Green Jobs Foundation

Company No. 14540924 (England and Wales)

Registered Charity No. 1205555

Trustees' Report and Financial Statements

For the year ended 31 December 2025

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Legal and Administrative Information

Green Jobs Foundation Company number 14540924 (England and Wales)

Charity number 1205555 (England and Wales)

Company Registered Office and charity address

Green Jobs Foundation

Citizen Hub,
58 Market Square,
St Neots,
Cambridgeshire
PE19 2AA

Trustees/Executive Team

Chief Executive Officer: Alex Hughes

Director: Timothy Clark

Bankers:

NatWest Bank
Chatham Rcsc
Western Avenue
Waterside Court
Kent
ME4 4RT

Independent Examiner:

Sunder & Thandi Accountants Ltd
Union House
111 New Union Street
Coventry
West Midlands
CV1 2NT

Trustees' Annual Report For The Year Ended 31 December 2025

Dear Stakeholders,

The Trustees present their report and financial statements for the year covering 1st January 2025 to 31 December 2025. The Directors of the Charitable Company are also its Trustees. The Accounts and Annual Report are required to comply with the requirements of Companies and Charities legislation and have therefore been prepared in accordance with the Companies Act 2006, the Charities Act 2011, and the Statement of Recommended Practice, Charities SORP (FRS 102) (effective 1 January 2019) and the provision of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the board of trustees of the Green Jobs Foundation, it is our privilege to present the Trustees' Report for the year ended 31 December 2025. We extend our heartfelt gratitude to all who have supported our mission to mitigate employment risk and subsequent deprivation resulting from climate change. This report provides an overview of our activities, financial performance, and governance during the year.

Objectives and Activities

The Green Jobs Foundation was established with the primary objective of creating sustainable employment opportunities and reducing the impact of climate change on individuals and communities.

Our aim is to:

- increase awareness in and access to Green jobs and skills;
- facilitate the employment of more people in green jobs versus traditional roles;
- ensure educators have age-appropriate teaching materials; and
- increase transparency reporting on risk of reduction of current/traditional roles.

The Foundation will also actively look for jobs over and above any initiatives required to achieve zero emission targets set by the UK government and will assist in the identification of any green job needs as a percentage of organisations of workforce.

The Green Jobs Foundation will deliver a just transition.

Public benefit

As we become a greener economy, there is a fundamental shift required in employment. “Emerging roles” use new skills for roles that do not currently exist, “transitional roles” use current skills for new roles (e.g. gas boiler to heat pump engineers; EV mechanics rather than those traditionally needed for internal combustion engines) and “sunset roles” which are current skills in decline such as those in the oil industry.

There are vast regional and local variances on where and when the impact of this change will occur, resulting in risk of deprivation, primarily in already poor areas.

Vision

Our vision is to improve the lives of millions of UK workers via the four “R”s: access to the right jobs, right skills, right places, and right times.

Mission

The mitigation of employment risk and subsequent deprivation as a result of climate change by increasing access to and awareness of Green jobs.

Governance

We recognise the importance of robust governance practices to ensure transparency, accountability, and effective decision-making.

The Foundation is set up as a not for profit charity. The CEO and senior leadership team are currently unpaid but the charity reimburses reasonable expenses such as travel costs where an individual is representing the charity outside of their primary work location.

Our governance structure and processes during the year included:

1. Board Composition and Changes:

Our dedicated board of trustees, consisting of three members, provided strategic direction and oversight.

Jeremy Tatham resigned on 13 February 2026 and we thank him for his contribution to the charity.

2. Governance Policies and Procedures:

We implemented and embedded governance policies, including our Code of Conduct, to ensure alignment with evolving best practices.

We conducted regular board meetings to discuss the governance structure and to enhance governance effectiveness.

2025 Achievements

2025 was a year of transformation for the Green Jobs Foundation. Having spent our first two years building the evidence base, this year we focused on turning insight into infrastructure, strengthening our governance, deepening our networks and building the partnerships and pathways through which our research will translate into measurable impact in the years ahead. Much of this work has taken place away from the public stage, but it represents some of the most important foundations we have laid to date.

Key highlights from 2025 include:

Continued to share our second national report, *Are Green Jobs for Everyone? Who's Missing Out – and What We Need To Do About It*, drawing on the codesign programme of more than 40 organisations across industry, education and community sectors. The report introduced our Eight Seeds for Radical Change - a practical framework for building a fair and future-ready green workforce and set out our transition from research to action.

Significantly strengthened our governance and strategic capacity, preparing for four new board members whose combined experience across industry, finance, education and the impact sector positions the Foundation for its next phase of growth, alongside continued development of our policies and governance framework.

Invested in building the national network needed to create and find pathways to high-impact delivery and sustainable funding, convening businesses, educators, funders and social enterprises around shared solutions to the green skills gap.

Presented the Green Career Allies concept to organisations including the City & Guilds Foundation, with the support of Career Allies, activating community influencers as green career guides, one of the central recommendations of our 2025 report.

Maintained a constant presence in the leadership of Anthropy East of England, working cross-sector to ensure the East of England has the skills it needs for sustainable growth, and hosted multiple sessions at Anthropy national gatherings alongside partners from corporates, the public sector and the impact sector.

Hosted a board-level event with Page Executive exploring the future of leadership, engaging senior executives on the role of leadership in delivering an inclusive green transition.

Led a Green Skills in Focus session with the Cambridgeshire & Peterborough Combined Authority, bringing local employers together to explore the evolving landscape of green careers, from renewable energy to sustainable design.

Convened a roundtable on green jobs, leadership and lifelong learning with academic and industry voices, including sustainability researchers from university, exploring the collaborative working needed to build UK skills across the lifelong learning journey.

Visited grassroots projects across the UK, from community-owned energy schemes to community gardens such as Project Abundance to explore innovative, community-led routes into the green economy and to understand the role of these spaces in connecting residents to green opportunity.

The green transition will not be delivered by research alone. In 2025 we built the governance, the relationships and the delivery thinking that will allow the Foundation to fund the do-ers, bridge the gaps and make green jobs genuinely accessible to everyone. The seeds are planted; 2026 is the year we grow them.



Board-level event with Page Executive exploring the future of leadership



Green Skills in Focus session with the Cambridgeshire & Peterborough Combined Authority

Financial Review

- **Income**: £63,000 (from donations, grants, and legacies)
- **Expenditure**: £43,830 (on charitable activities)
- **Net income**: £19,170
- **Total assets (as of 31 December 2025)**: £31,553 (cash reserves)
- **Net assets**: £31,553

Risk Management

Mitigating risks and ensuring the resilience of our operations remains fundamental to delivering on our mission.

As the Green Jobs Foundation grows in both visibility and influence, our risk landscape evolves. We continue to maintain robust governance and oversight across the charity to ensure we are positioned to respond quickly and confidently to any emerging challenges.

Key strategic risks identified in 2025 include:

Policy and Political Shifts: With multiple layers of government reviewing climate-related policy, there remains a risk that support for the green economy could become deprioritised. Changes in leadership, fiscal pressures, or broader political instability may impact funding, collaboration, or the urgency of action across sectors. Our work continues to bridge cross-sector momentum and make the case for continuity and commitment to green jobs as a national imperative.

Sustainable Funding: As our activity increases, we are focused on transitioning from a start-up charity to a financially sustainable organisation. A key risk is the current reliance on voluntary hours and limited-term project funding. Our strategy includes diversifying income through philanthropy, sponsorships, and commissioned programmes aligned with our mission.

The Trustees maintain full responsibility for the governance and risk management of the Foundation. Risks are assessed and documented within an annual governance calendar, with regular oversight and decision-making grounded in risk-aware planning.

Key actions this year have included:

- A full insurance review across all operations and trustee liability policies.
- Annual updates to governance documents including our Code of Conduct and Conflict of Interest policy.
- Continued use of trusted third-party specialists for IT, digital services, and financial compliance.

We are confident that these steps, combined with open dialogue between trustees, executive leadership and our strategic partners, place us in a strong position to respond to changing circumstances and continue delivering impactful work.

Risk will continue to be actively monitored by the Board, with annual reviews and scenario planning aligned to our future ambitions.

Strategy and Future Plans

Looking ahead, The Green Jobs Foundation remains committed to its mission of mitigating employment risk and subsequent deprivation resulting from climate change. Reflecting on our latest insights from the "Are Green Jobs For Everyone?" report, our priorities for the upcoming year include:

1. Scaling Impact:

Expand our reach and create more green job opportunities by forging strategic partnerships with industry leaders, governmental organisations, and influential social impact groups.

Increase regional initiatives to address location-based disparities in green job access, particularly targeting areas facing significant economic challenges and where green transitions are most needed.

2. Advocacy and Awareness:

Strengthen our advocacy efforts to promote the broad recognition of green jobs across sectors, emphasising that green skills extend beyond clean energy to include roles in construction, finance, education, and digital technology.

Raise public and stakeholder awareness about the crucial link between climate action, employment risk, and the urgent necessity for inclusive economic participation, ensuring clarity and simplicity in communications to broaden understanding and engagement.

3. Inclusion and Accessibility:

Develop and implement targeted programmes addressing the barriers identified in our report, specifically focusing on underrepresented groups including young people Not in Education, Employment, or Training (NEET), women, and ethnic minorities.

Enhance collaborations with Further Education institutions and community organisations to ensure accessible pathways into green employment are widely available.

2–5 year plan:

The Trustee board will further refine its strategy, issuing annual, actionable research papers, strengthening our credibility through enhanced industry accreditation, and deepening stakeholder engagement, particularly with regional and sector-specific bodies to amplify our national impact.

5–10 year plan:

Transition fully towards a sustainable, scalable model of operation, embedded in BAU processes. Establish the Foundation as a central hub in national and international conversations about green skills and inclusive employment, expanding our influence beyond existing networks and solidifying our role as an essential partner to industry, government, and social organisations.

Going concern

The Financial Statements have been prepared on a going concern basis.

Net assets at the balance sheet date were £31,553 and net current assets at the balance sheet date were £31,553. At the year-end, the balance of cash and bank balances held by the charity was £32,762 and the level of unrestricted reserves is £31,553.

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

Reserves Policy

Our reserves policy is set to achieve a balance between ensuring that our work is protected from the risk of disruption that occurs at short notice because of a lack of funds and ensuring we do not retain income for longer than required.

The Trustees have determined that the charity needs free reserves for the following purposes:

- To protect against unforeseen income fluctuations;
- To provide the resources to enable the organisation to execute its strategy to diversify income streams;
- To provide working capital for the effective running of the organisation;
- To enable The Green Jobs Foundation to invest in emerging opportunities should the trustees decide to; and
- To prepare for the launch of a new project or service such that a significant proportion of funding is secured ahead of the project launch.

We plan to utilise these reserves as we move towards a greater level of income diversification and also continue to grow the charity so we can maximise our impact. The importance of holding significant reserves cannot be underestimated as it will enable us to absorb fluctuations in income and continue to make decisions that are in the best interests of the charity and its stakeholders.

Conflicts of interest:

We have identified no conflicts of interest during the current and prior year.

Conclusion and Thank You

In conclusion, we extend our sincere gratitude to all our partners for their unwavering dedication and commitment to The Green Jobs Foundation. Your contributions have played an instrumental role in our achievements and impact in this first year. We look forward to continued collaboration as we strive to build a more sustainable and equitable future.

For more information about our work or to get involved, please visit our website or contact our office.

Contact: info@greenjobsfoundation.org

Website: www.greenjobsfoundation.org

LinkedIn: https://uk.linkedin.com/company/green-jobs-foundation

Statement of Trustees' Responsibilities

The charity Trustees, who are also the Directors of The Green Jobs Foundation Limited for the purposes of company law, are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure of the charity for that year. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments 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 statement; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees have complied with section 17(5) of the Charities Act 2011 by having due regard to the Charity Commission's guidance on public benefit.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006.

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.

The charity has taken advantage of the exemptions available to small companies and has not prepared a strategic report.

This report was approved by the Board of Trustees on 27 August 2026 and signed on their behalf by:

Chair:	Trustee:
Alex Hughes	Timothy Clark
	
27/08/2026	27/08/2026

Independent Examiner's Report to the Trustees of Green Jobs Foundation

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charities Commission under section 145(5) (b) of the 2011 Act.

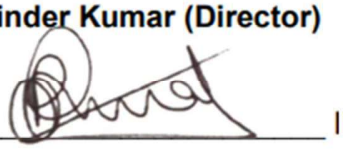
Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
   or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.

Name: **Mr Rajinder Kumar (Director)**

Signed: 

Sunder & Thandi Accountants

For and On Behalf of Sunder & Thandi Accountants Ltd

Union House
111 New Union Street
Coventry
West Midlands
CV1 2NT
Date: 27 August 2026

Green Jobs Foundation

Statement of Financial Activities

for the year ended 31 December 2025

	Note	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £	Total 2024 £
Income from:					
Donations, grants and legacies	**2**	-	63,000	63,000	119,577
Total		-	63,000	63,000	119,577
Expenditure on:					
Charitable activities	**3**	-	43,830	43,830	113,818
Total		-	43,830	43,830	113,818
Net income		-	19,170	19,170	5,759
Net movement in funds		-	19,170	19,170	5,759
Total funds brought forward		-	12,383	12,383	6,624
Total funds carried forward		-	31,553	31,553	12,383

All activities relate to continuing operations.

Green Jobs Foundation

Balance Sheet

as at 31 December 2025

	Note	2025 £	2025 £	2024 £	2024 £
Current Assets					
Cash at bank and in hand		32,762		20,483	
		32,762		20,483	
Creditors: Amounts falling due within one year	**9**	(1,209)		(8,100)	
Net Current Assets			31,553		12,383
Net Assets			31,553		12,383
Funds					
Unrestricted Funds	**10**		31,553		12,383
Restricted Funds	**10**		-		-
			31,553		12,383

The notes on pages 17 to 23 form part of these accounts.

The directors are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

(i) ensuring that the charitable company keeps proper accounting records which comply with section 386 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 27 August 2026 and signed on their behalf by:



Trustee: Alex Hughes

Green Jobs Foundation

Notes to the Financial Statements

for the year ended 31 December 2025

1 Accounting Policies

Company information

The Green Jobs Foundations is a charitable company incorporated and registered in England and Wales. The registered office is Citizen Hub, 58 Market Square, St Neots, Cambridgeshire, England, PE19 2AA.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. After making enquiries the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, and there are no material uncertainties affecting this assumption. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable or any requirement imposed on the grant is fulfilled.

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Accounting Policies (continued)

Expenditure

Liabilities are recognised as expenditure once 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.

All expenditure is accounted for on an accruals basis. All expenses, including support costs which include governance costs, are allocated to charitable activities in the statement of financial activities.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practices, and these costs are included within support costs.

Allocation of support costs

Support costs are those functions that assist the work of the charity, but do not directly undertake charitable activities. Support costs include back office costs, finance, and governance costs which support the charity's activities. These costs have been allocated to expenditure on restricted charitable activities. The basis on which support costs have been allocated are set out in note 4.

Financial instruments

Debtors and creditors receivable or payable within one year of the reporting date are carried at initially at their transaction price and subsequently at settlement value. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments valued at the amount prepaid after taking account of any trade discounts due.

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Accounting Policies (continued)

Fund accounting

Unrestricted funds are general funds that are available for the use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes.

The Charity currently has no restricted or designated funds.

Critical Accounting Judgements and Estimates

In application of the Charity's accounting policies, the board is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from 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 on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no estimates and assumptions which are believed to have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities in the current or prior period.

Green Jobs Foundation

Notes to the Financial Statements

For the year ended 31 December 2025

2 Donations, grants and legacies

	Restricted 2025	Unrestricted 2025	Total 2025	Total 2024
	£	£	£	£
Donations	-	30,000	30,000	30,000
Gifts in Kind	-	33,000	33,000	89,577
Total	-	63,000	63,000	119,577

3 Total resources expended

	Other costs	Total 2025	Total 2024
	£	£	£
Direct charitable activities	19,500	19,500	72,541
Support costs (see note 4)	24,330	24,330	41,277
Total	43,830	43,830	113,818

4 Support costs

	2025	2024
	£	£
Administrative expenses	3,360	1,301
Governance costs (see note 5)	20,970	39,976
Total	24,330	41,277

5 Independent examiner's remuneration

	2025	2024
	£	£
Independent examination fees	200	8,100
Total	200	8,100

6 Legal Fees

Governance costs include:

	2025	2024
	£	£
Legal fees	20,770	31,876
Total	20,770	31,876

7 Staff costs and trustee remuneration

The average monthly number of employees during the year was: 0 (2024: 0).

There were no employees whose annual emoluments were £60,000 or more in the current or prior year.

None of the trustees received remuneration in the current or prior year. Trustee expenses of £1,009 (2024: £391) relating to one trustee (2024: 1) were reimbursed during the year.

Key management personnel include the Trustees. The total employee benefits, including pension costs, of the charity's key management personnel were £nil (2024: £nil).

8 Taxation

The company, being a registered charity, is not liable for corporation tax in respect of its operations for the year.

Green Jobs Foundation

Notes to the Financial Statements

for the year ended 31 December 2025

9 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	-	-
Accruals and deferred income	1,209	8,100
Total	1,209	8,100

10 Analysis of funds

	Balance 01/01/2025	Income	Expenditure	Transfers	Balance 31/12/2025
	£	£	£	£	£
Restricted funds	-	-	-	-	-
Unrestricted funds	12,383	63,000	(43,830)	-	31,553
Total 2025	12,383	63,000	(43,830)	-	31,553

	Balance 14/12/2023	Income	Expenditure	Transfers	Balance 31/12/2024
	£	£	£	£	£
Restricted funds	-	-	-	-	-
Unrestricted funds	6,624	119,577	(113,818)	-	12,383
Total 2024	6,624	119,577	- 113,818	-	12,383

Green Jobs Foundation

Notes to the Financial Statements

for the year ended 31 December 2025

11 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Balance at 31/12/2025
	£	£	£
Current Assets	32,762	-	32,762
Current Liabilities	(1,209)	-	(1,209)
Total Funds	31,553	-	31,553

2024	Unrestricted funds	Restricted funds	Balance at 31/12/2024
	£	£	£
Current Assets	20,483	-	20,483
Current Liabilities	(8,100)	-	(8,100)
Total Funds	12,383	-	12,383