

Financial Statements

Bryson Care

For the year ended 31 March 2025

Registered number: NI606733
Charity number: 100809

Bryson Care

(A company limited by guarantee)

Contents

| | Page |
|---|---------|
| Reference and administrative details of the Charity, its Trustees and advisers | 1 |
| Trustees' report | 2 - 6 |
| Independent auditor's report on the financial statements | 7 - 11 |
| Statement of financial activities | 12 |
| Balance sheet | 13 |
| Statement of cash flows | 14 |
| Notes to the financial statements | 15 - 28 |

Bryson Care

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 March 2024**

Trustees

N Meier (Chair)
J Robinson
E Joudeh
S Healy
N Dick

Company registered number

NI606733

Charity registered number

100809

Registered office

2 Rivers Edge, 13-15 Ravenhill Road, Belfast, BT6 8DN

Independent auditor

Grant Thornton (NI) LLP, 12 - 15 Donegall Square West, Belfast, BT1 6JH

Bankers

Danske Bank, POO Box 183, Donegall Square West, Belfast, BT1 6JS

AIB, 11 - 15 Donegall Square North, Belfast, BT1 5JA

Solicitors

Tughans, The Ewart, 3 Bedford Square, Belfast, BT2 7EP

Bryson Care

(A company limited by guarantee)

Trustees' annual report For the year ended 31 March 2025

The Trustees are pleased to present their annual Director's Report together with the financial statements of the Charity for the year ending 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act (NI) 2008, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the financial Reporting Standard relevant in the UK and Republic of Ireland (FRS102) (effective 1 January 2015).

Key Management Personnel

| | |
|------------------------------|---------------------------|
| Director | Joanne Neill |
| Director of Special Projects | Jo Marley |
| Assistant Director | Julie Geoghegan |
| Assistant Director | Caoimhe Harkin-MacDermott |

Objectives and activities

Bryson Care has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

- Domiciliary care for those who by reason of age, illness, disability or family circumstances require home-based personal care to remain at home.
- Advocacy support for some of the most vulnerable people in our society.
- Resettlement of vulnerable families fleeing conflict to build their lives in a place of safety and to integrate and contribute to society.
- Practice learning for student social workers.
- Community-based trauma program.

Achievements and performance

Over the course of the 12-month period to 31st March 2025, Bryson Care has continued to provide high quality services to Health and Social Care Trusts, The Executive Office and the Northern Ireland Social Care Council.

Domiciliary care services in Belfast and Western Health and Social care Trusts remained in great demand and we were responsive to service user's needs. We received highly graded inspection reports and excellent service user and carer feedback. Our rapid response team played a key role in timely discharge from hospital, benefiting both service users and the Belfast Trust.

Our independent advocates responded to an increased demand for their service across all five Trust areas, working with those involved in family & childcare as well as court/legal proceedings.

We received further charitable donations to address the continuing cost of living crisis, resulting in Bryson Care addressing the extreme financial pressures while maximising the potential of and making the greatest difference to the greatest need to almost 15,000 households across Northern Ireland. Our triage model enabled us to identify and link individuals with assessed needs with our root cause resources across the Bryson Charitable Group network.

Our regional response to those displaced persons from Ukraine, Syria and Afghanistan continued and we were involved with our statutory and voluntary sector partners in supporting the resettlement of people across a range of local council areas.

Bryson Care

(A company limited by guarantee)

Social work education remained a vital cog of our work, developing and increasing practice learning experiences and opportunities to engage with service users through a range of internal and external social work placements across Northern Ireland.

We continued our innovative 'Healing Together' model with a renowned international expert in the field of transgenerational collective community trauma. We advanced our relationship with the two Belfast pioneer groups greatly affected by the 'Troubles' and expanded this to two newly identified communities who are very engaged in our journey.

Principal source of funding

Bryson Care operate a range of public sector contracts primarily through Health and Social Care Trusts and Public Sector funded bodies. This is an area that continues to grow and excel. This year we have been successful in receiving donations from the private sector and we will continue to identify opportunities for a diversification of income streams to achieve our five-year growth strategy.

Financial review

The financial year to 31 March 2025 shows a continuous upwards movement for Bryson Care with strong performances across all projects. Despite the transfer of Family services to Bryson Pathways, a strong surplus has been achieved due to the success of our domiciliary care provision in 2025. The overall margin of 4.4% marks further improvement over the previous year's 4.0% while the largest overhead continues to be staff costs totalling £9.95m in the year, down from £11.1m in 2023/24 due to the aforementioned transfer of family services to Bryson Pathways. New opportunities are continually being explored while costs continue to be tightly monitored for the continued strong financial performance of Bryson Care.

Reserves Policy and Going Concern

Reserves are needed to bridge the timing gap between spending and receiving of income and to cover unplanned temporary shortfalls in income should they arise. Holding adequate reserves safeguards the provision of our services in the event of unexpected significant financial pressures. The Trustees consider that the ideal level of reserves would be a minimum of three months expenditure. For Bryson Care, unrestricted reserves freely available to spend, therefore in the form of investments, cash or cash equivalents not held for restricted purposes or designed projects having improved year on year, are below this target level. However, ambitious strategic plans and focused key performance indicators will grow reserves and ensure that the going concern assumption is appropriate.

Plans for future periods

As we move into 2025/26, Bryson Care plans to:

- Grow its market share of domiciliary care and older people provision, increasing access to its high-quality service.
- Grow its market share of our independent advocacy project to service the growing need for people with reduced capacity to be supported, ensuring an understanding of their rights.
- Widen the scope of practice learning opportunities for Regional and International Social Work students, alongside our relationships with a range of universities.
- Engage a further 2 communities in our healing together, collective trauma initiative and deliver a trauma education programme both internally and externally.
- Progress in our advanced care model, including drawing on international best practice.

Principal risks and uncertainties

Bryson Care continues to respond with organisational scrutiny and governance to mitigate and circumvent risks and uncertainties. To maintain the necessary highest operational, contractual, and regulatory standards we use internal KPI's, policy management, training and internal and external audit and inspection. To diversify income and reduce dependence on statutory income we measure results and work closely with the development team to attract and assure donors and potential donors of our efficacy. We have effective leadership and together with Trustees we are both vigilant and strategic in how we approach these uncertainties.

Bryson Care

(A company limited by guarantee)

Structure, Governance and Management

Governing Document

Bryson Care is a company limited by guarantee governed by its Memorandum and Articles of Association. Bryson Care is a registered charity with the Charity Commission for Northern Ireland.

Bryson Care is part of the Bryson Charitable Group and operates within the governance structures of the Group. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association and within the terms of delegated authority from d1e Member, Bryson Charitable Group.

The Board meets on a quarterly basis and has set out a Statement of Reserved Matters clearly identifying those matters which require decision by the Trustees. At each Board meeting the Trustees review Management Accounts and a Director's Report. The Director's Report allows the Trustees to monitor performance against the agreed annual plan.

The Board reviews its own and the effectiveness of individual Trustees on an annual basis and takes all necessary steps to ensure both continue to work well.

Appointment of Trustees

The Board Membership of Bryson Care was as follows:

- Nuala Meier (Chair)
- Elias Joudeh
- Janet Robinson
- Siofra Healy
- Noel Dick

The Chairman and the Trustees recruit and select new Trustees as needed with the assistance of the Bryson Charitable Group 'Governance and Nominations Committee'. New Trustees are recruited on the relevance of their professional skills, and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process, they are made aware of a Trustees' legal obligation under Charity and company law, the content of the Memorandum and Articles of Association, the Board and decision-making processes, the business plan and recent financial performance of the Charity. An exercise has been undertaken to review tenure and skills of Trustees, and the recruitment need going forward on a long-term basis.

Internal Controls:

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Executive Team of Bryson Charitable Group and the Bryson Care Board. A programme of internal audits is in place and planned on a three-year cycle.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results, variances from budgets, non-financial performance indicators and benchmarking reviews;
- Delegation of day-co-day management within authority limits and segregation of duties.

Risk Management:

Formal risk management processes to assess business risks and implement risk management strategies are in place. This involves identifying the types of risk the Charity faces, prioritising them in terms of potential impact and likelihood of occurrence and identifying means of mitigating the risks. As part of this process the Trustees have reviewed the adequacy of the Charity's current internal controls and the costs of operating controls relative to the benefits obtained. Procedures have been established for reporting failings immediately to appropriate levels of management and to the Trustees.

Bryson Care

(A company limited by guarantee)

Reserves:

As a matter of policy, each year the Trustees review the value of the reserves retained in the form of investments, cash and cash equivalents not held for restricted purposes or designated project. The Trustees consider the Charity's exposure to major risks in terms of their likely impact on its income sources and planned expenditure in the short to medium term, as well as assessing the best way to mitigate such risks. This will include analysis of short-term setbacks; regular short-term fluctuations; growth plans within the Charity and risks identified within the Corporate Risk Register. The major threat to income is the loss of contractual income from service provision, along with any decline in grants received.

Arrangements for setting pay and remuneration of key management personnel:

The senior management team of the Charity oversee directing and controlling, running and operating the Charity on a day-to-day basis and together with the Trustees comprise the key management personnel of the Charity. All Trustees give of their time freely and no Trustee received remuneration within the year.

The remuneration of staff including the senior management team is reviewed annually by the Bryson Charitable Group Governance & Nominations Committee. The Committee comprises of Trustees who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least bi-annually and is charged with reviewing an annual award for all staff.

Trustees' responsibilities in relation to the financial statements

The Trustees, who are also directors 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 the incoming resources and application of resources, including the income and expenditure for that period.

To preparing these financial statements, the trustees are required to:

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

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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclose to our auditors.

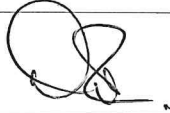
Each of the persons who is a trustee at the date of approval of this report confirms that:

So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Bryson Care

(A company limited by guarantee)

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

X 

Nuala Meier

Chair of Trustees

24th Sep '25

Independent auditor's report to the members of the board of Bryson Care

Opinion

We have audited the financial statements of Bryson Care, which comprise the Statement of financial activities, the Balance sheet and the Statement of cash flows for the financial year ended 31 March 2024, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, Bryson Care's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the as at 31 March 2024 and of its incoming resources for the financial year then ended; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ('ISAs (UK)') and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities, and the responsibilities of the trustees, with respect to going concern are described in the relevant sections of this report.

Independent auditor's report to the members of the board of Bryson Care (continued)

Other information

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's report thereon, including the Trustees' annual report. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Independent auditor's report to the members of the board of Bryson Care (continued)

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the charity's financial reporting process.

Independent auditor's report to the members of the board of Bryson Care (continued)

Responsibilities of the auditor for the audit of the financial statements

The objectives of an auditor are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes their opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

Based on our understanding of the charity and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statements.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- inspection of the charity's regulatory and legal correspondence and review of minutes of board meetings during the year to corroborate inquiries made;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;

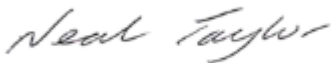
Independent auditor's report to the members of the board of Bryson Care (continued)

- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of trade debtors; the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charity's members, as a body, in accordance with chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Neal Taylor (Senior statutory auditor)

for and on behalf of

Grant Thornton (NI) LLP

Chartered Accountants
Statutory Auditors

Belfast

Date: 24 September 2025

Bryson Care**(A company limited by guarantee)****Statement of financial activities (incorporating income and expenditure account)****For the year ended 31 March 2025**

| | Note | Unrestricted Funds 2025 £ | Restricted Funds 2025 £ | Total Funds 2025 £ | Total Funds 2024 £ |
|------------------------------------|------|------------------------------------|----------------------------------|--------------------------|--------------------------|
| Income from: | | | | | |
| Government grant income | 4 | - | 558 | 558 | 3,960 |
| Charitable activities | 5 | 11,148,021 | 5,394,688 | 16,542,709 | 18,479,739 |
| Other income | 6 | 65,990 | - | 65,990 | 19,560 |
| Total income | | 11,214,011 | 5,395,246 | 16,609,257 | 18,503,259 |
| Expenditure on: | | | | | |
| Charitable activities | | 10,488,163 | 5,395,246 | 15,883,409 | 17,752,492 |
| Total Expenditure | | 10,488,163 | 5,395,246 | 15,883,409 | 17,752,492 |
| Net Income | | 725,848 | - | 725,848 | 750,767 |
| Transfers between funds | | - | - | - | - |
| Net movement in funds | | 725,848 | - | 725,848 | 750,767 |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 2,074,821 | 57,182 | 2,132,003 | 1,381,236 |
| Net movement in funds | | 725,848 | - | 725,848 | 750,767 |
| Total funds carried forward | | 2,800,669 | 57,182 | 2,857,851 | 2,132,003 |

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 28 form part of these financial statements.

Bryson Care

(A company limited by guarantee)
Registered number: NI606733

Balance sheet


For the year ended 31 March 2025

| | Note | 2025 £ | 2024 £ |
|--|------|-------------------------|-------------------------|
| Fixed Assets | | | |
| Tangible Assets | 11 | <u>41,765</u> | <u>74,285</u> |
| | | 41,765 | 74,285 |
| Current Assets | | | |
| Debtors | 12 | 2,125,776 | 2,151,642 |
| Cash at bank and in hand | 18 | <u>2,325,015</u> | <u>2,165,780</u> |
| | | 4,450,791 | 4,317,422 |
| Creditors: amounts falling due within one year | 13 | <u>(1,634,705)</u> | <u>(2,259,704)</u> |
| Net Current Assets | | 2,816,086 | 2,057,718 |
| Total Net Assets | | <u>2,857,851</u> | <u>2,132,003</u> |
| Charity Funds | | | |
| Restricted Funds | 14 | 57,182 | 57,182 |
| Unrestricted Funds | 14 | 2,800,669 | 2,074,821 |
| Total Funds | | <u>2,857,851</u> | <u>2,132,003</u> |

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 24/4/25 and signed on their behalf by:


N Meier
(Chair of Trustees)

ELIAS JOUDEH

(Trustee)

Company number: NI606733

The notes on pages 15 to 28 form part of these financial statements.

Bryson Care

(A company limited by guarantee)

Statement of cash flows

For the year ended 31 March 2025

| | Note | 2025 £ | 2024 £ |
|---|------|-------------------------|-------------------------|
| Cash flows from operating activities | | | |
| Net cash generated from operating activities | 17 | <u>167,632</u> | <u>585,057</u> |
| Cash flows from investing activities | | | |
| Purchases of tangible assets | | <u>(8,397)</u> | <u>(6,048)</u> |
| Net cash used in investing activities | | <u>(8,397)</u> | <u>(6,048)</u> |
| Net (decrease)/increase in cash and cash equivalents | | <u>159,235</u> | <u>579,009</u> |
| Cash and cash equivalents at the beginning of the year | | <u>2,165,780</u> | <u>1,586,771</u> |
| Cash and cash equivalents at the end of the year | 18 | <u>2,325,015</u> | <u>2,165,780</u> |

The notes on pages 15 to 28 form part of these financial statements.

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

1. General information

Bryson Care is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI606733 and charity registration number of NIC100809.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 ('SORP').

Bryson Care meets the definition of a public benefit entity under FRS 102.

On 30 September 2019 the charity entered into a charity combination with Bryson Intercultural Limited, which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the charity's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

2.2 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Notes to the financial statements

For the year ended 31 March 2025

2. Accounting policies (continued)

2.3 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.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants of a revenue nature are recognised in the statement of financial activities in the same period as the related expenditure.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.4 Interest Income

Interest income is recognised in profit or loss as it accrues.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Notes to the financial statements

For the year ended 31 March 2025

2. Accounting policies (continued)

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees, costs of legal advice for trustees and costs linked to the strategic management of the charity, including trustee meetings.

All expenditure is inclusive of irrecoverable VAT.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

| | | |
|------------------|-------|---------------|
| Office equipment | - 25% | Straight line |
|------------------|-------|---------------|

2.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.8 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.9 Debtors

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

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements

For the year ended 31 March 2025

2. Accounting policies (continued)

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.12 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

2.13 Financial instruments

The Charity only has financial assets and financial 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 apart from bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme, and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors, or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements

For the year ended 31 March 2025

3. Critical accounting estimates and areas of judgement

The preparation of these financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement:

a) Recoverability of debtors

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

b) Long term contract accounting

Estimates are made in respect of the financial outcome of long-term contracts. When unavoidable costs of fulfilling a contract are expected to exceed committed and discretionary costs a contract is deemed onerous and a provision is recognised immediately.

4. Income from other government grant funding

| | Restricted funds 2025 £ | Unrestricted funds 2025 £ | Total Funds 2025 £ |
|-------------------------|----------------------------------|------------------------------------|--------------------------|
| Other government grants | - | 558 | 558 |
| Total 2025 | - | 558 | 558 |

| | Restricted funds 2024 | Unrestricted funds 2024 | Total Funds 2024 |
|-------------------------|-----------------------------|-------------------------------|---------------------|
| Other government grants | 3,960 | - | 3,960 |
| Total 2024 | 3,960 | - | 3,960 |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

5. Income from Charitable Activities

| | Restricted funds 2025 £ | Unrestricted Funds 2025 £ | Total Funds 2025 £ |
|---------------------|----------------------------------|------------------------------------|--------------------------|
| Advocacy | - | 237,040 | 237,040 |
| CLERI | 3,013,745 | 5,356 | 3,019,101 |
| DARE | - | 21,776 | 21,776 |
| Domestic Care | - | 10,539,802 | 10,539,802 |
| European Volunteers | - | (30,889) | (30,889) |
| NIRRC | - | 363,475 | 363,475 |
| Students Unit | 196,000 | 11,461 | 207,461 |
| Ukrainian Schemes | 2,184,943 | - | 2,184,943 |
| Total 2025 | 5,394,688 | 11,148,021 | 16,542,709 |

| | Restricted funds 2024 £ | Unrestricted Funds 2024 £ | Total Funds 2024 £ |
|------------------------------|----------------------------------|------------------------------------|--------------------------|
| Advocacy | | 241,780 | 241,780 |
| Choice Housing | 35,889 | | 35,889 |
| NIRRC | | 231,720 | 231,720 |
| CLERI | 3,342,472 | | 3,342,472 |
| Domestic Care | | 10,282,497 | 10,282,497 |
| Family Support | | 641,761 | 641,761 |
| Migrants Advice | 84,640 | | 84,640 |
| NIHE Floating Support | 85,170 | | 85,170 |
| Sure Start | 851,822 | | 851,822 |
| Students Unit Belfast & West | 183,153 | 2,600 | 185,753 |
| Total Care | | 67,519 | 67,519 |
| Ukrainian Schemes | 2,428,716 | | 2,428,716 |
| Total Funds 2024 | 7,011,862 | 11,467,877 | 18,479,739 |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

Notes to the financial statements

For the year ended 31 March 2025

6. Other Income

| | Unrestricted Funds 2025 £ | Restricted funds 2025 £ | Total Funds 2025 £ |
|----------------------|------------------------------------|----------------------------------|--------------------------|
| Income from deposits | 65,990 | - | 65,990 |
| Total 2025 | 65,990 | - | 65,990 |

| | Unrestricted Funds 2024 £ | Restricted funds 2024 £ | Total Funds 2024 £ |
|----------------------|------------------------------------|----------------------------------|--------------------------|
| Income from deposits | 19,560 | - | 19,560 |
| Total 2024 | 19,560 | - | 19,560 |

7. Analysis of Expenditure by Activities

| | Direct Activities 2025 £ | Support costs 2025 £ | Total funds 2025 £ |
|-----------------------|-----------------------------------|-------------------------------|--------------------------|
| Charitable activities | 15,421,539 | 386,584 | 15,808,123 |
| Governance Costs | - | 75,286 | 75,286 |
| Total 2025 | 15,421,539 | 461,870 | 15,883,409 |

| | Direct Activities 2024 £ | Support costs 2024 £ | Total funds 2024 £ |
|-----------------------|-----------------------------------|-------------------------------|--------------------------|
| Charitable activities | 17,312,177 | 416,803 | 17,728,980 |
| Governance Costs | - | 23,512 | 23,512 |
| Total 2024 | 17,312,177 | 440,315 | 17,752,492 |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

Analysis of support costs

| | Governance | | Total funds |
|-------------------|----------------|---------------|----------------|
| | Staff costs | Costs | |
| | 2025 | 2025 | 2025 |
| | £ | £ | £ |
| Support Costs | 386,585 | 75,286 | 461,871 |
| Total 2025 | 386,585 | 75,286 | 461,871 |

| | Governance | | Total funds |
|-------------------|----------------|---------------|----------------|
| | Staff costs | Costs | |
| | 2024 | 2024 | 2024 |
| | £ | £ | £ |
| Support Costs | 416,803 | 23,512 | 440,315 |
| Total 2024 | 416,803 | 23,512 | 440,315 |

8. Operating Surplus

The operating surplus is stated after charging

| | 2025 | 2024 |
|---------------------------------------|----------------|---------|
| | £ | £ |
| Auditor's remuneration | 23,800 | 17,500 |
| Operating lease rental expenses | 93,410 | 156,418 |
| Depreciation of tangible fixed assets | 40,917 | 38,987 |
| Interest on bank loans and overdrafts | - | 2,990 |
| | 160,152 | 222,719 |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

9. Staff Costs

| | 2025 | 2024 |
|--|------------------|-------------------|
| | £ | £ |
| Wages and salaries | 8,660,180 | 9,218,416 |
| Social security costs | 677,800 | 690,153 |
| Contribution to defined contribution pension | 178,551 | 184,900 |
| | <u>9,516,531</u> | <u>10,093,469</u> |

The average number of persons employed by the charity during the year was as follows:

| | 2025 | 2024 |
|-----------|------------|------------|
| | No. | No. |
| Employees | <u>521</u> | <u>593</u> |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

| | 2025 | 2024 |
|---------------------------------|------|------|
| | No. | No. |
| In the band £100,001 - £110,000 | - | - |
| In the band £90,001 - £100,000 | 1 | 1 |
| In the band £80,001 - £90,000 | - | - |
| In the band £70,001 - £80,000 | 1 | 1 |
| In the band £60,001 - £70,000 | - | 1 |

Key management personnel include all Directors and Assistant Directors of the charity. The total compensation paid to key management personnel for services provided was £285,219 (2024: £333,673).

10. Trustees remuneration and expenses

No trustee or person connected to a trustee was in receipt of remuneration, travel and subsistence costs or received payments for professional services for the year (2024: £NIL)

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****11. Tangible Fixed Assets**

| | Office equipment |
|--------------------------|-----------------------------|
| | £ |
| Cost or valuation | |
| At 01 April 2024 | 158,049 |
| Additions | 8,397 |
| At 31 March 2025 | <u>166,446</u> |
| Depreciation | |
| At 01 April 2024 | 83,764 |
| Charge for the year | 40,917 |
| At 31 March 2025 | <u>124,681</u> |
| Net book value: | |
| At 31 March 2025 | 41,765 |
| At 31 March 2024 | 74,285 |

12. Debtors

| | 2025 | 2024 |
|---------------------------------|------------------|------------------|
| | £ | £ |
| Trade debtors | 341,247 | 561,692 |
| Amounts owed by group companies | 1,246,781 | 1,038,380 |
| Other debtors | 14,400 | 22,522 |
| Prepayments and Accrued Income | 523,348 | 529,048 |
| | <u>2,125,776</u> | <u>2,151,642</u> |

13. Creditors: Amount falling due within one year

| | 2025 | 2024 |
|------------------------------------|------------------|------------------|
| | £ | £ |
| Trade creditors | 329,250 | 248,524 |
| Amounts owed to group undertakings | 37,106 | 135,873 |
| Other taxation and social security | 112,180 | 131,463 |
| Accruals | 1,017,602 | 1,355,580 |
| Other creditors | 45,427 | 52,476 |
| Deferred income | 93,140 | 335,788 |
| | <u>1,634,705</u> | <u>2,259,704</u> |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

14. Statement of Funds

| | Balance at 1 April 2024 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 March 2025 £ |
|------------------------------|------------------------------------|-------------------|---------------------|----------------|--|
| Unrestricted funds | | | | | |
| General funds | 2,074,821 | 11,214,011 | (10,488,163) | - | 2,800,669 |
| Restricted funds | | | | | |
| Mason Bibby | 100 | - | - | - | 100 |
| Jaffe | 1,531 | - | - | - | 1,531 |
| Vulnerable Refugees | 850 | - | - | - | 850 |
| Family Support Appeal | 38,760 | - | - | - | 38,760 |
| Bryson Trust Fund | 15,941 | - | - | - | 15,941 |
| CLERI | - | 3,013,745 | (3,013,745) | - | - |
| Students Unit Belfast & West | - | 196,000 | (196,000) | - | - |
| Domestic Care | - | 558 | (558) | - | - |
| Ukrainian Schemes | - | 2,184,943 | (2,184,943) | - | - |
| | 57,182 | 5,395,246 | (5,395,246) | - | 57,182 |
| Total of Funds | 2,132,003 | 16,609,257 | (15,883,409) | - | 2,857,851 |

15. Summary of Funds

| | Balance at 1 April 2024 £ | Income £ | Expenditure £ | Transfers In/Out £ | Balance at 31 March 2025 £ |
|------------------|------------------------------------|-------------|------------------|--------------------------|-------------------------------------|
| General funds | 2,074,821 | 11,214,011 | (10,488,163) | - | 2,800,669 |
| Restricted funds | 57,182 | 5,395,246 | (5,395,246) | - | 57,182 |
| | 2,132,003 | 16,609,257 | (15,883,409) | - | 2,857,851 |

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****16. Analysis of net assets between funds**

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ |
|-------------------------------|--|--|---------------------------------------|
| Fixed assets | 41,765 | - | 41,765 |
| Current assets | 4,393,609 | 57,182 | 4,450,791 |
| Creditors due within one year | (1,634,705) | - | (1,634,705) |
| | 2,800,669 | 57,182 | 2,857,851 |

17. Reconciliation of net movement in funds to net cash flow from operating activities

| | 2025 £ | 2024 £ |
|--|-------------------|-------------------|
| Cash flows from operating activities | | |
| Net income for the year (as per Statement of financial activities) | 725,848 | 750,767 |
| Adjustments for: | | |
| Decrease/(increase) in stocks | - | - |
| Decrease/(increase) in debtors | 25,866 | (214,191) |
| (Decrease)/increase in creditors | (624,999) | 9,494 |
| Depreciation of tangible fixed assets | 40,917 | 38,987 |
| Net Cash flows from operating activities | 167,632 | 585,057 |

18. Cash and cash equivalents

| | 2025 £ | 2024 £ |
|--|-------------------|-------------------|
| Cash at bank and in hand | 2,325,015 | 2,165,780 |
| Total cash and cash equivalents | 2,325,015 | 2,165,780 |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

19. Analysis of changes in net debt

| | At 1 April 2024 | Cash flows | At 31 March 2025 |
|--------------------------|--------------------|---------------|------------------------|
| | £ | £ | £ |
| Cash at bank and in hand | 2,165,780 | 159,235 | 2,325,015 |

20. Analysis of changes in deferred income

| | At 1 April 2024 | Cash flows | At 31 March 2025 |
|-----------------|-----------------|------------|------------------------|
| | £ | £ | £ |
| Deferred Income | 335,787 | (242,647) | 93,140 |

During the year ended 31st March 2025, the charity recognised revenue of £335,787 from the previously recognised deferred income

The differences between the opening and closing balances of the charity's deferred income primarily results from the timing difference between the charity's performance and the customer's billing

21. Defined Contribution Plan

The charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities. The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £178,551 (2024: £184,900). The balance unpaid at the year-end amounted to £27,114 (2024: £33,332).

22. Operating Lease Commitments

At 31 March 2025 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

| | 2025 | 2024 |
|--|---------------|---------------|
| | £ | £ |
| No later than one year | 30,013 | 19,537 |
| Later than 1 year and not later than 5 years | - | - |
| | <u>30,013</u> | <u>19,537</u> |

Bryson Care

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025

23. Related Party Transactions

Key management personnel includes the board of trustees and all members of the charity's management. The compensation paid or payable to key management personnel in the year totalled £285,219 (2024: £333,673). There are a total of nine individuals (2024: 11) considered to be part of the key management personnel group.

There were no transactions entered into with the trustees.

The Company has taken exemption from disclosing related party transactions under section 33 of FRS 102.

24. Post Balance Sheet Events

There are no post balance sheet events impacting the company.

25. Controlling Party

Bryson Care is a wholly owned subsidiary of Byson Charitable Group, Company number NI001319 with a registered office at 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN. Both companies are incorporated in Northern Ireland. Financial statements are available from the Registrar of Companies in Belfast. Copies of the group financial statements are also available from this address.