PAGABO FOUNDATION – Trustees' Annual Report for the year ended 31 December 2025

Registered charity number 1187084

The trustees present their annual report for the year ended 31 December 2025. The report has been prepared in line with the Charity Commission's guidance on charity reporting (CC17) for a charity that is not a company and whose income is below £250,000.

1. Reference and administrative details

Item	Details
Charity name	Pagabo Foundation (working name: Pagabo Foundation – Building Mental Health Awareness)
Charity number	1187084
Legal form	Charitable Incorporated Organisation (Foundation model), registered on 20 December 2019
Principal address	55 Whitefriargate, Hull HU1 2HU
Telephone	01482 975883
Email	foundation@pagabo.co.uk
Website	pagabofoundation.org.uk
Bankers	NatWest
Independent examiner	Not required as income is below £25,000
Tax advisers	RSM UK Tax and Accounting Limited (corporation tax)

Trustees who served during the year

Name	Role	Date appointed	Notes
Jason Stapley	Chair	1 January 2020	
Malcolm Aiston	Trustee	1 January 2020	
Andrew Morris	Trustee	25 May 2020	
Christine Alice Hartigan	Trustee	25 May 2020	
Robert Hall	Trustee	18 July 2023	
Shaun Lunn	Trustee	18 July 2023	
Kate Gong	Trustee	22 April 2025	Appointed during the year
Simon Toplass	Trustee	1 January 2020	Resigned 22 October 2025

Geoffrey Martin Hughes was appointed a trustee on 20 January 2026, after the year end.

2. Structure, governance and management

Governing document

Pagabo Foundation is a Charitable Incorporated Organisation governed by a constitution in the Charity Commission's Foundation model form, adopted on registration on 20 December 2019. No amendments to the constitution have been made during this period. The trustees reviewed the constitution in April 2026, after the year end.

Appointment and induction of trustees

Trustees are appointed by the existing trustees in line with the constitution. New trustees receive an induction, which includes the Charity Commission's guidance "The essential trustee: what you need to know, what you need to do" (CC3).

Meetings and decision-making
The trustees meet four times a year, and four meetings were held in 2025.

Policies
The trustees have adopted policies on bullying and harassment, conflicts of interest, financial reserves, internal financial controls, social media, trustee conflicts of interest and trustee expenses.

Safeguarding policy if will be added before the next trustees meeting.

Staffing and volunteers
The charity has no employees. Administrative support is provided by staff of the Pagabo group at no cost no cost to the charity. The charity has access to a number of volunteers through the construction sector.

Trustee remuneration and expenses
No trustee received any remuneration, payments or benefits from the charity during the year. The trustee expenses were £nil during the 2025 financial year.

Risk management
The trustees review the major risks the charity faces.

3. Objectives and activities

Charitable objects
The objects of the charity are:

1. To promote the preservation of good mental health, in particular by enabling and empowering individuals in the construction industry experiencing mental health problems to live with, manage and recover from their condition, in particular through the provision of grants enabling construction industry individuals and organisations to access mental health services.
2. To relieve the needs of individuals in the construction industry with mental health problems by working to increase the understanding of mental health and mental health problems caused by working in the construction industry or experienced by people working in it, by gathering and disseminating information, raising awareness, promoting understanding and challenging stigma and discrimination.

Main activities
The charity pursues its objects through three main areas of activity:

- Awareness: raising awareness of mental health in the construction industry.
- Raising the profile: improving the awareness and acceptance of the people who work within the industry.
- Signposting: making support and advice as readily available as possible.

These activities are funded by money raised through charitable fundraising and events. The charity operates throughout England and Wales, Scotland and Northern Ireland, and helps the general public through grants to individuals and organisations.

Public benefit
The trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

4. Achievements and performance

Fundraising

2025 was a productive year for the charity's fundraising. The Feelgood Games raised £6,000.00 and the Pagabo Golf Day raised £3,900.00.

The charity also received sponsorship of £3,658.33 and donations of £808.34. The trustees are grateful to everyone who supported the charity during the year.

Charitable activity

During the year the charity:

- funded mental health training costing £2,200.00;
- provided sponsorship and support of £3,000.00;
- spent £2,412.36 on events and campaigns.

Volunteers and trustees

An estimated 100 volunteers supported the charity's events, and the trustees thank them for their time and commitment. Kate Gong joined the board of trustees in April 2025.

5. Financial review

The charity prepares receipts and payments accounts. Total income for 2025 was £14,186.67 and total expenditure was £9,546.63, giving net income for the year of £4,640.04.

Income

Source	2025 (£)
Donations	808.34
Feelgood Games	6,000.00
Pagabo Golf Day	3,900.00
Sponsorship	3,658.33
JustGiving (net) fee adjustment	(180.00)
Total income	**14,186.67**

Expenditure

Category	2025 (£)
Mental health training	2,200.00
Sponsorship/support provided	3,000.00
Events and campaigns	2,412.36
Travel expenses	1,934.27
Total expenditure	**9,546.63**
Net income for the year	**4,640.04**

Comparison with 2024

In 2024 the charity's gross income was £21,460 and gross expenditure was £30,699, which included a donation of £9,999.99, giving a deficit of £9,239.

Reserves policy

At 31 December 2025 the charity held funds of £64,163.48 All funds are unrestricted.

Going concern

The trustees consider that the charity has adequate resources to continue its activities for the foreseeable future. The charity has no employees, its running costs are low and it generated a surplus in 2025. For these reasons the trustees believe it is appropriate to prepare the accounts on a going concern basis.

Plans for the future

In 2026 the trustees plan to:

- make a proposed donation of £10,000 to mental-health-in-construction charities linked to the Pagabo Awards 2026, subject to trustee approval;
- continue the charity's programme of fundraising events;
- explore partnerships, for example with Constructive Futures, and opportunities linked to the National Men's Health Strategy.

6. Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' annual report and the accounts in accordance with applicable law. As the charity's gross income does not exceed £250,000, the trustees have chosen to prepare receipts and payments accounts under the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and that disclose with reasonable accuracy its financial position at any time. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent and detect fraud and other irregularities.

7. Approval and declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the trustees:

Signature: _____

Name: Jason Stapley, Chair

Date: 26.10.26

Notes for trustees before filing (delete before submission)
This report is to be uploaded with the 2025 Annual Return, which is due by 31 October 2026. Complete or confirm the following first:
Reserves policy and closing funds held at 31 December 2025.
The –£180.00 JustGiving entry (refund or fee adjustment).
Simon Toplass's status during 2025 and his date of resignation.
Number of trustee meetings held in 2025 and usual meeting frequency.
Training details (who was trained) and sponsorship/support details (recipient and purpose).
Related-party transactions with Pagabo group companies.
Safeguarding policy (add to the policy list if one is in place).
Date of approval of this report.

Pagabo Foundation
Financial Activities
January-December, 2025

	Total
Income	
Donation Income	808.34
Event - Feelgood Games (Income)	6,000.00
Just Giving Income	-180.00
Pagabo Golf Day	3,900.00
Sponsorship	3,658.33
Total for Income	**£14,186.67**
Total	**£14,186.67**
Expenditures	
Mental Health Training	2,200.00
Sales and marketing expenses	
Events and campaigns	2,412.36
Sponsorship	3,000.00
Travel expenses	1,934.27
Total for Sales and marketing expenses	**£7,346.63**
Total for Expenditures	**£9,546.63**
Net Operating Income	**£4,640.04**
Net Income/(Expenditure)	**£4,640.04**