ReSkilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31 December 2025

ReSkilled
Year ended 31 December 2025

Governing Deed
Constitution dated 16 April 2018

Trustees
The Trustees who served during the year and since the year end are set out below.

Paul Robbs de la Hoyde	Chairman
Julia Snowball	Secretary
William Lowries	Treasurer
Alex Pady	(Resigned 31st May 2025)

Principal Office
37 Hazel Avenue
Guildford
GU1 1NP

Bankers
CAF Bank
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Kings Hill
West Malling
Kent
ME19 4JQ

Website: www.reskilled.org

Email: info@reskilled.org

ReSkilled
REPORT OF THE TRUSTEES

Introduction

The Trustees present the annual report and accounts of ReSkilled ("The Charity") for the year ended 31 December 2025. The accounts have been prepared in accordance with the accounting policies set out on page 6 and comply with the charity's constitution and applicable law.

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

> The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, of ages 25 to state retirement age, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

After an extensive planning phase, attracting grants and securing presmises, ReSkilled commenced trading activities in January 2022. It has an established business plan, a full set of policies and procedures for safe working, employs a suitable programme manager and developed publicity materials, and has adequate funding for the year ahead.

The programme manager has continued to work with referral agencies in Guildford and Woking to identify suitable clients for the work of the charity. So far, none has funding which follows the clients.

Current regular donations amount to over £350 pm, and total donations during 2025 were nearly £7000, including associated gift aid. In addition to donations from individuals, 4 local churches have supported us with either regular or one-off gifts. Total donations represented 37% of total income. The trustees objective is for this to be at least 50% of income, so this is good progress towards this aim.

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Reserves policy

The Trustees have agreed a reserves policy of having a target level of reserves of six months' planned expenditure. Reserves have exceeded this level throughout 2025.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

Risk	Impact	Mitigating activity
Program manager resigns or is no longer available	The charity cannot continue its work	Recruitment of alternative program manager
Project and regular funding is not available	The charity will not be able to sustain its work	Building relationships with charity funders and individual donors to provide regular income
Safeguarding or health & safety incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures adopted, suitably trained and qualified individuals engaged as project manager and volunteers.

Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Society 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 Charity which enable the Trustees to ascertain the financial position of the Charity and to ensure that the accounts comply with the Charities legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees and signed on their behalf by:

Chairman

Date: 18th April 2026

ReSkilled

Statement of Financial Activities

	Notes	2025 £	2024 £
Incoming resources			
Grants	3	9716	21250
Tax recoverable under gift aid		1236	430
Donations		5580	5881
Interest earned		12	26
Sales		1251	1165
fundraising activities		565	1767
Other income		96	347
		18455	30866
Resources expended			
Expenditure:			
Staff costs		16505	15266
Rent		2400	2400
Materials & tools		1344	2122
Client Travel		38	65
Maintenance		1073	865
Admin costs	4	2462	1807
		23822	22,525
NET MOVEMENT IN FUNDS		-5366	8341
Total funds brought forward		20365	12024
Total funds carried forward	5	14999	20365

ReSkilled

Balance Sheet

	Notes	2025	2024
		£	£
Current Assets			
Cash at Bank		2704	19843
Petty cash		295	522
Deposit a/c		12000	0
Balance carried forward		14999	20365
Represented by:			
Funds		14999	20365
		0	0
Total		14999	20365
		0	0
Opening funds		20365	12024
Net Movement in Resources in the Year		-5366	8341
		14999	20365

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Wlliam Lowries
Treasurer
Date: 13th April 2026

ACCOUNTING POLICIES

1 **Basis of accounting**

The accounts have been prepared on a receipts and payments basis as permitted by section 133 of the Charities Act 2011. Accrual accounting has not been adopted.

2 **Fund accounting**

Unrestricted funds are those accumulated surpluses and deficits which are available for use at the discretion of the Trustees in furtherance of the Society's general charitable objectives (and may include designated funds).

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose. No grants with restrictions were received during the year.

	2025	**2024**
	£	£
Unrestricted funds	14999	20365
Restricted funds	0	0
Total funds	14999	20365

3 **Grants and fundraising**

Grants received during the year:	£	
Guildford Borough Council	500	
Nias Wheatley Charitable Trust	2000	(3rd installment of 3)
Guildford Poyle Charities	216	
The Borrows Charitable Trust	7000	(3rd installment of 3)
	9716	

Donations amounted to £5580, plus gift aid of £1236

4 **Administration costs**

Admin costs include the costs of insurance for the Charity and Trustees.

5 **Resources expended**

Income and Expenditure is included on a cash basis.

6 **Related party transactions**

No remuneration or expenses have been paid to any Trustee.

7 **Independent Examination**

As the revenues were below £25k for the year, the trustees have opted not to have the accounts independently examined.