



HEADWAY ESSEX

Providing brain injury care and support

**Annual Report and Financial Statements
For The Year Ended 31 March 2025**

**The Headway Centre
Woodland Walk
Colchester
Essex
CO4 6DH**

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**www.headwayessex.org.uk
Patron: David Tennant**

**Registered Charity No. 1008807
Company Limited by Guarantee 2674755**

HEADWAY ESSEX
(A company limited by guarantee)
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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees (who are also the Directors of the Company for the purposes of company law) are pleased to present their annual report together with the independently examined financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

Objectives and activities

The Charity is established for the benefit of the public and its objectives are the rehabilitation and care of persons, principally in Essex and the surrounding areas, who have suffered acquired brain injuries or other neurological conditions, and the support of such persons' carers, relatives, friends and those professional persons involved in their treatment.

The charity aims to:

- To provide support, information and advice to people with traumatic and acquired brain injury.
- To provide respite for carers.
- To improve the health and well-being of people with acquired brain injury.
- To increase self-awareness and understanding of brain injury and its effects.
- To increase independence.
- To reduce social isolation.
- To identify and meet the unmet need of brain injury survivors.

The vision of the charity is that through the work of Headway Essex: people with acquired brain injury will fulfil their potential; families and carers will be better able to cope with their caring roles; the wider community will understand the causes and effects of acquired brain injury.

The charity provides support in the community and specialist day opportunities and rehabilitation activities for people living with acquired brain injury (ABI) and their families and carers in Essex.

The two hubs, in Colchester and Benfleet, offer a specialist person centred approach to rehabilitate, educate, inform and support each client with their own personal recovery journey through the achievement of realistic, achievable and measurable goals. The centres also provide social opportunities and a variety of activities to maintain health and wellbeing.

The support in the Community is through local Brain Injury Caseworkers in all areas of Essex. The service provides telephone support, coping strategies, crisis support, home visits, hospital visits and help with benefits advice. We also run educational groups, monthly support groups and separate carers support groups in several locations across Essex.

In shaping our objectives, the trustees have referred to the Charity Commission's general guidance on public benefit and regularly reviews its aims, objectives and activities and the benefits they have brought to the people the charity aims to help.

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In all aspects of our work volunteers play a vital role. The board is grateful to everyone who has volunteered their time in furthering the work of Headway Essex and it is recognised that the donation of time is every bit as important as money or gifts.

Achievements and performance

During the past year, there have been many notable achievements. These are driven by one overarching theme; to continuously review and improve the services we offer adults with acquired brain injury and their families.

The Benfleet Hub has continued to thrive and now operates four days a week. Between April 2024 and March 2025, the total number of placements across our day centres rose from 99 to 113. This growth occurred despite a number of placements ending naturally due to successful rehabilitation or changes in medical needs. While a seasonal dip in numbers is expected over the winter months—reflecting national trends linked to increased illness and higher winter mortality rates (with an average 7.1% rise in deaths, particularly among those with multiple co-morbidities)—these factors have not had a lasting negative impact on overall attendance.

Our community support services continue to grow and evolve, with new groups established to better meet the diverse needs of those we support. This includes the further development of our Young Circle group, the introduction of Integrative Community Therapy within our South Essex carers group, a new support group in Southend and a shift towards a more socially focused model for our Mid Essex support group. Each group is regularly reviewed to ensure it remains appropriate and beneficial for its members, and we remain flexible in our approach to adapt to the changing needs of individuals.

The hospital link-worker role continues to expand and helps ensure people get the support and information they need in the days, weeks and months following discharge. In this financial year we visited and supported 257 people at bedside after being admitted to hospital with an ABI; also providing support to their family members or other carers through a very difficult time. This far exceeded our target of 100 people, and we are now starting to see some of these individuals accessing our services now back home in the community.

A pilot scheme was run at the University of Essex (the “Next Steps” project); this was a combination of education for people in early stages of brain injury with tailored rehabilitation led by student physiotherapists, occupational therapists and speech and language therapists. This gave students firsthand experience working with people with ABI, and also provided some much-needed rehabilitation support to our clients who have been unable to access this elsewhere. We are hoping to build upon the excellent outcomes and user-led feedback to tailor our support moving forwards.

We also developed and delivered a very successful programme of family carer support called “Don’t Forget about me” – this is a 5 week programme designed to educate but also support resilience for people caring for someone with a brain injury with a strong emphasis on self-compassion and self-care. We are aiming to continue to deliver these over the next 2 years with our grant funding, and hopefully beyond.

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In this financial year we also introduced student placements within our day centres. The additional of allied health professional students means we can expand and diversify the services we provide; they have set up new groups, provided some 1:1 rehabilitation to some of our clients and have also brought their expertise to the teams of staff which has been valuable to all involved. During this period we welcomed 9 students to our Colchester and Benfleet day centres (6 OT, 2 physiotherapy and 1 social work) which also raised income of approximately £6,820.

Grant income of almost £150,000 was achieved. The charity is grateful to the following organisations who contributed to this total:

Colchester Catalyst Charity	The Perry Watlington Trust
SEE Health Inequalities Fund	Charles S French Charitable Trust
Dage Precision Industries - Norsden Trust	Diana Tinson
FSJ Charities	Provide Community
Colchester CC Public Health Fund	Lottery Reaching Communities
North East Essex Wellbeing Alliance	Glossop Pryor Trust
Locality - LHC Community Benefit Fund	Garfield Weston Foundation
Essex County Council	Essex Freemasons

The charity's flagship annual event, the Essex Classic Vehicle Show at Castle Park in Colchester, was again a great success.

Financial Review

The Statement of Financial Activities on page 13 shows the results for the year and the financial position is shown in the Balance Sheet on page 14.

The net expenditure for the year amounted to £ 126,364.

Despite a deficit for the year, the trustees are satisfied with this result as there are sufficient reserves to sustain the charity.

Funding has been recognised in the accounts that relates to service running costs in future years totalling £70,295. Details can be found in note 19.

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FOR THE YEAR ENDED 31 MARCH 2025

Future plans

With the appointment of a new Chief Executive Officer and the establishment of a refreshed Senior Leadership Team, Headway Essex is entering the 2025/26 period with a renewed culture, ethos, and strategic focus. This evolution brings enhanced momentum and a clear organisational drive, underpinned by a commitment to excellence and sustainability.

At the heart of this renewed approach is the adoption of a **1Team culture**, which is defined as:

A unified team working collaboratively towards a co-designed Vision, Mission, and set of Values, alongside clearly defined short-, medium-, and long-term strategic objectives.

These are shaped by the voice of our service users, with each individual within the organisation understanding and embracing their role and shared responsibility in delivering on these critical priorities.

While a comprehensive three-year Strategic Plan is currently under development, with a formal launch scheduled for the Annual General Meeting in October 2025, an interim Business Plan for 2025/26 has been established to provide strategic clarity and direction during this transitional phase. This plan outlines four priority strategic goals:

- **Embedding the 1Team culture** across all levels of the organisation
- **Developing and expanding service provision** to meet the evolving needs of individuals affected by acquired brain injury
- **Designing and implementing a new, innovative, and client-focused fundraising strategy**, encompassing:
 - Strengthening our ability to evidence, articulate, and communicate the measurable impact of our services
 - Adopting a storytelling approach informed by real client experiences to enhance supporter engagement
 - Diversifying income streams to reduce reliance on traditional funding sources and mitigate financial risk
 - Enhancing stewardship and relationship management with both current and prospective funders
- **Achieving the 2025/26 budget**, aligned with financial sustainability and strategic priorities

Through the continued support of our valued funders, stakeholders, and partners—and guided by this forward-thinking approach—Headway Essex remains confident in its ability to ensure the organisation's long-term sustainability and to continue delivering high-quality, life-changing services to individuals living with the effects of acquired brain injury.

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Investment policy

The charity's liquid funds are invested in short term deposits in order to maximise the investment income while retaining cash for working capital requirements. Amounts are held in deposit accounts.

It is the charity's policy to acquire only fixed assets which will produce income for the charity in the future such as medical equipment, leasehold trading premises and vehicles for use in the trading activities.

Reserves and going concern

At 31 March 2025 the unrestricted free reserves, after the deduction of designated funds and fixed assets from the total reserves were £365,998. This represents the equivalent of 4.9 months expenditure compared to a minimum policy requirement of three months.

The Trustees feel it is appropriate to provide for short-term commitments, ongoing programmes and risks to future funding and feels that a minimum level of unrestricted general reserves to be held is an amount equal to at least three months' average unrestricted expenditure. However, the three-month policy represents the minimum and the aim is to keep reserves at a level to cover at least six months expenditure. This will ensure that we have sufficient funds to cover any late arrivals of funding from statutory bodies and cover the fluctuations in fundraising income through the year. The Trustees recognise that certain aspects of the Charity's finances offer increased risk and the Board will designate specific amounts from free reserves to help mitigate these risks. Furthermore the Trustees may designate funds from reserves to assist in future development plans. This policy is reviewed annually and the current reserves position is detailed on page 26.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Reference and administrative details

Trustees	Alan Bacon, Chair Chris White-Thomson (resigned 5 September 2024) David Parkins, Treasurer (resigned 6 February 2025) Anthony Emms, Vice Chair Rob Warren (resigned 2 October 2024) Neil Parrett Simon Shaw Caroline Kempster (appointed 29 May 2025) Sue Merrell (appointed 7 August 2025) Tomas Corbyn (appointed 7 August 2025) Cristina Corillini (appointed 7 August 2025)	
Company number	2674755	
Charity number	1008807	
Registered office	The Headway Centre Woodland Walk Colchester CO4 6DH	
Senior Management Team	Chief Executive Officer Head of Services HR Manager Fundraising Manager Company secretary & Finance Manager	Joanna Wright (left 13 December 2024) Thomas Harrison (joined 10 March 2025) Emma McCullagh Nicki Bryant Sarah Wilson (left 11 April 2025) Kelly Le Friant (joined 22 April 2025) Sue Hayden Sargeant
Independent examiners	Denmark Forrester Chartered Accountants Office 12, The Bentalls Centre Colchester Road Heybridge CM9 4GD	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Milling Kent ME19 4JQ	Lloyds Bank PLC 27 High Street Colchester CO1 1DU

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Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, incorporated 31 December 1991 and registered as a charity 26 February 1992. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association.

The liability of the Members in the event of Headway Essex being wound up is limited to a sum not exceeding £1.

Appointment of trustees

The directors of the company (the charity) are also charity trustees for the purposes of charity law and under the company's Memorandum and Articles are known as Trustees.

Under the provisions of the Articles:

- (i) The number of trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall be subject to a maximum of twelve trustees who are appointed in accordance with Article 44.
- (ii) Every annual general meeting one-third of the trustees who are subject to retirement by rotation or, if their number is not three or a multiple of three, the number nearest to one third shall retire from office; but, if there is only one trustee who is subject to retirement by rotation, he or she shall retire.

Trustee induction and training

Each new Trustee is given a personalised induction programme and receives copies of the Company documents, details of policies and procedures, job description and code of conduct. Trustees are encouraged to attend the Headway Centre and appropriate external training events where these facilitate the undertaking of their role.

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

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Organisation

The Charity is overseen Board of Trustees.

The Trustees are saddened at the retirement in September 2024, and subsequent passing in January 2025 of Chris White-Thomson. Chris had been involved with the charity for over 30 years, and was its Chair for many years.

The Treasurer, for almost 20 years, David Parkin, retired as Trustee in February 2025. The Board would like to thank him for his many years of service.

The Chief Executive Officer has overall responsibility for all aspects of service delivery and development.

In December 2024 Joanna Wright stepped down as Chief Executive Officer after 27 years in the organisation. The Board thank her for her many years of dedicated service.

The Board is delighted to announce the appointment of Tom Harrison as its new Chief Executive Officer. Tom brings a wealth of experience within the health and wellbeing sector. The Board believe that under his leadership the organisation will remain best equipped to continue and enhance its trajectory of success in helping and supporting those who have suffered or been affected by acquired brain injury.

The Chief Executive Officer oversees a team of senior managers who are responsible for the day-to-day operations of the charity. The managers have delegated authority for their areas of operation.

The Board of Trustees meet with the Chief Executive Officer and Finance Manager on a quarterly basis to monitor the running and performance of the charity.

For the purposes of the Companies Act 2006 the Members of the Board are placed in the same position as a Board of Directors.

The Executive Committee, which comprises the Chair, Vice Chair, Chief Executive Officer and Finance Manager meet on a monthly basis covering general work, service delivery and development, funding and personnel.

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Related parties and co-operation with other organisations

Headway Essex works in partnership with many organisations. We are a condition specific organisation who signpost to avoid duplication of services and who share resources and expertise to provide a seamless service for our clients.

Headway Essex is please to have worked with the following organisations during the year:

University of Essex
East Suffolk and North Essex NHS Foundation Trust
Mid and South Essex NHS Foundation Trust
Peabody Trust
Essex City Council
East of England probation service
Find Your Active – Essex
Flexfit CIC

Pay policy for senior staff

The board trustees, and the senior management team comprise the key management personnel of the charity. All trustees give of their time freely and did not receive remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in notes to the accounts.

The pay of the senior staff is reviewed annually and benchmarked against other organisations of similar size and nature.

Risk management

The trustees have a risk management strategy which comprises:

- An annual review of the principal risks and uncertainties that the charity faces.
- A Risk Register is maintained that identifies potential risks and impact of those risks to each part of the Charity.
- The Register details the controls in place to mitigate each risk, together with the associated monitoring processes. The risks, control and monitoring procedures are reviewed and reassessed regularly.
- Areas of potential improvement are identified and timetables for action implemented.
- The Risk Register may be added to at any time.

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under common law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements of the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure of information to Independent examiners

So far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the charity's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the charity's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant independent examination information and to establish that the independent examiner is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Approved by the Trustee Board on and signed on its behalf



Tony Emms
Vice Chair

Date: 16 October 2025

HEADWAY ESSEX
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INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Headway Essex ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('the 2011 Act') and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

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INDEPENDENT EXAMINER'S REPORT
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4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Report Standard applicable to the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Robert Easby
Chartered Accountant
Denmark Forrester

Date: 17 October 2025

Office 12, The Bentalls Centre
Colchester Road
Heybridge
CM9 4GD

HEADWAY ESSEX
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STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
	Note				
Income from					
Donations and legacies	3	103,923	109,344	213,267	232,840
Charitable activities	4	477,505	-	477,505	434,733
Other trading activities	5	69,842	-	69,842	42,306
Investments	6	7,849	-	7,849	7,244
Other income	7	7,085	-	7,085	1,361
Total income		666,204	109,344	775,548	718,484
Expenditure on					
Raising funds	8	161,498	-	161,498	196,573
Charitable activities	9	590,298	150,116	740,414	623,479
Total expenditure		751,796	150,116	901,912	820,052
Net (expenditure)/income		(85,592)	(40,772)	(126,364)	(101,568)
Transfer between funds	19	9,671	(9,671)	-	-
Net movement in funds		(75,921)	(50,443)	(126,364)	(101,568)
Reconciliation of funds					
Total funds brought forward		849,593	120,738	970,331	1,071,899
Net movement in funds		(75,921)	(50,443)	(126,364)	(101,568)
Total funds carried forward		773,672	70,295	843,967	970,331

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

The notes on pages 16 - 31 form part of these accounts.

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BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £	2024 £
Fixed assets				
Tangible assets	13		407,674	419,302
Current assets				
Stocks	14	159	386	
Debtors	15	78,183	91,818	
Cash at bank and in hand		403,905	501,573	
		482,247	593,777	
Creditors: amounts falling due within one year	16	44,106	39,422	
Net current assets			438,141	554,355
Total assets less current liabilities			845,815	973,657
Creditors: amounts falling due after more than one year	17		1,848	3,326
			843,967	970,331
Charity funds				
Restricted funds	19		70,295	120,738
Unrestricted funds:				
Designated funds	19	-	125,000	
General funds	19	773,672	724,593	
Total unrestricted funds			773,672	849,593
Total funds			843,967	970,331

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The Members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

Approved and authorised for issue by the Trustees and signed on their behalf by:



Tony Emms

Trustee

Date: 16 October 2025

The notes on pages 16 - 31 form part of these accounts.

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HEADWAY ESSEX
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(95,116)	30,362
Cash flows from investing activities		
Dividends, interests and rents from investments	7,849	7,244
Proceeds from the sale of tangible fixed assets	-	-
Purchase of fixed assets	(10,401)	(9,771)
Net cash used in investing activities	(2,552)	(2,527)
Change in cash and cash equivalents in the year	(97,668)	27,835
Cash and cash equivalents at the beginning of the year	501,573	473,738
Cash and cash equivalents at the end of the year	403,905	501,573
Reconciliation of net movement in funds to net cash		
Net income/(expenditure) for the year	(126,364)	(101,568)
Depreciation charge	22,029	21,620
Interest received	(7,849)	(7,244)
Decrease in debtors	13,635	120,000
Decrease in stock	227	126
Increase/(decrease) in creditors	3,206	(2,572)
Net cash provided by/(used in) operating activities	(95,116)	30,362

The notes on pages 16 - 31 form part of these accounts.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1 General information

The charity is a company limited by guarantee and has no share capital, and is registered with the Charity Commission. The charity provides services and support across Essex to persons with acquired brain injury.

The number of members at the end of the year was 70 (2024: 70).

The liability of each member or persons ceasing to be members within one year of the company's winding up, towards payment of the company debts and liabilities, contracted before cessation of membership, and winding up expenses is limited to £1.

2 Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102 - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Headway Essex meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statement have been prepared on a going concern basis as the trustees believe no material uncertainties exist. The trustees have considered the level of funds held and the level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient level of reserves for the charity to be able to continue to be able to continue as a going concern.

2.3 Income

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

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of the income received for specific purposes but not expended during the period shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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 benefit 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 direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is occurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £nil or more are capitalised and recognised when future economic benefits are probable and the costs or value of the asset can be measure reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at costs less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Freehold property	2% straight-line on valuation of the building
Motor vehicles	25%
Fixtures and fittings	25% and 33.3%, and over 15 years

2.9 Stocks

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

2.10 Debtors

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

2.11 Cash at bank and in hand

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

HEADWAY ESSEX
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2.12 Liabilities and provisions

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

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

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

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Charity. Obligations under such agreements are included in creditors, net of the finance charge allocated to futures periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.14 Operating leases

Rentals paid under operating leases are charges to the Statement of Financial Activities on a straight-line basis over the lease term.

2.16 Pensions

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

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2.17 Fund accounting

General funds are unrestricted funds which are available for the use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

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

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

Investment income, gains and losses are allocated to the appropriate fund.

3 Income from donations and legacies

		Unrestrict- ed funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations		52,723	13,507	66,230	38,724
Grants		51,200	95,837	147,037	194,116
		<u>103,923</u>	<u>109,344</u>	<u>213,267</u>	<u>232,840</u>
Total	2024	<u>82,924</u>	<u>149,916</u>	<u>232,840</u>	

4 Income from charitable activities		Unrestrict- ed funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Attendance - Day Care		474,762	-	474,762	431,702
Minibus income - Day Care		923	-	923	1,280
Attendance - CSS		1,820	-	1,820	1,751
		<u>477,505</u>	<u>-</u>	<u>477,505</u>	<u>434,733</u>

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

	Unrestrict- ed funds	Restricted funds	Total funds	Total funds
	2025	2025	2025	2024
	£	£	£	£
5 Income from other trading activities				
Income from fundraising events				
Fundraising events	69,435	-	69,435	42,162
Trading	407	-	407	144
	<u>69,842</u>	<u>-</u>	<u>69,842</u>	<u>42,306</u>
6 Investment income				
Bank deposit account interest	7,849	-	7,849	7,244
7 Other incoming resources				
Other income	7,085	-	7,085	1,361
8 Expenditure on raising funds				
Costs of raising voluntary income				
Premises expenses	25,891	-	25,891	30,825
Other overheads	7,430	-	7,430	7,867
Office expenses	11,249	-	11,249	8,961
Service expenses	1,368	-	1,368	2,078
Fundraising promotion costs	2,966	-	2,966	3,055
Fundraising events	8,919	-	8,919	6,518
Other expenses	282	-	282	66
Other personnel costs	851	-	851	1,769
Staff costs	99,660	-	99,660	133,283
Depreciation	2,506	-	2,506	2,151
	<u>161,122</u>	<u>-</u>	<u>161,122</u>	<u>196,573</u>

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

8 Expenditure on raising funds	Continued	Unrestrict- ed funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Fundraising trading expenses					
Cost of goods sold		376	-	376	-

9 Analysis of expenditure by activities		Unrestrict- ed funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Day care services		392,129	111,185	503,314	354,452
Community support services		192,390	38,931	231,321	263,080
Minibus		5,779	-	5,779	5,947
		590,298	150,116	740,414	623,479
Total	2024	432,874	190,605	623,479	

	Total funds 2025 £	Total funds 2024 £
Day care services	467,529	318,706
Community support services	215,984	247,760
Minibus	5,779	5,947
Support costs	51,122	51,066
	740,414	623,479

HEADWAY ESSEX
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Analysis of direct costs

	Total funds 2025	Total funds 2024
	£	£
Staff costs	525,365	400,193
Depreciation	19,332	18,082
Other personnel expenses	5,729	10,668
Premises expenses	47,835	52,128
Other overheads	2,762	2,730
Service expenses	55,098	57,255
Office expenses	25,186	23,900
Other expenses	104	333
Sundry fixed assets	1,742	1,171
Transport expenses	5,779	5,947
Gain on disposal of fixed asset	-	-
	688,932	572,407

Analysis of support costs

	Total funds 2025	Total funds 2024
	£	£
Staff costs	14,848	30,305
Depreciation	190	1,387
Other personnel expenses	504	533
Premises expenses	17,938	1,222
Other overheads	8,405	8,623
Service expenses	1,483	788
Office expenses	3,280	2,684
Other expenses	1,328	1,122
Sundry fixed assets	246	156
Auditors remuneration	-	420
Independent examination	3,000	3,840
	51,222	51,080

10 Auditors remuneration / Independent examination

	2025	2024
	£	£
Independent examination fees	3,000	3,840
Audit fees	-	420
Other services	-	14
	3,000	4,274

HEADWAY ESSEX
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

11 Staff costs	2025	2024
	£	£
Wages and salaries	580,594	512,784
Social security costs	47,632	40,061
Defined contribution pension scheme contributions	11,647	10,936
	639,873	563,781
The average number of persons employed during the year was:	2025	2024
	No.	No.
Day care	11	7
Community support services	4	8
Fundraising, publicity and finance	8	6
Governance of the charity	1	1
	24	22

No employees received remuneration amounting to more than £60,000 in either year.

12 Trustees' remuneration and expenses and cost of key management personnel

The trustees received no remuneration nor expenses during both the current and preceding year.
Total employee benefits of the key management personnel of the charity were £209,732 (2024 £199,285).

13 Tangible fixed assets	Freehold property	Motor vehicles	Fixtures and fittings	Total
	£	£	£	£
Cost or valuation				
At 1 April 2024	350,000	52,908	195,912	598,820
Additions	-	-	10,401	10,401
Disposals	-	-	-	-
At 31 March 2025	350,000	52,908	206,313	609,221
Depreciation				
At 1 April 2024	12,000	10,102	157,416	179,518
Charge for the year	3,000	6,735	12,294	22,029
Eliminated on disposal	-	-	-	-
At 31 March 2025	15,000	16,837	169,710	201,547
Net book value				
At 31 March 2025	335,000	36,071	36,603	407,674
At 31 March 2024	338,000	42,806	38,496	419,302

The historical cost was, and the net book value on this basis, of the Freehold Property is £321,538.

HEADWAY ESSEX
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

14 Stocks	2025	2024
	£	£
Finished goods for resale	159	386
15 Debtors	2025	2024
	£	£
Due within in year		
Other debtors	33,697	54,948
Prepayments and accrued income	44,486	36,870
	78,183	91,818
16 Creditors: Amounts falling due within one year	2025	2024
	£	£
Trade creditors	2,129	9,308
Other taxation and social security	10,022	6,233
Obligations under finance lease and hire purchase contracts	1,478	1,478
Other creditors	5,428	2,158
Accruals and deferred income	25,049	20,245
	44,106	39,422
17 Creditors: Amounts falling due after more than one year	2025	2024
	£	£
Obligations under finance lease and hire purchase contracts	1,848	3,326
18 Financial instruments	2025	2024
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	403,905	501,573
Financial assets measured at fair value through income and expenditure comprise bank balances.		

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19 Statement of funds

Current year	At 1 April 2024 £	Income £	Costs £	Transfers £	At 31 March 2025 £
Unrestricted funds					
Designated funds					
South Essex Day Centre	25,000	-	-	(25,000)	-
Property fund	100,000	-	-	(100,000)	-
	125,000	-	-	(125,000)	-
General funds					
General funds	305,291	666,204	740,168	134,671	365,998
General funds re fixed assets	419,302	-	11,628	-	407,674
	724,593	666,204	751,796	134,671	773,672
Total unrestricted funds	849,593	666,204	751,796	9,671	773,672
Restricted funds					
Colchester Catalyst-Uni Project	-	9,149	9,149	-	-
SEE Health Inequalities Fund	-	7,199	2,060	-	5,139
Dage Precision Industries - Norsden Trust	-	2,000	2,000	-	-
FSJ Charities	-	2,268	1,031	-	1,237
Lottery - South Essex Hub	23,687	15,738	39,425	-	-
NEE Wellbeing Alliance	29,255	15,954	17,636	-	27,573
LHC Community Benefit Fund	-	5,000	1,250	-	3,750
ECC - Carers	-	19,139	17,544	-	1,595
Screw Fix	488	-	41	-	447
Colchester Catalyst - Respite	-	13,670	13,670	-	-
Colchester CC - Fitness Trainer	-	2,720	2,720	-	-
ECC PHAB	65,308	-	40,817	-	24,491
Provide Community	2,000	-	-	(1,625)	375
Charles S French Charitable Trust	-	3,000	273	-	2,727
G Harris	-	107	-	-	107
Essex Freemasons	-	10,000	-	(8,046)	1,954
Black Boy pub	-	800	-	-	800
A Demain	-	100	-	-	100
Black Water Law	-	2,500	2,500	-	-
	120,738	109,344	150,116	(9,671)	70,295
Total funds	970,331	775,548	901,912	-	843,967

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19 Statement of funds

Continued

Restricted Funds

Colchester Catalyst-Uni Project

Funding for a project run with Essex University involving students and clients.

SEE Health Inequalities Fund

This grant is for a Southend hospital link worker and a support group in the area.

Dage Precision Industries - Norsden Trust

A grant to purchase gym equipment.

FSJ Charities

The amount provides support for the running of the Mid Essex Support Group.

Lottery - South Essex Hub

Funding from Lottery Reaching Communities Fund for 3 years from October 2021 to support Community Support and Support Groups in South West Essex.

NEE Wellbeing Alliance

This represents amounts received to fund support worker costs to provide a first line support service in North East Essex.

LHC Community Benefit Fund

This funds the Brain Injury and Me courses running from March to May 2025.

ECC - Carers

This supports the carers training work shops run by both the North and South hubs.

Screw Fix

An amount was donated to purchase a shed in the grounds of Headway House. The shed has been purchased and erected. The balance represents the remaining amount to buy shelving and paint for the building.

ECC PHAB (Public Health Accelerator Bid)

£65,308 was received to fund a hospital link worker role and to deliver general health checks, for the early indication and prevention of potential serious health conditions. Funding is for 2 years from April 2024.

Provide Community

Provided for the purchase of sensory therapy equipment.

Charles S French Charitable Trust

This amount was provided to fund the Young Circle Group.

Essex Freemasons

This amount was provided to cover the costs of surveys, legal and architect costs in relation to the building if an extension with gym facilities.

Other

G Harris, the Black Boy pub and A Demain donated for items or activities at the North Hub.

Black Water Law

This amount represents funds to support the running for the Essex University Project.

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19 Statement of funds

Continued

Prior year	1 April 2023	Income	Costs	Transfers	31 March 2024
	£	£	£	£	£
Unrestricted funds					
Designated funds					
Property fund	100,000	-	-	-	100,000
South Essex Day Centre	25,000	-	-	-	25,000
	<u>125,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>125,000</u>
General funds					
General funds	353,866	567,948	617,597	1,074	305,291
General funds re fixed assets	112,770	-	11,850	318,382	419,302
	<u>466,636</u>	<u>567,948</u>	<u>629,447</u>	<u>319,456</u>	<u>724,593</u>
Total unrestricted funds	<u>591,636</u>	<u>567,948</u>	<u>629,447</u>	<u>319,456</u>	<u>849,593</u>
Restricted funds					
Specific grants and donations	2,627	-	-	(2,627)	-
Day centre purchase	318,382	-	-	(318,382)	-
Tendering CVS	15,843	-	15,843	-	-
Lottery Reaching Communities Fund -			-	-	-
South Essex Hub	102,305	16,828	97,973	2,527	23,687
Stay Well	-	36,954	7,699	-	29,255
Improving Lives	41,106	2,583	45,000	1,311	-
Carers work shops	-	1,681	1,681	-	-
Screwfix - shed	-	4,097	1,324	(2,285)	488
Colchester Catalyst Respite	-	12,480	12,480	-	-
Community 360 bursary	-	4,493	4,493	-	-
ECC Phab	-	65,308	-	-	65,308
Provide Community	-	2,000	-	-	2,000
CS French	-	3,492	3,492	-	-
Poulton	-	250	250	-	-
Benfleet Ladies Section	-	370	370	-	-
	<u>480,263</u>	<u>150,536</u>	<u>190,605</u>	<u>(319,456)</u>	<u>120,738</u>
Total funds	<u>1,071,899</u>	<u>718,484</u>	<u>820,052</u>	<u>-</u>	<u>970,331</u>
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HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

20 Summary of funds

Current year	At 1 April 2024 £	Income £	Costs £	Transfers in/(out) £	At 31 March 2025 £
Designated funds	125,000	-	-	(125,000)	-
General funds	724,593	666,204	(751,796)	134,671	773,672
Restricted funds	120,738	109,344	(150,116)	(9,671)	70,295
	<u>970,331</u>	<u>775,548</u>	<u>(901,912)</u>	<u>-</u>	<u>843,967</u>
Prior year	- £	Income £	Costs £	Transfers £	At 31 £
Designated funds	125,000	-	-	-	125,000
General funds	466,636	567,948	629,447	319,456	724,593
Restricted funds	480,263	150,536	190,605	(319,456)	120,738
	<u>1,071,899</u>	<u>718,484</u>	<u>820,052</u>	<u>-</u>	<u>970,331</u>

21 Analysis of net assets between funds

Current year	Unrestricted £	Restricted £	Total £
Tangible fixed assets	407,674	-	407,674
Current assets	411,952	70,295	482,247
Creditors due within one year	(44,106)	-	(44,106)
Creditors due in more than one year	(1,848)	-	(1,848)
	<u>773,672</u>	<u>70,295</u>	<u>843,967</u>
Prior year	Unrestricted £	Restricted £	Total £
Tangible fixed assets	419,302	-	419,302
Current assets	473,039	120,738	593,777
Creditors due within one year	(39,422)	-	(39,422)
Creditors due in more than one year	(3,326)	-	(3,326)
	<u>849,593</u>	<u>120,738</u>	<u>970,331</u>

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

22 Analysis of changes in net debt	At 1 April	Cash flows	At 31
	2024		March 2025
	£	£	£
Cash at bank and in hand	501,573	(97,668)	403,905
Finance leases	(4,804)	1,478	(3,326)
	<u>496,769</u>	<u>(96,190)</u>	<u>400,579</u>

23 Capital commitments

There were no capital commitments at the current and prior year ends

24 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund amounts to £ 11,647 (2024 - £ 10,936).

25 Operating lease commitments

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

	2025	2024
	£	£
No later than one year	54,003	54,003
Later than one year and not later than five years	32,234	32,234
	<u>86,237</u>	<u>86,237</u>

26 Finance lease commitments

Net obligations repayable	2025	2024
	£	£
Within one year	1,478	1,478
Between two and five years	1,848	3,326
	<u>3,326</u>	<u>4,804</u>

HEADWAY ESSEX
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

27 Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amounts as may be required, not exceeding £1 for the debts and liabilities contracted before they cease to be a member.

28 Related party transactions

There were no related party transactions in the current nor previous period.

HEADWAY ESSEX
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INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2025 £	2024 £	2024 £
Voluntary Income				
Donations	61,485		31,475	
Gift Aid	4,745		7,249	
Grants	147,037		194,116	
	<hr/>	213,267	<hr/>	232,840
Activities for generating funds				
Fundraising events	69,435		42,162	
Trading	407		144	
	<hr/>	69,842	<hr/>	42,306
Investment income				
Bank interest	7,849		7,244	
	<hr/>	7,849	<hr/>	7,244
Incoming resources from charitable activities				
Attendance	477,104		433,687	
Minibus income	923		1,280	
Training	<hr/>	478,027	<hr/>	434,967
Other incoming resources				
Other income	6,563		1,127	
	<hr/>	6,563	<hr/>	1,127
Total income		<hr/> 775,548 <hr/>		<hr/> 718,484 <hr/>

HEADWAY ESSEX
(A company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2025	2024	2024
	£	£	£	£
Cost of generating voluntary income				
Wages	90,136		121,483	
Social security	7,461		9,071	
Pension	2,063		2,729	
Other personnel expenses	851		1,769	
Premises and insurance expenses	25,891		30,825	
Other overheads	7,430		7,867	
Sundry fixed assets	117		-	
Service expenses	1,368		2,078	
Office expenses	11,249		8,961	
Fundraising promotion costs	2,966		3,055	
Fundraising events	8,919		6,518	
Other expenses	165		66	
Depreciation	2,506		2,151	
Cost of goods sold	376		-	
	<hr/>		<hr/>	
		161,498		196,573
Charitable activities				
Wages	476,828		364,528	
Social security	39,268		28,157	
Pension	9,269		7,508	
Other personnel expenses	5,826		10,668	
Premises and insurance	47,835		52,128	
Other overheads	2,762		2,730	
Sundry fixed assets	1,742		1,171	
Service expenses	55,001		57,255	
Transport expenses	5,779		5,947	
Office expenses	25,529		23,906	
Other expenses	104		333	
Depreciation	19,332		18,082	
Gain on disposal	-		-	
	<hr/>		<hr/>	
		689,275		572,413

HEADWAY ESSEX
(A company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2025	2024	2024
	£	£	£	£
Governance costs				
Wages	13,630		26,773	
Social security	903		2,833	
Pension	315		699	
Auditors remuneration	-		420	
Independent examination	3,000		3,840	
Other personnel costs	504		533	
Premises and insurance	17,938		1,222	
Other overheads	8,405		8,609	
Sundry fixed assets	246		156	
Service expenses	1,483		788	
Transport expenses	-		-	
Office expenses	3,280		2,684	
Other expenses	1,328		1,108	
Depreciation	190		1,387	
		51,222		51,052
Total expenses		901,995		820,038
Surplus/(deficit)	£	(126,447)	£	(101,554)

The notes on pages 16 - 31 form part of these accounts.