Headway
PLYMOUTH
Improving life after brain injury

Annual Report 2025



Headway Plymouth Charity No : 1150786 ceo@headwayplymouth.org.uk

2025 in review

Our Details

Company Number: 8101252

Charity's Registered Number: 1150786

Charity's Registered Office: Headway Plymouth
Headway House
Devonport
Plymouth
PL1 4RJ

The Charity's Incorporation was finalised with effect from 17 April 2013.

The Charity's governing document is the Articles of Association.

Our Vision

...is for all individuals, their families and carers affected by acquired brain injury to have access to all the support they need to maximise their potential.

Our Mission

...is to enable those with an acquired brain injury and their families and carers to live independent lives.

Chair's Statement

I was reflecting on last year's statement when I indicated we had had an exceptionally busy year. Perhaps this is the norm!

Whilst we continue to operate in challenging times, the Team have really stood up to the challenge. Having launched the Hospital Liaison Project, this has gone from strength to strength. We've been able to provide invaluable support and guidance through this project, clearly demonstrating the ongoing need.

Craig and the Team have worked incredibly hard fostering further relationships within both the third sector and business community.

Another outcome of the hard work put in is that we have had some phenomenal 'wins' from grant applications which has allowed us to really enhance our building and grounds further and, subsequently, the offering to our service users. As you will see within the report, our hub looks absolutely fantastic.

I want to take this opportunity of once again thanking our wonderful team (Craig, Jo, Pete, Amy, Jonathan, Daniel and Andy) plus the plethora of volunteers we have had in the centre. Their hard work and dedication is really paying off. Exciting times!!



Robert Antrobus – Chair

2025 in review

Our Trustees

There was no change to the Charity's Trustees during financial year ending December 2025.

The trustees (the majority of whom have lived experience of ABI within their immediate families) again invested their time in reviewing the charity's strategy and three year business plan at the beginning of 2025.

We established our new mission statement, vision and values having sought the views of our clients on what they saw as the most important values we should demonstrate to them.

We appointed Daniel Campbell as a casual centre based team member after he proved to be an exceptional Adult Social Care placement student.

Naomi Hulford expanded her role from hospital liaison lead to clinical lead and offered additional support within the centre.

We also restructured the team and advanced Jo Bentley to a new Care Manager role - dividing the responsibility for "people' and "place".

Trustees

Robert Antrobus - Chair
Hilary Dicks - Vice Chair
Karen Walker - Treasurer
Allice Hocking - Trustee
Anita Pascoe - Trustee

Staff

Craig Butler - CEO
Peter Olver - Operations Manager
Joanne Bentley - Care Manager
Jonathan Self - Centre Team
Amy Edwards - Centre Team
Daniel Campbell - Centre Team
Andy Cornish - Community Team
Naomi Hulford - Clinical Lead

2025 in review



Our Accountants Solicitors and Bankers

The Charity's Accountants remained as Dawe Hawken and Dodd, Chartered Certified Accountants of 52 Fore St, Callington, Cornwall, PL17 7AJ.

The Charity's Solicitors remained as Wolferstans of Deptford Chambers, 60-66 North Hill, Plymouth, PL4 8EP.

The Charity banks with NatWest Bank of 12-16 Old Town Street Plymouth PL1 1DG

The Charity is a Real Living Wage Employer and is regulated by the Fundraising Regulator

Spring Highlights

With the benefit of a government VCSE Energy efficiency grant we completed a green energy overhaul of the centre with solar power, solar batteries, LED lighting and split system air conditioning - allowing us to switch off our gas supply.

Summer Highlights

In partnership with Plymouth and South Devon Community Forest we held a fantastic community day where we planted 20 trees around our centre which we now tend and care for as part of the redevelopment and expansion of our outdoor space.

Autumn Highlights

Thanks to wonderful funding from the B&Q and Clothworkers Foundations we designed and built a new disability accessible kitchen - which swiftly became a centre piece for re-enablement activities around all aspects of food budgeting, nutrition, preparation and storage.

Winter Highlights

We became a Warm and Welcome Space thanks to funding from Plymouth City Council - allowing us to open our centre to deprived members of our community for more hours on more days of the week. A safe place to socialise, stay warm and access our food larder.

Headway PLYMOUTH

2025

485

...individual clients supported and added to our new client database

54

...placements hosted across 10 subjects and 5 institutions

153

...center based activitiy sessions

Projects	Details	Outcome
Management	**To restructure our team to give talented individuals more responsibility around certain key areas of the charity**	• **Operations manager - responsible for place** • **Care Manager - responsible for people** • **Clinical Lead - responsible for client assessment and goal planning**
Partnerships	**To reach out and forge new partnerships in our community**	• **Active member of Plymouth VCFSE community and a Warm Welcome Space** • **Collaboration with Well Connected - on placements and ABI Education events**
Funding	**To diversify our funding streams away from exclusive reliance on statutory funding**	• **Carried out a full independent strategic fundraising review** • **Developed fundraising platforms around regular giving and challenges** • **Significant growth in grant foundation income.**

Our Services

We successfully moved the Charity away from a traditional day-centre model and significantly raised our profile locally and regionally to cement our reputation for specialist ABI rehabilitation. Now embedded at the regional centres of excellence for ABI rehabilitation and re-enablement, we reached a reputational high point where we had secured a place as part of the rehabilitation pathway from hospital into the community.

There was success in bringing new clients into the Charity - either with longstanding (but unsupported) ABI or those who had recently suffered an ABI. Our private income increased as were able to offer day centre and community support to those being referred via case managed litigation, private nursing facililites or by managed direct payment.

The centre based operations switched focus away from clients attending for full/multiple days per week - to the use of the centre as a social hub and a base for various client centred re-enablement activities, education and awareness. We connected with new activity partners like Plymouth Neurophysio and Plymouth City Council's Green Communities team.

Our peer support groups and education program developed as we added additional peer support groups for those living with Functional Neurological Disorder (FND) and, crucially, a new family and carer's group to support those who, more often that not, bear the brunt of the effects of long term ABI.

Our education program expanded with the support of Penny Weekes who led addtional, online, "lunch and learn" education and awareness sesions for our VCFSE, student and healthcare partners and collaborators.

We continued to embed ourselves into the heart of the huge community of other Charities, Voluntary, Community, Faith and Social Enterprise Organisations in and around Plymouth. In partnership with Plymouth City Council we became a Warm and Welcome Space in Devonport - expanding our opening days and hours to allow the most deprived members of out community access to the centre to mitigate against isolation. save on fuel and food bills and to offer free advice, internet access and signposting to those who needed it the most.







Our Funding

We secured ongoing commissioned work in both Day Opportunities and Community Enablement with Plymouth City and Devon and Cornwall County Councils. Our commissioning agreement with Plymouth City Council being extended to October 2027.

The board commissioned Fresh Fundraising to carry out an independent review of the charity's fundraising history, capability and strategy. A plan was developed to initially build a fundraising platform (champions/volunteers, comms strategy and donor base - then focussing on corporate partnerships, grant making foundations, challenges, regular donation, legacy and "in memorium" giving.

We secured funding from the government's VCSE Energy Efficiency Scheme that allowed us to carry out extensive energy efficient improvements to our centre (see Our Space). Further grant income to develop our space came from Plymouth and South Devon Community Forest, B&Q Foundation, and the Clothworkers Foundation. Repeat activity funding came from The Clare Milne Trust and the hospital liaison program was supported by grants from The Hospital Saturday Fund, Wesleyan and Heart of England.

Our two year sponsorship agreement with Enable Law and Wolferstans Solicitors continued. This amazing funding supports our hospital liaison project and our ability to offer short term 1:1 community enablement to a number of clients as they await Care Act assessment. We wre also delighted when Westcountry Case Management also joined our list of corporate sponsors of our hospital liaison project.

We also received significantly greater income from challenges and events - with our chair of trustees running the 2025 London Marathon and our Operations Manager parachuting out of a plane on the same day (!) - all to raise vital funds for the charity.

We remain fully accredited with The Fundraising Regulator.







Our Team

Craig retained his CEO role - responsible for the strategic development of the Charity, profile and reputation building, partnership work, new client development, diversification of service delivery and exploring new income streams.

Pete retained his role as Operations Manager to oversee the day to day functions of the Charity with new focus on facilities, projects, partnerships and finance.

Jo demonstrated exceptional skills with clients and team members alike and took on the role of Care Manager to support colleagues, clients and families - as well as volunteers and placements.

Naomi continued to lead our hospital liaison project, offering vast clinical experience as a career long occupational therapist. She expanded her role as clinical lead with a greater and more regular presence at the centre - supporting clients and families in group and 1:1 settings.

Our work with local education expanded exponentially with us working with new schools and colleges including City College (Pathway for Progression/T Level health) Marjon (sports rehabilitation) Peninsula Medical School (student doctors) and the University of Plymouth (adult social care, psychology, paramedicine)

One of or Adult Social care placements impressed to the extent that Daniel joined us as a casual centre based support worker - providing essential cover for holidays and sickness. Were delighted to be joined by four psychology masters students as volunteers and thrilled to be joined by client, Alex, as a fundraisng and education volunteer - who had inspired hundreds of students by sharing his lived experience with them at the University of Plymouth.

We still believe in paying our team a fair wage. We remain accredited Living Wage Employers and, in April 2025, our lowest hourly rate was again fixed at 50 pence per hour above the "*real living wage*".

Just a few of out amazing volunteers









Our Space

We continued the renovation of the centre.

We secured funding under the government's VCSE Energy Efficiency Scheme to radically improve the building's efficiency credentials as we added 32 square metres of solar panels, two solar batteries, LED lighting throughout, heat panels, electric water heaters and split system air conditioning. Our natural gas supply was, in effect, discontinued as we moved to full, self generated, electricity only - which we can export back to the grid!

With funding from South Devon Community Forest we hosted a community tree planting day and with a number of local groups, we planted 20 new trees on and adjacent to our land. This would provide for additional carbon sequestration and mitigate again the flooding that regularly affects access to the centre.

The funding we received allowed us to work with YGS Landscapes to design a new garden space and seating area in front of and to the side of the centre - extending across into the wider park to create a sensory pathway to a large activity and mindfulness area with community picnic tables and benches. The first phase of this was completed in the spring of 2026.

We were also able, after 27 years, to replace our jaded kitchen space with a brand new disability accessible kitchen - funded jointly with the B&Q and Clothworkers Foundation. The new kitchen became a busy hub for food based re-enabling activity from budgeting, to menu planning, nutrition, food and kitchen safety, prepartion, cooking, storage - and, most importantly, a beautiful new space for us to socialise and eat together.

Our clients have remained at the centre of what we do and have played an important role by adding their thoughts, views and idea around both what the space should look like and offer clients and families. Discussion forums and polls of clients has informed what they might want from a garden and kitchen space and plans were developed with client wishes as a starting point in every case.

All change at our space







Our Partners

Statutory - We have continued to engage with our health and social care funders. Reputation wise, we are in our strongest ever position. Our clinical lead is now embedded within the local centres of excellence for ABI rehabilitation and is viewed as an essential part of their teams and Headway Plymouth a first choice partner for onward community support.

There is still much work to do around statutory referrals and the vital funding needed to sustain that work. There will be many more conversations with our social care and ICB partners around how we can support the NHS 10 year plan and Integrated Neighbourhood Teams with early intervention and prevention work

Corporate - We are working with new corporate partners to establish new and mutually beneficial relationships. New incomes streams are being delivered by a number of valued collaborators and companies are proving keen to work with us on their own CSR and ESG policies - offering valuable time and services from volunteers and teams with spare capacity. We aim to expand our education program to offer "brain friendly" education, awareness and accreditation to our corporate and VCFSE partners

Education - We continue to work with the University of Plymouth, Marjon , Exeter University Business School, City College Plymouth and the Peninsula Medical School to place students and volunteers. We have added to this list the "Well Connected" community placement group and the Peninsula Dental School. We are also supporting more research projects led by the university across a range of issues affecting ABI survivors and families - including gender stereotypes in carers, and grief after ABI.

Charity and VCSE - We continue working with environmental, mental health, drug and alcohol, homelessness and domestic violence collaboratives and food distribution charities. We have joined the Plymouth and Devon Chamber Charity Sub-Group. We are collaborating with FND FrieNDs to host their monthly Plymouth based peer support groups.

Membership/Affiliates - We are members of a number of partner organisations (including UKABIF and BABICM) that ensure our good governance, fair pay, ethical fundraising and shared best practices in the charity sector.

UNIVERSITY OF PLYMOUTH

green communities

UKABIF
The United Kingdom Acquired Brain Injury Forum

Our Clients

In 2025 we did more than ever to invest in our clients (and their families) and improve the care and support we strive to provide.

As we now support our clients across their entire brain injury "journey" from injury or diagnosis to longer term support, we have been able to better understand their needs and flex and adapt our services to support new and changing needs.

We have introduced a range of new client group activities (both in the centre and in the community) using experienced external leaders, which are designed to optimise physical, cognitive, behavioural and emotional rehabilitation and re-enablement.

Working with Plymouth Neurophysio, we launched our adaptive movement sessions - adding workshops to support cooking, drama therapy and art and design.

We did far more to get our client out of the centre and into the community in groups. We worked with Nature Plymouth to explore our green spaces, Plymouth Sound National Marine Park to explore our beautiful blue spaces and The Box Museum to explore art and culture.

Listening to our clients, we added new ABI specific peer support groups for men, women and, crucially, families and carers. We hope to expand peer support and education services to add digital/online opportunities many more who are living with across the wider peninsula.

We have worked harder around criminality and justice with the issuing of many more Brain Injury Identity Cards to clients.

Clients are now, of course, supported in hospital and across discharge allowing us to continue to assess the needs of clients and respond to cries for help.

Green and blue spaces







Our Impact

We have remained keen to improve how we collect data and evidence our impact and are committed to developing this going forward.

We are now working with clients and families at the very start of their ABI journey. We are supporting, advising, educating and signposting in an effort to reduce readmissions, reduce statutory costs, support relationships and families. We facilitate discussion around return to work or volunteering.

This early intervention serves to significantly reduce or divert the crises that typically affect an ABI survivor - like family breakdown, unemployment, debt, mental health issues, substance abuse , criminality and suicidal ideation.

We introduced "OneTouch" - our new CRM and service delivery software that will allow us to simply, but accurately, record where our clients come from, how many clients and families we support, how we support them and how well we succeed in improving lives after brain injury.

Our client's needs and goals (and their progress along their rebailitation journey) are now recorded in "My Brain Star" - an new Outcome Star bespoke to ABI rehabilitation and re-enablement..

In 2025 Plymouth University published their report into the need for and efficacy of our Hospital Liaison Service.

We have transformed our environment impact through our VCSE energy efficiency project and are moving to a position where we are carbon negative - completely removing reliance on fossil fuels, generating our own electricity and exporting back to the National Grid.





Our 2025 Finances

2025 saw a vast changes in the way we promoted the charity worked in partnership with others, devised and delivered a new range of services,. Most importantly, we were able to shore up the financial stability of the charity, create a platform for future growth and development and, crucially, enable us to support more clients and a families in new, better and more varied ways.

We continued to diversify our income and fundraising streams though successful grant bid writing and corporate sponsorship - as well as increases in regular donations and "challenged based" fundraising enhanced by gift aid payments on these donations.

Income (from all sources) in 2025 was increased by £55,000 (30%). There was increased expenditure in line with budgeted recruitment and development work on the building. However, we were delighted to end the year with a surplus of £15,471.

Our focus remained on seeking out new commissioned income linked to our expanding outreach and enablement work. That has proved difficult due to a combination of local authority budgetary constraints and long delays in securing Care Act assessment and funding

We were able to return to existing grant foundations and seek further funding - having demonstrated our ability to carefully manage existing funds in line with budgets and with proven outcomes.

We are delighted to work with fantastic corporate legal sponsors who provide essential funding for our hospital liaison project - together with equipment and volunteers.

Our fundraising strategy is in place. We have started to develop more traditional forms of fundraising (events, challenges, individual donation and legacies) but limited time, resources and staffing meant that our fundraising focus across 2025 continued to be around commissioned, grant and corporate sponsorship income.

I

ENABLE LAW

Wolferstans SOLICITORS

Westcountry CASE MANAGEMENT

Our Future

The centre is now a bright and vivid, energy efficient social hub. A place for our ABI clients to be themselves and offer respite to their carers. It is hive of activities and education. It is a learning base for students.

Growth in clients will lead us to further expand our hours of operation as we move to host more activities, peer support and education groups in our centre.

Our hospital liaison service is thriving and has been immensely well received by patients, families and, of course, overstretched healthcare teams. We will grow and train our team to offer broader coverage at the city's hospitals and support more clients and families eithet face to face, virtually and by telephone after discharge.

It is hoped that the local ICB will, through our research, see the value of commissioning this vital service for the long term.

Our systems will continue to develop so that we can better assess, plan and monitor client progress towards their goals and report better on our outcomes and achievements. Our website will be further developed to offer an engaging and interactive source of information, education, referral and fundraising.

We will continue to develop all our relationships with our local charity, voluntary, community and social enterprise partners so that we can support these other groups, steer new clients and families to our support and generate much need fundraising income to support our ongoing growth.

New projects will include Justice (working with police, prison and probation officers). We also envisage a neuro-toxic ABI service supporting the most challenging of clients in new and diverse ways.

Our environmental focus will continue as we develop our outside space, creating a bio-diverse, mindful, space that will improve carbon sequestration and mitigate against flooding.







Finances

CURRENT ASSETS

Total	£135,458

LIABILITIES

Total	£3,855

ANALYSIS

	2024	2025
Income		
Service Income	£94,265	£95,469
Sponsorship	£23,196	£40,350
Grants	£60,595	£91,911
Fundraising	£5,682	£7514
Total	£187,738	£242,244
Total Expenditure	£142,929	£226,773
Surplus	£40,809	£15,471

Financial Summary y/e 2025

£242,244
Income

£226,773
Expenditure

£15,471
Surplus

Statement and Reserves Policy

The charity's Trustees have complied with their duty to have due regard to the Guidance on Public Benefit published by the Charity Commission in exercising their powers or duties.

The charity's policy on reserves is to allocate a sum equivalent to approximately 6 months operating costs - or approximately £90,000.00 for this purpose. See full reserves policy.

The Trustees (who are also the directors of Headway Plymouth for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

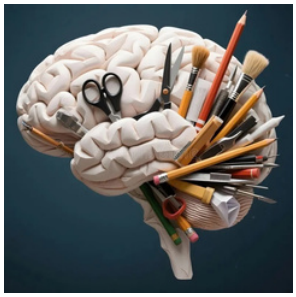
Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

This report has been prepared in accordance with the special provisions of Section 419(2) of the Companies Act 2006 relating to small companies.






We'd like to thank all our partners and donors for their generous support













































Everyone deserves a place to **feel safe**



Headway
PLYMOUTH
Improving life after brain injury

ceo@headwayplymouth.org.uk

www.headwayplymouth.org.uk

01752 550559

Headway House Park Ave PL1 4RJ

HEADWAY PLYMOUTH

YEAR ENDED: 31st DECEMBER, 2025

DAWE, HAWKEN & DODD
Chartered Certified Accountants
Callington, Cornwall.

Independent Examiners Report
to the Directors of Headway, Plymouth
on the Accounts for the year ended 31st December, 2025

We report on the accounts for the year ended 31st December, 2025 which are set out on pages 2 to 10.

Respective Responsibilities of the Directors and Independent Examiners

The charity's directors consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is our responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to our attention.

Basis of Independent Examiners' Statement

Our examination was carried out in accordance with the General Directions given by the Charity Commission.
An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently we do not express an audit opinion on the Accounts.

Independent Examiners' Statement
In connection with our examination, no matters have come to our attention:

1) Which give us reasonable cause to believe that in any material respect the requirements
   - to keep accounting records in accordance with s. 130 of the 2011 Act; or
   - to prepare accounts which accord with these accounting records have not been met; or

2) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Farr FCCA
Dawe, Hawken & Dodd,
Chartered Certified Accountants,
52 Fore Street,
Callington,
Cornwall.
PL17 7AJ.

Dated: 18th August, 2026

HEADWAY, PLYMOUTH

Statement of Financial Activities
for the year ended 31st December, 2025

	Unrestricted Funds	Restricted Income Funds	2025 Total	2024 Total
	£	£	£	£
Incoming Resources (Note 3)				
Incoming Resources from Generated Funds				
Voluntary Income	47350		47350	23196
Activities for Generating Funds	7514		7514	5682
Investment Income	878		878	716
Income Resources from Charitable Activities	94591		94591	93549
Other Incoming Resources	22620	69291	91911	60595
Total Incoming Resources	172953	69291	242244	183738
Resources Expended (Notes 4-6)				
Costs of Generating Funds				
Costs of Generating Voluntary Income	3687		3687	550
Charitable Activities	147719	73043	220762	140085
Governance Costs	2324		2324	2294
Total Resources Expended	153730	73043	226773	142929
Net Movement in Funds	19223	(3752)	15471	40809
Total Funds Brought Forward	111282	34246	145528	104719
Total Funds Carried Forward	130505	30494	160999	145528

HEADWAY, PLYMOUTH

Balance Sheet as at 31st December, 2025

	Note	Unrestricted Funds £	Restricted Income Funds £	2025 Total	2024 Total £
Fixed Assets					
Tangible Assets	7	8058	21327	29385	32402
Current Assets					
Debtors	8	9552		9552	10076
Cash at Bank and in Hand		116739	9167	125906	107246
Total Current Assets		126921	9167	135458	117322
Creditors: Amounts falling due within one year	9	3844		3844	4196
Net Current Assets		122447	9167	131614	113126
Total Assets less Current Liabilities		130505	30494	160999	145528
Creditors: Amounts falling due after one year	9	-	-	-	-
Net Assets		130505	30494	160999	145528
Funds of the Charity					
Unrestricted Funds				130505	111282
Restricted Income Funds	10			30494	34246
Total Funds				160999	145528

Signed by two Directors on behalf of all the Directors

Signed **ROBERT ANTROBUS**

Signed **KAREN WALKER**



Approved by

HEADWAY, PLYMOUTH

Notes to the Accounts for the year ended 31st December, 2025

Note 1 Basis of Preparation

1.1. Basis of Accounting

These Accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with Accounting Standards;
- and with the Charities Act 2011.
- and with the Companies Act 2006.

1.2 Change in Basis of Accounting

There has been no change to the accounting policies since last year.

1.3 Changes to previous Accounts

No changes have been made to Accounts for previous years.

Note 2 Accounting Policies

INCOMING RESOURCES

Recognition of Incoming Resources	These are included in the Statement of Financial Activities (SoFA) when: • the charity becomes entitled to the resources; • the trustees are virtually certain they will receive the resources; and • the monetary value can be measured with sufficient reliability.
Incoming Resources with Related Expenditure	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.
Grants and Donations	Grants and donations are only included in the SoFA at the same time as the gift to which they relate.
Tax Reclaims on Donations and Gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual Income and Performance Related Grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in Kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

HEADWAY, PLYMOUTH

Notes to the Accounts for the year ended 31st December, 2025

(continued)

Note 2 Accounting Policies (continued)

Donated Services and Facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer Help	The value of any voluntary help received is not included in the accounts but is described in the Trustees' Annual Report.
Investment Income	This is included in the Accounts when receivable.
Investment Gains and Losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

Liability Recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance Costs	Include costs of the preparation and examination of statutory Accounts, the costs of Trustee Meetings and cost of any legal advice to Trustees on governance or constitutional matters.
Grants with Performance Conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without Performance Conditions	These are only recognised in the Accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, as per capita, staff costs by the time spent and other costs by their usage.

ASSETS

Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at Trustees' best estimate of market value.
Stocks and Work in Progress	These are valued at the lower of cost or market value.

Note 3 Analysis of Incoming Resources

	2025	2024
	£	£
Voluntary Income	47350	23196
Activities for Generating Funds	7514	5682
Investment Income	878	716
Income Resources from Charitable Activities	94591	93549
Other Incoming Resources – Grants	91911	60595

Note 4 Analysis of Resources Expended

	2025	2024
	£	£
Costs of Generating Voluntary Income	3687	550
Charitable Activities	220762	140085
Governance Costs	2324	2294

Note 5 Details of Certain Items of Expenditure

5.1 Directors' Expenses

	2025	2024
	£	£
Number of Directors who were paid expenses and consultancy fees	0	0
Total Amount Paid	-	-

5.2 Fees for Examination of the Accounts

	2025	2024
	£	£
Independent Examiners Fees for reporting on the Accounts	1210	1148
Other Fees paid to the Independent Examiner	331	331
Total paid to independent examiner	1541	1479

Note 6 Paid Employees

6.1 Staff Costs

	2025	2024
	£	£
Gross Wages, Salaries and Benefits in Kind	119537	87407
Employer's National Insurance Costs (net of employment allowance)	2137	2308
Employer's Pension Contributions	2189	1713
	123863	91428

6.2 Average number of Employees in the Year

	2025	2024
The parts of the Charity in which the employees work		
Client Care & Management	6	5

Note 7 Tangible Fixed Assets

7.1 Cost

	Freehold Land And Buildings	Other Land and Buildings	Energy Efficiency Scheme	Fixtures, Fittings and Equipment	Total
	£	£	£	£	£
Balance brought forward	37803	1163	8295	44076	91337
Additions					
Disposals					
Balance carried forward	37803	1163	8295	44076	91337

7.2 Accumulated Depreciation and Impairment Provisions

* Basis	SL	SL	SL	SL	
** Rate	2% of Buildings	15%	25%	25/33$^{1}/_{3}$ %	
Balance brought forward	12457	1162	2074	43242	58935
Charge for Year	527		2074	416	3017
Disposals					
Balance carried forward	12984	1162	4148	43658	61952

7.3 Net Book Value

Brought forward	25346	1	6221	834	32402
Carried forward	24819	1	4147	418	29385

Note 8 Debtors and Prepayments

Analysis of Debtors	**Amounts falling due within one year**		**Amount falling due after more than one year**	
	2025	**2024**	**2025**	**2024**
	£	**£**	**£**	**£**
Trade Debtors	9552	10076	-	-
Other Taxation & Social Security	-	-	-	-
Other Debtors	-	-	-	-
Prepayments and Accrued Income	-	-	-	-
Total	9552	10076	-	-

Note 9 Creditors and Accruals

Analysis of Creditors	**Amounts falling due within one year**		**Amounts falling due after more than one year**	
	2025	**2024**	**2025**	**2024**
	£	**£**	**£**	**£**
Trade Creditors	1300	1619	-	-
Other Creditors	-	419	-	-
Other Taxation & Social Security	1254	868	-	-
Accruals and Deferred Income	1290	1290	-	-
Total	3844	4196	-	-

Note 10 Endowment and Restricted Income Funds

12.1 Fund held

- *permanent endowment funds (PE);*
- *expendable endowment funds (EE); and*
- *restricted income funds, including special trusts, of the charity (R).*

Fund Name	**Type (PE, EE or R)**	**Purpose and Restrictions**
New Building and Fixtures and Fittings Fund	R	To buy premises at Devonport and private Fixtures and Fittings
National Lottery Fund	R	Support our client activities program
Norman Family Fund	R	To employ a part time Hospital Liaison support worker who can work in tandem with our OT Hospital Liaison lead to offer follow up telephone and personal support to patients and families.
VCSE Energy Efficiency Fund	R	Funding a scheme for making our premises more energy efficient

Notes to the Accounts for the year ended 31st December, 2025

(continued)

Note 11 Movement of Restricted Funds

Fund Name	Fund Balances Brought forward	Incoming	Outgoing	Fund Balances Carried forward
	£	£	£	£
New Building and Fixtures and Fittings Fund	16874	-	527	16347
National Lottery Fund	11151	-	11151	-
Claire Milne Fund	-	20000	10000	10000
VCSE Energy Efficiency Fund	6221	-	2074	4147
Groundworks Fund	-	20471	20471	-
Neighbourly Fund	-	10000	10000	-
Astor Fund	-	720	720	-
Hospital HSF Fund	-	2000	2000	-
Heart of England Fund	-	5212	5212	-
Four Acres Community Trust	-	888	888	-
Clothworkers Fund	-	10000	10000	-

Income and Expenditure Account
For the year ended 31st December, 2025

Income	Unrestricted Funds £	Restricted Funds £	Total £
Corporate Sponsorship	45625		45625
Donations	1725		1725
Fundraising	7514		7514
Client Lunches	2396		2396
Client Services - Social Services	73262		73262
- Private	18933		18933
Grants Received	22620	69291	91911
Interest Received	878		878
	172953	69291	242244
Less :- Expenditure	153730	73043	226773
Surplus for the Year	19223	(3752)	15471
Balance Brought Forward	111282	34246	145528
Balance Carried Forward	130505	30494	160999

HEADWAY , PLYMOUTH

Income and Expenditure Account
For the year ended 31st December, 2025

Expenditure	Unrestricted Funds £	Restricted Funds £	Total £
Client Activities		10563	10563
Repairs, Renewals	3996	41359	45355
Food & Kitchen Supplies	2312		2312
Marketing	548		548
IT	1695	2760	4455
Light, Heat & Telephone	3194		3194
Rates & Water	1709		1709
Cleaning & Waste Removal	446		446
Staff & Volunteer Costs incl. Uniforms	2859		2859
Fundraising Expenses	3687		3687
Sundries	865		865
Insurances	1884		1884
Wages incl. Employers N.I.C & Pension	108103	15760	123863
Consultancy Fees	783		783
Hospital Liaison Project	17865		17865
Bookkeeping	1534		1534
Accountancy & Payroll Costs	1541		1541
Bank Charges	293		293
Depreciation of Fixed Assets	416	2601	3017
	153730	73043	226773

HEADWAY PLYMOUTH

YEAR ENDED: 31st DECEMBER, 2025

DAWE, HAWKEN & DODD
Chartered Certified Accountants
Callington, Cornwall.

Independent Examiners Report
to the Directors of Headway, Plymouth
on the Accounts for the year ended 31st December, 2025

We report on the accounts for the year ended 31st December, 2025 which are set out on pages 2 to 10.

Respective Responsibilities of the Directors and Independent Examiners

The charity's directors consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is our responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to our attention.

Basis of Independent Examiners' Statement

Our examination was carried out in accordance with the General Directions given by the Charity Commission.
An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently we do not express an audit opinion on the Accounts.

Independent Examiners' Statement
In connection with our examination, no matters have come to our attention:

1) Which give us reasonable cause to believe that in any material respect the requirements
   - to keep accounting records in accordance with s. 130 of the 2011 Act; or
   - to prepare accounts which accord with these accounting records have not been met; or

2) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Farr FCCA
Dawe, Hawken & Dodd,
Chartered Certified Accountants,
52 Fore Street,
Callington,
Cornwall.
PL17 7AJ.

Dated: 18th August, 2026

HEADWAY, PLYMOUTH

Statement of Financial Activities
for the year ended 31st December, 2025

	Unrestricted Funds	Restricted Income Funds	2025 Total	2024 Total
	£	£	£	£
Incoming Resources (Note 3)				
Incoming Resources from Generated Funds				
Voluntary Income	47350		47350	23196
Activities for Generating Funds	7514		7514	5682
Investment Income	878		878	716
Income Resources from Charitable Activities	94591		94591	93549
Other Incoming Resources	22620	69291	91911	60595
Total Incoming Resources	172953	69291	242244	183738
Resources Expended (Notes 4-6)				
Costs of Generating Funds				
Costs of Generating Voluntary Income	3687		3687	550
Charitable Activities	147719	73043	220762	140085
Governance Costs	2324		2324	2294
Total Resources Expended	153730	73043	226773	142929
Net Movement in Funds	19223	(3752)	15471	40809
Total Funds Brought Forward	111282	34246	145528	104719
Total Funds Carried Forward	130505	30494	160999	145528

HEADWAY, PLYMOUTH

Balance Sheet as at 31st December, 2025

	Note	Unrestricted Funds £	Restricted Income Funds £	2025 Total	2024 Total £
Fixed Assets					
Tangible Assets	7	8058	21327	29385	32402
Current Assets					
Debtors	8	9552		9552	10076
Cash at Bank and in Hand		116739	9167	125906	107246
Total Current Assets		126921	9167	135458	117322
Creditors: Amounts falling due within one year	9	3844		3844	4196
Net Current Assets		122447	9167	131614	113126
Total Assets less Current Liabilities		130505	30494	160999	145528
Creditors: Amounts falling due after one year	9	-	-	-	-
Net Assets		130505	30494	160999	145528
Funds of the Charity					
Unrestricted Funds				130505	111282
Restricted Income Funds	10			30494	34246
Total Funds				160999	145528

Signed by two Directors on behalf of all the Directors

Signed **ROBERT ANTROBUS**

Signed **KAREN WALKER**



Approved by

HEADWAY, PLYMOUTH

Notes to the Accounts for the year ended 31st December, 2025

Note 1 Basis of Preparation

1.1. Basis of Accounting

These Accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with Accounting Standards;
- and with the Charities Act 2011.
- and with the Companies Act 2006.

1.2 Change in Basis of Accounting

There has been no change to the accounting policies since last year.

1.3 Changes to previous Accounts

No changes have been made to Accounts for previous years.

Note 2 Accounting Policies

INCOMING RESOURCES

Recognition of Incoming Resources	These are included in the Statement of Financial Activities (SoFA) when: • the charity becomes entitled to the resources; • the trustees are virtually certain they will receive the resources; and • the monetary value can be measured with sufficient reliability.
Incoming Resources with Related Expenditure	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.
Grants and Donations	Grants and donations are only included in the SoFA at the same time as the gift to which they relate.
Tax Reclaims on Donations and Gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual Income and Performance Related Grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in Kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

HEADWAY, PLYMOUTH

Notes to the Accounts for the year ended 31st December, 2025

(continued)

Note 2 Accounting Policies (continued)

Donated Services and Facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer Help	The value of any voluntary help received is not included in the accounts but is described in the Trustees' Annual Report.
Investment Income	This is included in the Accounts when receivable.
Investment Gains and Losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

Liability Recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance Costs	Include costs of the preparation and examination of statutory Accounts, the costs of Trustee Meetings and cost of any legal advice to Trustees on governance or constitutional matters.
Grants with Performance Conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without Performance Conditions	These are only recognised in the Accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, as per capita, staff costs by the time spent and other costs by their usage.

ASSETS

Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at Trustees' best estimate of market value.
Stocks and Work in Progress	These are valued at the lower of cost or market value.

Note 3 Analysis of Incoming Resources

	2025	2024
	£	£
Voluntary Income	47350	23196
Activities for Generating Funds	7514	5682
Investment Income	878	716
Income Resources from Charitable Activities	94591	93549
Other Incoming Resources – Grants	91911	60595

Note 4 Analysis of Resources Expended

	2025	2024
	£	£
Costs of Generating Voluntary Income	3687	550
Charitable Activities	220762	140085
Governance Costs	2324	2294

Note 5 Details of Certain Items of Expenditure

5.1 Directors' Expenses

	2025	2024
	£	£
Number of Directors who were paid expenses and consultancy fees	0	0
Total Amount Paid	-	-

5.2 Fees for Examination of the Accounts

	2025	2024
	£	£
Independent Examiners Fees for reporting on the Accounts	1210	1148
Other Fees paid to the Independent Examiner	331	331
Total paid to independent examiner	1541	1479

Note 6 Paid Employees

6.1 Staff Costs

	2025	2024
	£	£
Gross Wages, Salaries and Benefits in Kind	119537	87407
Employer's National Insurance Costs (net of employment allowance)	2137	2308
Employer's Pension Contributions	2189	1713
	123863	91428

6.2 Average number of Employees in the Year

	2025	2024
The parts of the Charity in which the employees work		
Client Care & Management	6	5

Note 7 Tangible Fixed Assets

7.1 Cost

	Freehold Land And Buildings	Other Land and Buildings	Energy Efficiency Scheme	Fixtures, Fittings and Equipment	Total
	£	£	£	£	£
Balance brought forward	37803	1163	8295	44076	91337
Additions					
Disposals					
Balance carried forward	37803	1163	8295	44076	91337

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* Basis	SL	SL	SL	SL	
** Rate	2% of Buildings	15%	25%	25/33$^{1}/_{3}$ %	
Balance brought forward	12457	1162	2074	43242	58935
Charge for Year	527		2074	416	3017
Disposals					
Balance carried forward	12984	1162	4148	43658	61952

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Brought forward	25346	1	6221	834	32402
Carried forward	24819	1	4147	418	29385

Note 8 Debtors and Prepayments

Analysis of Debtors	**Amounts falling due within one year**		**Amount falling due after more than one year**	
	2025	**2024**	**2025**	**2024**
	£	**£**	**£**	**£**
Trade Debtors	9552	10076	-	-
Other Taxation & Social Security	-	-	-	-
Other Debtors	-	-	-	-
Prepayments and Accrued Income	-	-	-	-
Total	9552	10076	-	-

Note 9 Creditors and Accruals

Analysis of Creditors	**Amounts falling due within one year**		**Amounts falling due after more than one year**	
	2025	**2024**	**2025**	**2024**
	£	**£**	**£**	**£**
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Other Creditors	-	419	-	-
Other Taxation & Social Security	1254	868	-	-
Accruals and Deferred Income	1290	1290	-	-
Total	3844	4196	-	-

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12.1 Fund held

- *permanent endowment funds (PE);*
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Notes to the Accounts for the year ended 31st December, 2025

(continued)

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	£	£	£	£
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VCSE Energy Efficiency Fund	6221	-	2074	4147
Groundworks Fund	-	20471	20471	-
Neighbourly Fund	-	10000	10000	-
Astor Fund	-	720	720	-
Hospital HSF Fund	-	2000	2000	-
Heart of England Fund	-	5212	5212	-
Four Acres Community Trust	-	888	888	-
Clothworkers Fund	-	10000	10000	-

Income and Expenditure Account
For the year ended 31st December, 2025

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HEADWAY , PLYMOUTH

Income and Expenditure Account
For the year ended 31st December, 2025

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Marketing	548		548
IT	1695	2760	4455
Light, Heat & Telephone	3194		3194
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Cleaning & Waste Removal	446		446
Staff & Volunteer Costs incl. Uniforms	2859		2859
Fundraising Expenses	3687		3687
Sundries	865		865
Insurances	1884		1884
Wages incl. Employers N.I.C & Pension	108103	15760	123863
Consultancy Fees	783		783
Hospital Liaison Project	17865		17865
Bookkeeping	1534		1534
Accountancy & Payroll Costs	1541		1541
Bank Charges	293		293
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