

Charity Registration No. 1020192

Company Registration No. 02806429 (England and Wales)

# The Grace Eyre Foundation

Consolidated Report and Financial Statements  
for year ended 31 March 2025



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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Registered Office/Address:</b>	Telecom House Ground Floor West 125-135 Preston Road Brighton, East Sussex, BN1 6AF
<b>Bankers:</b>	Barclays Bank PLC 139-142 North Street Brighton, East Sussex, BN1 1RU
<b>Independent Auditors:</b>	TC Group One Bell Lane Lewes East Sussex, BN7 1JU
<b>Legal Advisors:</b>	DMH Stallard Griffin House 135 High Street Crawley West Sussex, RH10 1DQ
<b>Company No:</b>	02806429
<b>Charity Registration No:</b>	1020192
<b>Secretary/CEO:</b>	Eva Eriksson
<b>Trustees/Director</b>	Anna Cooley – Chair Andrew Horne – Treasurer, joined 31/05/2024 Simon Owen Stuart Leaney Stephanie Smith Josh Puglia Lisa Ryan Baldeep Dhol Mark Blake – joined 31/05/2024 Dominic McMahon – joined 07/07/25 Camilla Gauge – resigned 16/05/2024 Lenna Cumberbatch – resigned 06/07/2024 Peter Begley – resigned 07/11/2024 Kirsty Pentecost – resigned 07/11/2024 Samantha Boast – resigned 18/12/2024 Elisabeth Corbishley – resigned 03/01/2025 Daniel Parsonage – resigned 24/06/2025

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## **TRUSTEES REPORT**

The trustees have pleasure in presenting their report and financial statements for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: 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)" (effective 1 January 2019).

### ***PURPOSE, CHARTER, VISION, MISSION AND VALUES***

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar services.

#### **Our Charter**

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

- We want to be listened to
- We want to be part of our community
- We want to have strong and supported relationships
- We want good housing
- We want jobs
- We want to travel around
- We want to try new things
- We want to be healthy



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## Our Vision

Grace Eyre's vision is for a society where people with a learning disability and autistic people can fulfil their dreams and wishes, are respected as equal citizens, and are part of, and contribute to their communities.

## Our Mission

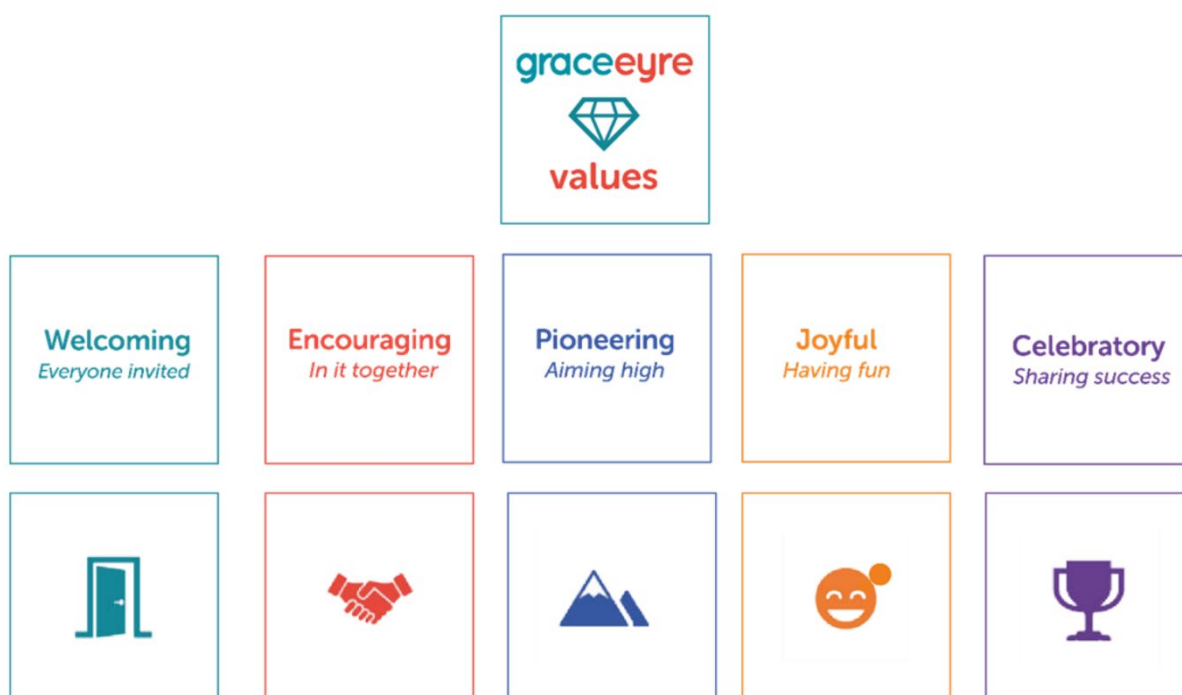
Grace Eyre's mission is to deliver Our Charter created by people with a learning disability and autistic people who want: to be listened to; have access to housing; be part of their community; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.

## Our Values

Our organisational values are a shared set of standards that everyone at Grace Eyre can aspire to and help us to bring our vision, mission, Charter and Our Plan to life.

Our values are:

- Welcoming – everyone invited
- Encouraging – in it together
- Pioneering – aiming high
- Joyful – having fun
- Celebratory – sharing success



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***THE FOCUS OF OUR WORK***

The Grace Eyre Foundation supports people with a learning disability and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

In addition, the four services are supported by 'Our Voices', which is headed up by an Inclusion & Projects Director and a team of people with lived experience of a learning disability and/or autism, and works towards Grace Eyre being led by people with a learning disability and/or autistic people.

Throughout the year we had enquiries and referrals from 296 individuals and of those we were able to offer a service to 73 people. This shows the need for the services Grace Eyre offer is in great demand and the need to expand is great.

The charity adds to the social care fees from local authorities by fundraising for projects that would otherwise not be funded. This year we achieved funding for our allotment, business transformation, employment, health and well-being, Pioneer Arts, Preston Park Station Mural, Purple Production and Travel Buddy project. In total we raised £390k from trusts & foundations, fundraising events and donations.

**Active Lives** has been successful in developing its services further to become more community based. By March 2024, 182 individuals took part in activities delivered as part of the building-based support and our projects such as Travel Buddy Project and Employment Project. We moved our day opportunities base to Telecom House in November 2024 and started activities in a further four community spaces as well as eight sports and leisure centres across Brighton & Hove and West Sussex.



The Travel Buddy Project completed their successful home to school pilot project in Brighton & Hove and has been successful in gaining a three-year grant from

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Motability, which has seen the project so far working with 6 individuals learning to travel and 23 people attending workshops on independent travel.

Our Employment Project has been supported by grants, in particular from West Sussex Adult Education Learning, towards Skills for Work and Skills for Life training across West Sussex, with a focus on Worthing, Chichester and Crawley. In addition, 43 people completed numeracy training, and we trained 8 numeracy champions.

Pioneer Arts, an online gallery, was started with a grant from Brighton & Hove City Council and has continued to attract some other smaller grants. The aim is to showcase and sell art from marginalised artists with a learning disability and/or autistic people.

**Shared Lives** supports 63 people with a learning disability, autistic people, and mental health needs, matching individuals with 48 paid carers so that they can live and participate in the community and provide ongoing support. We continue to work with over 15 local authorities through this service. Shared Lives has reviewed its services and diversified its offers, such as 'Shared Lives Local' (people supported by self-employed carers living nearby) and 'HomeShare' (where a person with a larger property shares with a person for reduced rent and in return supports the individual with some light housework etc.). The aim going forward is to break even financially by 2027.

**Choices** supports 293 individuals and offers two types of services across Brighton & Hove and West Sussex: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1-20 hours of support per week.



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We also opened 'The Reach' in March 2024 in a central location with good bus routes. It offers a service to people living in Brighton & Hove with lower support needs in a way that meets their needs and enables them to make connections with others, access support when they need it and promotes independence. It provides a drop-in service together with a home visit or some group activities in the community with a view to people making friendships and eventually organise these on their own.

The first year has been positive and we have learnt a lot:

- We have supported people with the transition to this new support model – both staff and people we support.
- We have supported people to pay client contributions, which have risen and/or are new to people.
- We have considered the layout of the room to be as productive as possible while also making it a warm/welcoming space
- We have met new people who have lower support needs but come to us with a different set of problems, such as tenancy support, budgeting, healthy lifestyles, drug and alcohol related problems, exploitation from friends. The managers and staff have had to upskill themselves to support these new areas.
- People have been making friendships through The Reach and arranging to spend time together without paid support.
- People have been trying new things in the community, for example: we supported people to go to London because they said they had never had before; someone went to the dentist for the first time; people have been accessing different community groups and have continued to attend these groups without support.

The service needs to grow in numbers to make it more sustainable so we are taking on new referrals this year. We want a smaller more focussed staff team who embrace this new way of providing support. We will ensure the space is welcoming to everyone, taking into consideration different requirements, for example, more autism-friendly times, quiet times, or specific topics of support times.

We have put individual's wants and wishes at the centre of this service, and it is changing people's lives. It is providing more immediate positive outcomes for people as when they come in with a problem it can often be resolved straight away or within a shorter time scale. The people we support can be vulnerable in the community, but The Reach offers a safe, supportive environment with a team that can resolve issues and find ways to keep people safe in their communities. People are gaining the skills and confidence to enjoy what Brighton & Hove has to offer with friends made at The Reach, rather than with a paid worker. We have worked in positive partnership with Brighton & Hove City Council Commissioners and Social Work Teams to develop this alternative way of providing support.

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**Grace Eyre Housing** has 162 bedspaces across Brighton & Hove and West Sussex. They act as the landlord for people with a learning disability, autistic people and people with mental health needs living in their own accommodation. Grace Eyre Housing has grown significantly during the year and is beginning to make a real difference to the housing challenges for people with a learning disability, autistic people and people with mental health issues. We work in partnership with many care and support providers including Venture People, Arundel Care, Achieve Together, SPINC, Mencap, Amaze, Sands Project, Caremark etc. and of course Grace Eyre's own Choice's and Shared Lives services.

The most exciting project during the year has been the Peer-to-Peer Project, funded by Nationwide. A team of one Peer Tenancy Support Coordinator and two Tenant Mentors have contacted 34 tenants who received 1-1 visits. The introduction of Peer Mentors has given tenants that haven't previously engaged the opportunity to engage with someone they can relate to.

The project has provided groups and activities, including tenant meetings and drop-ins, in both West Sussex and Brighton, as well as sending out regular updates to tenants. The meetings provided opportunities for tenants to come together, share experiences and feedback so that Housing can be more inclusive. Other events run by the project included:

- Two large social events (summer 2024 & December 2024), with tenants helping on the day
- Four LGBTQ tenant meet ups and plans to work in partnership with another agency going forward (Speak Out)
- Three games nights in collaboration with Purple Productions, where we supported tenants to attend
- Four video workshops to create accessible housing content.
- Two Creativity Clubs (in collaboration with The Reach), introduced based on evidence that many tenants value creative outlets to help with wellbeing and self-expression. One tenant led on this, creating a poster, then planning and delivering the session
- Supporting three tenants with shortlisting and sitting on the interview panel for the recruitment of the Peer Mentors
- One tenant giving a talk on his housing experiences to younger people with learning disabilities looking to move into more independent living

The Peer to Peer Project had made a big difference to tenants as they now have opportunities to meet other tenants, develop friendships, and participate in activities that build confidence and skills, and support mental wellbeing. One tenant who was feeling anxious over financial difficulties and who came to the tenant meeting said:

*"I can say hand on heart that assuredly you have created safe spaces in the tenancy groups, and coming to the group on Wednesday did my mental health and sense of stability a world of good".*

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In another example, a tenant, who had previously had little engagement with the Peer-to-Peer project, was part of an interview panel for the recruitment of a peer mentor. They were initially nervous but were supported before and during the process. Everything went well and after the first interview, their confidence grew and they ended up enjoying it. The tenant then agreed to work with the newly recruited mentor to develop a women's group, which will help to continue to build their confidence and engagement.

The project has also supported people with their daily living skills. For example, one tenant who struggled with their cooking was helped by others in the group to come up with a new, easy recipe they could try and talked through how to make it. Other subjects covered by the group included voting and politics and how to make them more accessible.

**Our Voices** makes sure that both Grace Eyre and wider society are inclusive of people with a learning disability and autistic people. There are seven members of staff, 82% of whom are people with a learning disability or autistic people.

Two members of staff went through a redundancy consultation due to the closure of the Quality Checker Project. They now have new roles in the organisation as Oliver McGowan Lived Experience Co-facilitators.

We have three trustees with lived experience and we are in the process of recruiting a fourth trustee. In the next year, we will have a fifth trustee with lived experience of a learning disability or autism. We have 12 Ambassadors and eight Purple Production volunteers.

The Our Voices team ran four campaigns this year:

- Scrap Disability Tax – in development in 2024 and is now on hold
- Employment – September 2025 launch
- Stay Up Late – events ending after 10pm, reflecting the Stay Up Late campaign
- My Vote, My Voice campaign – organised Hustings alongside Brighton & Hove Speak Out 2024.

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The team worked or networked with 18+ organisations:

- **Learning Disability England** – Annual Conference watch party, forums and focus groups. Co-produced Learning Disability Pride events with Gary as speaker
- **Regional Stakeholder Network** – Part of the Disability Unit advocating disability issues
- **Brighton and Hove Council** – Information and advice work stream and Disability Panel, community engagement collaboration-funding
- **Speak Out** – Research, training, accessible hustings, meeting links, events partner
- **Mencap** – Advocacy and campaigning, sitting on committee, Funfest funding
- **Carousel** – Pride and events, radio show, Arts Cafe
- **Unity Night Club** – Pride and events
- **Heart Venture** – Pride and events
- **CGL** – Specialist advice on supporting autistic people into employment.
- **Joyfully Different** – Disability inclusion in the workplace
- **Aldingbourne Trust** – Social care day of action, Chichester
- **Stay Up Late** – Campaign partner, Pride and Endless Summer events partner, social care day of action, Hove
- **Puzzle bored** – Events and Ambassadors meetings
- **Brighton Fringe** - Fringe artist with Laughter Lounge (Brighton's only Neuro-diverse Comedy night), Grace Eyre Fringe venue
- **NHS** - Panel to inform NHS policy for Learning Disabled patients
- **Amaze** - Partner for events Pride Parade
- **Spiral** - Partner for events
- **Edge** - Partner for events, partners roundtable

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The Ambassadors represented Grace Eyre at the Learning Disability England Partnership Board, Brighton Autistic Movement, and other one-off events. We took part in a research discussion about long hospital stays for autistic people and people with a learning disability.

The Ambassadors also worked with members of Speak Out on a presentation about how to organise accessible hustings for general elections. This was presented in 2024 at the annual Learning Disability England conference in London.

The Ambassadors co-delivered 'working with patients with a learning disability' training to physician associate students at the Brighton & Sussex Medical School. This training is co-produced with the Ambassadors and includes self-advocacy skills, Makaton for healthcare professionals, easy read and the Accessible Information, Mental Capacity Act, learning difficulty vs learning disability, etc. The training was a success and has been scheduled again for the following year.

Other Our Voices projects this year included:

- The Ambassadors produced social media content for Autism Acceptance Month 2025.
- We continued our Trustee Training to support people into trustee positions.
- Our Voices supported the organisation during Co-production Week, 1-5 July. Over the year we trained two Grace Eyre teams and 20 colleagues in co-production which was rolled out in March 2024.
- We trained four Grace Eyre teams and 22 colleagues in easy read training, which was rolled out in March 2024.
- Our Inclusion and Projects Director worked with Human Resources to present a workshop on 'understanding of reasonable adjustments' at our annual staff conference.
- Our Voices contributed to the Employment Strategy, making local connections with organisations that are keen to support us. We helped improve our internal processes to be more accessible by working with Human Resources.
- Charter Checkers completed five checks of services over the year.
- We trialled VideoAsk with the Ambassadors as a feedback platform for the organisation. This was very successful

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***ENSURING OUR WORK DELIVERS GOOD OUTCOMES***

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020-2027 – known as “Our Plan” which sets the direction for all our work. “Our Plan” is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

**The overarching aim** of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

**What we want to achieve**

Finances and Services:

- We will be financially sustainable.
- We will achieve full cost recovery for Shared Lives by 2027 and maintain full cost recovery for Choices, Housing and Active Lives.
- We will achieve fundraised income to support our key projects.
- We will achieve trading income to ensure we can deliver good housing and two trading projects.
- We will ensure people with a learning disability and autistic people are employed in our communities.

Quality and Improvement; Governance:

- We will continue to develop the Quality Management Framework for Choices, Active Lives, Shared Lives and Housing by introducing Quality Checkers.
- We are improving our use of technology to support staff and the people we support.
- We will monitor, evaluate and report on our impact so we can measure the impact we make.
- We will improve board performance by supporting trustees with lived experience and ensure reporting is easy read and supported by detailed annexes by 2025
- We will measure trustee involvement by volunteer hours.

Equality, Diversity and Inclusion; Workforce:

- Through our Inclusion Strategy, we will be stronger by listening to people with learning disabilities and autistic people and reflecting on the Sussex communities we engage with.
- We will remain an employer of choice by our staff by 2027.
- We will develop a Volunteer Strategy and will recruit and support volunteers.

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## Partnerships and Sustainability:

- We will harness the power of partnerships to achieve more.
- We are reducing our environmental footprint.

## **ACHIEVEMENTS AND IMPACT**

### **Finances and Services**

Overall, the organisation achieved a surplus of £113,287. We have reviewed and looked at options for our loss-making services, with the only losses occurring in Shared Lives this year.

Housing has seen a growth in the number of bedspaces and tenants they have been able to house. There is a growing demand for secure supported housing for the people we support. Shared Lives has lost all placements from West Sussex County Council since 1<sup>st</sup> April 2025. However, Shared Lives is part of a North East London Consortium that received funding from the Department of Health, with Grace Eyre representing Barking and Dagenham. A plan is in place of reducing the losses in Shared Lives to zero by 2027.

The main reason for the small surplus has been the difficult financial position of local authorities with low fee increases and slow payments. Brighton & Hove City Council changed their contract from April 2024, which meant we do not receive payments for voids in our supported living services, which has resulted in a £134,000 financial loss to the charity. We work closely with all of our 19 local authorities and in particular Brighton & Hove City Council and West Sussex County Council. Recruitment is still challenging and in resolving these issues we are continuing to use agency staff, which costs up to 60% higher than our own staff costs.

### **Finance and Services**

Objective	Target by 2027	March 2025	On Track?
Financially Sustainable	1.5% Profit	0.89%	On track
	Cash of £1m	£260,571	Cashflow panel in place
	10% overheads	14.8	Reducing
Full cost recovery Shared Lives	1.5% profit by 2027	On track	On track

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Fundraising income to support the Big Build and key projects	Fundraising 5% total income	2%	Project cancelled; income used for other priorities where possible
Trading income to ensure Housing and trading companies	20% of income from trading	19%	On track
	Two trading companies set up	Online Gallery	On track
Employment for all	Fundraising for employment project £300k	£150,289	Progressing
	Support 100 people to jobs, volunteer or training	53	Progressing

**Quality and Improvement; Governance**

Objective	Target by 2027	March 2025	On Track?
Use of technology	Quality checks for all services	6	Combined checks by Quality Checkers and Quality Manager.
	Business transformation	2 new software for care management and HR in place	Progressing
Outcomes and impact reporting - what difference do we make?	Standardised reporting format by 2025		Not achieved – project moved to Marketing.
Become user-led - trustees with lived experience	Five trustees with lived experience, all reports easy read.	4	Easy read templates and guidance in place, 4 <sup>th</sup> trustee has been recruited.

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**Equality, Diversity and Inclusion; Workforce**

Objective	Target	March 2025	On Track?
Equality, Diversity and Inclusion Strategy implemented	Staff forums set up	1 set up	Progressing
	20% staff with lived experience	9.4%	Progressing
	People we support choosing their own staff.	100%	
	Report on diversity		Pay gap reporting includes diversity and will continue to be enhanced.
Employer of choice	Competitive rates of pay and benefits	7.25% vacancy 9.96% turnover	Vacancies are over target and staff turnover are within targets.
	Achieve IIP Gold by 2027	Silver	On track. IIP silver this year.
Volunteer Strategy	Recruit 100 volunteers	31	New volunteer guidance and support in place.

**Partnerships and Sustainability**

Objective	Target	March 2025	On Track?
More partnerships	6 formal partnerships	15 formal partnerships	Achieved
Reduce our environmental impact	Green Team set up to increase organisational sustainability, including waste reduction and more recycling	Has been set up	Achieved

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	Management of energy and utilities	started measuring via the ESOS scheme	Progressing
	Improve green spaces by setting up a horticultural project	Started with the allotment	Started project

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the trustees, who also act as Directors of the Company, were reviewed during the year to identify gaps with a view to ensuring that the trustee body has an appropriate range of relevant skills and experience. Six trustees resigned during the year, which leaves the number of trustees at ten. The new Chair, Anna Cooley, together with the trustees, will look at gaps in skills needed for the board and any vacancies identified will be advertised. The charity is committed to ensuring that the voice of people with a learning disability and autistic people is reflected in decisions made by the board of trustees. Three of the trustees have lived experience, and a target has been set of having five trustees with a learning disability or autistic people by 2026.

The committee structure remained the same with three committees:

- The Big Build Committee has been overseeing the Montefiore Road refurbishment work. However, this committee had its last meeting on the 24<sup>th</sup> March 2025 and has now been closed.
- The Audit & Risk Committee has been invaluable in steering the charities' finances and quality scrutiny. A new chair, Andrew Horne, was appointed by the Board in May 2024.
- The Remuneration Committee meets once per year to determine salaries and terms and conditions for the Chief Executive and the Directors that make up the Executive Team.

The committees support the work of the Board of Trustees. Trustees have undertaken training throughout the year and have explored the Charity Governance Code at each of their meetings to ensure trustees fully understand their role and purpose. An external Governance Review will be undertaken in the coming year.

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The trustees have in place processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2027, the risk management plan, Health & Safety, and other major policies and procedures. The trustees have monitored the implementation of the current strategic plan. The trustees are satisfied that the charity has achieved some of what it set out in the first five years of the plan and will undertake a review of our strategic plan with a view to developing a new strategic plan from 2026. During the year, trustees will discuss the key priorities and agree new objectives and targets, risks and timescales. A Board Assurance Framework will be developed to support the trustees.

### *The Big Build*

The charity purchased 36 Montefiore Road in Hove in 1950, and it has been our base since then. However, the trustees had to make the very difficult decision not to go ahead with our Big Build at their meeting on 31<sup>st</sup> March 2025.

We have been planning this amazing development since 2018 and, this year, the trustees were at last ready to go ahead with this ambitious and exciting renovation project to transform the headquarters of the charity into eight flats for people with a learning disability and/or autistic people; office space for our staff; and a state of the art community arts centre for artists to exhibit and including a theatre run by and used by people with a learning disability and/or autistic people.

However, the harsh reality of a difficult social care climate, caused by the actions of the government and local authorities, has tipped the feasibility of the project away from us. The introduction of increases to National Insurance and the Real Living Wage has cost us over £700k, which represents a rise in costs of 8%.

Additionally, a local authority's decision to offer us a 0% increase to provide our services has further increased our uncertainties and we are probably facing the most difficult financial environment of the last 15 years.

Grace Eyre is determined to ensure our charity can continue to support more than 600 people with a learning disability and/or autistic people going forward, which is why the trustees have had to take this very difficult decision. We need all our resources to continue our work, and we will continue to stand firm against any additional pressures that may compromise the health and well-being of society's most vulnerable members. It was noted that low fee income from local authorities continues to create real difficulties in recruiting and retaining staff, however we continue to support the real living wage.

To ensure we have a clear plan to manage the volatile financial environment we find ourselves in, since the introduction of raised employers' national insurance and the National Living Wage and the continued difficult financial position of local

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governments, on their away day in April 2025, trustees started discussions about the key priorities for a new strategic plan.

### **PUBLIC BENEFIT**

In shaping our objectives and planning our activities for the year, the trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set. The trustees believe that the following paragraphs on the vision, mission and the Charter, developed by people with a learning disability and autistic people, relate in detail to the benefit that the charity provides to the public.

### **RISK MANAGEMENT**

At their Audit & Risk Committee meeting and as part of the Our Plan review, the trustees debated and considered major risks affecting the charity. The principal risks and uncertainties facing the charity, as identified by the trustees are:

		<b>Top 5 Risks to the Organisation</b>
<b>No</b>	<b>Risk</b>	<b>What are we doing to reduce the risk?</b>
1	<b>Finance: Cashflow</b> Poor financial performance of the charity resulting in a loss position and inability to meet our payments as they fall due to insufficient cash.	Set up a cashflow panel monitoring cash on a daily and weekly basis. Produced a 13-week cashflow projection. Working with debtors for payments of debts owed to us and reducing unpaid voids.
2	<b>Finance: Income</b> – local authority fee levels- are inadequate to ensure sufficient income to make a surplus.	Ongoing negotiations with local authorities, diversification of income, innovation and consider partnerships and mergers.
3	<b>Finance: Spending</b> – poor control of costs resulting in a loss position.	Business partners working closely with budget holders, increased monitoring through management accounts. Senior Managers have been tasked with making savings where possible. Reviewed staffing levels for all services. Renegotiating some key contracts e.g. mobile phones.

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4	<b>Cyber crime</b> e.g. ransomware, loss of systems	IT is in-house. Training is held around cyber security. New training plan being developed. Working for Cyber Essentials accreditation.
5	<b>Safeguarding</b> – reputational damage leading to loss of contracts and downgrading by regulators.	Safeguarding leads by director and trustee, safer recruitment, higher salaries, mandatory training, serious incident reviews, whistleblowing and code of conduct for staff and lessons learnt.

Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with a learning disability or autistic people are delivered. We are fully committed to the emphasis on a person-centered approach with increased involvement of individuals who use our services and their family carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Jane Bettany, Naomi Cox, Julie Rossiter, Nathaniel Lawford, Chris Hill and Russell Jordan, manages the charity's operations on a day-to-day basis. In total the charity employs 318 (233 FTE) employees.

### **FUTURE PLANS**

The charity will continue to build our financial sustainability and continue to strengthen our values and culture. We believe that these key areas will support the aims in Our Plan 2020-2027:

#### **Sale of Montefiore Road and replacement of Head Office and Active Lives:**

- Our Head Office and Active Lives - day opportunities have moved to temporary premises while we are considering options for replacing Montefiore Road
- A Task and Finish Group has been set up to look at options for selling and replacing Montefiore Road.

#### **Financial Resilience:**

- Ensure we monitor and improve our cashflow

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- Ensure all our services are profitable and can produce a minimum of 1.5% surplus
- Ensure our budget managers can control their costs as agreed in our budget
- Continuing to grow our services and keep overhead costs to 10%

**Business Transformation:**

- Build our use of technology to ensure a better quality of life for the people we support and increase efficiencies to be able to have timely and accurate reporting to the board of trustees and all our managers
- To embed new HR, Care Management and Fundraising/Marketing software, to build on the use of InForm for Housing, and research the best accounting system for the charity

**FUNDRAISING**

We continue to invest in a fundraising team within our Income Generation Directorate to help diversify our income. All fundraising activities at The Grace Eyre Foundation are undertaken in accordance with Charities (Protection and Social Investment) Act 2016 section 13. All fundraising activities are carried out by staff employed directly by Grace Eyre. We do not undertake any direct fundraising activities such as door-to-door, private site or street-based fundraising activities.

The Grace Eyre Foundation is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the institute of fundraising and abide to its compliance framework. There have been no instances of failure to comply with Fundraiser Regulatory standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

**FINANCIAL REVIEW**

Against the backdrop of inflation, interest rates hikes, the cost-of-living crisis and uncertainties over the future funding of services, Grace Eyre Foundation made a surplus of £113,287 in 2024-25 compared to a loss of £374,931 in 2023/24. Successful actions have been taken to turn this around in 2025/26 including looking at costs, such as renegotiating big contracts, growth, and diversifying income.

**INVESTMENT POLICY**

Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions. Investments are reviewed periodically by the trustees to maximise returns and maintain capital value.

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**RESERVES POLICY**

Grace Eyre sets its reserves target based on a risk assessment. The risk-based reserves policy is designed to ensure that Grace Eyre has sufficient financial resources to meet its objectives while maintaining financial stability, considering the specific risks facing the organisation. The reserves target is reviewed annually by the Board of Trustees to ensure that it remains appropriate. The reserve requirement is calculated as follows:

	£
Total funds	3,356,236
Less fixed assets	2,246,640
Less restricted funds	<u>255,012</u>
<b>Total free reserves</b>	<b><u>854,584</u></b>
Reserves policy minimum target	750,000

The level of reserves is currently slightly above Grace Eyre's target.

**AUDITOR**

In accordance with the company's articles, a re-tender will be undertaken to appoint new auditors, and the successful auditors will be approved at the Annual General Meeting in November 2025.

**DISCLOSURE OF INFORMATION TO AUDITOR**

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' Report was approved by the Board of Trustees on 7<sup>th</sup> July 2025.

Anna Cooley – Chair

Andrew Horne – Treasurer

**Trustee**

**Trustee**

.....

.....

Date.....

**THE GRACE EYRE FOUNDATION  
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED  
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***STATEMENT OF TRUSTEES RESPONSIBILITIES***

The trustees, who are also the directors of The Grace Eyre Foundation for the purpose 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In 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 Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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.

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**INDEPENDENT AUDITOR'S REPORT**

**TO THE MEMBERS OF THE GRACE EYRE FOUNDATION**

**Opinion**

We have audited the financial statements of The Grace Eyre Foundation (the 'charity') for the year ended 31 March 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including 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, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 Auditor's responsibilities 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 UK, including the FRC's Ethical Standard, and 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 during our audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees' 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 obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' 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

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- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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, the trustees are 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives 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 our 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.

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

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company complies with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and
- assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud; and

**THE GRACE EYRE FOUNDATION  
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- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements, including the Trustees' Report, and remaining alert to new or unusual transactions which may not be in accordance with the governing document.

The most significant laws and regulations that have an indirect impact on the financial statements are employment law, health and safety regulations and the UK General Data Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these laws and regulations and inspected correspondence with regulatory authorities.

We identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

**THE GRACE EYRE FOUNDATION  
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED  
31 MARCH 2025**

**Use of our report**

This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**David Martin FCA (Senior Statutory Auditor) for and on behalf of TC Group**

**Statutory Auditor**

Office: Lewes

Date:.....

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
<b>Income from:</b>					
Donations and legacies	3	6,105	284,453	290,558	124,788
Charitable activities	4	12,347,491	-	12,347,491	11,164,348
Other trading activities	5	26,375	-	26,375	66,797
Investments	6	9,222	-	9,222	12,896
<b>Total income</b>		12,389,193	284,453	12,673,646	11,368,829
<b>Expenditure on:</b>					
Raising funds	7	141,878	-	141,878	137,471
Charitable activities	8	12,323,169	95,312	12,418,481	11,606,289
<b>Total expenditure</b>		12,465,047	95,312	12,560,359	11,743,760
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		(75,854)	189,141	113,287	(374,931)
Fund balances at 1 April 2024		3,177,078	65,871	3,242,949	3,617,880
<b>Fund balances at 31 March 2025</b>		3,101,224	255,012	3,356,236	3,242,949

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)  
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year

		Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes				
<b>Income from:</b>					
Donations and legacies	3	16,886	-	107,902	124,788
Charitable activities	4	11,163,877	-	471	11,164,348
Other trading activities	5	66,797	-	-	66,797
Investments	6	12,896	-	-	12,896
<b>Total income</b>		11,260,456	-	108,373	11,368,829
<b>Expenditure on:</b>					
Raising funds	7	137,187	-	284	137,471
Charitable activities	8	11,520,204	-	86,085	11,606,289
<b>Total expenditure</b>		11,657,391	-	86,369	11,743,760
Gross transfers between funds		1,021,522	(1,039,125)	17,603	-
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		624,587	(1,039,125)	39,607	(374,931)
Fund balances at 1 April 2023		2,552,491	1,039,125	26,264	3,617,880
<b>Fund balances at 31 March 2024</b>		3,177,078	-	65,871	3,242,949

THE GRACE EYRE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	14		2,246,640		1,757,713
<b>Current assets</b>					
Debtors	15	2,020,960		1,373,394	
Cash at bank and in hand		260,571		920,267	
		<u>2,281,531</u>		<u>2,293,661</u>	
<b>Creditors: amounts falling due within one year</b>	16	<u>(1,171,935)</u>		<u>(808,425)</u>	
Net current assets			1,109,596		1,485,236
<b>Total assets less current liabilities</b>			<u>3,356,236</u>		<u>3,242,949</u>
<b>Income funds</b>					
Restricted funds	19		255,012		65,871
<u>Unrestricted funds</u>					
Designated funds	18	-		-	
General unrestricted funds		2,921,680		2,997,534	
Revaluation reserve		<u>179,544</u>		<u>179,544</u>	
			3,101,224		3,177,078
			<u>3,356,236</u>		<u>3,242,949</u>

The financial statements were approved by the Trustees on .....

.....  
A Cooley - Chair  
Trustee

.....  
A Horne - Treasurer  
Trustee

Company registration number 02806429

THE GRACE EYRE FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	24		(55,902)		(396,197)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(612,737)		(81,074)	
Proceeds from disposal of tangible fixed assets		(279)		-	
Investment income received		9,222		12,896	
<b>Net cash used in investing activities</b>			(603,794)		(68,178)
<b>Net cash used in financing activities</b>			-		-
<b>Net decrease in cash and cash equivalents</b>			(659,696)		(464,375)
Cash and cash equivalents at beginning of year			920,267		1,384,642
<b>Cash and cash equivalents at end of year</b>			260,571		920,267

## **1 Accounting policies**

### **Charity information**

The Grace Eyre Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Ground Floor West, Telecom House, 125-135 Preston Road, Brighton, BN1 6AF.

### **1.1 Accounting convention**

These accounts have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”), “Accounting and Reporting by Charities” the Statement of Recommended Practice for charities applying FRS 102, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

### **1.2 Going concern**

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 the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

**1 Accounting policies**

**(Continued)**

**1.5 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 are allocated on the portion of the asset's use.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold/leasehold buildings	40 years
Property Improvements	15 years (or the lease length, whichever is shorter)
Fixtures and IT projects	2/5 years
Motor vehicles	4 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use of an on-going basis and costs over £1,000.

A regular impairment is undertaken of the fixed assets.

**1.7 Impairment of fixed assets**

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**1 Accounting policies**

**(Continued)**

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.11 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

## 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### Critical judgements

#### Depreciation

The charity exercises judgement to determine useful lives of property, plant and equipment. The assets are depreciated down to their residual values over their estimated useful lives.

#### Key sources of estimation uncertainty

#### Defined Benefit Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability.

## 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	6,105	284,453	290,558	16,886	107,902	124,788

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

	Charitable activities 2025 £	Housing 2025 £	Total 2025 £	Charitable activities 2024 £	Housing 2024 £	Total 2024 £
Sale of goods	811	-	811	471	-	471
Performance related grants	9,750,699	-	9,750,699	9,163,231	-	9,163,231
Charitable rental income	-	2,399,599	2,399,599	-	1,912,528	1,912,528
Other income	196,382	-	196,382	88,118	-	88,118
	<u>9,947,892</u>	<u>2,399,599</u>	<u>12,347,491</u>	<u>9,251,820</u>	<u>1,912,528</u>	<u>11,164,348</u>
<b>Analysis by fund</b>						
Unrestricted funds - general	9,947,892	2,399,599	12,347,491	9,251,349	1,912,528	11,163,877
Restricted funds	-	-	-	471	-	471
	<u>-</u>	<u>-</u>	<u>-</u>	<u>471</u>	<u>-</u>	<u>471</u>

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	14,465	51,745
Shop income	11,910	15,052
	<u>26,375</u>	<u>66,797</u>
Other trading activities		

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	9,222	12,896
	<u>9,222</u>	<u>12,896</u>

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Fundraising and publicity</b>						
Staging fundraising events	11,674	-	11,674	12,597	284	12,881
Staff costs	130,204	-	130,204	124,590	-	124,590
	<u>141,878</u>	<u>-</u>	<u>141,878</u>	<u>137,187</u>	<u>284</u>	<u>137,471</u>

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Charitable activities

	Provision of services 2025 £	Grace Eyre Housing 2025 £	Total 2025 £	Provision of services 2024 £	Grace Eyre Housing 2024 £	Total 2024 £
Staff costs	6,587,918	354,333	6,942,251	6,409,912	301,629	6,711,541
Depreciation and impairment	7,274	55,585	62,859	6,133	46,864	52,997
Agency staff	39,611	-	39,611	43,164	-	43,164
Care fees	1,420,715	-	1,420,715	1,409,745	-	1,409,745
Registrations	15,194	-	15,194	4,351	-	4,351
Food & provisions	8,919	-	8,919	8,528	-	8,528
Staff costs	80,437	-	80,437	7,225	-	7,225
Consultants	18,711	-	18,711	34,382	-	34,382
Motor & travel	87,155	-	87,155	83,062	-	83,062
Hygiene & repairs	52,773	41,946	94,719	45,988	26,178	72,166
Sessions	41,457	-	41,457	21,459	-	21,459
Venue hire	26,453	-	26,453	16,560	-	16,560
Printing, postage stationery & advertising	1,858	-	1,858	676	-	676
Rent	189,155	1,289,044	1,478,199	136,398	1,005,968	1,142,366
Light & heat	83,748	-	83,748	73,290	-	73,290
Rates	11,434	60,161	71,595	12,194	42,229	54,423
Other housing costs	-	64,567	64,567	-	88,556	88,556
	8,672,812	1,865,636	10,538,448	8,313,067	1,511,424	9,824,491
Share of support costs (see note 9)	1,830,738	-	1,830,738	1,646,182	-	1,646,182
Share of governance costs (see note 9)	49,295	-	49,295	135,616	-	135,616
	10,552,845	1,865,636	12,418,481	10,094,865	1,511,424	11,606,289
<b>Analysis by fund</b>						
Unrestricted funds - general	10,457,533	1,865,636	12,323,169	10,008,780	1,511,424	11,520,204
Restricted funds	95,312	-	95,312	86,085	-	86,085
	10,552,845	1,865,636	12,418,481	10,094,865	1,511,424	11,606,289

Provision of services includes Active Lives, Shares Lives and Choices

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs allocated to activities

	2025 £	2024 £
Staff costs	1,145,229	1,095,061
Depreciation	61,229	51,570
Recruitment	27,335	25,756
Training	53,208	53,217
Staff costs	29,342	41,744
Subscriptions	29,279	18,055
Cleaning, hygiene & consumables	114,173	120,258
Communications	126,458	195,894
IT costs	199,404	86,500
Bank charges & interest	4,567	2,756
Printing, postage, stationery & advertising	40,514	23,179
Governance costs	49,295	67,808
	<u>1,880,033</u>	<u>1,781,798</u>
<b>Analysed between:</b>		
Charitable activities	<u>1,880,033</u>	<u>1,781,798</u>

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	15,240	14,700
Depreciation of owned tangible fixed assets	<u>124,088</u>	<u>104,567</u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

## 12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	305	304
Administration	7	11
	<hr/>	<hr/>
Total	312	315
	<hr/> <hr/>	<hr/> <hr/>

### Employment costs

	2025 £	2024 £
Wages and salaries	7,190,436	7,007,256
Social security costs	653,275	583,878
Other pension costs	373,973	340,058
	<hr/>	<hr/>
	8,217,684	7,931,192
	<hr/> <hr/>	<hr/> <hr/>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	3	2
£80,001 to £90,000	1	1
	<hr/> <hr/>	<hr/> <hr/>

## 13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14 Tangible fixed assets

	Freehold/leasehold buildings	Property improvements	Fixtures and IT projects	Motor vehicles	Total
	£	£	£	£	£
<b>Cost</b>					
At 1 April 2024	1,386,066	1,409,740	584,018	28,199	3,408,023
Additions	-	559,259	53,478	-	612,737
Disposals	-	(130,502)	-	-	(130,502)
Transfer	(32,348)	32,348	-	-	-
At 31 March 2025	1,353,718	1,870,845	637,496	28,199	3,890,258
<b>Depreciation and impairment</b>					
At 1 April 2024	784,847	365,456	497,071	2,937	1,650,311
Depreciation charged in the year	20,934	48,980	47,124	7,050	124,088
Eliminated in respect of disposals	(328)	(130,453)	-	-	(130,781)
Transfer	(30,980)	30,980	-	-	-
At 31 March 2025	774,473	314,963	544,195	9,987	1,643,618
<b>Carrying amount</b>					
At 31 March 2025	579,245	1,555,882	93,301	18,212	2,246,640
At 31 March 2024	601,219	1,044,284	86,948	25,262	1,757,713

The freehold property at Montefiore was revalued at £500,000 in April 1997 and this value is treated as the deemed cost.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	1,473,246	962,998
Other debtors	206,222	126,291
Prepayments and accrued income	341,492	284,105
	2,020,960	1,373,394

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

**16 Creditors: amounts falling due within one year**

	Notes	2025 £	2024 £
Other taxation and social security		205,317	198,599
Deferred income	<b>17</b>	665,171	418,569
Trade creditors		211,170	134,148
Other creditors		83,265	47,878
Accruals		7,012	9,231
		<u>1,171,935</u>	<u>808,425</u>

**17 Deferred income**

	2025 £	2024 £
Other deferred income	<u>665,171</u>	<u>418,569</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>665,171</u>	<u>418,569</u>
Movements in the year:		
Deferred income at 1 April 2024	418,569	455,955
Released from previous periods	(418,569)	(455,955)
Resources deferred in the year	<u>665,171</u>	<u>418,569</u>
Deferred income at 31 March 2025	<u>665,171</u>	<u>418,569</u>

Deferred income amounts include carers fees, Active Lives activities and rental amounts that relate to the following year as well as grants awarded for a specific time period.

**18 Retirement benefit schemes****Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £373,973 (2024 - £340,058).

**Defined benefit schemes**

The Charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the scheme are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2025 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

*Key assumptions*

	<b>2025</b>	<b>2024</b>
	%	%
Discount rate	5.85	4.95
Expected rate of increase of pensions in payment	2.85	2.9
Expected rate of salary increases	2.85	2.9
	=====	=====

*Mortality assumptions*

The post retirement mortality assumptions used to value the benefit obligation are based on the CMI 2022 model assuming long term improvements of 2% p.a. The assumed life expectancies, based on the assumptions set out above, are set out in the table below:

	<b>2025</b>	<b>2024</b>
	Years	Years
Retiring today		
- Males	20.9	20.9
- Females	23.9	23.8
	=====	=====
Retiring in 20 years		
- Males	21.9	21.9
- Females	25.4	25.4
	=====	=====

THE GRACE EYRE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Retirement benefit schemes

(Continued)

	2025 £	2024 £
Present value of defined benefit obligations	3,095,000	3,063,000
Fair value of plan assets	(3,095,000)	(3,063,000)
	<u>          </u>	<u>          </u>
Deficit in scheme	-	-
	<u>          </u>	<u>          </u>
		2025 £
Liabilities at 1 April 2024		3,063,000
Surplus in scheme		32,000
		<u>          </u>

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to that date. Any subsequent deficits will be covered by the charity.

	2025 £
Fair value of assets at 31 March 2025	3,095,000
	<u>          </u>

	2025 £	2024 £
Equity instruments	2,015,000	2,103,000
Property	457,000	461,000
Bonds	544,000	456,000
Cash	79,000	43,000
	<u>          </u>	<u>          </u>
	3,095,000	3,063,000
	<u>          </u>	<u>          </u>

**THE GRACE EYRE FOUNDATION**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2025**

**19 Restricted funds**

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£	£	£	£	£
Preston Park Station Adoption	-	-	-	-	-	500	(500)	-
Art Studio	(7,513)	-	-	7,513	-	-	-	-
Drama Project	3,946	-	(3,946)	-	-	-	-	-
Friendship Project - Brighton & Hove	(2,317)	-	-	2,317	-	-	-	-
Open Market Project	(4,901)	-	-	4,901	-	-	-	-
Shared Lives 16+	6,107	-	(6,107)	-	-	-	-	-
Sport Other (Football, Swimming, Tennis)	(2,872)	-	-	2,872	-	-	-	-
Will Charitable Trust	-	-	-	-	-	150,000	-	150,000
Travel Buddy	14,887	-	(14,887)	-	-	29,745	(2,904)	26,841
Employment Project (Work Buddy)	16,947	90,500	(51,611)	-	55,836	35,003	(36,233)	54,606
Allotment	-	3,161	-	-	3,161	5,846	(5,616)	3,391
Walsingham Rd Centre Refurbishment Project	1,980	-	(1,980)	-	-	-	-	-
Pioneer Arts	-	14,712	(7,838)	-	6,874	9,699	(29,560)	(12,987)
Art for All	-	-	-	-	-	1,778	(150)	1,628
Business Transformation	-	-	-	-	-	3,600	(3,600)	-
Health and Wellbeing	-	-	-	-	-	500	-	500
Purple Productions	-	-	-	-	-	1,500	(1,500)	-
Peer to Peer	-	-	-	-	-	46,282	(15,249)	31,033
	26,264	108,373	(86,369)	17,603	65,871	284,453	(95,312)	255,012

## THE GRACE EYRE FOUNDATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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#### 19 Restricted funds

(Continued)

- The Co-op Local Community Fund supported a community allotment programme for the people we support to develop horticultural skills, reduce loneliness and reap the
- health and wellbeing benefits of being outdoors in nature.
- Sussex Health and Care ICS supported our business transformation project to develop internal systems.
- West Sussex County Council supported our employment project which ran accredited Skills for Life and Skills for Work courses for people we support in West Sussex.
- The Co-op Local Community Fund are supporting our Health and Well-being Programme, with a specific focus on mental health, giving people the tools and techniques to boost resilience and manage their mental health using positive psychology, arts and nature-based approaches.
- The Chalk Cliff Trust and Brighton & Hove City Council supported our Pioneer Arts Programme, including the development and growth of our online art gallery and exhibition opportunities to promote the talents of underrepresented artists.
- Govia Thameslink Railway provided a small grant to support our adoption of Preston Park Station which will help to raise awareness of Grace Eyre among rail passengers.
- Brighton, Hove & District Mencap Society supported Purple Production's Big Purple Funfest, an inclusive day festival by and for people with a learning disability and autism to enjoy the festival experience.
- The Motability Foundation and Brighton & Hove City Council supported our Travel Buddy project which aims to provide people with the skills and confidence to travel safely and independently.
- The Will Charitable Foundation donation will support our capital projects focussed on providing secure and sustainable housing
- A Nationwide Community Grant supported our Peer-to-Peer Tenancy Support project, enabling people to thrive in their homes with the support of their peers and community.

**20 Analysis of net assets between funds**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>			
Tangible assets	2,246,640	-	2,246,640
Current assets/(liabilities)	854,584	255,012	1,109,596
	<u>3,101,224</u>	<u>255,012</u>	<u>3,356,236</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Tangible assets	1,757,713	-	1,757,713
Current assets/(liabilities)	1,419,365	65,871	1,485,236
	<u>3,177,078</u>	<u>65,871</u>	<u>3,242,949</u>

**21 Operating lease commitments****Lessee**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	292,525	102,878
Between two and five years	894,000	3,163
In over five years	660,833	-
	<u>1,847,358</u>	<u>106,041</u>

**22 Related party transactions**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

**22 Related party transactions** **(Continued)**

**Transactions with related parties**

During the year the charity entered into the following transactions with related parties:

One Trustee received services from the charity during the year. These services were received on the same terms as received by other beneficiaries of the charity.

**23 Analysis of changes in net funds**

The charity had no material debt during the year.

<b>24 Cash generated from operations</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Surplus/(deficit) for the year	113,287	(374,931)
Adjustments for:		
Investment income recognised in statement of financial activities	(9,222)	(12,896)
Depreciation and impairment of tangible fixed assets	124,088	104,567
Movements in working capital:		
(Increase) in debtors	(647,565)	(35,321)
Increase/(decrease) in creditors	116,908	(40,230)
Increase/(decrease) in deferred income	246,602	(37,386)
	<u>          </u>	<u>          </u>
<b>Cash absorbed by operations</b>	<b>(55,902)</b>	<b>(396,197)</b>
	<u>          </u>	<u>          </u>