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UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2025

CHARITY NUMBER: 1153509

Docusign Envelope ID: 1CD85E1E-7B9D-824A-8244-40D816DF29D3

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2025

The Trustees present their report and financial statements, for the year ended 31st December 2025, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, 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 (FRS102) (effective 1st January 2019).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

(1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.

(2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Introduction

We are pleased to present the Trustees' Annual Report for United Way UK for the year ended 31st December 2025.

The charity continued to strengthen its financial position during 2025, with income increasing to £537,000, compared with £471,000 in 2024.

While annual income has varied across reporting periods due to the timing of grants and funding cycles, the organisation has maintained sustained long-term growth. Since 2019, income has increased at an average compound annual growth rate (CAGR) of approximately 8%, reflecting continued organisational development, diversification of funding and increasing visibility across the UK.

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Alongside growth, the organisation continued to strengthen financial sustainability through careful cost management and operational efficiencies during the year. Programme expenditure increased by 4% as delivery and impact continued to grow, while office and financial administration costs reduced by 22%, reflecting ongoing focus on efficiency and financial stewardship.

Key Achievements During 2025

Organisational Strategy & Development

During 2025, we developed a new strategic framework for 2025–2030, designed to support the next phase of organisational growth and impact. The strategy focuses on six core areas:

- delivering deep and sustainable impact across UK communities
- securing long-term funding streams
- strengthening recognition and credibility across the UK
- proactively developing solutions that support people and communities to thrive
- establishing the organisation as a recognised thought leader
- strengthening integration within the wider global network

Governance & Leadership

The organisation further strengthened its governance and leadership structure through the appointment of Lailany Sierra as Co-Chair alongside Peter Badenhuizen, supporting the next phase of strategic growth and organisational development.

Income Diversification & Sustainability

The charity secured its first unrestricted grant from Garfield Weston (£20,000), representing an important step in diversifying income streams and developing new strategic funding relationships.

The organisation also continued to strengthen its corporate partnership model including the development of new anchor relationships, supporting long-term sustainability and the continued growth of place-based programmes across the UK.

Programme Impact & Partnerships

In 2025, we reached more than 16,000 individuals and families across our programmes and partnerships, and increased our Community Hub of small, local charity partners from 50 to 264.

During the year, increased corporate support for the Reading Oasis school libraries initiative enabled continued investment in children's education and mental health. During 2025, we installed a further 7 libraries, bringing the total number of installations to 55, with additional locations already pledged for 2026.

The organisation also continued to deepen cross-sector partnerships across business, schools and community organisations, strengthening its role in delivering place-based social impact.

Research & Evidence

During 2025, we formally launched *Beyond Books*, a long-term research programme exploring the impact of reading for pleasure on children's lives beyond literacy attainment, including confidence, mental health, aspirations and relationship-building.

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Developed in partnership with Anthem Trust, whose schools are participating in the research, and supported through expert advisory input via Cranfield Trust's volunteer programme, the study will follow children across their 7-year primary school journey. The programme reflects United Way UK's growing focus on evidence, learning and long-term impact, and is believed to represent one of the first longitudinal studies of its kind exploring the wider impact of reading for pleasure on children's lives throughout an extended educational period.

Operational Development & Governance

During the year, we reviewed and relaunched our payroll giving programme with a new HMRC-registerd partner. This strengthened governance, transparency, donor accessibility and operational controls, while improving risk management and the donor experience.

The organisation also continued to strengthen its operational infrastructure, financial oversight and impact reporting processes to support future growth and sustainability.

10-Year Anniversary

In summer 2025, United Way UK celebrated its 10-year anniversary with a special event bringing together supporters, partners and friends of the organisation to reflect on the charity's journey achievements and future ambitions.

The trustees would like to extend particular thanks to our friend and supporter Gwendolyn Mok, who performed at the event alongside fellow concert pianist Julian Jacobson, helping to create a memorable celebration as we looked ahead to the next chapter of our journey.

Looking Ahead

The Trustees recognise that the external environment for charities, businesses and communities remains challenging, with increasing demand for support alongside continued financial pressure across all sectors.

In response, we will continue to focus on:

- strengthening long-term financial sustainability
- growing cross-sector partnerships
- expanding place-based programmes
- developing evidence-led approaches to impact
- strengthening our profile and influence across the UK

The Trustees remain confident that United Way UK is well positioned to continue delivering meaningful impact and sustainable growth in the years ahead.

The Trustees would also like to extend their sincere thanks to all our supporters, partners, volunteers, Trustee Board members and staff team for their continued commitment, generosity and dedication throughout the year.

Financial Review

Income totalling £536,848 (2024: £471,232) was received in the year, of which £231,374 was by way of donation (2024: £290,359). Expenditure for the year totalled £486,551 (2024: £478,264). At 31st

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December 2025 the charity's reserves stood at £525,202 (2024: £474,905) with £212,850 being restricted funds (2024: £220,709).

RISK MANAGEMENT:

The charity reviewed risk during 2025, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.
2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to deliver. All new proposals and projects are costed with a consideration of additional resources needed.
3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We are working to our action plan on this, developing new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

RESERVES POLICY:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 9 months' average expenditure in the current year, increasing the previous coverage ratio of 6 months, in order to ensure our ability to deliver under current economic uncertainties.

At the end of the financial year, unrestricted funds totalled £312,352 of which £606 is represented by tangible assets and £8,376 represented by intangible assets (see note 9), leaving surplus free reserves of £303,370 (2024: surplus £239,494). The Organisation requires £257,132 for nine months running costs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity

Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations.
All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

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Management and Delegation:
The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:
United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

Verifies the use and the impact of resources invested in the community system citizenship: Provide financial and other resources to support capacity building and the network.

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UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2025

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number: 1153509

Principal Office:
151 Dale Street, Liverpool, L2 2AH

Trustees:
The trustees who served during the year are as follows:

Chair	Mr. Peter Badenhuizen	
Secretary	Mr. Ian Yates	(Resigned March 2026)
Treasurer	Mr. Neil Maffey	
Trustees	Ms Lailany Sierra	
	Ms Elizabeth Mary Ellen Buss	
	Mr. Murray Orr	
	Mr. Gary von Lehmden	(Resigned June 2026)
	Mr. Nailesh Rambhai	
	Mr. Francesco Vanni d'Archirafi	
Chief Executive:	Ms. Jane Hudson-Jones	
Independent Examiner:	James Wheelen Accountancy Limited Chartered Certified Accountants Minshull House, 67 Wellington Roard North Stockport SK4 2LP	
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH	

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UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2025

The trustees are responsible for preparing the Annual 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 period. In preparing these financial statements, the trustee is 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 to operate.

The trustees are responsible for keeping proper 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. It is 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.

Approved by the trustees and signed on their behalf by

Signed by:

9968B051336C4E6...

Neil Maffey
Treasurer

Signed by:

330DCA246289421...

Lailany Sierra
Co-Chair of Trustees

Dated: 6/24/2026

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UNITED WAY

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF UNITED WAY

I report to the trustees on my examination of the accounts of United Way for the year ended 31st December 2025.

This report is made solely to the charity's trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My examination has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

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

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I can 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 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts to be reached.

DocuSigned by:
James Wheelan
……47.6BCFD1B41C40F……

James Wheelan Accountancy Limited
Chartered Certified Accountants
Minshull House, 67 Wellington Roard North
Stockport SK4 2LP

Dated: 29 July 2026 ……

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UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2025

	Notes	Year to 31st December 2025 Unrestricted Funds £	Restricted Funds £	Total £	Year to 31st December 2024 £
Income from:					
Donations and legacies	3	180,272	51,102	231,374	290,359
Charitable activities	4	220,726	84,748	305,474	180,873
Total		**400,998**	**135,850**	**536,848**	**471,232**
Expenditure on:					
Charitable activities	5	342,842	143,709	486,551	478,264
Total		**342,842**	**143,709**	**486,551**	**478,264**
Net (expenditure)/income movement		**58,156**	**(7,859)**	**50,297**	**(7,032)**
Reconciliation of funds:					
Total funds brought forward	10,11	254,196	220,709	474,905	481,937
Total funds carried forward	9-11	**312,352**	**212,850**	**525,202**	**474,905**

The notes on pages 13 to 23 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

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UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2025

	Notes	Year to 31st December 2024 Unrestricted Funds £	Restricted Funds £	Total £
Income from:				
Donations and legacies	3	195,361	94,998	290,359
Charitable activities	4	83,168	97,705	180,873
Total		**278,529**	**192,703**	**471,232**
Expenditure on:				
Charitable activities	5	226,937	251,327	478,264
Total		**226,937**	**251,327**	**478,264**
Net (expenditure)/income / Net movement		**51,592**	**(58,624)**	**(7,032)**
Reconciliation of funds:				
Total funds brought forward	10,11	202,604	279,333	481,937
Total funds carried forward	9-11	**254,196**	**220,709**	**474,905**

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UNITED WAY

BALANCE SHEET AS AT 31ST DECEMBER 2025

	Note	31st December 2025		31st December 2024	
		£	£	£	£
Fixed assets:					
Tangible assets	6		606		1,650
Intangible assets			8,376		13,052
			8,982		**14,702**
Current assets:					
Debtors	7	132,494		44,223	
Cash at bank		435,110		465,894	
Total current assets		**567,604**		**510,117**	
Liabilities:					
Creditors: amounts falling due within one year	8	(51,384)		(49,914)	
Net current assets			**516,220**		**460,203**
Net Assets			**525,202**		**474,905**
			£		£
The funds of the charity:					
Unrestricted funds	9,11		312,352		254,196
Restricted funds	9,10		212,850		220,709
Total charity funds			**525,202**		**474,905**

Approved and authorised for issue by the trustees and signed on their behalf by

Signed by:

9968B051336C4E6...

Neil Maffey
Treasurer

Signed by:

330DCA246289421...

Lailany Sierra
Co-Chair of Trustees

Dated: 6/25/2026

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1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) effective 1st January 2019 and Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

Going concern

At the time of approving the accounts, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation 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 accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

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Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is depreciated or amortised over its useful economic life on the following basis:

Computer Equipment – 33.33% on straight line basis

Intangiblles – 20% on straight line basis

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.

Financial instruments

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

Financial instruments are recognised in the charity’s balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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.

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Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

No critical accounting estimates or judgments are made during the preparation of these financial statements.

3. DONATIONS AND LEGACIES

2025	**Unrestricted Funds**	**Restricted Funds**	**2025 Total**
	£	**£**	**£**
Donations	86,743	51,102	137,845
Grants:			
Costco	73,529	-	73,529
Garfield Weston Foundation	20,000	-	20,000
	180,272	**51,102**	**231,374**

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2024	Unrestricted Funds £	Restricted Funds £	2024 Total £
Donations	51,151	94,998	146,149
Donations in kind	26,100	-	26,100
Grants:			
Costco	118,110	-	118,110
	195,361	**94,998**	**290,359**

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2025 Total	2024 Total
United Way in the UK	**220,726**	**84,748**	**305,474**	**180,873**

Income from charitable activities in 2024 comprised restricted funds £97,705 and unrestricted funds £83,168.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2025 Total	2024 Total
United Way in the UK	**450,812**	**35,739**	**486,551**	**478,264**

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a. Analysed as follows:

	2025	2024
	£	£
Direct charitable expenditure:		
Staff costs	266,352	268,011
Reading Oasis direct costs	23,338	15,374
Give Local Grants *	45,000	45,000
Other grants	46,783	24,600
Consultancy	-	12,900
Project delivery costs	52,059	53,627
United Way dues	4,940	7,306
Fundraising development	2,898	545
Travel & subsistence	8,657	3,433
Gift aid charges	522	486
Bank charges and interest	263	408
	450,812	431,690
Support and governance costs:		
Office costs	19,271	19,330
Equipment	132	-
Rent	-	13,200
Recruitment	6,480	329
Financial administration	8,254	8,254
Audit	-	5,280
Independent Examination	780	-
FX	822	181
	35,739	46,574
	486,551	**478,264**

2024 above expenditures: Restricted funds £251,327, unrestricted funds £226,937

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2024: £nil)

b. Analysis of staff costs:

	2025	2024
	£	£
Salaries	234,302	234,175
Social security	18,524	19,785
Pension	13,526	14,051
	266,352	**268,011**

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c. Particulars of employees:

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

	2025	2024
Charitable activities	5.8	6

This equated to 5.8 full time equivalent staff (2024: 6).

One employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2025	No. Employees 2024
£80,000 – £89,999	1	1

The trustees are not remunerated for their services and are not included in the above number of employees.

d. During the year the following give local grants were made to organisations:

Organisations	£
Murtle Market	1,500
FastAid Solihull & Birmingham	1,500
DigiLocal	1,500
Romodels	1,500
KidsBank Chester	1,500
The Together Project CIO	1,500
Upper Norwood Association for Community Care	1,500
The School Bank West Lothian	1,500
Mustard Seed Autism Trust	1,500
Teams and Bensham Community Care	1,500
Riana Development Network	1,500
Community Matters (Yorkshire)	1,500
Be Free Campaign	1,500
The Menopause Charity	1,500
Girl Pack	1,500
Men Behaving Dadly	1,500
Assisting Berkshire Children to Read	1,500
Warwickshire Pride	1,500
CRESST (Conflict Resolution Education in Sheffield Schools Training)	1,500
Breakout Youth	1,500
The Anne Robson Trust	1,500
Surplus to Supper Trust CIO	1,500
Reach Out for Mental Health	1,500
PACE Charitable Trust	1,500
Impactful Lives	1,500
Creating Adventures	1,500
Coventry Rugby Community Foundation	1,500
The Olive Trust	1,500
Headway Derby	1,500
The Well Multi-Cultural Resource Centre (The Well)	1,500
Total grants	**45,000**

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Addition to the give local grants, the following grants were also made during the year:

Organisations	**£**
Hope nottingham	9,436
Refuge	10,000
Salvation Army	10,000
Trussell	10,000
SIFA Fireside	2,261
Thrive	2,261
Stephen Cox Garden Trust	2,261
Samaritians	10,000
Think Forward	8,000
Total grants	**64,219**

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	**Total £**
Cost		
Balance at 1st January 2025	7,326	7,326
Additions in the year	948	948
Disposal in the year	(3,348)	(3,348)
Balance at 31st December 2025	4,926	4,926
Accumulated Depreciation		
Balance at 1st January 2025	5,676	5,676
Charge for the year	1,281	1,281
Disposal in the year	(2,637)	(2,637)
Balance at 31st December 2025	4,320	4,320
Net Book Value at 31st December 2025	**606**	**606**
Net Book Value at 31st December 2024	1,650	1,650

All fixed assets are used in furtherance of the organisation's charitable objectives.

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INTANGIBLE FIXED ASSETS

	Website Development £	Total £
Cost		
Balance at 1st January 2025	23,376	23,376
Additions in the year	-	-
Balance at 31st December 2025	23,376	23,376
Accumulated Depreciation		
Balance at 1st January 2025	10,324	10,324
Charge for the year	4,676	4,676
Balance at 31st December 2025	15,000	15,000
Net Book Value at 31st December 2025	**8,376**	**8,376**
Net Book Value at 31st December 2024	13,052	13,052

7. DEBTORS

	2025 £	2024 £
Prepayments	432	740
Other debtors	132,062	43,483
	132,494	**44,223**

8. CREDITORS

	2025 £	2024 £
Other creditors	34,746	32,218
Accruals	16,638	17,696
	51,384	**49,914**

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9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2025	**Fixed assets**	**Cash balances**	**Net current assets /(liabilities)**	**Total 2025**
	£	**£**	**£**	**£**
Unrestricted funds	8,982	243,453	59,917	312,352
Restricted funds:	-			
CAF America- Lenovo Foundation	-	(5,970)	13,643	7,673
Celinex – Youth Challenge	-	12,276	-	12,276
Enthuse- Reading Oasis	-	10,498	-	10,498
Lenovo Foundation	-	(6,650)	6,650	-
Local Giving	-	29,890	-	29,890
Give Local (Costco)	-	138,739	-	138,739
John Deere	-	13,774	-	13,774
Pitney Bowes	-	(900)	900	-
	-	191,657	21,193	212,850
	8,982	**435,110**	**81,110**	**525,202**

2024	**Fixed assets**	**Cash balances**	**Net current assets /(liabilities)**	**Total 2024**
	£	**£**	**£**	**£**
Unrestricted funds	14,702	262,010	(22,516)	254,196
Restricted funds:				
Celinex – Youth Challenge	-	12,989	-	12,989
Enthuse- Reading Oasis	-	4,690	15,925	20,615
Local Giving	-	23,367	-	23,367
Give Local (Costco)	-	139,161	-	139,161
John Deere	-	7,069	-	7,069
Campaigns	-	830	-	830
Reading Oasis	-	16,678	-	16,678
Pitney Bowes	-	(900)	900	-
	-	203,884	16,825	220,709
	14,702	**465,894**	**(5,691)**	**474,905**

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10. RESTRICTED FUNDS

2025	Opening Balance £	Income £	Expenditure £	Closing Balance £
CAF America- Lenovo Foundation	-	13,643	(5,970)	7,673
Campaigns	830	-	(830)	-
Cellnex- Youth Challenge	12,989	-	(713)	12,276
Enthuse- Reading Oasis	20,615	-	(10,117)	10,498
Give Local (Costco)	139,161	44,578	(45,000)	138,739
John Deere	7,069	64,456	(57,751)	13,774
Lenovo Foundation	-	6,650	(6,650)	-
Local Giving	23,367	6,523	-	29,890
Reading Oasis	16,678	-	(16,678)	-
	220,709	**135,850**	**(143,709)**	**212,850**

2024	Opening Balance £	Income £	Expenditure £	Closing Balance £
Campaigns	830	-	-	830
Cellnex- Volunteering Day	-	2,839	(2,839)	-
Cellnex- Youth Challenge	52,698	60,681	(100,390)	12,989
Dow UK	14,322	-	(14,322)	-
Estee Lauder RO Schools	6,000	-	(6,000)	-
Enthuse- Reading Oasis	-	20,615	-	20,615
Give Local (Costco)	124,251	59,910	(45,000)	139,161
John Deere	23,495	33,624	(50,050)	7,069
Lenovo Month of Service	6,269	-	(6,269)	-
Local Giving	17,233	6,134	-	23,367
MUFG- Reading Oasis	-	5,500	5,500	-
Pitney Bowes	6,682	3,400	(10,082)	-
Reading Oasis	27,553	-	(10,875)	16,678
	279,333	**192,703**	**(251,327)**	**220,709**

Description of funds

CAF America Lenovo Foundation-

Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.

Cellnex Volunteering Day- Funding received to increase the employability knowledge and skills of charities supporting migrants.

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Cellnex Youth Challenge- Funding received to support the Youth Challenge Programme, aimed to inspire young people to follow a career in STEM and the Telecomms industry.

Dow UK- Contribution towards Poverty, Disability & Mental Health.

Estee Lauder RO Schools – Funding received in support of Reading Oasis Programme.

Enthuse Reading Oasis- Restricted Donation received through Enthuse for the reading Oasis programme.

Give Local (Costco) - Payroll giving monies from Costco to fund Give Local grants.

John Deere - monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

Lenovo Foundation- funding received for school project delived in dublin

Local Giving - payroll giving monies to be used in the local area.

Lenovo Month of Service - in support of Global Month of Service Project in Basingstoke and Glasgow.

MUFG Reading Oasis- Restrcited donation received in support of the reading oasis programme.

Pitney Bowes - Funding received in support of Christmas “making something that matters” initiative and corporate volunteering opportunities.

Reading Oasis - funds given to develop and launch ‘United Way Reading Oasis’.

11. UNRESTRICTED FUNDS

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity’s purposes.

12. RELATED PARTIES

Sue Knowles is a trustee of United Way and is also Marketing and Adminisrator Director at Costco. In the year Costco made a grant of £73,529 (2024: £118,110) to United Way. Sue supported the submission of United Way UK’s application for this grant but was not part of the decision making on grants. She derives no benefit from United Way in return.

13. REMUNERATION OF KEY MANAGEMENT PERSONNEL

The remuneration of key management personnel is as follows:

	2025	2024
	£	£
Aggregate compensation	105,396	94,833

14. LIMITED LIABILITY OF MEMBERS

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.