Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

CODEBAR

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

For the year ended 30 April 2026



Free programming education. Inclusive communities. More routes into technology.

Charity registration number 1187776 • Charitable Incorporated Organisation (CIO)

codebar.io

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Contents

Legal and administrative information 3

Trustees' Annual Report 4

Independent Examiner's Report 10

Statement of Financial Activities 11

Balance Sheet 12

Notes to the Financial Statements 13

A concise, impact-led annual report with statutory financial statements for the year ended 30 April 2026.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

CODEBAR

Charity registration number 1187776

Legal form	Charitable Incorporated Organisation (CIO)
Registered office	International House 101 King's Cross Road London WC1X 9LP
Chair	Hossein Ghodse
Bankers	Wise Payments Ltd. 1st Floor, Worship Square 65 Clifton Street London EC2A 4JE
Independent examiner	Kevin Guweddeko FMAAT KG Accountants 180 Borough High Street London SE1 1LB
Website	codebar.io

Trustees

Trustee	Appointed	Trustee	Appointed
Kimberley Cook	05 Feb 2020	Amit Sinha	01 Dec 2023
Krisztina Matyi	05 Feb 2020	Topaz Reid	18 Feb 2025
Despo Pentara Gale	05 Feb 2020	Hossein Ghodse	05 Feb 2026
Duoyi Zhao	05 Feb 2020	Phoebe Clarice Whitlock	05 Mar 2026
Olu Malomo	11 Jul 2024 Ceased 29 Apr 2026		

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

2025/26 at a glance

A year of wider participation, stronger chapter infrastructure and sustained access to free technology education.

219 free workshops & events	**4,517** event attendances	**2,308** new community members
6 + 8 new + relaunched chapters	**20,034** people reached since 2013	**4th** Impact Report published

> *"Each time I would come out of a workshop feeling energised, and that would help me keep focused on my journey and not give up."*
>
> **— codebar community feedback**

Structure, governance and management

codebar is governed by its Board of Trustees, which is responsible for the strategic direction, oversight and effective management of the charity. The power to appoint new or additional trustees is vested in the Board.

Trustees are expected to identify and address their ongoing training and development needs so that the Board maintains the knowledge and skills required to govern the charity effectively.

During 2025/26, the charity strengthened its governance arrangements through an amendment to its constitution, submitted to the Charity Commission, enabling trustees to exercise voting powers by email. This supports timely and effective decision-making while maintaining appropriate governance oversight. Olu Malomo ceased to be a trustee on 29 April 2026.

Hossein Ghodse was appointed Chair of the Board of Trustees on 5 March 2026, succeeding Phoebe Clarice Whitlock.

The trustees regularly consider the principal risks facing codebar and are satisfied that appropriate systems and controls are in place to manage and mitigate material risks.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Related party arrangements

During the year, the charity purchased operational and project support services from Builtbykim Ltd, a company controlled by trustee Kimberley Cook. The services included operational management and governance support, programme and event coordination, codebar Festival activities and delivery of other charitable programmes.

The arrangement supported the effective delivery of the charity's activities and the services were provided on commercial terms. Kimberley Cook received no remuneration for acting in her capacity as a trustee.

Further details, including the value of the transactions, trustee expenses and amounts outstanding at the year end, are set out in Note 12 to the financial statements.

Objectives and activities

Our purpose

codebar exists to make careers in technology more accessible to people who are underrepresented in the industry.

We create free, safe and inclusive learning environments where women and people from minority groups can develop programming and digital skills, build confidence, form professional networks and gain the support they need to progress towards careers in technology.

We deliver this through free programming workshops, specialist technical events and community-led learning opportunities. By removing financial barriers to participation and creating spaces in which people from underrepresented backgrounds can learn and develop together, codebar seeks to widen access to opportunities within the technology sector.

The trustees have had due regard to the Charity Commission’s guidance on public benefit when setting the charity’s objectives and planning its activities.

Achievements and performance

1. Delivering 219 free workshops and events

During 2025/26, codebar delivered 219 free workshops and events, comprising 197 regular workshops and 22 one-off events.

Our programme included a month-long 30 Days of Python course, virtual Lunch & Learn sessions and three technical interview sessions with Google, alongside our regular chapter workshops.

codebar Festival returned for its sixth year as a multi-day hybrid learning experience, combining five days of in-depth virtual technical workshops with an in-person event in London. uncodebar, now in its eleventh year, was held at Google HQ in London and welcomed 70 participants to a community-led unconference.

Together, these programmes give participants opportunities to deepen technical knowledge, prepare for careers, expand professional networks and build confidence in a supportive community.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

2. Growing participation and improving accessibility

Our free events recorded 4,517 attendances during 2025/26. We continued to combine in-person workshops with virtual provision, recognising that accessibility means more than simply making an event free.

A new virtual chapter operating in the CST time zone extended access to people who may not live near an established physical chapter. Providing virtual workshops across different time zones also enables people with different schedules and circumstances to participate.

> *"To me, codebar is a safe space to help people learn to code for the first time."*

3. Welcoming new members into our community

During the year, 2,308 new members joined the codebar community, representing significant growth compared with the previous year.

Our community brings together people seeking to learn programming and improve their digital skills with volunteer coaches who contribute their knowledge, time and professional experience. That relationship enables codebar to provide high-quality technical learning at no cost while creating professional connections that can continue beyond individual workshops.

4. Expanding our chapter network

Investment in our volunteer infrastructure enabled codebar to strengthen its chapter network significantly during 2025/26.

With the support of our Volunteer Coordinator, we launched six new chapters: Derby, Solent, Munich, Virtual Nigeria, Virtual East Asia and Newcastle.

We also relaunched eight existing chapters: Amsterdam, Cardiff, Oslo, New York City, Cambridge, Kent, Paris and Oxford.

Our chapter model enables volunteers to build learning communities that respond to local needs while benefiting from the resources, experience and support of the wider codebar network. Virtual chapters extend that reach further to people for whom attending a physical chapter may not be practical.

5. Demonstrating our long-term impact

During 2025/26, we published our fourth codebar Impact Report, documenting and celebrating the impact of our community since we began organising workshops in 2013.

Read the Impact Report: impact-report.codebar.io

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Our reach and future ambition

Since our first workshops in 2013, codebar has developed into an international community providing free technology education and support to people from groups underrepresented in the sector.

As at 25 May 2026, 20,034 minority group members had gained access to codebar's free workshops and events. Our ambition is to have supported 22,000 people by December 2026.

Growth is not simply about increasing participation numbers. Our priority is to grow sustainably while protecting the characteristics that make codebar distinctive: free access, inclusive environments, strong volunteer communities, practical technical learning and meaningful human connections.

Over the coming year, we intend to continue strengthening chapters, supporting volunteers, developing accessible virtual provision and building partnerships that will enable us to reach more people while maintaining the quality of the codebar experience.

Financial review

codebar's income during 2025/26 was generated through a combination of donations, grants, sponsorship and trading income. The charity deliberately deployed reserves accumulated in earlier periods to support delivery and organisational capacity during the year.

£77,968 total income	**£165,107** total expenditure
£50,741 cash at year end	**£42,877** funds carried forward

Income

Total income for the year was £77,968.11 (2025: £167,621.23), comprising donations and legacies of £45,968.11, grants of £5,000.00 and other trading activities of £27,000.00.

Expenditure

Total expenditure for the year was £165,107.41 (2025: £67,152.07). This reflects investment in charitable delivery, people, events, volunteer and chapter infrastructure, and the operating support needed to keep codebar's programmes free to participants.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Financial position

The charity recorded net expenditure of £87,139.30 before other gains. After other recognised gains of £19,025.93, the net movement in funds was a decrease of £68,113.37. Total funds carried forward at 30 April 2026 were £42,876.80, with cash at bank and in hand of £50,741.43.

Looking ahead

The need for accessible routes into technology remains significant, particularly for people who continue to face barriers to entering and progressing within the sector.

Continued support from trusts, foundations, corporate partners and individual donors will enable codebar to keep its programmes free, strengthen volunteer and chapter infrastructure, expand learning opportunities and reach more people who might otherwise be excluded from opportunities within technology.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Trustees' responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its income and expenditure for that period. In preparing those 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 UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records that disclose with reasonable accuracy the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the CIO's governing document. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This Trustees' Annual Report was approved by the Board of Trustees and signed on its behalf by:

Kimberley Cook

Trustee

21 August 2026

Signed by:
Kimberley Cook
D6B8370559594B8...

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Independent Examiner's Report to the Trustees of CODEBAR

I report to the trustees on my examination of the accounts of CODEBAR ("the charity") for the year ended 30 April 2026, comprising the Statement of Financial Activities, Balance Sheet and related notes to the financial statements.

Responsibilities and basis of report

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

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

My examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of unusual items or disclosures in the accounts and seeking explanations from the trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a "true and fair view".

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 giving me reasonable 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 Charities Act 2011; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a "true and fair view", which is not a matter considered as part of an independent examination.

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

Signed	DocuSigned by: Kevin Guweddeko 10FD910D4256499...
Kevin Guweddeko FMAAT	**Independent Examiner**
For and on behalf of	**KG Accountants**
Address	180 Borough High Street, London, SE1 1LB
Date	23-Sep-26

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Statement of Financial Activities

For the year ended 30 April 2026

	2026	2025
Income and endowments from:		
Donations and legacies	£45,968.11	£40,984.76
Charitable activities	£5,000.00	£104,000.00
Other trading activities	£27,000.00	£22,636.47
Total income	**£77,968.11**	**£167,621.23**
Expenditure on:		
Raising funds	£46,883.47	£7,359.96
Charitable activities	£118,223.94	£59,792.12
Total expenditure	**£165,107.41**	**£67,152.07**
Net income / (expenditure)	**(£87,139.30)**	**£100,469.16**
Other recognised gains / (losses)	£19,025.93	£13,069.62
Net movement in funds	**(£68,113.37)**	**£113,538.78**
Funds brought forward	£110,990.17	(£2,548.61)
Funds carried forward	**£42,876.80**	**£110,990.17**

All funds are unrestricted in the financial statements as presented.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

Balance Sheet

As at 30 April 2026

	2026	2025
Current assets		
Debtors	–	£6,569.77
Cash at bank and in hand	£50,741.43	£109,586.70
Total current assets	**£50,741.43**	**£116,156.47**
Creditors: amounts falling due within one year	(£7,864.63)	–
Net current assets	**£42,876.80**	**£116,156.47**
Creditors: amounts falling due after one year	–	(£5,166.30)
Total net assets	**£42,876.80**	**£110,990.17**
Funds of the charity		
Unrestricted funds	£42,876.80	£110,990.17
Restricted funds	–	–
Endowment funds	–	–
Total funds	**£42,876.80**	**£110,990.17**

The financial statements were approved by the trustees on 21 August 2026 and signed on their behalf by:

Kimberley Cook | Trustee

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

1. Accounting policies

1.1 Basis of preparation

CODEBAR is a Charitable Incorporated Organisation registered with the Charity Commission for England and Wales under charity number 1187776. The registered office is International House, 101 King's Cross Road, London, WC1X 9LP.

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements are presented in pounds sterling and amounts are stated to the nearest penny unless otherwise indicated.

1.2 Going concern

The trustees have considered the charity's financial position and future plans and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements have been prepared on the going concern basis.

2. Income from donations and legacies

	2026	2025
Donations and gifts	£44,717.24	£40,961.02
Other	£1,250.87	£23.74
Total	**£45,968.11**	**£40,984.76**

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

3. Income from charitable activities

	2026	2025
Grants	£5,000.00	£104,000.00
Total	**£5,000.00**	**£104,000.00**

4. Income from other trading activities

	2026	2025
Sponsorship	£20,750.00	–
Trading income	£6,250.00	£22,636.47
Total	**£27,000.00**	**£22,636.47**

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

5. Expenditure on charitable activities

	2026	2025
Festival costs	£34,519.43	£51,247.76
Other charitable costs	£33,897.60	–
Direct charitable expenditure	**£68,417.03**	**£51,247.76**
Support costs allocated to charitable activities	£49,806.91	£8,544.36
Total charitable activities	**£118,223.94**	**£59,792.12**

6. Operating, support and governance costs

The following costs support the charity's operations and governance. In 2026, £49,806.91 was allocated to charitable activities and £46,883.47 to raising funds.

	2026	2025
Wages and salaries	£84,999.96	£5,060.23
Legal and professional fees	£50.63	–
Marketing & promotions	£825.19	£223.05
Printing, postage & stationery	£62.48	£227.20
Subscriptions	£2,395.55	£4,589.54
Bank charges	–	£209.21
Pensions (Employer)	£2,175.60	£106.07
Employer's NI contributions	£296.49	–
Office costs	£366.00	£915.50

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

	2026	2025
Web hosting	£2,222.28	£2,745.13
Meals, travel & accommodation	£372.76	£643.98
Accountants fees	£2,923.44	£1,184.40
Total	**£96,690.38**	**£15,904.31**

7. Debtors: amounts falling due within one year

	2026	2025
Trade debtors	–	£6,569.77
Total	**–**	**£6,569.77**

8. Cash at bank and in hand

	2026	2025
Cash at bank and in hand	£50,741.43	£109,586.70
Total	**£50,741.43**	**£109,586.70**

9. Creditors: amounts falling due within one year

	2026	2025
Accruals and deferred income	£600.00	–
Taxation and social security	£7,264.63	–
Total	**£7,864.63**	**–**

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

10. Creditors: amounts falling due after one year

	2026	2025
Taxation and social security	–	£5,166.30
Total	**–**	**£5,166.30**

11. Charity funds

All funds presented in these financial statements are unrestricted.

	2026	2025
Fund balances brought forward	£110,990.17	(£2,548.61)
Income	£77,968.11	£167,621.23
Expenditure	(£165,107.41)	(£67,152.07)
Gains and losses	£19,025.93	£13,069.62
Fund balances carried forward	**£42,876.80**	**£110,990.17**

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

12. Trustee remuneration, expenses and related party transactions

Trustee remuneration and benefits

No trustee received any remuneration, salary or employee benefits from the charity in their capacity as a trustee during the year ended 30 April 2026 (2025: £Nil).

Trustee expenses

During the year, £78.89 was reimbursed to Kimberley Cook in respect of travel costs incurred in connection with the charity's activities (2025: £Nil). No other trustee expenses were reimbursed during the year.

Related party transactions

During the year, the charity purchased operational and project support services from Builtbykim Ltd (Company No. 10513712), a company controlled by trustee Kimberley Cook. The services provided included operational management and governance support, programme and event coordination, codebar Festival activities, delivery of codebar Courses, sponsorship activity, podcast production and staff management.

The value of services recognised in respect of invoices 081-088 during the year was £20,597.50 excluding VAT (£24,717.00 including VAT).

At 30 April 2026, amounts totalling £8,333.16 including VAT remained unpaid to Builtbykim Ltd in respect of invoices 087 and 088. This comprised £6,944.30 excluding VAT and £1,388.86 VAT. The balances were unsecured, interest-free and payable under normal commercial terms.

Kimberley Cook received no remuneration for acting in her capacity as a trustee. The amounts disclosed above relate to services supplied by Builtbykim Ltd to the charity.

13. Other recognised gains

Other recognised gains of £19,025.93 (2025: £13,069.62) reflect a prior-period fund and equity reconciliation adjustment identified when aligning the charity’s brought-forward reserves with the underlying accounting records. The adjustment does not represent current-year operating income.

Docusign Envelope ID: A38728A3-1C28-8371-80D6-A898316EB691

codebar

Free programming education for underrepresented groups in technology.



codebar.io • impact-report.codebar.io