TK Maxx & Home-sense Foundation
- Masonic Charity
- Rotary Club of Tameside
- LHR Charitable Foundation
- Just Giving
- Steve at Denton Golf Club
- Charities Trust
- Centrica Management Services
- Droylsden Ward Councillors TMBC

Investment policy

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for any longer term investment.

Risk Management

The management committee has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Procedures are in place to ensure compliance with health and safety of staff, volunteers, young people, other service users and visitors.

Plans for future periods

We aim to:

Continue evolving our services to meet family needs

Secure sustainable funding

Explore cost-effective service delivery methods

We are grateful for the ongoing support from Tameside Metropolitan Borough Council and NHS/ICB.

Structure, governance and management

The charity was established by a charitable trust deed on 23rd February 2005.

The charity is active in the Tameside area and registered with the charity commission. Membership of the charity is open to individuals over the age of 18 years who are interested in furthering the work of the charity and have paid the appropriate annual subscription.

The members elect the Trustees from amongst themselves, being Chairman, Secretary, Treasurer, and between 2 and 6 members form an Executive Committee. The Executive Committee meet 2-5 times per year depending on the business to be considered.

S Glover

J Brooks

M Housley

J Healey

E Glover

The trustees serve a maximum period of one year and shall then be eligible for re-election or re-appointment.

OUR KIDS EYES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Organisational structure

The management committee meet bi-annually and are responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and day to day responsibility for the provision of services rests with the senior management team.

Related Parties

In so far as it is complimentary to the charity's objectives, the charity is guided by both local and national policy.

The trustees' report was approved by the Board of Trustees.



J Healey
Trustee

19 December 2025

OUR KIDS EYES

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees 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).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

OUR KIDS EYES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF OUR KIDS EYES

I report to the trustees on my examination of the financial statements of Our Kids Eyes (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Richard Curran ACCA
Chartered Accountants
Capital House
272 Manchester Road
Droylsden
Manchester
M43 6PW
22 December 2025

OUR KIDS EYES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	2	50,802	-	50,802	39,464	-	39,464
Charitable activities	3	41,000	40,997	81,997	33,916	-	33,916
Other trading activities	4	902	-	902	389	-	389
Total income		<u>92,704</u>	<u>40,997</u>	<u>133,701</u>	<u>73,769</u>	<u>-</u>	<u>73,769</u>
Expenditure on:							
Charitable activities	5	82,240	-	82,240	93,016	-	93,016
Other expenditure		-	54,147	54,147	-	52,155	52,155
Total expenditure		<u>82,240</u>	<u>54,147</u>	<u>136,387</u>	<u>93,016</u>	<u>52,155</u>	<u>145,171</u>
Net income/(expenditure)		10,464	(13,150)	(2,686)	(19,247)	(52,155)	(71,402)
Transfers between funds		(13,150)	13,150	-	(2,575)	2,575	-
Net movement in funds	7	(2,686)	-	(2,686)	(21,822)	(49,580)	(71,402)
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>112,258</u>	<u>-</u>	<u>112,258</u>	<u>134,080</u>	<u>49,580</u>	<u>183,660</u>
Fund balances at 31 March 2025		<u>109,572</u>	<u>-</u>	<u>109,572</u>	<u>112,258</u>	<u>-</u>	<u>112,258</u>

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

OUR KIDS EYES

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	11	341		324	
Cash at bank and in hand		125,551		113,194	
		<u>125,892</u>		<u>113,518</u>	
Creditors: amounts falling due within one year	12	(16,320)		(1,260)	
Net current assets			<u>109,572</u>		<u>112,258</u>
The funds of the charity					
Unrestricted funds	13		<u>109,572</u>		<u>112,258</u>
			<u>109,572</u>		<u>112,258</u>

The financial statements were approved by the trustees on 19 December 2025

S Glover
Trustee



OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Our Kids Eyes is an unincorporated charity governed by its constitution adopted on 17 August 2004.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure other than that capitalised has been reflected in the Statement of Financial Activities on an accruals basis.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure includes those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets are stated at cost less depreciation. The cost of minor additions below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Portacabin	20% Straight line
Office equipment & website	25% Straight line
Fixtures, fittings & equipment	20% Straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1.8 Taxation

The charity is exempt from taxation on its charitable activities.

OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	50,802	39,464

3 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Navigator Funding	-	29,997	29,997	-	-	-
Grant Income	41,000	-	41,000	33,916	-	33,916
Neurodiversity in Schools Funding	-	10,000	10,000	-	-	-
Pins Project Funding	-	1,000	1,000	-	-	-
	<u>41,000</u>	<u>40,997</u>	<u>81,997</u>	<u>33,916</u>	<u>-</u>	<u>33,916</u>

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	902	389

OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Expenditure on charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Direct costs		
Fundraising	299	216
Support groups	-	347
Sky high	9,343	9,662
Family support and drop in	14,559	33,204
Day trips	42,624	24,190
Social and family events	5,034	6,585
Christmas party	1,960	9,613
	<u>73,819</u>	<u>83,817</u>
Share of support and governance costs (see note 6)		
Support	7,101	7,939
Governance	1,320	1,260
	<u>82,240</u>	<u>93,016</u>
Analysis by fund		
Unrestricted funds	<u>82,240</u>	<u>93,016</u>

6 Support costs allocated to activities

	2025 £	2024 £
Depreciation	-	314
Insurance	799	767
Print, postage, stationery and advertising	5,867	6,601
General expenses	435	257
Governance costs	1,320	1,260
	<u>8,421</u>	<u>9,199</u>
Analysed between:		
Unrestricted funds	<u>8,421</u>	<u>9,199</u>

Governance costs include payments to the independent examiners of £1,320 (2023 £1,260) for examination fees.

OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7	Net movement in funds	2025	2024
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the independent examination of the charity's financial statements	-	-
	Depreciation of owned tangible fixed assets	-	314
		<u> </u>	<u> </u>

8 Trustees

None of the trustees received any remuneration during the year, and none were reimbursed for travel expenses. (2024- 4 were reimbursed £23 for travel expenses).

9 Employees

	2025	2024
	Number	Number
	2	2
	<u> </u>	<u> </u>

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

As a charity, Our Kids Eyes is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

11 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Prepayments and accrued income	341	324
	<u> </u>	<u> </u>

12 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other creditors	15,000	-
Accruals and deferred income	1,320	1,260
	<u> </u>	<u> </u>
	<u>16,320</u>	<u>1,260</u>

OUR KIDS EYES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
General funds	112,258	92,704	(82,240)	(13,150)	109,572
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
General funds	134,080	73,769	(93,016)	(2,575)	112,258
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

14 Related party transactions

E Healey, who is the mother of one of the Trustees, is in receipt of a salary from the charity for her services as Health Navigator. The salary received for the year under review was £26,210. Neither J Healey or E Healey are involved in the decision making process regarding E Healey's employment.