THE AMOS BURSARY

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

Charity Registration number - 1185117

THE AMOS BURSARY

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

CONTENTS PAGE

	PAGE
Charity Information	1
Trustees Report	2 to 27
Independent Examiner's Report	28 and 29
Statement of Financial Activities	30
Balance Sheet	31
Statement of cash flow	32
Notes to the Financial Statements	33 to 41

THE AMOS BURSARY

Annual Report and Financial Statements For the year ended 31 December 2025

Charity Information

Legal Status: Charitable Incorporated Organisation (CIO)

Registered Charity Number: 1175118

REGISTERED OFFICE

45, Tindale Close

Sanderstead South Croydon Surrey. CR2 0RT

WEBSITE ADDRESS www.amosbursary.org.uk

TRUSTEES

Colleen Althea Amos

Pamela Clarke

Richard Butler

Sarah Ebanja

Hlakanyane Zwambila

BANKERS

National Westminster Bank Plc, Shirley Solihull

231-235, Stratford Road, Solihull, B90 3AJ

INDEPENDENT EXAMINERS AND ACCOUNTANTS

Adomako Basoah & Co. Chartered Certified Accountants, Registered Auditors

45, Tindale Close Sanderstead South Croydon Surrey. CR2 0RT

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

The Trustees present their report and Independent Examined financial statements for the 12-month period from 1 January 2025 to 31 December 2025.

BASIS OF ACCOUNTS PREPARATION

The financial statements have been prepared in accordance with the Charities SORP (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice, using the accounting policies set out in Note 2 and the Charity's governing document.

GOVERNING DOCUMENT AND OBJECTIVE

The governing document for The Amos Bursary is its constitution.

The Charity promotes equality, diversity and education, including social and career development, for young people of African and Caribbean heritage.

The Trustees have had due regard to Charity Commission guidance on public benefit when deciding the Charity's activities.

The Board of Trustees oversees the Charity and delegates day-to-day management to the Chief Executive, Colleen Amos OBE, who reports regularly to the Trustees.
The Trustees who served during the year and since the year end were as follows:

- Sarah Ebanja, Chairperson
- Pamela Clarke
- Richard Butler
- Hlakanyane Zwambila
- Colleen Amos OBE, CEO and Co-founder

APPOINTMENT OF TRUSTEES

Trustees are appointed for three- or four-year terms and may be reappointed in accordance with the Constitution.

New Trustees are co-opted by resolution of the existing Trustees in line with clause 10 of the articles.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

INDUCTION AND TRAINING OF TRUSTEE BOARD MEMBERS

New Trustees receive the constitution, the latest annual report and accounts, meet staff, and are offered training according to individual need.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Amos Bursary is a Charitable Incorporated Organisation. It became an independent UK registered charity on 30 August 2019 after 10 years operating under Excell3 Limited.

The volunteer Board of Trustees, with the CEO as Trustee, oversees administration, resources and strategy; operational management is delegated to the Chief Executive.

CEO remuneration is reviewed through periodic benchmarking, with the Board considering any cost-of-living increase annually.

Detailed management accounts are prepared twice a year, with summaries submitted to the Board at Trustees meetings.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

CONTENTS

1. Chair's Foreword
2. 2025 at a Glance
3. Our Purpose
4. Our Model – How We Create Lasting Impact
5. Achievements and Performance
    - Academic Excellence
    - Developing Future Leaders
    - Creating Opportunity Through Partnerships
    - Alumni and Lifelong Community
    - Organisational Development
6. Looking Ahead
7. Financial Review
8. Reserves Policy
9. Going Concern
10. Principal Risks and Risk Management
11. Grant-making Policy
12. Public Benefit
13. Fundraising Statement
14. Statement of Trustees' Responsibilities

Chair's Foreword

It is my pleasure to present the Trustees' Annual Report of The Amos Bursary for the year ended 31 December 2025.

2025 was another year of significant progress, demonstrating the impact of sustained opportunity, encouragement and access to networks for talented young people.

Across London, the West Midlands and our university network, we supported more than 400 scholars through academic development, mentoring, leadership, employability and personal development.

Scholars progressed to leading universities, including Oxford, Cambridge and Russell Group institutions, and graduates entered careers across law, finance, engineering, medicine, technology, education and public service.

Partnerships with employers, universities, schools, alumni and volunteers remained central to the Amos model, providing experiences and networks beyond the classroom.

Key milestones included the first Girls' Programme cohort graduating, stronger higher apprenticeship pathways, further West Midlands growth, and new support for graduate employability and future workplace skills.

We also invested in organisational development, digital capability and responsible use of artificial intelligence to improve delivery and prepare scholars for the future world of work.

On behalf of the Board, I thank our staff, volunteers, mentors, alumni, partners, universities, fellow Trustees and all supporters for their generosity and commitment.

I also recognise the outstanding leadership of Colleen Amos OBE, whose vision and determination continue to shape the organisation and inspire our scholars.

The Trustees remain committed to sustainable growth while protecting the personalised support that defines The Amos Bursary.

This report shows an organisation creating lasting change through education, leadership and opportunity.

Sarah Ebanja

Sarah Ebanja

Chair of Trustees

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

2025 at a Glance

400+	Scholars supported across sixth form, university and graduate programmes
32	University graduates celebrated
61%	Progressed to Russell Group universities
36%	Achieved A Level grades of AAA or above
31+	Corporate and strategic partners
300+	Students, mentors and volunteers attending the Residential and Leadership Conference
100+	Mentoring, leadership and development events delivered
1st	Girls' Programme cohort graduated
Launchpad	Graduate employability programme launched
West Midlands	Regional expansion strengthened
AI & Digital	Future skills embedded across programme delivery
Global	International opportunities continued to broaden students' perspectives

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

OUR PURPOSE

Transforming Potential into Opportunity

The Amos Bursary advances education and equality of opportunity for academically talented young people of African and Caribbean heritage from underrepresented and lower socio-economic backgrounds.

We believe talent is distributed equally, but opportunity is not. Many young people still face barriers to higher education, professional careers and influential networks because access to information, guidance and role models remains unequal.

Our purpose is to equip young people with academic support, confidence, professional skills and networks so they can fulfil their potential and become success in the future.

The Amos Bursary provides sustained support over five years, working with scholars, families, schools, universities, employers and alumni to help young people flourish academically, professionally and personally.

Our programmes combine academic development, personal growth, professional exposure and sustained support through four interconnected pillars.

Our work is underpinned by four integrated principles:

Achievement & Academic Excellence	**Mindset & Motivation**	**Opportunities & Experiences**	**Support & Lifelong Community**
Academic mentoring	Leadership	Employer partnerships	Mentoring
University preparation	Confidence	Work experience	Pastoral support
Study skills	Resilience	Internships	Alumni network
Higher education	Wellbeing	International experiences	Volunteering
Higher apprenticeships	Communication skills	Career insight	Professional networks
Professional qualifications	Purpose	Industry connections	Giving back

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

PUBLIC BENEFIT

The Trustees have had due regard to Charity Commission guidance on public benefit throughout the year.

The Amos Bursary advances education, promotes social mobility and widens access to higher education and professional careers for young people facing structural barriers.

Our programmes improve attainment, employability, leadership and representation in professions where black talent remains underrepresented.

The Trustees are satisfied that the activities undertaken during 2025 have delivered significant public benefit through:

- improved academic attainment and progression to higher education;
- increased access to mentoring, professional networks and employer engagement;
- enhanced leadership, confidence and wellbeing among scholars;
- stronger graduate employability and career progression;
- increased participation in higher and degree apprenticeships;
- expanded opportunities through international learning experiences; and
- the development of an active alumni community that continues to invest in future generations of scholars.

The Charity's impact extends beyond individual beneficiaries: scholars return as mentors, volunteers, employers and advocates, creating lasting social value and more inclusive communities and workplaces.

OUR MODEL – HOW WE CREATE LASTING IMPACT

The long-term success of The Amos Bursary lies in how its programmes work together over time.

Our model is a continuous journey of development, not a series of isolated interventions.

Identifying Potential

We identify talented young people with academic ability, ambition and leadership potential who may face financial, social or structural barriers.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Developing Knowledge and Confidence

Scholars follow a structured programme covering academic support, leadership, mentoring, wellbeing, public speaking, financial capability and personal development.

Alongside attainment, we build confidence, resilience and self-belief.

Connecting Scholars with Opportunity

Through employers, universities and professional bodies, scholars access internships, mentoring, workplace visits, assessment centres, international programmes and leadership conferences.

These experiences build networks, commercial awareness and career aspiration while helping employers engage with diverse talent.

Supporting the Transition into Employment
Support continues through university and into graduate employment.

Launchpad, mentoring and employer partnerships help scholars navigate the graduate labour market and build professional confidence.

Creating Future Leaders

Success is measured by scholars becoming confident leaders who contribute positively to their professions and communities.

Alumni increasingly return as mentors, speakers, volunteers, trustees, employers and donors.

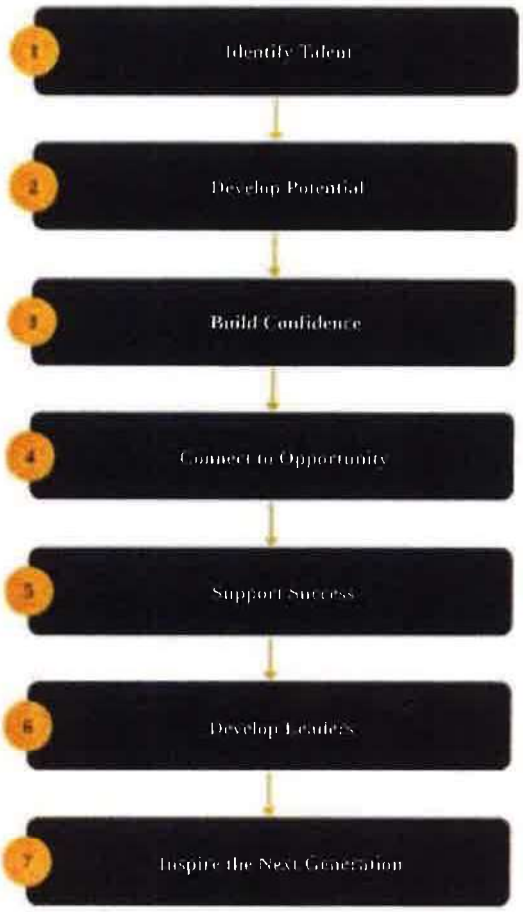
This cycle of opportunity is one of the Charity's greatest strengths.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Our Theory of Change

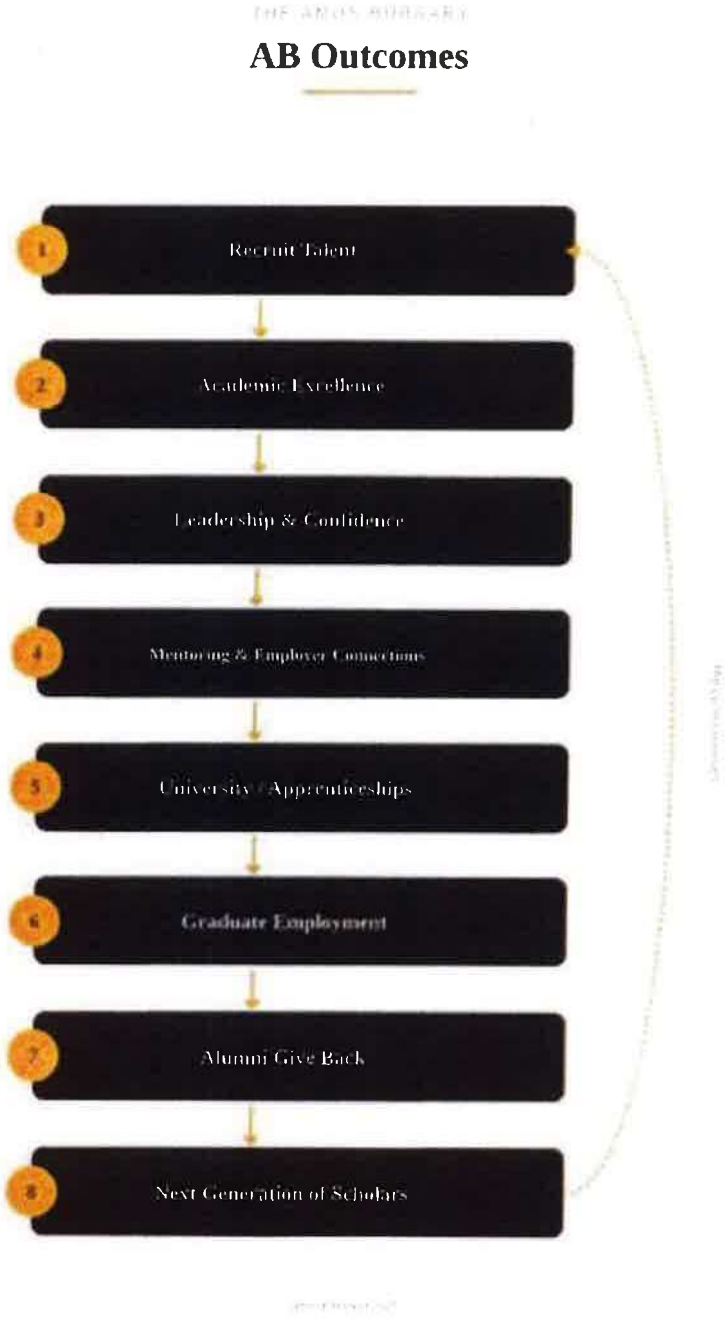


This long-term model combines education, leadership development, professional exposure and lifelong community to create outcomes that continue beyond the programme.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025



THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Trustees report another year of strong performance, with progress in educational outcomes, strategic partnerships and long-term development for talented young people from underrepresented communities.

Throughout 2025 the Charity focused on four strategic objectives:

Achievement & Academic Excellence

- Deliver outstanding educational outcomes.

Opportunities & Experiences

- Prepare scholars for successful professional careers.

Mindset & Motivation

- Build confident, resilient and socially responsible future leaders.

Support & Lifelong Community

- Continuous support including mentoring, extends from university into graduate employment

The achievements below demonstrate strong progress against these objectives.

1. Delivering Academic Excellence

Academic achievement remains central to the Charity's mission.

Scholars again achieved excellent outcomes, outperforming national benchmarks across key measures.

Outstanding A Level Outcomes

The 2025 cohort achieved exceptional examination results:

- **36%** of scholars achieved grades **AAA or above**, compared with the national average of approximately **16%**.
- **17%** achieved **AAA***, almost double the national average.
- **61%** progressed to **Russell Group universities**, more than twice the national average.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

These outcomes reflect scholars' ability and the sustained impact of mentoring, enrichment, university preparation and pastoral support.

For many families, progression to higher education creates opportunities that extend across generations.

Graduate Success

The Amos Bursary celebrated 32 graduates from leading universities including Oxford, Cambridge, UCL, LSE, Warwick, Durham and Nottingham.

Graduates completed degrees across a wide range of disciplines, including:

- Medicine
- Law
- Engineering
- Computer Science
- Veterinary Medicine
- Economics
- Politics
- Neuroscience
- Psychology
- International Relations
- Physical Sciences

Academic performance remained strong:

- **22%** graduated with **First Class Honours**.
- **63%** graduated with **Upper Second Class Honours (2:1)**.

Graduates are progressing into sectors where Black representation remains low, including law, engineering, finance, medicine, technology and public service.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Supporting Graduates into Employment

The Trustees recognise that university graduation does not always lead immediately to professional employment.

Competition in the graduate labour market has lengthened transition periods for many young people.

In response, the Charity launched Launchpad to bridge the gap between university and professional careers.

Launchpad provides graduates with:

- personalised career coaching;
- interview preparation;
- networking opportunities;
- employer introductions;
- professional profiling;
- career planning support.

Launchpad strengthens the Charity's commitment to supporting scholars beyond graduation and into sustainable careers.

2. Creating Opportunity Through Professional Partnerships

The Amos Bursary connects talented young people with employers, universities and professional organisations that broaden horizons and create opportunities.

These partnerships provide networks, mentoring, internships, workplace experiences and role models that improve career readiness and confidence.

Professional and Financial Services

PwC, Rokos Capital Management, Wellington Foundation, Schroders, Barings and Citibank supported scholars through mentoring, insight events, simulations and career development.

These partnerships helped scholars develop:

- commercial awareness;
- workplace confidence;
- professional communication skills;
- understanding of recruitment processes; and
- awareness of careers across financial and professional services.

The Trustees are grateful for the time, expertise and financial investment provided by these organisations.

Engineering and Advanced Manufacturing

The Jaguar Land Rover partnership continued as a significant strategic relationship.

Scholars participated in:

- a six-month mentoring programme;
- an innovation Hackathon addressing real business challenges;
- visits to advanced manufacturing facilities;
- the Formula E Grand Prix;
- workshops exploring engineering, sustainability and future technologies.

These experiences gave scholars first-hand insight into engineering, sustainability and future technologies.

Public Sector Leadership

The CIPFA partnership introduced scholars to careers in public finance and local government.

Students joined national conferences, leadership events and networking opportunities with senior finance professionals.

One Amos Scholar received the Most Networked Visitor Award at the CIPFA National Conference.

Publishing, Media and Technology

Partnerships including Sage Publishing, Penguin Random House and Google broadened students' understanding of publishing, communications, digital innovation and artificial intelligence.

These experiences helped scholars develop skills valued by employers and make informed career choices.

The Trustees believe broad sector exposure increases aspiration and confidence.

3. Strengthening University Partnerships

Universities remain essential partners in delivering the Charity's mission.

During 2025, the Charity strengthened higher education relationships, creating opportunities for scholars and contributing to access, participation and student success.

The University of Birmingham partnership developed through the ASPIRE programme and collaborative workspace at The Exchange, strengthening the West Midlands presence.

UCL and King's College London, supported delivery through scholarships, events, outreach and specialist initiatives. King's College London and also became home to the Under-16 Caribbean Boys Programme.

Imperial College London serves as the primary institutional partner for The Amos Bursary, co-hosting its flagship residential conference on campus while providing, outreach initiatives, and university access pathways for our students. King's College London also became home to the Under-16 Caribbean Boys Programme.

The Charity engaged with African Caribbean Societies to strengthen peer support, student leadership and alumni engagement.

These partnerships strengthen pathways into higher education and graduate employment.

4. Investing in Leadership, Confidence and Wellbeing

Academic achievement alone is not enough to prepare young people for long-term success.

The Charity continued to invest in leadership, wellbeing and personal growth as foundations for education and employment.

Residential and Youth Leadership Conference

The annual Residential and Youth Leadership Conference brought together more than 300 scholars, alumni, mentors and volunteers to focus on leadership, communication, digital capability, financial wellbeing and careers.

The conference remains a flagship development programme, helping scholars build confidence, networks and access to senior leaders.

The Girls' Programme

2025 marked the graduation of the first Girls' Programme cohort.

Supported by The Sorrell Foundation, the programme provided mentoring, leadership, wellbeing and professional guidance for young Black women.

Graduates progressed to leading universities to study Law, Medicine, Neuroscience, Economics and International Relations.

The Trustees are proud of the programme and grateful to The Sorrell Foundation.

Expanding Pathways

The Charity continued to promote higher and degree apprenticeships as high-quality alternatives to traditional university routes.

Working with The Black Apprenticeship Network, founded by Amos alumni, scholars explored pathways that reflect the changing labour market.

Providing informed choice remains central to successful and fulfilling careers.

5. BUILDING A LIFELONG COMMUNITY OF LEADERS

One of The Amos Bursary's greatest strengths is the enduring relationships it creates.

Support continues through key stages of education and employment, with former scholars returning to support the next generation.

Beneficiaries become mentors, volunteers, speakers, employers, ambassadors, trustees and donors, strengthening impact year after year.

The Trustees consider this cycle of leadership a major strategic asset.

Alumni Leadership

Our alumni community continues to grow in size and influence.

In 2025, alumni contributed across programme delivery by mentoring, delivering workshops, speaking at conferences, supporting Residential Weekends, hosting insight sessions and representing the Charity.

Alumni also facilitated internships, work experience, graduate recruitment and corporate partnerships.

This culture of giving back shows the Charity's impact extends beyond educational achievement.

The Trustees believe alumni service and leadership are fundamental to long-term sustainability.

Mentoring

Mentoring remains a defining feature of the Amos experience.

Volunteer mentors provide personalised guidance, encouragement and practical advice throughout scholars' educational journeys.

Mentors help scholars build confidence, navigate decisions, develop professional behaviours and understand opportunities.

The Trustees are deeply grateful to every mentor.

Digital infrastructure is being strengthened to improve mentor recruitment, matching and engagement as demand grows.

Volunteers

The Charity is strengthened by an exceptional volunteer network.

Corporate volunteers, alumni, university partners and individual supporters contributed hundreds of hours to assessment centres, workshops, conferences, insight events and mentoring.

Their expertise enhances programme quality and gives scholars diverse professional perspectives.

The Trustees record sincere appreciation to every volunteer.

6. EXPANDING OPPORTUNITY ACROSS THE UNITED KINGDOM

The Trustees are committed to ensuring talented young people can benefit from The Amos Bursary wherever they live.

London remains the largest region, while 2025 saw continued investment in regional growth, particularly across the West Midlands.

London

The Charity works extensively across London, including boroughs with high levels of socio-economic deprivation.

These include Barking and Dagenham, Brent, Enfield, Hackney, Lambeth, Newham, Southwark and Tower Hamlets.

London programmes raise aspirations, build confidence and connect young people with employers, universities and networks.

West Midlands

The West Midlands remains one of the Charity's fastest-growing regions.

In 2025, relationships with schools, universities, employers and civic partners strengthened across Birmingham, Wolverhampton, Coventry, Walsall and Sandwell.

This regional approach responds to local need and ensures opportunity is not concentrated solely in London.

The Trustees recognise the West Midlands as an important area for future development.

7. BROADENING HORIZONS THROUGH INTERNATIONAL EXPERIENCES

International exposure helps develop confident, globally minded leaders.

In 2025, scholars joined international educational and professional visits that broadened cultural awareness, global perspectives and leadership capability.

These experiences build confidence to operate in global workplaces.

They also strengthen communication, adaptability and relationships with overseas universities, businesses and community organisations.

The Trustees remain committed to expanding international opportunities.

8. STRENGTHENING THE ORGANISATION

Delivering long-term impact requires investment in organisational capability as well as programme delivery.

In 2025, the Charity strengthened its people, systems and digital infrastructure for resilience, innovation and future growth.

Investing in Our People

The Amos Bursary benefits from a dedicated staff team supported by associates, volunteers, mentors, alumni and partners.

This collaborative model enables high-quality programmes while remaining agile and responsive.

The Trustees thank every staff member and volunteer whose commitment strengthens the organisation.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Digital Transformation

Digital technology plays an increasing role in programme delivery and organisational effectiveness.

The Charity expanded its digital learning platform, online resources and engagement systems so scholars can access learning wherever they are.

Digital systems improved efficiency and consistency across delivery.

Artificial Intelligence

The Trustees approved further investment in scholars' understanding of artificial intelligence and future workplace skills.

AI was introduced through workshops, conferences and employer-led activities, covering emerging technologies, digital ethics and responsible innovation.

The Charity also began exploring AI to streamline operations and enhance the student experience as part of wider digital transformation in 2026.

Responsible technology adoption will strengthen resilience and services for scholars.

Sustainability

The Trustees recognise the need for financially and environmentally sustainable growth.

The Charity reduced unnecessary printing, increased digital communications and adopted more sustainable delivery approaches where practical.

Careful financial planning, staff investment and income diversification kept growth measured and aligned with strategy.

The Trustees remain confident that The Amos Bursary is well positioned to expand its impact while maintaining strong governance, stewardship and personalised support.

LOOKING AHEAD: STRATEGIC PRIORITIES FOR 2026

The Trustees remain ambitious for the future of The Amos Bursary.

Inequalities in educational opportunity, social mobility and professional representation continue to affect talented young people across the United Kingdom.

Higher education policy, graduate employment, technology and diversity and inclusion continue to change, making the Charity's work increasingly important.

The achievements of 2025 validate the Amos model. In 2026 we will invest in digital capability, AI, graduate employability, international opportunity and the pastoral care that defines our community.

During 2026 the organisation will focus on the following strategic priorities.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

1. Expanding Access

We will recruit academically talented young people with significant potential who face barriers to educational and professional opportunity.

Emphasis will remain on communities affected by socio-economic disadvantage and educational inequality.

2. Strengthening Employer Partnerships

We will deepen employer relationships with organisations committed to widening participation and inclusive talent pipelines.

Partnerships will focus on mentoring, internships, apprenticeships, graduate recruitment and leadership development.

3. Graduate Employability

Supporting scholars beyond graduation will remain a strategic priority.

Launchpad will provide undergraduates and early graduates with coaching, employer introductions, networking and practical career support.

Graduate success will be measured by long-term career progression as well as academic achievement.

4. Artificial Intelligence and Innovation

We will embed artificial intelligence, digital capability and future workplace skills throughout the curriculum.

With employers and universities, we will prepare scholars for opportunities and challenges created by changing technologies.

5. Higher Apprenticeships

The Trustees remain committed to promoting higher and degree apprenticeships as prestigious routes into professional careers.

With The Black Apprenticeship Network and employer partners, we will increase awareness and support for students pursuing these pathways.

6. Alumni Leadership

We will strengthen opportunities for alumni to mentor scholars, contribute to delivery, and support fundraising, governance and strategy.

The Trustees believe the alumni community is one of the organisation's greatest long-term strengths.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

7. Financial Sustainability

Long-term financial resilience remains central to the Charity's strategy.

We will diversify income through corporate partnerships, trusts and foundations, individual philanthropy and strategic fundraising.

FINANCIAL REVIEW

The Trustees are pleased to report that The Amos Bursary remains in a sound financial position and operates sustainably.

In 2025, resources were directed to programme delivery, mentoring, leadership development, wellbeing, graduate support, digital learning and strategic partnerships.

	2025	2024
Incoming resources	£664,579	£1,067,909
Resources expended	£669,549	£782,218
Net movement in funds	(£4,970)	£285,691
Total funds carried forward	£2,843,905	£2,848,875

The Trustees are satisfied that expenditure advanced the Charity's objectives.

Investment in programme quality, student support and organisational capacity ensured consistent support for scholars.

RESERVES POLICY

The Amos Bursary provides long-term support from sixth form through university and into graduate employment.

This requires careful financial planning so every accepted student can be supported throughout their programme.

The Trustees maintain a prudent reserves policy to:

- honour all commitments made to existing scholars;
- provide financial resilience during periods of economic uncertainty;
- enable investment in development and innovation for growth;

- maintain organisational stability, and to provide, and to ensure that at the minimum, there is the equivalent of at least one year's operational and programme expenditure

The Trustees are satisfied that the level of reserves available are sufficient for the purposes outlined in our policy, and provide a buffer to maintain standards and delivery in these times of relatively scarcer sponsorship funding

The reserves policy will continue to be reviewed annually.

GOING CONCERN

After reviewing forecasts, cash flow, reserves and anticipated funding, the Trustees have concluded that The Amos Bursary remains a going concern.

The financial statements have therefore been prepared on this basis.

The Trustees are confident that the Charity can continue delivering its objectives and meet known commitments.

PRINCIPAL RISKS AND RISK MANAGEMENT

Effective risk management is fundamental to good governance.

The Board regularly reviews its risks covering strategic, financial, operational and regulatory matters.

The principal risks identified during 2025 included:

Financial Sustainability

The Charity operates in a competitive fundraising environment. Reduced corporate, philanthropic or grant income, without replacement sources being identified and secured, will affect future programme growth and the day-to-day running of the organisation.

Trustees mitigate weakening financial sustainability by seeking to broaden and diversifying income streams through pursuit of new value partnerships, trusts, major donors, fundraising events, individual giving. The Bursary is also exploring drawing on its knowledge assets and people to create and deliver programmes that will generate income whilst at the same time develop Bursary talent.

Trustees also mitigate potential weakening Financial Sustainability through its Reserves Policy. This by taking an approach that facilitates calling upon earmarked provisions in the event of a shortfall in anticipated income and / or where higher costs than intended may arise during a given year. By adopting this approach and should this risk arise, there is confidence that planned programme delivery can continue without disruption thereby protecting operations and maintaining continuity for students. The reserves therefore serve also as a planned buffer and a practical

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Operational Capacity

Demand for Amos programmes continues to increase, and to meet this growth there is often a need for additional investment in staffing, systems and infrastructure. This to develop and to deliver new initiatives and to mitigate the combined impact of several new initiatives which otherwise could lead to a net reduction in operational capability.

Keeping abreast of operational capacity is a routine and regular process for the Executive team. This Board is appraised of this at its quarterly meetings and is a significant contributory factor to its assurance that quality and standards are being maintained in its work and in the students' programmes

Data Protection and Cyber Security

As a digitally enabled organisation, The Amos Bursary is fully cognisant of its risk exposure in these areas. It continues to strengthen information governance, cyber security and GDPR compliance.

Policies and procedures are reviewed regularly against legal requirements and sector best practice

Reputation

The Amos Bursary's reputation is one of its most valuable assets.

Maintaining confidence requires strong governance, programme quality, financial stewardship and ethical behaviour.

The Board monitors reputational risk alongside operational performance and mission alignment.

The Trustees are satisfied that appropriate controls and mitigation measures are in place.

Grant-Making Policy

The Amos Bursary does not operate an open grants programme.

Financial support is provided only to students participating in Amos programmes through bursaries, scholarships, hardship awards and targeted assistance aligned with the Charity's objectives.

The Charity may administer partner-funded grants from time to time.

Awards that are made following a Board agreed eligibility criterion, with appropriate governance, monitoring and financial controls in place.

The Board are satisfied that grant-making directly supports education and public benefit objectives.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

Safeguarding and Student Wellbeing

Supporting young people in their academic endeavours is the Amos Bursary's overarching charitable objective and doing it well and effectively are its highest priority. Pivotal to the successful pursuit of this objective it is recognised that participants' well-being is critical and is duly embedded across the student journey.

Safeguarding

Risks arising from the Amos Bursary possibly failing to uphold its legal duties and responsibilities relating to Safeguarding are mitigated through policies, procedures, reporting and monitoring; staff training; safer recruitment and regular reviews. The Board has a designated Safeguarding lead and receives regular reports.

Well-Being

In 2025, wellbeing support included mentoring, counselling, pastoral support and dedicated workshops. Students were encouraged to seek help when needed, building resilience, confidence and belonging.

Supra-Environment

The increasingly polarised political and social environment, including heightened and sometimes hostile discourse around race, migration and identity in the UK and internationally, presents risks to the wellbeing and aspirations of our young people and to support for our mission. We mitigate this by providing an affirming environment, strong mentoring, positive role models and networks, while promoting the achievements, ambitions and contribution of young people of African and Caribbean heritage. We will ensure that our work contributes to changing external narratives that, if otherwise go unchallenged, give a bias and discriminatory rhetoric, can diminish aspirations and our ability to secure support for our work.

Climate change and wider environmental failures also present significant long-term risks. We seek to mitigate their impact by increasing young people's awareness of the climate emergency and encouraging climate-positive actions, behaviours, choices and career pursuits, helping them to see themselves as informed participants and future leaders in the transition to a more sustainable and equitable society.

FUNDRAISING STATEMENT

The Board is grateful to corporate partners, trusts, foundations, individual donors and alumni whose generosity makes the Charity's work possible.

Fundraising complied with the Charities Act 2011 and the Code of Fundraising Practice.

The Charity builds transparent, long-term supporter relationships rooted in social mobility and educational opportunity.

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

No fundraising complaints were received during the reporting period.

The Trustees remain committed to high standards of fundraising practice.

GOVERNANCE

The Amos Bursary is governed by a Board of Trustees responsible for strategy, financial stewardship and overall governance.

The Board met regularly in 2025 to review performance, finance, risk, charitable purpose and to consider progress with strategy

Governance arrangements are reviewed against the Charity Governance Code, with a commitment to accountability, transparency and improvement.

Day-to-day management is delegated to the Chief Executive Officer, Colleen Amos OBE, who reports regularly to the Board. Colleen leads and is supported by the Executive Team

OUR PEOPLE

The Trustees wish to place on record their sincere appreciation to:

- our staff team; programme associates; volunteer mentors; trustees; alumni;

corporate partners; schools; universities; donors; and the many organisations and individuals who have supported The Amos Bursary throughout 2025.

Their expertise, generosity and commitment continue to transform the lives of talented young people each year.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and UK Accounting Standards.

They must ensure that the financial statements give a true and fair view of the Charity's affairs and resources for the year.

In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

THE AMOS BURSARY

Charitable Incorporated Organisation
Charity registration number 1175118

ANNUAL REPORT FOR THE YEAR ENDED 31, DECEMBER 2025

The Trustees are responsible for proper accounting records, safeguarding assets, and taking reasonable steps to prevent and detect fraud and other irregularities

The Trustees confirm that:

- so far as each Trustee is aware, there is no relevant audit information of which the Charity's independent examiner is unaware; and
- each Trustee has taken all reasonable steps to ensure that they are aware of any relevant information and that the independent examiner is also aware of that information.

The Trustees further confirm that they have had due regard to Charity Commission public benefit guidance and are satisfied that activities continue to advance education, widen participation and promote equality of opportunity.

This report was approved by the Board of Trustees on **28th September** .2026 and signed on its behalf by:

Sarah Ebanja

Chair of Trustees

Colleen Amos OBE

Chief Executive Officer and Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE AMOS BURSARY
REPORT ON THE FINANCIAL STATEMENTS

I report to the trustees on my examination of the financial statements of The Amos Bursary (the charity) for the year ended 31, December 2025 which comprise the Statement of Financial Activities, the Balance Sheet , the Statement of Cash Flows and the related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this 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 work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

As permitted by Directive 2, issued by the Charity Commission, the firm for which I work has provided the charity with bookkeeping services during the year ended 31, December 2025. As a consequence, I have followed the requirement of the FRC's Ethical Standard when undertaking this assignment.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a "true and fair" view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent Examiner's Statement.

Since your charitable incorporated organisation's income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA which is one of the listed bodies.

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

> Accounting records were not kept in respect of the charity as required by section 130 of the Act : or

> the financial statements do not accord with those records ; or

> the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE AMOS BURSARY

(continued)

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

28/09/2026.

Charles Adomako Basoah
F C C A
Chartered Certified Accountant
Registered Auditor

ADOMAKO BASOAH & CO
45, Tindale Close
Sanderstead
South Croydon
Surrey. CR2 0RT

THE AMOS BURSARY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	Unrestricted	Restricted	Total 2025	Total 2024
INCOMING RESOURCES					
Charitable Activities	3.1	530,934	54,960	585,894	654,405
Fund Raising Activities	3.2	0	0	0	362,375
Investment income	3.3	18,185	0	18185	17,629
Other Income	3.4	60,500	0	60,500	33,500
		609,619	54,960	664,579	1,067,909
RESOURCES EXPENDED					
Expenditure on Raising Funds	4.1. 4	0	0	0	154,881
Expenditure on Charitable Activitie	4.2.3	315,523	232,439	547,962	544,762
Others	4.3	72,299	49,288	121,587	82,575
TOTAL RESOURCES USED		387,822	281727	669,549	782,218
NET INCOME FOR THE YEAR		221,797	(226,767)	(4,970)	285,691
Transfer Between Funds		-180,575	180,575	0	0
BALANCE BROUGHT FORWARD		2,772,723	76,152	2,848,875	2,563,184
BALANCE CARRIED FORWARD		2,813,945	29,960	2,843,905	2,848,875

There are no further recognised gains/ (losses) other than the surplus/(deficit) for the above financial years.

The notes on pages 33 to 41 form an integral part of these financial statements.

THE AMOS BURSARY

BALANCE SHEET AS AT 31 DECEMBER 2025

	note	£ Unrestricted	£ Restricted	£ Total 2025	£ **Total 2024**
CURRENT ASSETS					
Debtors	5	189,529	0	189,529	7,250
Bank and cash balances	6	2,642,292	29,960	2,672,252	2,932,747
Total Current Assets		**2,831,821**	**29,960**	**2,861,781**	**2,939,997**
CREDITORS: Amounts falling due within one year	7	**17,876**	**0**	**17,876**	**91,122**
TOTAL NET CURRENT ASSETS		**2,813,945**	**29,960**	**2,843,905**	**2,848,875**
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,813,945**	**29,960**	**2,843,905**	**2,848,875**
FUNDS					
Restricted Funds	8.1		29,960	29,960	76,152
Unrestricted Funds	8.2	2,813,945	0	2,813,945	2,772,723
		2,813,945	**29,960**	**2,843,905**	**2,848,875**

The notes on pages ~~22~~ 33 to ~~30~~ 41 form an integral part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 28/09/2026 and are signed on behalf of the Trustees by :

.....
Colleen Althea Amos
Trustee and CEO

Sarah Ebanja
.....
Sarah Ebanja
Chair of Trustees

THE AMOS BURSARY

CASH FLOW STATEMENT FOR THE YEAR ENDED 31, DECEMBER 2025

RECONCILIATION OF OPERTAING INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES.

	2025	2024
Net Income for the year	-4,970	285,691
Returns on Investments	-18,185	-17,629
Net Operating Income	-23,155	268,062
Increase in Debtors	-182,279	30,357
Decrease in Creditors	-73,246	78,996
Net cash flow from operating Act	-278,680	377,415

CASH FLOW STATEMENT

Net cash flow from operating Act	-278,680	377,415
Return on Investments	18,185	17,629
INCREASE IN CASH IN THE YEAR	-260,495	395,044

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS

Increase in Cash in the year	-260,495	395,044
Net Cash balance brought forwar	2,932,747	2,537,703
Net Cash Balance at 31/12/2025	**2,672,252**	**2,932,747**

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

1. BASIS OF ACCOUNTING

1.1 The financial statements have been prepared in accordance with "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 the Republic of Ireland (FRS 102) (Second Edition)" and the charities Act 2011 and UK Generally Accepted Practice as it applies from 1, January 2015.

The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a "true and fair view". This departure has involved following "Accounting and Reporting by Charities : Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition)" rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1, April 2005 which has since been withdrawn".

The financial statements have been prepared in accordance with the accounting policies set out in Note 2 to these accounts, and in accordance with the governing document of the Charity.

1.2 The Charity constitutes a public benefit entity as defined by FRS 102

1.3 No changes to accounting estimates have occurred in the reporting year.

2. ACCOUNTING POLICIES.

INCOMING RESOURCES

2.1 Recognition of Income

Income are recognised and included in the Statement of Financial Activities (SOFA)

when:

- The Charity becomes entitled to the resources;

It is more likely than not that the trustees will receive the resource ; and

- The monetary value can be measured with sufficient reliability.

2.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102

2.3 Grants and Donations

Grants and Donations are only included in the SOFA when the general income recognition criteria as stated above are met.

2.4 Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the Executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

2.5 Tax Reclaim on Donations and Gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to

be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.6 Donated Goods

Donated goods are measured at fair value,(the amount for which the asset could be exchanged) unless impractical to do so.
Goods donated for on-going use by the Charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.
Gifts in kind for use by the Charity are included in the SoFA as income from donations when receivable

2.7 Donated Services and Facilities

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

2.8 Volunteer Help

The value of any voluntary help received is not included in the accounts.

2.9 Settlement of Insurance Claims

Insurance claims are only included in the SoFA when the general income recognition criteria are met, and are included as an item of other income in the SOFA.

2.10 Income from Interest, Royalties and Dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

2.11 Investment gains and losses

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the financial year.

APPLICATION OF RESOURCES.

2.12 Liability Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the Charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

2.13 Grants.
Grants and donations are accounted for when paid.
2.14 Costs directly related to the work of the charity.

Costs directly related to the work of the Charity are accounted for when due.
OTHER ACCOUNTING POLICIES

2.15 Funds
Unrestricted funds represent funds which are expendable at the discretion of the Charity in the furtherance of its objects and which have not been designated for other purposes. Restricted funds can only be used for specified purposes. The purpose of any restricted fund is noted in the financial statements.
2.16 Going Concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees have therefore continued to adopt the going concern basis in preparing the Charity's financial statements.
2.17 Employment Benefits
The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.
2.18 Taxation
In the opinion of the trustees, the Charity is exempt from the United Kingdom Taxation on its incoming resources for the year.
2.19 Accounting estimates and judgements
In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates, and assumptions about carrying amount of assets and liabilities that are not readily apparent from other resources. The estimates and associated assumptions are based on historic 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 ongoing 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.

2.20 Apportionment Of Costs Between Activities

Governance and Other Costs are apportioned between Activities (Charitable and Expenditure to raise funds) on the basis of each activity's income in the year in relation to each other. This policy excludes any exceptional and non-recurring items.

2.21 Financial Instruments

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

3 INCOMING RESOURCES

3.1 Charitable Activities income

	Unrestrictec Funds	Restricted Funds	TOTAL 2025	2 0 2 4 Unrestricte Fund	Restricted Fund	Total 2024
	£	£	£	£	£	£
Donations and Sponsorships	**530,934**	**54,960**	**585,894**	**565,905**	**88,500**	**654,405**
3.2 Fund Raising	**0**	**0**	**0**	**362,375**	**0**	**362,375**
3.3 Investment income						
Bank Interest	**18,185**	**0**	**18,185**	**17,629**	**0**	**17,629**
3.4 Other Income						
Other Income	**60,500**	**0**	**60,500**	**33,500**	**0**	**33,500**

4 RESOURCES EXPENDED

4.1 EXPENDITURE ON RAISING FUNDS

4.1.1	DIRECT SPENDING						
	Events	0	0	0	45,981	27,004	72,985
	Others	0	0	0	0	0	0
		0	**0**	**0**	**45,981**	**27,004**	**72,985**
4.1.2	**Governance Costs**						
	Audit Fees	0	0	0	1,026	603	1,629
	Independent Examinat	0	0	0	0	0	0
	Accountancy Fees	0	0	0	975	572	1547
	Consultancy Fees	0	0	0	44,331	26,036	70,367
	Platform Commission	0	0	0	224	132	356
	Bank Charges	0	0	0	95	56	151
		0	0	0	46,651	27399	74,050
4.1.3	**Other Costs**						
	Telephone	0	0	0	379	222	601
	Post, Print and Station	0	0	0	2,124	1,248	3372
	Marketing	0	0	0	1,731	1,016	2747
	Insurance	0	0	0	261	153	414
	Sundries	0	0	0	448	264	712
		0	**0**	**0**	**4943**	**2903**	**7846**

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

(Continued)

	Unrestrictec Funds	Restricted Funds	TOTAL Funds 2025	2 0 2 4 unrestricte Funds	restricted Funds	Total Fund 2024
	£	£	£	£	£	£
4.1.4 SUMMARY OF EXPENDITURE ON RAISING FUNDS						
Direct Spending	0	0	0	45,981	27,004	72,985
Support for raising funds						
Governance	0	0	0	46,651	27,399	74,050
Others	0	0	0	4,943	2,903	7,846
	0	**0**	**0**	**97,575**	**57,306**	**154,881**
4.2 EXPENDITURE ON CHARITABLE ACTIVITIES						
4.2.1 DIRECT SPENDING						
Student Bursary and Ti	38,119	47,500	85,619	34,354	102,000	136,354
Wages and Salaries	88,188	58,792	146,980	101,121	59,388	160,509
Employer National Insi	5,089	3,393	8,482	8,141	4,781	12,922
Employer Pension Cor	5,291	3,528	8,819	6,227	3,657	9,884
	136,687	**113,213**	**249,900**	**149,843**	**169,826**	**319,669**
4.2.2.1 SUPPORT FOR CHARITABLE ACTIVITIES						
4.2.2.2 **Governance costs**						
Auditors Fees	0	0	0	1,998	1,173	3,171
Independent Examinat	2,160	1,440	3,600	0	0	0
Accountancy Fees	3,456	2,304	5,760	1,898	1,115	3,013
Consultancy Fees	116,493	77,662	194,155	86,313	50,691	137,004
Bank Charges	248	165	413	196	97	293
Credit Card Charges	82	55	137			
	122,439	**81626**	**204,065**	**90,405**	**53076**	**143,481**
4.2.2.3 **Others**						
Computer Support	3,071	2,048	5,119	945	555	1,500
Telephone	1,092	728	1,820	738	433	1,171
Post, Print and Station	2,857	1,904	4,761	4,135	2,429	6,564
Marketing	10,880	7,254	18,134	3,370	1,979	5,349
Events	34,879	23,253	58,132	39,355	23,114	62,469
Insurance	760	507	1,267	508	298	806
Others	2,858	1,906	4,764	2,515	1,238	3,753
	56,397	37600	93,997	51,566	30046	81,612
4.2.3 SUMMARY OF EXPENDITURE ON CHARITABLE ACTIVITIES						
Direct Spending	136,687	113,213	249,900	155,166	164,503	319,669
Support for charitble activites						
Governanc	122,439	81,626	204,065	90,405	53,076	143,481
Others	56,397	37,600	93,997	51,566	30,046	81,612
	315,523	232,439	547,962	297,137	247,625	544,762

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

(Continued)

	Unrestricted Funds	Restricted Funds	TOTAL Funds 2025	2 0 2 4 unrestricte Funds	restricted Funds	Total Fund 2024
	£	£	£	£	£	£
4.3 OTHERS						
Travelling Expenses	60,790	40,526	101,316	49,345	28,980	78,325
Training	9,554	6,370	15,924	349	205	554
Subscriptions	648	432	1,080	286	141	427
Sundry expenses	1,307	1,960	3,267	2,123	1,146	3,269
	72,299	49288	121,587	52,103	30472	82,575

5 **DEBTORS**

	2025 unrestricted £	2024 unrestricted £
Sundry Debtors	175,000	0
Prepayments	14,529	7,250
	189,529	**7,250**

Basic financial assets, including other debtors and prepayments are initially recognised at transaction price, 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. Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

6 **BANK AND CASH BALANCES**

	Restricted	Jnrestricted	2025 **Total**	2024 **Total**
	£	**£**	£	£
Natwest Accounts	29,960	2,642,292	**2,672,252**	**2,932,747**

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

7 **CREDITORS: Amounts falling due within one year**

	2025 UnrestrictedJnrestricted	**2024**
	£	£
Sundry Creditors	8,418	77,436
Accruals	9,458	13,686
	17,876	91,122

Basic financial liabilities, including trade and other creditors, loans from third parties and loans from related parties 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 payments discounted at a market rate of interest. Such instruments are subsequently carried at amortised cost using the effective interest method, less any impairment.

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

(Continued)

8 **FUNDS**

8.1 RESTRICTED FUNDS	£ 2025	£ 2,024
Balance Brought Forward	76,152	323,055
Incoming Resources	54,960	88,500
Resources Expended	-281,727	-335,403
Transfer between funds	180,575	0
Balance Carried Forward.	**29,960**	**76,152**

8.2 UNRESTRICTED FUNDS	£	£
Balance Brought Forward	2,772,723	2,240,129
Incoming Resources	609,619	979,409
Resources Expended	-387,822	-446,815
Transfer between funds	-180,575	0
Balance Carried Forward	**2,813,945**	**2,772,723**

Unrestricted funds represent funds which are expendable at the discretion of the charity in the furtherance of its objects and which have not been designated for other purposes.

9 DETAILED RESTRICTED FUNDS

	Balance B/fwd	Receipts in the year	Expended in the year	Total carried forward 2025	Total carried forward 2024
	£	£	£	£	£
The "Girls" Project	64,552	0	-64,552	0	64,552
Under Graduate work	1,000	25,000	-26,000	0	1,000
Public Speaking Training	10,600	0	-10,600	0	10,600
Under 16 Caribbean boys	0	14,960	0	14,960	0
DigitaL Training to London Students	0	15,000	0	15,000	0
	76,152	**54,960**	**-101,152**	**29,960**	**76,152**

10 **DETAILS OF CERTAIN ITEMS OF EXPENDITURE**

	unrestricte	Restricted	Total 2025	Total 2024
	£	£	£	£
Audit Fees	0	0	0	4,800
Independent Examination	2,160	1,440	3,600	0
Accountancy charges	3,456	2,304	5,760	4,560
	5,616	**3,744**	**9,360**	**9,360**

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2025

(Continued)

11 **PAID EMPLOYEES**

	unrestricte	Restricted	Total 2025	Total 2024
11.1	£	£	£	£
Salaries and Wages	88,188	58,792	146,980	160,509
Employers Pension Contribution	5,291	3,528	8,819	9,884
Employers National Insurance	5,089	3,393	8,482	12,922
	98,568	**65,713**	**164,281**	**183,315**
Average number of employees			**3**	4

11.3 Number of employees receiving total benefits (excluding employer pension costs) for the year

£60,000 to £69,999	**1**	**1**

12 **POST BALANCE SHEET EVENTS**

There are no post balance sheet events requiring disclosure.

13 **RELATED PARTY TRANSACTIONS**

TRUSTEES REMUNERATIONS AND BENEFITS

13.1

NAME	**LEGAL AUTHORITY**	**Remuneral**	**Redundanc**	**Others**	**TOTAL**
Colleen Althea Amos	Governing Document	£64,140	NIL	NIL	£64,140

13.2 Number of employees receiving total benefits (excluding employer pension costs) for the year

	2025	2024
Remuneration	**1**	**1**

13.3 **TRANSACTION WITH RELATED PARTIES**

NAME	RELATIONSHIP TO THE CHARITY	DESCRIPTION OF TRANSACTION	AMOUNT	BALANCE AT YEAR END
Colleen Althea Amos	Trustee	Salary	£64,140	NIL

13.4 There were no furture related party transactions during the year.

14. RESERVE POLICY

The Amos Bursary provides long-term support from sixth form through university and into graduate employment. This requires careful financial planning so every accepted student can be supported throughtout their programme.

A balance is retained in the general fund to meet unanticipated expenditure and programmed work that can not be funded from a single year's budget.

The trustees endeavour to maintain sufficient Reserves to ensure that the Charity is on a "going concern" basis at all times.

Our reserves policy is to ensure available sufficient resources to enable the charity to provide its services and programmes over the longer term.

The trustees are satisfied that the level of reserves currently available are sufficient for the purposes outlined in our policy, and provide a buffer to maintain standards and delivery in these times of relatively scarcer sponsorship funding.

15 Volunteer Contribution

The Charity is heavily reliant on volunteers who contribute their skills, time, and their resources in the furtherance of the work of the charity. Principally, this contribution is by serving on committees of the Charity that deal with finance, policy grants, training, developments, etc.

The contribution of volunteers is not included within the income of the Charity.

The trustees are grateful to all of them for their help and commitment.

16. APPORTIONMENT OF SUPPORT COSTS AMONGST ACTIVITIES.

Governance and Other Costs are apportioned between Activities (Charitable and Expenditure to raise funds) on the basis of each activity's income in the year in relation to each other. This policy excludes any exceptional and non-recurring items.

There is no apportionment of support costs this year as the income from "expenditure to raise funds" is nil