

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds	2025 Restricted funds	Total funds	2024 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	–	146,664	146,664	107,482
Charitable activities	6	107,142	–	107,142	119,909
Investment income	7	845	–	845	466
Total income		<u>107,987</u>	<u>146,664</u>	<u>254,651</u>	<u>227,857</u>
Expenditure					
Expenditure on charitable activities	8	128,273	152,390	280,663	240,412
Total expenditure		<u>128,273</u>	<u>152,390</u>	<u>280,663</u>	<u>240,412</u>
Net expenditure		<u>(20,286)</u>	<u>(5,726)</u>	<u>(26,012)</u>	<u>(12,555)</u>
Transfers between funds		1,693	(1,693)	–	–
Net movement in funds		<u>(18,593)</u>	<u>(7,419)</u>	<u>(26,012)</u>	<u>(12,555)</u>
Reconciliation of funds					
Total funds brought forward		500,569	19,104	519,673	532,228
Total funds carried forward		<u>481,976</u>	<u>11,685</u>	<u>493,661</u>	<u>519,673</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

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Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	14	2,747	5,494
Investments	15	1	1
		<u>2,748</u>	<u>5,495</u>
Current assets			
Debtors	16	65,430	35,983
Cash at bank and in hand		436,577	493,904
		<u>502,007</u>	<u>529,887</u>
Creditors: amounts falling due within one year	17	11,094	15,709
Net current assets		<u>490,913</u>	<u>514,178</u>
Total assets less current liabilities		<u>493,661</u>	<u>519,673</u>
Net assets		<u>493,661</u>	<u>519,673</u>
Funds of the charity			
Restricted funds		11,685	19,104
Unrestricted funds		481,976	500,569
Total charity funds	19	<u>493,661</u>	<u>519,673</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 2 December 2025, and are signed on behalf of the board by:

Ms G Hamilton
Trustee

Dr E Stanton
Trustee

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

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Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net expenditure	(26,012)	(12,555)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,747	2,950
Other interest receivable and similar income	(845)	(466)
Accrued (income)/expenses	(12,924)	79,378
<i>Changes in:</i>		
Trade and other debtors	(20,523)	122,885
Trade and other creditors	(615)	(46,613)
Cash generated from operations	(58,172)	145,579
Interest received	845	466
Net cash (used in)/from operating activities	<u>(57,327)</u>	<u>146,045</u>
Net (decrease)/increase in cash and cash equivalents	(57,327)	146,045
Cash and cash equivalents at beginning of year	493,904	347,859
Cash and cash equivalents at end of year	<u>436,577</u>	<u>493,904</u>

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

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Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Duncairn Complex, Duncairn Avenue, Belfast, Co. Antrim, BT14 6BP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

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

Going concern

The Trustees have considered the going concern status of the charity and at the time of approving the financial statements the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	25% straight line
Computer Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably the cost model will be adopted.

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Investments in joint ventures *(continued)*

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The liability of the member is limited. Every member of TIDES undertakes to contribute to the assets of TIDES, in the event of the same being wound up while in membership or within one year afterwards, for payment of the debts and liabilities of TIDES contracting before ceasing to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding one pound (£1.00)

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Restricted Funds £	Total Funds 2025 £	Restricted Funds £	Total Funds 2024 £
Grants				
Community Relations Council	45,007	45,007	46,007	46,007
South West College - Youthscape	38,405	38,405	–	–
Department of Foreign Affairs & Trade - Cyprus	–	–	11,639	11,639
Department of Foreign Affairs & Trade - Elevate Program	50,521	50,521	49,836	49,836
Department of Communities - Jobstart	12,731	12,731	–	–
	<u>146,664</u>	<u>146,664</u>	<u>107,482</u>	<u>107,482</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Training & Mediation	<u>107,142</u>	<u>107,142</u>	<u>119,909</u>	<u>119,909</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>845</u>	<u>845</u>	<u>466</u>	<u>466</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Direct costs	120,603	152,390	272,993
Support costs	7,670	–	7,670
	<u>128,273</u>	<u>152,390</u>	<u>280,663</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Direct costs	127,365	105,207	232,572
Support costs	7,840	–	7,840
	<u>135,205</u>	<u>105,207</u>	<u>240,412</u>

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Analysis of support costs

	Depreciation	Total 2025	Total 2024
	£	£	£
Finance costs	123	123	90
Support costs	2,747	2,747	2,950
	<u>2,870</u>	<u>2,870</u>	<u>3,040</u>

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>2,747</u>	<u>2,950</u>

11. Auditors remuneration

	2025	2024
	£	£
Fees payable for the audit of the financial statements	<u>4,800</u>	<u>4,800</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	187,014	152,912
Social security costs	12,312	9,292
Employer contributions to pension plans	3,649	3,115
	<u>202,975</u>	<u>165,319</u>

The average head count of employees during the year was 8 (2024: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff - type 1	<u>8</u>	<u>6</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,337 (2024: £45,091).

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

13. Trustee remuneration and expenses

No members of the Board of Trustee received remuneration during the year. No trustee or other person related to the Charity has any personal interest in any contract or transaction entered into by the Charity during the year (2024 - Nil)

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

14. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2024 and 31 March 2025	<u>5,568</u>	<u>31,626</u>	<u>37,194</u>
Depreciation			
At 1 April 2024	5,568	26,132	31,700
Charge for the year	–	2,747	2,747
At 31 March 2025	<u>5,568</u>	<u>28,879</u>	<u>34,447</u>
Carrying amount			
At 31 March 2025	<u>–</u>	<u>2,747</u>	<u>2,747</u>
At 31 March 2024	–	5,494	5,494

15. Investments

There were no investment assets outside the UK

The company's investment as the balance sheet date in the share capital of the companies include the following:

Tides Trading Services Limited

Registered office: Duncairn Complex, Duncairn Avenue, Belfast, BT14 6BP Nature of business: Dormant

Class of share:	Holding	2025	2024
Ordinary	100%	£	£
Aggregate capital and reserves		1	1

16. Debtors

	2025	2024
	£	£
Trade debtors	26,165	5,642
Prepayments and accrued income	39,265	30,341
	<u>65,430</u>	<u>35,983</u>

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	2,740	4,553
Accruals and deferred income	4,000	8,000
Social security and other taxes	4,206	3,224
Other creditors	148	(68)
	<u>11,094</u>	<u>15,709</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,649 (2024: £3,115).

At the year end an amount totalling £947 was outstanding to be paid (2024: £731).

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	479,229	107,987	(128,273)	1,693	460,636
Internal Development	21,340	—	—	—	21,340
	<u>500,569</u>	<u>107,987</u>	<u>(128,273)</u>	<u>1,693</u>	<u>481,976</u>

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	490,399	120,375	(131,545)	—	479,229
Internal Development	25,000	—	(3,660)	—	21,340
	<u>515,399</u>	<u>120,375</u>	<u>(135,205)</u>	<u>—</u>	<u>500,569</u>

Internal Development

These funds £25,000 represent unrestricted income deemed to be available to the Board for designated expenditure incurred as part of the operational and strategic review, investment in resources and internal development initiatives, some of which were not practically possible to schedule until post year end March 2021.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Community Relations Council	–	45,007	(45,007)	–	–
South West College - Youthscape	–	38,405	(38,405)	–	–
Department of Foreign Affairs & Trade - Cyprus	1,693	–	–	(1,693)	–
Department of Foreign Affairs & Trade - Strategic Partners	17,411	50,521	(56,247)	–	11,685
Department of Communities - Job Start	–	12,731	(12,731)	–	–
	<u>19,104</u>	<u>146,664</u>	<u>(152,390)</u>	<u>(1,693)</u>	<u>11,685</u>

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Community Relations Council	–	46,007	(46,007)	–	–
South West College - Youthscape	–	–	–	–	–
Department of Foreign Affairs & Trade - Cyprus	10,120	11,639	(20,066)	–	1,693
Department of Foreign Affairs & Trade - Strategic Partners	6,709	49,836	(39,134)	–	17,411
Department of Communities - Job Start	–	–	–	–	–
	<u>16,829</u>	<u>107,482</u>	<u>(105,207)</u>	<u>–</u>	<u>19,104</u>

TIDES Training and Consultancy

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	2,747	–	2,747
Investments	1	–	1
Net Current assets	479,228	11,685	490,913
Net assets	481,976	11,685	493,661

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	5,494	–	5,494
Investments	1	–	1
Net Current assets	495,074	19,104	514,178
Net assets	500,569	19,104	519,673

21. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	493,904	(57,327)	436,577

22. Related parties

There were no related party transactions for the year ended 31 March 2025

23. Ethical standards

In common with many other businesses of our size and nature our auditors assist the charity to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.