REGISTERED COMPANY NUMBER: 08082272 (England and Wales)
REGISTERED CHARITY NUMBER: 1149992

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 December 2025

for

The High Tide Foundation

Anderson Barrowcliff Limited
Chartered Accountants
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

The High Tide Foundation

Contents of the Financial Statements for the Year Ended 31 December 2025

	Page
Report of the Trustees	1 to 5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8 to 9
Notes to the Financial Statements	10 to 15
Detailed Statement of Financial Activities	16

The High Tide Foundation

Report of the Trustees
for the Year Ended 31 December 2025

The Trustees submit their report together with financial statements for the year ended 31 December 2025.

2025 was a year of strong programme delivery and significant transition for High Tide. Throughout the year, we remained focused on helping young people understand the world of work, experience local industries first-hand and see the opportunities available to them across the Tees Valley.

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The accounts have been in accordance with the accounting policies set out in note 1 to the accounts and comply with the Foundation's governing document, the Companies Act 2006 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) (issued in October 2019)"

FROM THE CHAIR OF TRUSTEES

Reviewing our structure and future focus
The departure of our long-serving General Manager during the year gave the Board an important opportunity to review the charity's structure and future direction. We appointed an Interim Director to support continuity, programme delivery and a wider review of how High Tide can operate sustainably and focus its impact where it is most needed.

With the support of our Interim Director and Programme Coordinator, planned activity continued through the transition. We also began consulting schools, employers and business leaders about future need, helping the Board shape a more focused programme offer for the years ahead.

This work included consultation with 25 businesses and 30 schools. The responses strengthened our understanding of what partners value and highlighted the demand for a balanced offer of accessible one-day activities, in-school workshops, and more intensive week-long programmes.

Strengthening partnerships and widening opportunity
Local businesses continued to open their doors, share their expertise and introduce young people to a wide range of careers. Their involvement enabled High Tide to combine broad-reaching school activities with deeper workplace experiences across maritime, engineering, and other local sectors.

Across the 2025/26 programme period, 203 students took part in intensive workplace programmes and more than 1,000 young people were reached through school events, assemblies and workshops. High Tide delivered 11 programmes with the support of 70 local business partners and worked with 13 secondary schools. Student feedback remained very positive, with an average satisfaction rating of 4.7 out of 5 and all respondents saying they would recommend our programmes to others.

My own company, Better Brand Agency, also continued to support students through activity focused on creative media and business. Seeing young people develop confidence, curiosity and ambition remains one of the most rewarding parts of High Tide's work.

Building financial sustainability
Financial sustainability remained a priority throughout the year. The charity benefited from donations, grants, fundraising and funded programme activity, alongside the continued commitment of our corporate and delivery partners. We remain hugely grateful to every organisation that contributed funding, time, venues and expertise during 2025.

Looking ahead
Since the year-end, the Board has continued its review of High Tide's structure and has begun recruiting a new Director to lead the charity's next phase. Further progress since 31 December 2025 is set out later in this report.

Finally, I would like to thank our staff, trustees, business members, partners and volunteers. High Tide's impact depends on their generosity, expertise and belief in the potential of young people across the Tees Valley.

OBJECTIVES AND ACTIVITIES

The High Tide Foundation is an independent charitable foundation which delivers life-changing career experiences. We open young people's eyes and minds to Tees Valley's diverse career opportunities, providing real-life work experience which increases understanding, improves skills, raises confidence, and builds aspirations.

The Foundation's aim is to improve learning and employment opportunities whilst raising aspirations for young people across the region through unique work experience and industry-led skills programmes.

Our current objects, as set out in our articles of association, are to:

- To advance education, and provide training and skills, primarily to children and young people, in shipping and port industries on Teesside and elsewhere, with a view to enhancing the individual capabilities, skills and understanding of such children and young people in order for them to find worthwhile employment upon leaving full or part-time education.
- To facilitate opportunities for education and training so as to reduce unemployment in Teesside.

We seek to achieve this in a variety of ways, including:

- Providing a programme offer which includes in-school workshops as well as work experience placements that will take the students out of the classroom and into the workplace.
- Contributing to events such as career fairs and parents' evenings.
- Hosting events to celebrate students' success.

Public benefit
The trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance from the Charity Commission. The benefit to the public is manifestly demonstrated in the activities and achievements highlighted in this report.

FINANCIAL REVIEW

The accounts for the year ended 31 December 2025 show income of £62,219 and total expenditure of £96,262, including depreciation, resulting in net expenditure of £34,043.

Although the charity recorded a deficit, this was lower than in the previous year. By December, the trustees noted improved short-term stability following successful programme delivery, new corporate commitments and more realistic budgeting.

The principal source of income during 2025 was donations and grants, totalling £61,379, with a further £840 from fundraising. The charity is grateful to all funders, partners and programme supporters who enabled delivery during the year.

At the year-end, the trustees had identified opportunities to broaden grant funding, secure commissioned activity, further develop sector programmes, and increase community fundraising, while retaining a strong maritime focus.

Reserves
The Foundation aims to maintain reserves at a level that provides sufficient financial resilience to meet its commitments and continue its activities if income is delayed or declines.

At 31 December 2025, the charity held total reserves of £23,036. The trustees continue to monitor the charity's financial position, future commitments and anticipated income when considering the appropriate level of reserves.

Having reviewed the charity's financial position, confirmed income, commitments and forecasts since the year-end, the trustees consider that the charity has sufficient resources to meet its liabilities and continue operating for at least 12 months from the date the accounts are approved. The accounts have therefore been prepared on a going concern basis.

Risk
The principal risks identified during the year related to financial sustainability, reliance on a limited number of income sources, leadership capacity and consistent delivery during a period of transition. These were managed through closer financial oversight, realistic budgeting, interim leadership, programme planning and work to diversify income. The Board continues to review risk and controls regularly.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The High Tide Foundation is a charitable company limited by guarantee, incorporated on 24 May 2012 and governed by its Memorandum and Articles of Association.

The Foundation is governed by a Board of Trustees, who are also directors of the company. Under the Memorandum of Association, the power to appoint trustees is reserved by PD Ports and Casper Shipping Limited. In 2017, an amendment was made to the articles to increase the number of trustees from 5 to 8.

Trustees serve an initial three-year term and may be reappointed with the mutual agreement of Casper Shipping Limited and PD Ports.

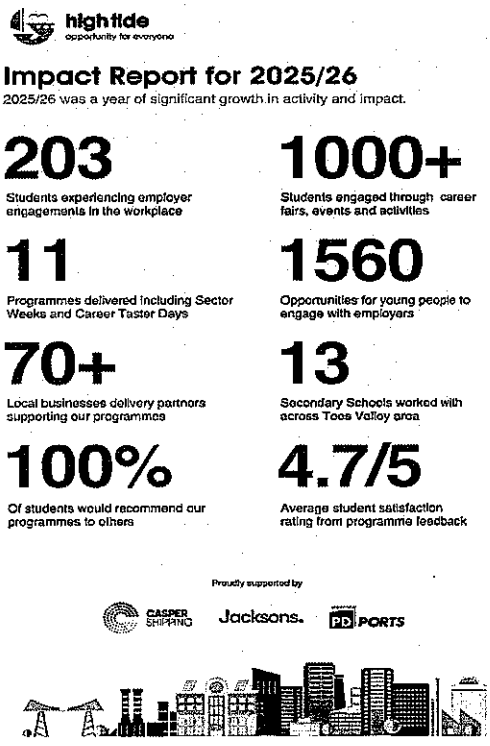
Name	Date of Appointment	Status / current term
Mark Easby	14th July 2014	Reappointed Chair until 10/08/2029
Paula McMahon	20th September 2021	Reappointed Trustee until 10/08/2029
Michael Shakesheff	7th March 2016	Reappointed Trustee until 10/08/2029
Kirsten Donkin	1st January 2019	Stood down: July 2026
Michelle Robson	13th March 2025	Confirmed term end: 13/03/2028
Michael Duffey	24th September 2025	Confirmed term end: 24/09/2028

The trustees, all of whom are volunteers, are responsible for the overall strategic direction. In addition to the AGM, the board meets quarterly.

During 2025, day-to-day management was delegated to the General Manager and, following their departure, to an Interim Director, supported by the Programme Coordinator. The Board retained responsibility for strategy, governance and oversight.

KEY ACHIEVEMENTS AND PERFORMANCE 2025

High Tide delivered a combination of intensive workplace programmes, sector-focused activity, school assemblies and workshops. The impact summary below covers the 2025/26 programme period and therefore includes activity delivered after 31 December 2025. It provides broader context for the programme model developed in 2025 and delivered into 2026.



PLANS FOR THE YEAR AHEAD

The trustees entered 2026 focused on maintaining high-quality delivery, strengthening financial sustainability and establishing the leadership model needed for High Tide's next phase. Several plans in place at 31 December 2025 have since progressed.

Strengthening leadership and organisational focus
Following a wider review of roles and capacity, the Board began recruiting a new Director in 2026. The role is intended to provide clear leadership across programme delivery, partnerships, fundraising and day-to-day operations, supported by an active Board of Trustees.

Expanding meaningful work experience
Following the year-end, High Tide progressed commissioned activity in construction, health and social care and continued to develop its programme model across careers fairs, assemblies, taster days and immersive workplace experiences. This broader offer allows the charity to reach more young people while retaining the depth and impact of its sector weeks and cadetships.

By August 2026, seven week-long programmes had been confirmed and funded: four Trinity House Cadetships, two Baltic Foundation Maritime Futures Weeks and one BP Net Zero and Sustainability Week. Further assemblies, workshops and mentoring activity were also planned, with a focus on quality, clear outcomes and strong employer involvement.

Growing our business and school partnerships
The charity has continued to strengthen relationships with schools and employers and to develop a clearer offer for business supporters. Long-standing partnerships with PD Ports, Casper Shipping and Jacksons remain important. Our education model combines deeper relationships with selected schools for intensive programmes with wider-reaching assemblies and workshops.

Building long-term sustainability
High Tide has continued to pursue grants, commissioned programmes, corporate partnerships and community fundraising. In April 2026, the charity's CEO Sleepout in Middlesbrough raised approximately £13,000, generating valuable awareness and unrestricted income. The trustees will continue to prioritise funded commitments, programme quality and a sustainable financial base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number - 08082272 (England and Wales)
Registered Charity number - 1149992

Registered office
Brighouse Business Village
7 River Court
Brighouse Rd
Middlesbrough
TS2 1RT

Trustees
M Shakesheff
M E Easby (Chair)
K Donkin (resigned July26)
Paula McMahon
Michaelle Robson (appointed 13/03/26)
Michael Duffey (appointed 24/09/25)

Independent Examiner
Anderson Barrowcliff Limited
Chartered Accountants
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

The High Tide Foundation

Report of the Trustees
for the Year Ended 31 December 2025

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

Approved by order of the board of trustees on 29/09/2026 and signed on its behalf by:



.....
M E Easby - Trustee

Independent Examiner's Report to the Trustees of The High Tide Foundation

Independent examiner's report to the trustees of The High Tide Foundation ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

JM Bennett

Jane Bennett

Anderson Barrowcliff Limited
Chartered Accountants
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

Date: 29/09/26

The High Tide Foundation

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	**2025 Total funds £**	2024 Total funds £ (All unrestricted)
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**61,379**	-	**61,379**	25,000
Other trading activities	3	**840**	-	**840**	-
Total		**62,219**	-	**62,219**	25,000
EXPENDITURE ON					
Raising funds	4	**216**	-	**216**	216
Charitable activities					
Charitable activities	5	**96,046**	-	**96,046**	88,257
Total		**96,262**	-	**96,262**	88,473
NET INCOME/(EXPENDITURE)		**(34,043)**	-	**(34,043)**	(63,473)
RECONCILIATION OF FUNDS					
Total funds brought forward		**53,243**	**3,836**	**57,079**	120,552
TOTAL FUNDS CARRIED FORWARD		**19,200**	**3,836**	**23,036**	57,079

The notes form part of these financial statements

The High Tide Foundation

Balance Sheet
31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	**2025 Total funds £**	2024 Total funds £
FIXED ASSETS					
Tangible assets	12	**38**	-	**38**	419
CURRENT ASSETS					
Debtors	13	**1,394**	-	**1,394**	800
Cash at bank and in hand		**20,578**	**3,836**	**24,414**	62,227
		21,972	**3,836**	**25,808**	63,027
CREDITORS					
Amounts falling due within one year	14	**(2,810)**	-	**(2,810)**	(6,367)
NET CURRENT ASSETS		**19,162**	**3,836**	**22,998**	56,660
TOTAL ASSETS LESS CURRENT LIABILITIES		**19,200**	**3,836**	**23,036**	57,079
NET ASSETS		**19,200**	**3,836**	**23,036**	57,079
FUNDS	15				
Unrestricted funds				**19,200**	53,243
Restricted funds				**3,836**	3,836
TOTAL FUNDS				**23,036**	57,079

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 29/09/2026 and were signed on its behalf by:

.....
M E Easby - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The charity is a private company, limited by guarantee and is a registered charity in England. The address of the registered office is given in the company information on page 1. The nature of the charitable company's operations and principal activities are shown in the Report of the Trustees.

The charitable company constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charitable companies preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) published in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to the accounts. The accounts are prepared in sterling rounded to the nearest £.

The charity currently has sufficient reserves to continue in operation. The Trustees therefore believe that it is appropriate to prepare the financial statements on a going concern basis. Although deficits have been made in the past two years, the charity has taken steps to increase income further post year end, together with undergoing a cost cutting exercise. This had led to a surplus being made to August 2026 and an increase in cash at bank.

Company status
The charity is a company limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income
Items of income are recognised and included in the accounts when all the following criteria are met:-

- The charity have entitlement to the funds;
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable; and
- The amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the Foundation 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.

Expenditure
All expenditure is accounted for on an accruals basis and is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount can be measured reliably. Irrecoverable VAT is included in expenditure against the relevant cost for which the expenditure was incurred. Expenditure is classified under the following headings:-

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs which can be directly allocated to activities and those costs of an indirect nature.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs.
- Governance costs are those incurred in connection with compliance with constitutional and statutory requirements

continued...

1. ACCOUNTING POLICIES - continued

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

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Fixtures and fittings	5 years straight line
Computer equipment	4 years straight line

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering the funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of the designated fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors with no stated interest rate and receivable within one year are recognised at the transaction price.

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

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

Financial Instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

continued...

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	61,379	20,000
Brookfield	-	5,000
	61,379	25,000

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Other fundraising	840	-

4. RAISING FUNDS

Raising donations and legacies

	2025	2024
	£	£
Advertising and fundraising	216	216

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6)	Support costs (see note 7)	Totals
	£	£	£
Charitable activities	59,378	36,668	96,046

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	59,378	66,889

7. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Charitable activities	34,702	46	1,920	36,668

continued...

7. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Management

	2025 Charitable activities £	2024 Total activities £
Rent	**362**	480
Insurance	**878**	843
Telephone	**798**	1,336
Management fees	**12,800**	-
Advertising	**13,837**	8,250
Sundries	**199**	258
Subscriptions	**373**	288
Bookkeeping and payroll	**240**	606
Travel expenses	**3,166**	1,033
Recruitment costs	**1,668**	1,862
Depreciation on fixtures and fittings	**381**	572
	34,702	15,528

Finance

	2025 Charitable activities £	2024 Total activities £
Bank charges	**46**	50

Governance costs

	2025 Charitable activities £	2024 Total activities £
Accountancy	**1,920**	2,190
Legal fees	**-**	3,600
	1,920	5,790

8. FEES PAYABLE TO INDEPENDENT EXAMINER

	2025 £	2024 £
Independent examination	**1,920**	2,190
Other fees	**240**	606
	2,160	2,796

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	**381**	572

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2025 nor for the year ended 31 December 2024.

11. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	56,400	64,237
Social security costs	1,431	840
Other pension costs	1,547	1,812
	59,378	66,889

The average monthly number of employees during the year was as follows:

	2025	2024
Management and administration	2	2

No employees received emoluments in excess of £60,000.

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	Totals
	£	£	£
COST			
At 1 January 2025 and 31 December 2025	281	4,100	4,381
DEPRECIATION			
At 1 January 2025	281	3,681	3,962
Charge for year	-	381	381
At 31 December 2025	281	4,062	4,343
NET BOOK VALUE			
At 31 December 2025	-	38	38
At 31 December 2024	-	419	419

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	535	-
Prepayments and accrued income	859	800
	1,394	800

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Social security and other taxes	**432**	1,147
Other creditors	**158**	3,000
Accruals and deferred income	**2,220**	2,220
	2,810	6,367

15. MOVEMENT IN FUNDS

	At 1.1.25	Net movement in funds	At 31.12.25
	£	£	£
Unrestricted funds			
General fund	**48,075**	**(34,043)**	**14,032**
Designated fund	**5,168**	**-**	**5,168**
	53,243	**(34,043)**	**19,200**
Restricted funds			
Trinity House	**3,836**	**-**	**3,836**
TOTAL FUNDS	**57,079**	**(34,043)**	**23,036**

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**62,219**	**(96,262)**	**(34,043)**
TOTAL FUNDS	**62,219**	**(96,262)**	**(34,043)**

The Funds received from Trinity House are to cover the salary costs, transport and overheads to create and deliver virtual career experiences.

The designated funds are related to a hardship grant for students from the George Lowe foundation. Funds will be drawn from this when students require hardship funds.

16. RELATED PARTY DISCLOSURES

In the year there were donations of £15,000 (2024: £10,000) received from PD Ports of which trustee J M Hopkinson is also a director.

There were donations of £Nil (2024: £5,000) received from Casper Shipping Limited of which trustee M Shakesheff is also a director.

continued...

The High Tide Foundation

Detailed Statement of Financial Activities for the Year Ended 31 December 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**61,379**	20,000
Brookfield	**-**	5,000
	61,379	25,000
Other trading activities		
Other fundraising	**840**	-
Total incoming resources	**62,219**	25,000
EXPENDITURE		
Raising donations and legacies		
Advertising and fundraising	**216**	216
Charitable activities		
Wages	**56,400**	64,237
Social security	**1,431**	840
Pensions	**1,547**	1,812
	59,378	66,889
Support costs		
Management		
Rent	**362**	480
Insurance	**878**	843
Telephone	**798**	1,336
Management fees	**12,800**	-
Advertising	**13,837**	8,250
Sundries	**199**	258
Subscriptions	**373**	288
Bookkeeping and payroll	**240**	606
Travel expenses	**3,166**	1,033
Recruitment costs	**1,668**	1,862
Computer equipment	**381**	572
	34,702	15,528
Finance		
Bank charges	**46**	50
Governance costs		
Accountancy	**1,920**	2,140
Legal fees	**-**	3,600
	1,920	5,790
Total resources expended	**96,262**	88,473
Net expenditure	**(34,043)**	(63,473)