DEO DUCE FOUNDATION

TRUSTEES' REPORT
AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30 JUNE 2026

DEO DUCE FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 30 JUNE 2026

Trustees	**Appointed**
Eddy Dempsey	5th February 2020
Edward McGillycuddy	5th February 2020
Bridget Outtrim	3rd February 2021
Martin Reilly	3rd February 2021

Charity Registration Number	1187767
Registered Office	Meadowbrook 65 Denham Lane Chalfont St Peter Gerrards Cross Bucks SL9 0EW
Independent Examiner	Michael Daly FCA 46 Kent Avenue Ealing London W13 8BH
Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

DEO DUCE FOUNDATION

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DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2026

The trustees present their report together with the financial statements of the Deo Duce Foundation for the period to 30th June 2026. The trustees are responsible for the preparation of the annual report and financial statements and confirm that they comply with the current statutory requirements, the requirements of its governing document and the provisions of the Statement of the Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Charities SORP (FRS 102) and applicable accounting standards.

Objectives and activities

a. Policies and objectives

The principal objects of the charity are to help young people in Harrow achieve their potential for the public benefit in the United Kingdom in such ways as the trustees see fit and in particular by:

- Providing grants to schools, social enterprise companies, other charities and youth organisations which provide educational, life skills and/or workplace preparation services for young people.

- Providing grants for the purchase of facilities and equipment which will enhance life opportunities for young people.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning future activities. In particular, the trustees consider how planned activities will meet the aims and objectives established for the charity.

b. Activities for achieving objectives

The charity has provided funding for a number of schools in Harrow, either directly or through the provision of third-party services. It will support these and other schools in funding extra-curricular activities which will benefit the recipients in preparation for current or future educational and/or workplace opportunities.

c. Grant making policy

The aim of the charity is to provide support for the young people of Harrow to maximise their current and future life opportunities. This aim is reviewed annually.

Achievements and performance

Review of activities

During the period under review, the charity generated non-investment income totalling £73,930 (2025 - £69,162) and awarded grants totalling £69,848 (2025 - £73,361). Of these awards, an amount of £2,664 (2025 - £13,880) had not been paid as at 30 June 2026 and was settled during the following period. After costs of £26,367 (2025 - £21,386) the charity had unrestricted funds of £46,109 (2025 – £67,167) and restricted funds of £NIL (2025 - £NIL).

During the year, the charity continued its journey to becoming a recognised funder of life enhancing activities supporting young people through programmes promoting sport, well-being, extra-curricular education and workplace preparation.

For the fourth year running, the charity provided funding to the Salvatorian College's established and successful careers programme, managed by social enterprise company, Business Education Events, comprising two principal elements:

- BEE Interviewed: Applying and being interviewed for a fictitious job role; students undertake research on a prospective employer, construct their CV and covering letter application and prepare for a job interview. In groups of five, students are then interviewed by a business volunteer, with one awarded the "job". In what was for the majority their first taste of how to conduct themselves in an interview, 100+ students gained insights on how to make a strong first impression, to be prepared and be authentic. Feedback from students and the 30+ volunteers, who reviewed CV's and conducted the interviews, was excellent, reflecting the energy and willingness to learn shown by the students.

- BEE Sweet Entrepreneur: Teams of five students establish a business, prepare job roles, design and cost a product, decide its target market and pitch to the rest of the year group "Dragon's Den"-style. The winners are provided with their branded product to sell. Described by Trustee Eddy Dempsey as "chaotic fun, and learning", the energy, enthusiasm and creativity are always outstanding, with students referencing the event for weeks afterwards. Teamwork, creativity and entrepreneurship are all key takeaways.

DDF maintained its support of The Josh Hanson Trust for its founder, Tracey Hanson, to deliver "Josh's Story" combined with a "Fine Lines" workshop to schools in Harrow. "Josh's Story" highlights the wider impact of knife crime on families and friends; it is hard-hitting and emotional, interlaced with tips from Tracey on how to spot and avoid danger signs in various social settings. The "Fine Lines" programme provides a creative & therapeutic response to mental health concerns, behavioural issues, bereavement, trauma & neurodiversity. The trauma-informed art workshops allow participants to explore issues that impact them whilst creating a safe space to express themselves creatively. Both have proven to be impactful and beneficial with positive feedback from participants and teachers alike. The charity is continuing to support Tracey in her aim to eradicate knife crime, which is such a blight on our communities, by also contributing funds to the creation of an animation of "Josh's Story" which will enable the programme to reach a wider audience.

Two of the Trustees attended St. Theresa's Primary School for the Dyslexia awareness programme funded by the charity. They saw first-hand the excellent delivery giving teachers and teaching assistants guidance on how to spot the signs of possible dyslexia with strategies and actions to support young people, whilst undertaking exercises to replicate how it might feel for a young person with dyslexia. In an example, one TA advised that her son saw the words on a page running like water. We came away with a greater understanding of dyslexia and impressed by the professionalism of the programme which has now reached almost all of the Primary schools in Harrow.

Students of St. Dominic's Sixth Form College benefitted from funding towards Lourdes carer programme and Three Peak Challenge. The Charity's funding is aimed specifically to support those who might not otherwise be able to participate for financial reasons. Both programmes give students direct experience of dealing with hardship requiring teamwork and resilience whilst the Lourdes programme in particular helps develop an appreciation of the plight of others less fortunate. Feedback from participants and teachers demonstrate the positive, life enhancing impact these events have.

A regular recipient of funding is Sweet Science Foundation. Using non-contact boxing as a Trojan Horse, the Charity funds SSF's programme for delivery to almost 100 pupils in various schools in Harrow, including Salvatorian College. Delivered to vulnerable young people and those at risk of exclusion, it aims to give them tools to overcome obstacles, build strength and unlock their potential with resilience, self-control and confidence. Founder Leroy Nicholas has developed this boxing / mentoring programme over 20 years; feedback from the schools involved is consistently positive, highlighting the change in outlook and confidence of those participating.

The charity continued its collaboration with Young Harrow Foundation, providing funding towards the 3rd Harrow Change Makers Partnership fund. Grants were provided to 23 organisations to deliver a diverse range of supportive and life-enhancing programmes addressing one or more of the priorities identified by young people in the 2025 "How Are You" survey - mental health and resilience; digital life (social media); safety; physical activity and the Future. In the first half of the year, over 900 young people had benefitted; this is expected to reach at least 1,500 by the end of the programme. The charity is proud to collaborate with the John Lyon Charity, Harrow Council, Orley Farm School and Harrow School to facilitate the programme. Trustees have seen first hand the commitment of volunteers and benefits to young people of the programmes they have visited during the last six months. This programme is due to come to an end after this year and the Charity is in discussion with Young Harrow Foundation on plans for a possible alternative initiative.

The mainstay of the Charity's funding is its annual fund-raising golf event. The fifth anniversary event, supported by 15 sponsors at Stanmore Golf Club was a financial and community success with 118 golfers and 139 diners raising almost £40,000. The charity thanks all those who make this annual event such a success, including sponsors, participants and the hosts. It is especially grateful for the support of Glencar Construction, of which Trustee Eddie McGillycuddy is founder and Managing Director, which has been the Platinum sponsor for the past four years.

The latest event has just been held and, subject to receiving the pledged auction bids, is likely to equal that of this year, enabling us to continue our commitment to young people in Harrow.

Financial review

a. Going concern

Having considered post year-end financial results and cash reserves and making appropriate enquiries, the trustees consider the charity has adequate resources to continue to operate for the foreseeable future being a period of not less than 12 months from the date the financial statements were approved. For this reason, they have adopted the going concern basis in preparing the financial statements.

b. Reserves policy

During the year, the charity invested surplus liquid funds into an interest-earning savings account. There were no other investments. As at 30th June 2026, the charity had unrestricted total funds of £46,109 (2025 - £67,167) which are considered free reserves. At that time, the charity had agreed funding applications to be drawn totalling £2,664 (2025 - £13,880) and these are fully accrued in these accounts. The trustees do not consider there is an optimal level of free reserves given it has minimal day to day operational costs as it is staffed on a voluntary basis.

DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2026

Structure, governance and management

a. Constitution

The charity was established as a Charitable Incorporated Organisation ("CIO") and registered as a charity on the 5th February 2020 with Charity Commission number 1187767.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected or co-opted under the terms of the Constitution.

c. Risk Management

The trustees have assessed the major risks to which the CIO is exposed, in particular those in relation to operations and finances and are satisfied that systems and processes are in place to mitigate exposure to major risks.

Trustees' responsibilities statement

The trustees of the charity, which is a Charitable Incorporated Organisation, are responsible for preparing the Trustees Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and the application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of trustees and signed on their behalf by:

Eddy Dempsey	Martin Reilly	Bridget Outtrim
Trustee	Trustee	Trustee

28th September 2026

DEO DUCE FOUNDATION

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 30 JUNE 2026

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEO DUCE FOUNDATION (CHARITY REGISTRATION NUMBER 1187767) ON THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2026 SET OUT ON PAGES 9-15

I report to the trustees on my examination of the accounts of the Deo Duce Foundation for the year ended 30 June 2026.

Responsibilities and Basis of Report

As the charity's 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 Deo Duce Foundation accounts 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

I have completed my examination.

I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that in, any material respect:

- The accounting records were not kept in accordance with section 130 of the Act; or
- The accounts did not accord with the accounting records; or
- The accounts did 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.

Michael Daly 28th September 2026

Michael Daly FCA
46 Kent Avenue
Ealing
London
W13 8BH

DEO DUCE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 30 JUNE 2026

	Note	2026 £	2025 £
Income			
Donations and Legacies	3	9,462	4,550
Charitable Activities	4	64,468	64,612
Investments	5	1,227	2,102
		75,157	**71,264**
Expenditure on:			
Raising Funds	4	24,517	19,637
Charitable Activities	6	69,848	73,361
Other	7	1,850	1,748
		96,215	**94,746**
Net (Loss) / Income for the Year		**(21,058)**	**(23,482)**
Balance at 1st July 2025		**67,167**	**90,649**
Balance at 30th June 2026		**46,109**	**67,167**

The Statement of Financial Activities includes all gains and losses recognised in the period.

All income and expenditure is derived from continuing activities.

The notes on pages 11 to 15 form part of these financial statements.

DEO DUCE FOUNDATION

BALANCE SHEET

AS AT 30 JUNE 2026

	Note	2026 £	2025 £
Current Assets			
Cash at bank and in hand		49,773	82,047
Creditors: amounts falling due within one year	10	(3,664)	(14,880)
Net Current Assets		46,109	67,167
Total Assets Less Current Liabilities		46,109	67,167
Net Assets		**46,109**	**67,167**
Represented by:			
Funds			
Restricted funds	11	-	-
Unrestricted Funds	11	46,109	67,167
Total Funds		**46,109**	**67,167**

The notes on pages 11 to 15 form part of these financial statements.

The financial statements were approved by the Trustees on 28th September 2026

Eddy Dempsey	Martin Reilly	Bridget Outtrim
Trustee	**Trustee**	**Trustee**

1. Accounting policies

1.1. Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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. The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 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 continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and the receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

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.

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.

1.6 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. Bank overdrafts are shown within borrowings in current liabilities.

2. Critical accounting estimates and judgments

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 form 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 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.

3. Donations and legacies

	2026 £	2025 £
Donations	9,002	3,950
Gift Aid refunds	460	600
	9,462	**4,550**

4. Charitable activities

	2026 £	2025 £
Golf day revenue	64,468	64,612
Less: Golf day costs (fund raising)	(24,517)	(19,637)
	39,951	**44,975**

5. Investment income

	2026 £	2025 £
Bank interest	**1,227**	**2,102**

6. Charitable activities

	2026 £	2025 £
Grants paid out to:		
Young Harrow Foundation	27,800	27,000
Josh Hanson Trust	15,660	13,050
Sweet Science Limited	7,760	-
St Dominics Sixth Form College	7,500	1,500
Maths Makers	5,328	2,000
Salvatorian College	3,000	9,950
Business Education Events	2,800	2,800
Shaftesbury High School	-	8,000
iGNITE Trust	-	5,861
Reading Ladders	-	2,200
Evolve Cycling Network	-	1,000
	69,848	**73,361**

7. Other expenditure

	Support Costs 2026 £	Governance Costs 2026 £	TOTAL 2026 £
Website and Marketing	526	-	526
Bank charges	324	-	324
Independent examiner's fees	-	1,000	1,000
	850	**1,000**	**1,850**

	Support Costs 2025 £	Governance Costs 2025 £	TOTAL 2025 £
Website and Marketing	489	-	489
Bank charges	259	-	259
Independent examiner's fees	-	1,000	1,000
	748	**1,000**	**1,748**

8. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

9. Employees

	2026	2025
Total number of employees	-	-

10. Creditors: amounts falling due within one year

	2026 £	2025 £
Accruals – Independent examiner's fee	1,000	1,000
Accruals – other	2,664	13,880
	3,664	**14,880**

"Accruals – other" relates to funding applications awarded during the year, but not paid as at 30 June 2026.

11. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
Balances at 30th June 2026 are represented by:			
Current assets	49,773	-	49,773
Creditors	(3,664)	-	(3,664)
	46,109	**-**	**46,109**

	Unrestricted £	Restricted £	Total £
Balances at 30th June 2025 are represented by:			
Current assets	82,047	-	82,047
Creditors	(14,880)	-	(14,880)
	67,167	**-**	**67,167**

12. Movement in funds during the current reporting period

	Unrestricted £	Restricted £	Total £
Balance at 1st July 2025	67,167	-	67,167
Income	73,582	-	73,582
Expenditure	(94,640)	-	(94,640)
Balance at 30th June 2026	**46,109**	**-**	**46,109**

At 30th June 2026, unrestricted funds include funding applications of £2,664 (2025 - £13,880) committed to during the year, but not paid as at 30 June 2026. These were all paid post year end.

13. Related party transactions

During the year the charity had related party transactions as follows:

	2026 £	2025 £
Donations received by the charity from:		
Edward Dempsey (Trustee)	602	695
Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	-	200
Sponsorship of golf day by:		
Glencar Construction Ltd (Edward McGillycuddy [Trustee] is a director)	5,000	5,000
Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	1,000	1,000
Winning bid for golf day auction prizes from:		
Glencar Construction Ltd (Edward McGillycuddy [Trustee] is a director)	1,400	5,000
Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	1,200	5,000
	9,202	**16,895**

The trustees received no remuneration, benefits or other consideration in connection with any of the above transactions.

Items provided for fundraising auction lots:

Three of the Trustees, including companies associated with two of them, provided items, at no cost, for auction lots which raised a total of £4,300. The Trustees derived no personal benefit from doing so.

Expenses reimbursed

Edward Dempsey (Trustee)	**-**	**657**