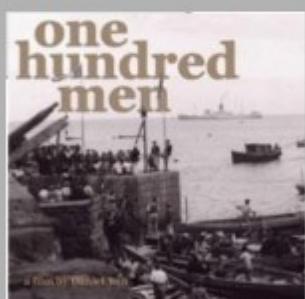


The GLADE Centre Annual Report & Financial Statements for Year Ended 31 March 2025



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The GLADE Centre, since 1993

“building knowledge, skills and attitudes for change in a global society.”

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GLADE Centre Chair's Report 2025

Regrettably, the last year has been characterized by heightened levels of community tension, in Somerset and elsewhere, often stoked by world events and opportunistic politicians. Much of GLADE's work is designed to bring people together in an understanding of our shared heritage and the problems we face together. We remain determined to foster an appreciation of our common humanity rather than risk community hostility and violence. Woke? Yes, and proud of it.

We are, however, at a critical stage of our development. Our three-year project, A Place Called Home, is coming to an end in January 2026. Although we are in discussion with the funders, Heritage Lottery, a follow-on project is by no means certain. Much good community work has been done during the last two and a half years and the contacts made and the experience gained by Lynn and the brilliant team of project workers will certainly bear fruit in the future, in whatever setting. Our other source of income in the last year, management of Somerset Council's Inter-Faith and Belief Network, was summarily cut short by the Council with the announcement of a restructured contract to include their responsibilities on Race. The contract was awarded to Thrive, a considerably larger organization and we wish them well in this work. Our own contribution to the IFBN was recognized by a follow-on contract to promote the impact of the Holocaust Candle. Liz is staying with GLADE to continue her excellent work in this area.

A recent Away Day allowed Trustees to consider options for the future and produced outlines for exciting new work, including a major focus on African countries to celebrate progress during the 40 years of independence. Finding funding for this and other work is becoming increasingly challenging in the public sector. Our success in the past in working with funding bodies has been based on high quality work and commitment and we will continue the search with optimism that productive partnerships will emerge.

Our thanks, as always, go to Lynn and her Team for their professional and dedicated work in pursuing GLADE's aims. I'm sure this comes from all the Trustees and in turn, I'd like to thank them for all they do for GLADE, particularly Laura as Secretary and Sandra as Treasurer.

Jon Gray
October 2025

Programme Director's Report

Introduction

The GLADE Centre; “building knowledge, skills and attitudes for change in a global society.”

Since 1993 the GLADE Centre has helped people of all ages learn about the world and its people, building the key ideas of interdependence and local action for change.

We help people find their own interests with local-global connections, leading to action and agency.

Entry points and themes include; Intercultural Understanding, Sustainability, Global Citizenship, and Human Rights.

Our heritage and interfaith focus this year is helping people of all ages CONNECT-CHALLENGE-CHANGE:

- *Connect people with global and local through activity, people and real-life examples,*
- *Challenge and explore peoples' preconceptions by talking and listening, reflecting and prompting new conversations,*
- *Going on to Change the way people think about and act for our own localities, knowing more about world-wide impacts.*

The Global Learning Network: the Case For Global Learning

The GLADE Centre is a proud member of The Global Learning Network – TGLN, which brings together independent, not-for-profit organisations that support and deliver global learning in schools and communities across England and the Isle of Man.

In 2025, along with key partners in international development and higher education, GLADE and The Global Learning Network, are uniting to call for a renewed focus on global learning at the heart of the school curriculum. The Case for Global Learning was officially launched at an event in the Houses of Parliament hosted by Fabian Hamilton MP. At the Houses of Parliament on Tuesday 8 July, TGLN launched 'The Case for Global Learning', a paper urging swift and meaningful action to prevent the UK falling further behind its European neighbours in implementing this transformative approach to education. Global Learning has shown over many years to support more informed global citizenship at UK schools and universities, giving children, teenagers and young adults the critical understanding and skills to contribute to a better, safer world. The event at Parliament featured brief speeches from teachers, young people, policy-makers, and experts on why global learning matters. The host, Fabian Hamilton, MP for Leeds North East - locality of Global Learning Leeds - said: "The Case for Global Learning project exemplifies the spirit of international cooperation that our world so

urgently needs. Education is not only a tool for individual empowerment - it's a bridge between nations and communities. I was honoured to speak at this week's event and to support the project's mission to foster global understanding through shared learning and dialogue."

A new coalition of parliamentarians, educationalists and civil society organisations is calling for the government to urgently improve the way young people are taught to understand and take action on the world's most pressing challenges. Find out how you can add your voice to ours as we call for government action, at:-

<https://www.thegloballearningnetwork.org/the-case-for-global-learning/>

A Place Called Home

Made possible by Heritage Fund, with thanks to Lottery players

<https://aplacecalledhome.glade.org/>

Headline numbers:-

- 860 participants took part in significant activity with Heritage Associates during August 2024 - January 2025
- 64 volunteers took part in drop-in activity workshops and delivery by Heritage Associates during August 2024 - January 2025

Our main delivery during late 2024 was a locality event held in Frome during November and December 2025. Windrush the Journey: People & Place was so much more than an exhibition, this 6-week-long event helped visitors explore people & place through testimonials, stories, photos and items.

While some in Somerset might know someone from the Caribbean or with Caribbean heritage, few have had the opportunity to really know history, connections, reverence felt for Britain, and the locality connections that now exist.

Jim Grover's exhibition of photos, provided a fabulous background to the narrative and a glimpse of the physical and emotional journey involved with migration and settling in a new home.

This type of event focus is more likely to be found in urban areas and less so in rural areas. Our people focus, centred on; People who responded to the invitation issued by Britain the 'Motherland' to the Caribbean colonies, People who brought skills & contributions to re-building post-war Britain, People who made Britain, and Somerset, their home.

A wide range of engagement and interpretation sessions were held including;

- a showing of photo stories by social-documentary photographer Jim Grover
- A Caribbean front room installation – “a thing of legend” curated with thanks to Jean from Somerset African Caribbean Network
- Displays to delve deeper into themes including, Somerset Cricket connections, Replica suitcase/ “Grip”, Service in the NHS, care packages sent home to “Barrel Children”, Remembrance.
- Guest speaker talks including- a scripted reading from the iconic Windrush story A Small Island by Andrea Levy. A vibrant session about Caribbean Carnival “Pon de Road”.
- Optional guided viewing and gallery walks with Q&A and ‘in-conversation’.

Our grateful thanks go out to everyone who visited and those who helped make this event so memorable including:-
Donnie and Stefanie, Jean, Jim, Lynette, Maria, Mustafa, Sharon, Sivani, Ele, Clifford and John and our venue hosts at Rook Lane Chapel.

To view materials from this locality event visit:
<https://aplacecalledhome.glade.org/events/>

A view from From Susann Savidge, Heritage Associate with A Place Called Home:- This project has produced some creative events and activities. It has been interesting to engage with a diverse range of people at the events, some who have lived in Somerset for a long time. Others who have moved here more recently in some cases from cities. It has been inspiring to see how by exchanging stories we have been able to collectively learn how much we have in common. Also how we can add value to the story telling by getting involved. It has been interesting to hear people's memories, experiences and views of living in a rural area.

A Place Called Home has provided opportunities to deliver events in a range of different spaces and settings across Somerset which has been great. I particularly enjoyed the inter-cultural and inter-generational aspects. I think the project has been met with positivity by members of the public. It has encouraged people to explore and learn about Somerset's history and to be able to learn about aspects that relate some of Somerset's hidden history.

A view from From Rose Stephenson, Heritage Associate with A Place Called Home:-

At Yeovil Together, one of the community events delivered as part of the GLADE Centre's A Place Called Home, our drop-in session 'Philippines showcase' drew in a lively audience of around 40–50

people, spanning from young children to elders in their 80s. Through hands-on interaction with cultural items, the joy of wearing traditional costumes, and the sharing of personal stories, visitors experienced a dynamic celebration of heritage, learning, and community connection across generations. One memorable moment captured in a photo shows, a Filipino visitor demonstrating to a Bulgarian participant the traditional way of using a coconut husk as a floor polisher, alongside the walis tambo broom. The Bulgarian participants expressed surprise and delight at this practical use of everyday items and were especially appreciative of wearing the traditional costume, looking both pleased and proud. This activity embodied the project's aim of sharing cultural heritage through lived traditions and everyday practices, fostering connection and pride across communities.

Case studies, activities and new materials from all 4 of our Heritage Associates with A Place Called Home can be found at;
<https://aplacecalledhome.glade.org/>

Somerset Interfaith and Belief Network with the GLADE Centre
Funded by Somerset Council August 2023 – July 2025
<https://interfaithbelief.glade.org/>

Headline numbers from August 2024 – January 2025:-

- 828 people from third sector organisations, education, community groups, general public took part in events, workshops, drop-in activity and were made more aware of the Somerset Interfaith and Belief Network (IFBN)
- 170 new people were made more aware of interfaith and belief in Somerset, drawn from networks including SACRE, ASC, Welcome Hub Leaders, Community Champions, Together planning groups, Asylum Dispersal
- 18 new people volunteered with Somerset Interfaith and Belief Network, some as one-off volunteers, others with an opportunity to gift time repeatedly
- Faith and belief engagement summary drawn from the following world faiths in Somerset: Caribbean-Christian, Baptist, Agnostic, Atheist, Wiccan, Humanist, Baha'i, Pakistan-Christian, Ukraine-Christian, Quaker, Rastafari, Islam, Judaism, Anglican, Catholic, Humanism, Buddhism, Pentecostal, Sikh, Hinduism, Polish-Catholic, Polish-Christian, Syrian-Muslim, Afghan-Muslim, Freemasonry.

From August 2023 – July 2025, Somerset Council awarded GLADE Centre the opportunity to build on work started by Community Council for Somerset and Somerset Diverse Communities with the Interfaith and Belief network for Somerset.

In this time, the Interfaith and Belief team of Liz and Lynn, brought interfaith themes alive for a Somerset audience, encouraging open-mindedness, recognising and making connections at local level, and making better sense of issues and successes in our everyday lives. We know from our experiences, its building behaviours, outlooks and values, that are essential for happy, healthy and successful lives where people join in with their communities. And we hope these will be at the forefront of the new Race Faith, Belief Service as this new service moves forward from August 2025 with Thrive.

Interfaith and Belief materials including activities and information for prompting interfaith conversations, curated resources for education, photo gallery, collections of items for loan, all remain available. New materials are planned for later in 2025, with a focus on remembrance and solidarity for peace.

Part of our commitment in re-convening the Somerset Interfaith and Belief Network was to help increase and support interfaith activity in schools. During Interfaith Week 10 – 17 Nov 2024, we hosted a menu of teachers workshops, mapped to curriculum themes and drawing on our own local connections. Headlines:-

- 11 workshops for teachers delivered around Interfaith.
- 38 teachers and those involved in education attended.
- 2 new volunteers attracted to increase delivery of interfaith conversations in schools

Themed areas of workshops included;

- 100 men: this film by Daniel Yon documents the story of one hundred men who, in 1949, were recruited from the Island of St Helena in the South Atlantic to work as agricultural labourers in rural England. The range of themes invoked by this unusual moment of migration within rural communities, include race, identity, citizenship, values, and the meaning of Britishness, are explored through first-hand accounts and archival sources with rural perspectives.
- Surprises of Rastafari: drawing on his own research and life experiences, Professor Shawn Sobers offered insights into a highly misunderstood culture core history and beliefs of Rastafari

that has surprisingly strong links with Somerset as well as the South West.

- Myer Jacobs, the first Mayor of Taunton: we invited Taunton's Mayor-in-waiting to a school-community session where he gave an engaging talk and helped start new conversations around a historical and a contemporary Jewish community in Somerset. In-conversation, he offered insights into successes and challenges of the Jewish Community in Somerset and the South West, and with the audience, pondered on potential solutions.

Materials from these sessions can be found online at:

<https://interfaithbelief.glade.org/activities/>

“80 candles, 80 years” Somerset received one of just nine awards made nationally by the Holocaust Memorial Trust, to help people learn from the past tragedy of Holocaust and genocide and use that knowledge to move forward with positive actions. Liz led on this and across Somerset, made the most of opportunities for widening reach across all sectors. The Somerset Holocaust Memorial Candle was a central element in the Holocaust Memorial service in Taunton on 27 January 2025. available 'on tour' to schools, community venues, libraries, faith settings, local government, museums and other venues to reach as many people as possible throughout 2025

Legacy is important, for example schools encouraged to make their own candle-holders as legacy of remembrance and memorial. Provision of teaching activities, including design and make instructions, crafting for conversation guidance and subject content and context are all curriculum linked.

<https://interfaithbelief.glade.org/activities/>

Thank you

I'd like to say a big thank you to all those who are instrumental in placing GLADE Centre in a stronger position to be proactive in responding to the challenges and making connections so we can all find our place for taking action for a more equitable and peaceful world:-

- Our Trustees for their untiring support for the GLADE Centre and our workers. They listen, advise, inspire and importantly, remain loyal to our aims in a fast-moving world.
- Our volunteers, some are Trustees, who are so valuable to GLADE, thank you for all you do, whether one-off or regularly.
- Our technical support and experts, George from Kernel IT Services for our online presence and keeping our websites running so smoothly, and volunteer Nigel for keeping our tablets, laptops, PCs and 5G internet running smoothly, without gremlins.

- Our Team of Heritage Associates within A Place Called Home, who do amazing things, bring lots of ideas, skills and knowledge to the project. Thank you Ingrid, Rose, Susann and Vera.
- My Somerset Interfaith & Belief co-worker Liz, who is a voice of reason, positivity and endless contacts.
- Our Independent Examiner – Caroline, who retires after many years of scrutinising GLADE's annual accounts, helping us maintain public and funders trust and confidence.
- And our funders and donors – we are non-profit-making yet do need funding to continue our charitable activity.
You can raise FREE donations for us when you shop online with over 7,500 brands;
<https://www.easyfundraising.org.uk/causes/glade/>

Lynn Cutler; Programme Director at The GLADE Centre

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2025

THE
GLADE
CENTRE

(A Company Limited by Guarantee)

CHARITY REGISTRATION NUMBER 1104504

COMPANY REGISTRATION NUMBER 05148165

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)

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**THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION**

WORKING NAME	Glade
CHARITY NUMBER	1104504
COMPANY REGISTRATION NUMBER	05148165
START OF THE FINANCIAL YEAR	1 st April 2024
END OF FINANCIAL YEAR	31 st March 2025
DATE OF INCORPORATION	8 th June 2004
DIRECTORS AT 31 ST MARCH 2025	Jonathan Frederic Gray(Chair) Laura Tilling (Secretary) Janet Wingfield Sandra Aldworth (Treasurer) Elizabeth Johnson-Idan Olivier Bagnara Robin Russell Bev Janes Rosie Aldworth
GOVERNING DOCUMENT	Memorandum & Articles of Association Incorporated 8 th June 2004
OBJECTS	To advance the education of the public in all matters relating to World and community development including cultural, economic, environmental issues and other related aspects.
CORRESPONDENCE ADDRESS	The Glade Centre School Library Service Building Parkway Bridgwater TA6 4RL
PRIMARY BANKERS	Unity Trust Bank PLC Nine Brindley Place 4 Oozells Square Birmingham B1 2HB
REPORTING ACCOUNTANTS	Roberts and Madge Limited, Clutton, Bristol BS39 5QT

**THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025**

Incorporating Income & Expenditure Account

INCOMING RESOURCES	Note	Unrestricted £	Restricted £	TOTAL £	2024 £
Donations Legacies and Similar Incoming Resources	3a	2	-	2	1,350
Incoming Resources from Operating Activities	3b	1,725	77,852	79,577	60,653
Investment Income	3c	152	-	152	266
Other Income	3d	-	-	-	-
TOTAL INCOMING RESOURCES		1,879	77,852	79,731	62,269
RESOURCES USED					
Grants Payable in Furtherance of Charity Objects	4a	-	-	-	-
Costs of Activities in Furtherance of Charity Objects	4b	4,795	74,848	79,643	62,642
Support Costs	4c	607	979	1,586	1,799
Resources Expended on Managing and Administering the Charity	4d	401	89	490	522
TOTAL RESOURCES USED		5,803	75,916	81,719	64,963
NET RESOURCES (OUTGOINGS)		(3,924)	1,936	(1,988)	(2,694)
Total Funds Brought Forward		17,549	154	17,703	20,397
Total Funds Transferred		1,975	(1,975)	-	-
TOTAL FUNDS CARRIED FORWARD		15,600	115	15,715	17,703

Movements on all reserves and all recognised gains and losses are shown above. All of the charity's operations are classed as continuing.

The notes on pages 16 to 21 form part of these financial statements.

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31ST MARCH 2025

	Note	Unrestricted	Restricted	2025 £	2024 £
Fixed Assets					
Tangible Assets	2	24	115	139	186
Current Assets					
Stock	6	200	-	200	200
Debtors	8	17,985	3,640	21,625	20,898
Cash at Bank and in hand	7	<u>-</u>	<u>5,507</u>	<u>5,507</u>	<u>11,406</u>
		18,185	9,147	27,332	32,504
Creditors: amounts falling due within one year	9	2,609	9,147	11,756	14,987
		<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
NET CURRENT ASSETS		<u>15,576</u>	<u>-</u>	<u>15,576</u>	<u>17,517</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		15,600	115	15,715	17,703
		<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
NET ASSETS		<u>15,600</u>	<u>115</u>	<u>15,715</u>	<u>17,703</u>
CAPITAL AND RESERVES					
General Funds				15,600	17,549
Restricted Funds	5			115	154
				<u>15,715</u>	<u>17,703</u>

The Directors have:

- a) taken advantage of the Companies Act 2006 in not having these Accounts audited under Section 477(2) of the Act.
- b) Confirmed that no notice has been deposited under Section 476 of the Companies Act 2006.
- c) Acknowledged their responsibilities for ensuring that the Company keeps accounting records which comply with Section 386 of the Companies Act 2006.
- d) Acknowledged their responsibilities for preparing Accounts which give a true and fair view of the Company as at the end of the year and of its surplus or deficit for the financial year in accordance with the requirements of the Companies Act 2006, so far as applicable to the Company.
- e) Taken advantage of the exemptions conferred by the Companies Act 2006 on the basis that the Company qualifies as a small company.

Approved by the Board

J Gray (Chair)

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

1. ACCOUNTING POLICIES

The accounts have been prepared in accordance with applicable accounting standards and follow the recommendations in Statement of Recommended Practice: Accounting for Charities (SORP) issued in October 2000 as updated January 2003.

Voluntary income is received by way of donations and gifts. It is shown in full in the Statement of Financial Activities, when received. Gifts in kind are valued at their estimated value to the charity and are included under the appropriate headings.

Intangible income is valued and included in income to the extent that it represents goods or services where another party is bearing the financial cost and the benefit is quantifiable. Where it is difficult or not possible to quantify the benefit, or where there is no financial cost borne by another party (eg. Volunteers), the accounts do not include the intangible income.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are received.

Restricted funds are to be used for the specific purposes as required by the donor. Expenditure which meets these criteria is allocated to the relevant fund. Income derived from these funds is retained within the funds concerned. Designated funds are unrestricted funds which the trustees have designated to be used for a specific purpose. Where these funds yield investment income, this is available for general purposes. Unrestricted funds are funds which are not designated or restricted.

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

Depreciation is calculated at a rate to write off the cost of tangible fixed assets on a reducing balance basis over their estimated useful lives. The rates applied per annum are as follows:

Fixtures and Fittings	25%
Equipment	25%

2. TANGIBLE FIXED ASSETS

EQUIPMENT	General	General	Restricted	Total
	Equipment	F & F	Equipment	
	£	£	£	£
Cost at 1 April 2024	6,044	1,574	17,172	24,790
Disposals				
Cost at 31 March 2025	<u>6,044</u>	<u>1,574</u>	<u>17,172</u>	<u>24,790</u>
Depreciation at 1 April 2024	6,015	1,571	17,018	24,604
Charge for the year	7	1	39	47
Depreciation at 31 March 2025	<u>6,022</u>	<u>1,572</u>	<u>17,057</u>	<u>24,651</u>
Net Book Value 31 March 2025	22	2	115	139
Net Book Value 31 March 2024	<u>29</u>	<u>3</u>	<u>154</u>	<u>186</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

3. INCOMING RESOURCES	Unrestricted Funds £	Restricted Funds £	Total 2024/25 £	Total 2023/24 £
a) Donations Legacies and similar incoming resources				
Grants	-	-	-	-
Donations	2	-	2	1,350
	<hr/>	<hr/>	<hr/>	<hr/>
b) Incoming resources from operating activities				
Sessions and Work Done	1,725	77,852	79,577	60,653
Activities	-	-	-	-
Loan of resources	-	-	-	-
Friends of Glade	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
c) Investment Income				
Bank Interest	152	-	152	266
	<hr/>	<hr/>	<hr/>	<hr/>
d) Other Income				
Sundry Income	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

4. RESOURCES EXPENDED	Unrestricted Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
a) Grants payable in Furtherance of Charity Objects				
Grants				
b) Costs of Activities in Furtherance of Charity Objects				
Salaries	1,604	57,588	59,192	51,393
Sub Contractors fees	-	-	-	-
Travel & Workshop costs	176	16,648	16,824	8,473
Premises Costs	3,015	612	3,627	2,776
	<u>4,795</u>	<u>74,848</u>	<u>79,643</u>	<u>62,642</u>
c) Support Costs				
Website	320	883	1,203	1,367
Telephone & Internet	212	-	212	198
Other Office expenses	75	96	171	234
	<u>607</u>	<u>979</u>	<u>1,586</u>	<u>1,799</u>
d) Resources expended on Managing and Administering the Charity				
Insurance	122	50	172	188
Examination Fee	200	-	200	200
Bank Charges	71	-	71	72
Depreciation	8	39	47	62
	<u>401</u>	<u>89</u>	<u>490</u>	<u>522</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

5. RESTRICTED FUNDS

	Balance			
	1 April 2024	Transfer	Net Income	31 March 2025
	£	£	£	£
	154	(1,073)	1,034	115
	<u>154</u>	<u>(1,073)</u>	<u>1,034</u>	<u>115</u>

The restricted funds of the charity are represented by tangible fixed assets .

6. STOCK

Stock is made up of teaching materials and goods purchased for resale in order to generate funds in furthering the charity's objects and is valued at the lower of cost and net realisable value.

7. CASH AT BANK AND IN HAND

	2025	2024
	£	£
Current Account	415	606
Deposit Account	5,057	10,765
Petty Cash	35	35
	<u>5,507</u>	<u>11,406</u>

8. DEBTORS

	2025	2024
	£	£
Debtors Control	21,529	20,818
Prepayments	96	80
	<u>21,625</u>	<u>20,898</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Creditors Control	2,409	2,154
Funding Received in Advance	7,294	10,516
Provision for Holiday Pay	1,853	2,117
Accountancy Fees	200	200
	<u>11,756</u>	<u>14,987</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

10. STAFF COSTS AND NUMBERS

	2025 £	2024 £
Gross Wages and Salaries	58,250	50,498
Employers Pension Contribution	942	895
	<u>59,192</u>	<u>51,393</u>

Employees who were engaged in each of the following activities:

Employee who were engaged in each of the following activities:	2025	2024
Activities in furtherance of organisation's objects – full time	1	1
- part time	5	6

No employees received emoluments over £50,000.

11. RECONCILIATION OF MOVEMENT ON CAPITAL AND RESERVES

The Company is limited by Guarantee and is a Charity registered with the Charity Commission number 1104504 and does not have a share capital. The company has no income subject to Corporation Tax.

	Note	2025 £	2024 £
Balance brought forward		17,703	20,397
(Deficit)/Profit for the financial year		(1,988)	(2,694)
		<u>15,715</u>	<u>17,703</u>

12. RISK ASSESSMENT

The directors actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The directors have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

13. RESERVES POLICY

The directors have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The directors aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The directors will endeavour not to set aside funds unnecessarily.

ACCOUNTANTS REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF THE GLADE CENTRE

We report on the accounts for the year ended 31 March 2025 set out on pages 13 to 20.

Respective responsibilities of directors and reporting accountants.

As described on page 15 the trustees, who are also the directors of The Glade Centre for the purpose of company law, are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

Basis of opinion

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the accounts with the accounting records kept by the company, and making such limited enquiries of the officers of the company as we considered necessary for the purpose of this report. These procedures provide only the assurance expressed in our opinion.

Opinion

In our opinion:

the accounts are in agreement with the accounting records kept by the company under the Companies Act 2006.

having regard to, and on the basis of, the information contained in those accounting records

the accounts have been drawn up in a manner consistent with the accounting requirement specified in the Act; and

the company is satisfied the condition for exemption from an audit of the accounts for the year specified in section 476 of the Act and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in the Act.

Roberts and Madge Limited
Financial and Management Consultants
68 Lower Bristol Road
Clutton
Bristol
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