hvoss

herefordshire voluntary organisations support service

2025-26 Trustees Annual Report

and Financial Statements

hvoss (Herefordshire Voluntary Organisations Support Service) is a Company Limited by Guarantee No: 4625595, Charity No: 1096451. Registered Office: 52 Broad Street, Hereford HR4 9AB

Legal and Administrative information

Trustees	Mrs L P Wilcox (Chair) Mr R S Kelly Mrs A C Robinson Mrs J Faux Mrs S Penny Mr J Argent Mr D Tristram
Company Secretary and Chief Executive	Mr W D Lindesay DL
Charity number	1096451
Company number	04625595
Registered office	52 Broad Street Hereford HR4 9RB
Auditors	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS
Bankers	CAF Bank 25 Kings Hill West Malling Kent ME19 4JQ

Impact and achievements

A vibrant and effective Community Sector in Herefordshire

CONNECT

500 volunteering enquiries

70+ governance requests

103 meet the funder attendees

20 new groups supported

250+ fundraising beneficiaries

SUPPORT ADVOCATE

60 community events

110 hvoss members

81 youth provision network members

666 hvoss visitors

COMMUNITY

185 UKRAINIAN SUPPORT
children supported at 3 regular clubs

173 Ukrainian adults supported through wellbeing activities

206 Ukrainians receiving link worker support (450 interventions)

Herefordshire Voluntary Organisations Support Service
Charity Registration No. 1096451 | Company Registration No. 04625595

£503K

income

9,939
Community Wheels trips

650
registered transport customers

53
volunteer drivers

39,000
volunteer hours

1,913
hours of UKSPF support

19
UKSPF partners

66
volunteering placements

133
individuals benefitted

150
Ukraine network subscribers

20
hvoss newsletters

1,700
contacts on mailing lists

30
Partnerships influenced

hvoss
herefordshire voluntary organisations support service

Herefordshire Voluntary Organisations Support Service
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2026

The Trustees of hvoss, who are also directors for the purposes of the Companies Act, have pleasure in presenting the Annual Report and Financial Statements for the charity for the year ended 31 March 2026. The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the financial statements and comply with the charity's Memorandum and Articles of Association, 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)" (as amended for accounting periods commencing from 1st January 2019). This report satisfies the requirements for a directors' report under the Companies Act 2006.

hvoss (Herefordshire Voluntary Organisations Support Service) is an independent umbrella support charity for the Voluntary, Community and Social Enterprise (VCSE) sector in Herefordshire.

Our vision is:

"A vibrant and effective Community Sector in Herefordshire"

Driving the services available at hvoss are the incredible contributions that local volunteers, voluntary and community groups, charities and not for profit organisations make in the county.

hvoss is an independent, local infrastructure, support and development organisation providing information, assistance, guidance, communication, facilitation, and networking opportunities. hvoss membership is currently free, and open to any organisation or individual furthering charitable and not for profit aims and activities in the local community. hvoss remains led by, and accountable to, the local VCSE and other key stakeholders.

The charity has two key strategic aims: -

1. To support local organisations with their development needs, providing services needed to pursue charitable activity for public benefit.
2. To promote, organise and facilitate co-operation, co-design and co-production through effective partnership working between the local VCSE sector and public bodies.

As the charity approaches the final few years of the current Strategic Plan 2022 - 2027, priorities this year were to:

- Develop volunteering services for individuals, and organisations that involve them.
- Promote co-operation and partnership work across all sectors of the local community.
- Improve the lives of children and young people aged 8 – 21, including helping the organisations that work with, and support them.
- Further community, health, and social care activities across Herefordshire.

The following principles and values informed actions taken by the charity:

- Championing equity, with support for under-represented groups and need.
- Only deliver projects that are self-funding and contribute to our objectives.

- Promote active governance – utilising all skills, resource, assets, and capacity.
- Be member-led, maintaining links with the local community.
- Always be flexible, nimble, and responsive to change.
- Be a model employer for staff and support all hvoss volunteers.
- Diversify our funding base, reducing reliance on key projects for future sustainability.
- Develop capacity building services, including local access to support in rural areas.
- Be open to future collaboration and new ways of supporting key areas of work.

Herefordshire Funders Network

During the last year, the charity continued to provide co-ordination support to Herefordshire Funders Network, a collaboration involving local, regional, and national Herefordshire funders.

In November 2025 hvoss played a central role in "Herefordshire Meet the Funders", a funding event attended by 103 charities, community groups, and funders. The event offered delegates a sound understanding of grant making organisations' criteria, funding available, and what they should include in an application as well as an invaluable and unique opportunity to meet in person all prominent Herefordshire funders in one place.

Fantastic feedback from funders and the sector was received, and 125 registrations have already received for the next event in April 2026.

"Just a quick note to say a huge thanks for the Meet the Funder event yesterday. I found the keynote presentations very helpful in the detail and advice offered to potential applicants, and I was so impressed with the range and reach of voluntary organisations attending the event. Herefordshire is very fortunate in having such an important community welfare infrastructure, and thanks go to hvoss for supporting and helping further strengthen this vital sector" **(charity fundraiser)**

"It was a great event, and I found it really helpful as part of my mentoring in grants and funding. I feel events like these are so important for both those looking for funding and for funders from a networking point of view. I know it has already helped me in my job role" **(Community Support Officer)**

Community development

Partnerships

This year has seen another year of good partnership that has achieved many shared outcomes for the local community. This year the charity provided:

- **Volunteering services** - Brokering opportunities for people who wish to volunteer with the organisations that need them. We supported over 500 requests for input during the year from organisations wishing to involve volunteers and people wanted to get involved.

  "We have had an application for a receptionist that is going ahead so thank you so much for your help with this" **(Volunteer Co-ordinator, local charity)**

- **Help to set up new organisations** (unincorporated groups, constitutional options, and suitable legal forms such as Charitable Incorporated Organisation (CIO) and Community Interest Company (CIC). We supported 20 different support requests from new and emerging volunteer led groups during the last twelve months.

  "Thank you so much for spending this morning advising us how to go about setting up our group. It was really helpful and we appreciate your guidance and support. We are super excited, and cannot wait to get started" **(volunteer, new community group)**

- **Governance support** – Providing guidance on policy development, setting up, and running a group, meeting or committee, including running training and board development sessions for members and trustees on their legal duties and responsibilities. We have supported over 70 governance 'running our group or organisation' support requests during the year. The charity also routinely assisted with general support and advice enquiries ranging from governance requests to 'running your group or activity.' 30 – 45 mins can routinely be spent on each initial enquiry, ensuring that we have sound information on which to base our support, and we met over half of these organisations subsequently either in their community or the hvoss city centre office. Many resulted in several further meetings and visits.

  "Thank you so much for agreeing to meet us...and for pointing us in the right direction. It was invaluable. You successfully clarified several key points and indeed difficulties with our present set up and then re-assured us that we were not actually losing the plot just trying to navigate the processes! Thank you also for your expert advice and practical help with strategies to enable us to address our present problems" **(committee member)**

- **Training** - The charity ran 3 board development sessions for local charitable groups in roles and responsibilities of trustees, legal requirement, charitable structures, business, and strategic planning. Consistently positive feedback was received from all sessions.
  "Thank you for the board training session at our awayday last Saturday. The feedback was very positive, and you set the tone for what became a collaborative team building event. **(Trustee/Director)**

- **Fundraising and sustainability** – The charity supported 25 funding requests during the year, advising organisations on possible sources of funding, helping to prepare funding bids, and assisting with developing good cases for support. Alongside the 'Meet the Funders' event, our fundraising support benefited over 250 people and organisations during the year (which includes 120 people registered for the April 2026 event, who have offered resources).

- 3 businesses worked with us on corporate volunteering. hvoss helped broker relationships and projects for them to support. The charity is working with McPhillips Ltd, Hereford Community Farm, and Herefordshire Council on a similar initiative for community benefit.

- **Herefordshire Funding Directory** – hvoss played in a key central role in publishing this invaluable local fundraising resource (listing local funders, their funding criteria and how to apply). The latest directory and other Herefordshire Funders Network resources can all be found on the hvoss website https://www.hvoss.org.uk/events/.

  "I think it's a very helpful and easy resource for local organisations looking for funding and really appreciate you doing it" **(charity fundraiser)**

- **Identification of professional services** – hvoss signposts to specialist services in relation to appropriate insurances, payroll, legal advice, and human resource services for

new and existing organisations. During the year we worked with Marches HR to provide an online seminar outlining changes and timescales for changes to the Employment Right Act.

- **Communication, networking, and coordination –** hvoss published 6 'hvoice' newsletters during 2025/26. hvoice provided information and updates of benefit to 1,700 contacts on our mailing lists, promoting training opportunities, local community events, vacancies, volunteering opportunities, and other news. Monthly newsletters were produced for The Herefordshire Community Network for Ukraine, a partnership convened, coordinated, and chaired by hvoss. Over 200 news items of community interest and members updates were promoted, including our own Christmas Pyjama's and Fluffy Socks campaign. Broad Street is a collection point for The Teddy Trust. All contribute to our function of enabling, promoting, and coordinating. The charity also made facilities at Broad Street available to charitable causes, allowing use of facilities for voluntary group meetings and client meetings.

  "Thank you so much for the bag of lovely goodies we can share between our service users in the Christmas parcels" **(Pyjama's & Fluffy Socks beneficiary– 50 donations made)**

Volunteering Services

Volunteering strategy

Development of volunteering, and re-engagement of people who wish to give their time freely of others, remained a key focus and priority for the charity. As one of our key charitable objects, volunteering support functions remain in high demand with groups and volunteers we help. The Volunteer Bureau team promotes opportunities, facilitate introductions and offers support to both parties for people who want to volunteer and the organisations who need them.

Volunteering helps individuals to develop skills, confidence, a sense of purpose and self-worth through their contribution, as well as experience of work in a supportive environment. People whose community engagement reduced through the isolation of the pandemic have been supported and encouraged. Others whose experience is as a recipient of support are empowered to contribute to their community and develop a sense of their own value to their community.

The hvoss Herefordshire Volunteer Bureau operated throughout the year from our main offices at 52 Broad Street, Hereford as well as locally through our partnerships with community organisations and events. This enabled local organisations to promote their opportunities and for people to find out more about local volunteering available to them. Supporting volunteers into roles through careful matching encourages successful and sustained relationships between volunteers and hosts. Providing support around volunteers' roles, policy and governance to the organisations seeking volunteers is also a critical ongoing service.

Involving volunteers and offering new experiences for young people

As part of our Volunteering Strategy and commitment to engaging young people in volunteering and the benefits it brings, a partnership with Hereford and Ludlow College helped to place T-level students currently working towards a qualification in business and administration in VCSE organisations. Arrangements are through day release, with students attending college for 3 days and engaging work placement within the voluntary sector. This provides enormous mutual benefit and opportunities for the young people to utilise and develop their skills in a workplace environment. hvoss hosted placements to other students at Broad Street, including Hereford Sixth Form College, and continue to offer volunteers opportunities for Georgia and Will, our core

volunteers, who are developing their skills in 'front office' roles, and continue to make a significant contribution to our team.

Communications and engagement

Our communications and engagement function has an important role in messaging about developments and keeping the sector and different audiences informed and up to date, including of opportunities.

hvoss' has growing social media platforms We continued to share opportunities and news from across the sector including jobs, fundraising, volunteering, training, networking, partnerships, events, and member communications.

The charity promoted and took part in 60 local community events and campaigns during the year and ran successful campaigns to celebrate National Volunteers Week, Trustees Week, Mental Health, Small Charities Week, Ukrainian National Children's Day, and Refugee Week.

6 hvoice newsletter and updates

2 Herefordshire Youth Provision Network meetings and 4 update newsletters

12 editions of Herefordshire Community Network for Ukraine Newsletters published.

300 + social media posts and promotions via Facebook, Instagram, hvoss.org.uk, and LinkedIn

A partnerships in support of children, young people, and youth work

Herefordshire Youth Provision Network (YPN)

hvoss coordinates a network of 81 organisations, practitioners, and professionals across all sectors, working collaboratively to meet the needs of young people in Herefordshire.

The YPN provides opportunities to meet colleagues and volunteers supporting children and young people across Herefordshire, based on national youth work principles. During 2025 a set of youth work priorities were developed setting out what a future Road map for youth work in Herefordshire could look like. Supporting the needs of children and young people is a primary aim of the charity, During the year the needs of members of the YPN were discussed with representatives with key responsibilities for development and sufficiency of local provision for children and young people, Engagement events with Tina Russell, Corporate Director, Children and Young People, Herefordshire Council we well support, and resulted in a draft 'Herefordshire Youth Strategy 2026 – 2029'. hvoss is a member of the Strategic Youth Forum, responsible for delivering this work.

Helping groups on their way….

"For us, the support from HVOSS during our start-up period was vital. Without them, we would have struggled to get a foothold onto the funding ladder. It is frequently the case that funders like projects that already have funding… and our first successful grant was from Community Foundation Wales.

This was granted only because HVOSS offered to accept the money on our behalf, and ring-fence it for us. We are very grateful to HVOSS for this, and for their ongoing support." **CIC**

Founder/Director

Support for Ukrainian guests who have moved to Herefordshire

Herefordshire Community Network for Ukraine

hvoss continued to coordinate Herefordshire Community Network for Ukraine, the county's response to support Ukrainian guests fleeing the war at home. Herefordshire Council is a key and valued member of the partnership and is channelling some of its Homes for Ukraine tariff funding through its Support for Ukrainian Community Integration Grant (SUCIG) scheme into the Network partner community organisations which provide support, advice and enable cultural activities.

This innovative partnership continued to thrive, with effective working relationships informing developments. As well as our partners the Association of Ukrainians in Great Britain (AUGB), Hereford branch, Herefordshire Help for Ukraine (HHU), the Diocese of Hereford, Herefordshire MIND, St Peter and St James Church, Halo Leisure, The Living Room and the Ukraine Freedom Company, we were delighted to be joined by representatives from the Community Policing team, Herefordshire Council's English as an Additional Language (EAL) team and the Homelessness Prevention team, who are invaluable members of our network. We were also joined by an organisation working with refugees in Gloucestershire interested in how we support Ukrainians in Herefordshire, and a Ukrainian school based in Malvern. We invited partners from different parts of Britain to share their experience with us. We want to learn from each other, understand what works well and explore new possibilities for cooperation. We now have over 150 subscribers to the Network's mailing list.

Over the last year, our work has started to grow beyond only supporting the Ukrainian community in Herefordshire. Events have included families from Afghanistan and natural friendships are starting to develop between people who have experienced similar displacement and trauma.

We have also seen that there is a real opportunity to build friendly and long-term relationships between Herefordshire and Ukrainian towns and regions, particularly through education, art, culture, and shared experiences. We have been working in the Zhytomyr Oblast, which has many similarities with Herefordshire – including agriculture, ecology and a strong historical culture – and developed connections with Ukrainian schools, communities across the Zhytomyr region, Ukrainian artists including a famous straw artist, and other organisations across the UK who already work on Ukrainian projects.

Twinning will be a key activity for the Network going forward. We secured the support of leaders in the Zhytomyr Oblast, equivalent to our County Council, of the Ukrainian embassy in the UK and the Ambassador himself. Our approach of community-led twinning was championed at an international conference hosted by Ukraine, at which President Zelensky spoke of his support and encouragement.

We believe that strong partnerships start with people. Through education, art, and culture, we can create new friendships between communities and open the way for future cooperation between Herefordshire and Ukraine.

Link worker support

The support of hvoss' two dedicated Ukrainian link workers supporting Ukrainians across the county has proven both essential and transformative. They provide practical support to people to help them integrate into the community in Herefordshire.

The end of Round 3 and move into Round 4 of the Council's SUCIG funding was a change in our service, with less link worker capacity due to reduced funding. Our service will include a stronger focus for people who are particularly vulnerable due to age, poor health, disability, lack of English language skills, rural isolation, who are recent arrivals in the UK, or who are experiencing particularly complex situations. Our link workers have developed wide-ranging expertise and will be supporting people to be as independent as they can within the parameters of their situation and resources.

Children, young people's and families' wellbeing

Round 3 of SUCIG-funded support has been invaluable for Ukrainian children in Herefordshire, both through the support provided for children and young people in school, and through the Little Ukrainians Club. This year our specialist link worker supported 185 children and young people in schools and through the Clubs and 173 adults either individually or through wellbeing events.

Partnerships with schools have thrived, with new schools requesting support. One rural primary school made a direct request for support for a young child struggling to adjust, who is now doing well. The Little Ukrainian Clubs held in Hereford, Ross-on-Wye and Ledbury are busy, fun monthly events full of laughter as children practice speaking and writing Ukrainian and celebrate their culture through crafts and games.

There was a busy programme of Christmas events across the three Little Ukrainians Clubs including a film screening, a riotous "Christmas Burger" celebration held at The Beefy Boys in Hereford, a craft workshop at the Bishop's Palace, and a family felting workshop.

While the reduction of funding in Round 4 of SUCIG will have an impact on our capacity to support children and young people, we plan to prioritise those who are most traumatised or having most difficulty settling after their forced dislocation. As with the link workers, the objective is that

children should feel more settled, have improved wellbeing, and more resilient. Feedback from schools and parents/carers is 100% positive. All children and their families confirmed they want to continue the support and Little Ukrainian Clubs into the future.

Link worker support

hvoss' two Ukrainian link workers provided essential practical support with employment, housing, translation, including at health appointments, education including school placements and university applications and with visa applications, helping well over 200 people in over 450 one-to-one interventions to navigate services, build confidence and integrate into life in Herefordshire.

Reduced SUCIG funding in Round 4 means link worker support will focus on those with the greatest need, including people affected by age, poor health, disability, limited English, rural isolation, recent arrival in the UK or complex circumstances. The aim is to support confidence, resilience and as much independence as possible.

Refugee Week

hvoss co-ordinated activities with partners in the Herefordshire Community Network and wider community for Refugee Week, starting with a stall at the Leominster Family Fun Day, with stalls at each of the weekly markets around Herefordshire and an exhibition at Hereford Cathedral. The year's national theme was "Community as a Superpower." As before we displayed photographs from Ukraine of day-to-day activity continuing among damage and destruction, and we asked people passing by to tell us what community means to them. This is a valuable activity to raise awareness of the issues people who are displaced from home face every day.

Resettlement and migration in Herefordshire

hvoss continues to be a member of Herefordshire Council's Resettlement and Migration Multi-Agency group, which meets quarterly and includes organisations supporting displaced people from a wide range of countries and cultures staying in Herefordshire. The group is led by Herefordshire Council and provides the opportunity to discuss emerging issues and plan responses to any new arrivals planned.

While Herefordshire has not hosted any people seeking asylum in hotels since 2023, we have several homes of multiple occupancy. Some of the people living in such accommodation have approached hvoss to ask about volunteering opportunities, which people seeking asylum are entitled to do, while they are not entitled to paid employment. We were approached by 3 women who live together – from Egypt, Pakistan, and Sudan – who were all in professional roles at home, and whom we hope to be able to support into voluntary roles.

UK Shared Prosperity Fund – People and Skills

A timely community response

UKSPF Projects. People and Skills, E33

During the year hvoss was pleased to be awarded 2 grants funded by UK Government through the UK Shared Prosperity Fund, Herefordshire Council and Ministry of Housing, Communities and Local Government. Building on previous successful partnerships, in 2025/26 hvoss worked

with 13 delivery partners, registered charities, CIC's and 7 training partners across Herefordshire. Working with adults who were economically inactive, the aim was to support and enable our partners to progress people towards and into employment, through training, mentoring, volunteering, and increased employability skills. These 2 grants were delivered over short, tight timescales, which was again a challenge to all involved, but helped by the fact we already had an established partnership. Across the 2 grant awards, and with hvoss acting as accountable body and enabler, the partnership supported 133 participants, meeting all agreed targets.

An extensive offer of training to upskill individuals, volunteers and staff was integral to the programme. This offer was further developed by partners offering training and open days to the partnership, raising the profile and awareness of resources and opportunities in the sector. New training for this project included Mental Health First Aider qualifications delivered by Community First, Autism Awareness with HANDS, Trauma Awareness and Self-care with WMRASASC, an Introduction to AI with Active Herefordshire and Worcestershire, who also developed a new resource for the partnership 'Embedding movement into learning' and a practical Food Hygiene face-to-face course with Growing Point, responding to demand for in person training. Participants have as a result, moved into volunteering and employment, making a difference to individual lives and local communities across the sector and county.

This partnership has continued to build capacity, connecting and supporting local organisations to deliver impactful support, especially in rural communities. We were pleased to reach out and support partners in Bromyard, Ross, Pontrilas, Kington as well as Hereford.

"Having the support and guidance from hvoss has helped me massively with my confidence and optimism in finding volunteering and a job that I will enjoy in the future. I have not only gained confidence but also 2 qualifications which will directly help me in jobs I am interested in. I think this is a very important and helpful organisation to bridge the gap when seeking work."

(Participant)

"Being part of the UKSPF project for the second time has been a great success for our centre. It has helped us engage more with members, volunteers, and supporters, while also reaching new volunteers. The project has opened doors for those who have faced barriers to work, providing valuable skills, training, and opportunities – including one member who has now begun a law course to broaden her employability." **(The Oxygen and Wellness Centre)**

UKSPF – Supporting rural communities and partner activities across Herefordshire……

Policy and strategic influence

The hvoss team collates and represents local community sector views, influencing county strategy through collaborative relationships with statutory bodies, and contributing to policy developments in adults and children's services, safeguarding, volunteering infrastructure, commissioning, and health and social care. The organisations continued to carry out representational, influencing and policy influencing activities during the year including: -

- ☆ Further development of UKSPF funding programmes (including VCSE funding models)
- ☆ Children and Young People Partnership Board
- ☆ Suicide Prevention Strategy Working Group

- ☆ Herefordshire Community Transport Forum
- ☆ Herefordshire High Sheriff Fund (Panel member)
- ☆ Hereford Stronger Towns Board
- ☆ Herefordshire Skills Board
- ☆ Public Sector Leaders Group
- ☆ Herefordshire Economy and Place Board
- ☆ Herefordshire Activities Together (including support with secretariat functions)
- ☆ Herefordshire Community Foundation (including Flood Panel member advisor)
- ☆ Local Government Association Corporate Peer Challenge – Herefordshire Council
- ☆ Youth Provision Network July 2025 – Strategic engagement with Director of Children Services and Cabinet members Children and Young People about future approach and need for a youth work strategy for children and young people in Herefordshire.
- ☆ Get Britain Working – Contribution to Marches response and consideration
- ☆ Community Insight - Report highlighting inequity in support available to small, volunteer led organisations, and sector capacity needs in relation to influencing activities, funding, training, information, and volunteering services. Shared with public bodies and funders

Membership

Membership of hvoss is open to voluntary, community, social enterprise organisations, and individuals that meet eligibility criteria, which includes confirmation of support to the hvoss charitable objects, and it values. In March 2026, there were 110 hvoss members. At each AGM, any member can stand to become a trustee of the charity. Membership, which is currently free, offers numerous benefits including access to specific resources and support. New applications are always welcome. Membership is critical in maintaining our position and mandate as the leading and local, representative support organisation for Herefordshire and neighbouring areas.

Annual General Meeting (AGM)

The 2025 AGM held at Hereford Salvation Army was attended by 85 people representing a broad cross sector of community, members, funders, and partners. We were delighted to welcome key supporters and dignitaries as our guests including Mr Nat Hone, Vice Lord Lieutenant of Herefordshire, Helen Bowden, High Sheriff of Herefordshire, and Cllr Dan Powell Mayor of Hereford. We celebrated and showcased experiences of members, volunteers and people supported by hvoss' services and projects during the year.

"Our pleasure to be there in support and warming to learn of how well liked and respected HVOSS is within the county!" (AGM 2025 – delegate feedback)

"I believe that hvoss is the rock upon which Herefordshire charities are built. If hvoss were no longer here then many voluntary organisations would suffer - and, sadly, many might even fail. Only hvoss has the intimate and thorough knowledge of how charities work in this county and, importantly, over many years, has earned their trust. Inevitability, this results in hvoss really owning the decisions it makes, and the support and care that it offers, something that no external organisation, commissioned to oversee delivery from our local charities, could ever offer."

(AGM feedback – following discussion about funding of hvoss and future options for the charity).

52 Broad Street offices

Our thanks again to Mr Mark Tucker, our landlord, for his generosity in continuing to support hvoss through our occupation of 52 Broad Street. Our high-profile city centre location is accessible to all and offers a safe space. Meeting rooms, facilities for staff, volunteers, members, community groups, and our partner organisations. We also have on average 10 – 15 walks in per week for other general support, help, signposting requests.

We are also grateful for other in kind, pro bona, and financial assistance towards the cost of running Broad Street, from many others including Hereford Asbestos Services, and Fluidmaster.

Key services and projects

Be Inspired

Building on the success of previous projects at hvoss, engaging with people the furthest from the job market, we developed a new supported volunteering service called 'Be Inspired.' This is an inclusive service for people from 16 years plus to develop life, employability skills and confidence, thus inspiring and empowering them to move forward, into volunteering, training, education and employment, reducing barriers through person centred and targeted support.

We were extremely grateful for a grant from The Eveson Trust which funded the development of this unique service over 6 months, highlighting need, barriers and gaps in provision. It enabled us to provide support when there was very little local provision, especially for young people experiencing significant disadvantage. It also enabled us to plan for expansion of the service and community development with partners around the county and upskill partner organisations to deliver services locally in the market towns.

Success of the service can also be measured through individual stories. Many of the young people classified by statutory services as NEETs had found school a challenge and we supported them to research and apply to alternative training providers. A young 16-year-old Ukrainian boy was referred to hvoss by his family, as he had disengaged with school and was despondent about his future. This service supported him and his family to identify his strengths, accompanied him to visit and apply to college, talk to course tutors, find a course he was interested in and apply for a bursary.

> "I think hvoss has helped me a lot, in many different ways - this service helped me apply and get into college, get my first CV, get a national insurance number, and generally support me. I am now enjoying college and looking forward to the future." (**Be Inspired participant)**

Community Wheels

Community Wheels is a service providing door-to-door transport for individuals of all ages (under 16 years need to be accompanied by an adult).

The service covers central Hereford, Leominster and north of the county, and is co-ordinated by two staff from the offices based in the Leominster.

To be eligible passengers must live within the catchment area and be without access to a car or are unable to use public transport due to mobility/ medical issues, or simply there is no public transport in that area.

The car scheme was founded over 40 years ago and has grown over the years. We have a team of caring volunteer drivers who give their time to the service helping people in their local community.

The service is a crucial lifeline for many. Customers say they are dependent on Community Wheels to get them to where they need to go.

Achievements

The contribution of our fifty-three volunteer drivers is critical and invaluable. Without them the service could not operate and be the lifeline to people it is. The team enabled and coordinated 9,939 trips during 2025/26, covering a total of 94,330 miles across Herefordshire. 39,000 hours of volunteer time were offered to the service, and support of others. Drivers and volunteers again enjoyed a Christmas get together and thank you. This was a successful event, providing a great opportunity for everyone to meet up in a very sociable and friendly environment.

A Wheelchair Accessible Vehicle was purchased this year, thanks to a grant from The Eveson Trust. The vehicle has proven very popular with our volunteers and customer and improved the services' ability to meet mobility and accessibility needs.

Community Wheels is an active member of **Herefordshire Transport Forum**, a collaboration between all local community transport providers. By working together, all schemes ensure services continue to meet needs of all users across Herefordshire.

Community Wheels - Reducing rural isolation and barriers to services

3,600 medical appointments

1,236 shopping activities

2,244 Day Centre/therapy sessions

313 connecting transport solutions

776 social engagement enabled

11 new volunteer drivers recruited

158 new customers registered

650 registered customers

Looking Forward

Demand for Community Wheels continues to increase. The need to recruit more volunteers is paramount, as we are unable to meet all the transport requests without them. We continue to prioritise booking requests based on customer needs, funding for the service, and volunteer availability. Fares will again for reviewed during the year, as we continue to manage customer demand, affordability and sustainability.

Funding

Community Wheels receives funding from Herefordshire Council through a Service Level Agreement (SLA). The service gratefully received other funding from:

The Eveson Trust

The Mumford Memorial Trust

UKSPF Community Transport Grant

Community Wheels continues to seek additional funds to enable to sustain and develop the service. A service review will be undertaken in 2026 to inform future service options.

Customer experiences:

"What an amazing service you both run. You are a real credit to the organisation, without which I do not know how I would have managed this year!"

"As always - thank you so much. Community Wheels is a life saver, so please keep up the good work".

"Thank you so very much for all your help with transport, to enable me to keep necessary appointments".

Governance

The trustees are responsible for controlling the work, management, and administration of the charity on behalf of its beneficiaries. The charity is a company limited by guarantee, not having a share capital. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1. The company was incorporated on 30 December 2002 – Number 4625595. The company is a registered charity - number 1096451.

Administrative information is shown at the front of the financial statements. Members adopted new Articles of Association to comply with the Charities Act 2011 and Companies Act 2006 in April 2012. Changes to charitable objects, trustees' benefits and dissolution clauses were made as part of a merger to establish hvoss as a leading support service provider within the local voluntary and community sector.

hvoss is an independent charity, established in 2012 following the merger of three local support organisations. Herefordshire is a sparsely populated rural county. The Voluntary, Community and Social Enterprise Sector (VCSE) in Herefordshire consists of around 2,300 local organisations. The county has a high rate of volunteering, and hvoss estimates 40,000 residents regularly volunteer to help others in the county.

The charity is a Council for Voluntary Service providing information, advice, and support to the voluntary and community sector across Herefordshire. hvoss offers specialist support in the areas of children and young people, health and social care, volunteering, and community development. The organisation is a member of the National Association for Voluntary and Community Action (NAVCA). During the year, the charity continued to operate a Volunteer Bureau for those wishing to volunteers, and for organisations wishing to involve them.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Mrs L P Wilcox

Mr R S Kelly

Mrs A C Robinson

Mrs J Faux

Mrs S Penny

Mr J Argent

Mr D Tristram

Trustees are appointed by members at the Annual General Meeting (AGM) following a nomination and election process. The charity has an induction process to support newly appointed trustees. This includes a one-to-one meeting with the Chief Executive and an opportunity to meet staff, volunteers, and trustees. Regular information is provided about events, training, and other opportunities. Meetings of the Board have included presentations about key internal and external developments, including projects, new services and options for the future of the charity.

Risk management

During the year, the Board has regularly assessed, reviewed, and mitigated against key organisational risks. The Management Team and trustees regularly review the Risk Register and receive regular updates, including planned actions in relation to all key risks.

Management reporting

All projects provided reports on a regular basis to trustees. The board of trustees met five times during the year. Day to day responsibilities are delegated to the Chief Executive who works with the Heads of Finance and Projects and Development to ensure compliance with all legislative and regulatory requirements.

Committees

The Human Resources Committee met 4 times during the year to consider staffing and personnel matters.

The Finance and Business Development Committee met 4 times during the year to undertake detailed assessment of finances and business development opportunities including cashflow, performance against budget, and future funding opportunities. The 'hvoss funding funnel' supported fundraising efforts of the charity during the year. Regular updates are provided to trustees on progress, including new opportunities to fund existing services and new initiatives.

hvoss' plans for the future

The future of local support and development services

Our charity, like many in the local sector, faces increasing demand for its services in the context of cost-of-living increases and other funding pressures. In recent years, the charity has been seeing reduced funding opportunities for activities such as community development, volunteer recruitment and services, training, and partnership development. These are core to our work in the community.

Many of the activities of hvoss are discretionary in terms of what public bodies fund. In recent years, the charity has needed to release reserves to maintain services and activities. This is not a position that can continue indefinitely, and new income streams need to be identified, including ways of recovering management overheads.

Following a strategic review of the charity in 2025, a new strategic plan 2026 – 2030 is being developed - what hvoss does, how it is funded, and where the charity role sits in the context of, and in relation to, other strategic developments in the county.

hvoss will continue to proactively inform and influence these developments, including advocating for further support funding for infrastructure services so that sufficient capacity, support, management and resilience, both for hvoss and the local VCSE can be maintained in Herefordshire now and in the future. Due diligence, led by the board, identified four possible options for the future, and these were presented to the 2025 AGM: -

① Effective funded services in a comprehensive range of areas – partnership and community development, youth, volunteering services, health and social care functions, influence, and voice

② New collaborations with other charities and infrastructure organisations, including options for another potential merger, group structure, and other joint working arrangements.

③ Limited services activities in line with charity objectives and available funding

④ Managed closure of the charity, with exit plans in place for all existing services

These, and other potential options remain under ongoing review and consideration.

Working with statutory and public bodies

A key focus is to continue to enable and coordinate partnership work around local community priorities for people all ages where inequality exists e.g. Ukrainian guests, health and social care, other under-represented communities, and more support for children and young people.

Membership

We are evaluating and further developing our independent offer to local organisations and community groups. We aim to increase hvoss membership to 150 by the end of 2026. The 2026 AGM will again highlight membership achievements and include a 'members marketplace'. We are also reviewing whether the introduction of a charged for membership scheme is appropriate, viable, and if is, whether this could contribute positively to hvoss and the sector.

Capacity building and training

Provide access to workshops, events, and training (including offers for hvoss members) that charitable organisations need including safeguarding, DBS legislation and procedures, volunteer management, fundraising, and governance.

Youth Provision Network

Build on the assets and skills in our specialist youth provider network and develop improved local provision for younger people across the county. This includes opportunities to link the activities of youth organisations to the requirements and needs of statutory bodies, opportunities for partnership with them, and importantly with groups supporting local children and young people.

Progress the Herefordshire Youth Strategy 2026 – 2029 and engage young people in developing community-based activities. The YPN will seek to again influence strategic development, including direct engagement with senior level children's services leaders, and enable young people to take part in decision making.

Further develop our central Hereford offices as a meeting space for others and as a resource for the local community sector, including allowing new groups to use the space. This has been successful this year and we are keen to build on the benefits and service this has provided.

Information and communications

Provide regular updates to members and other representatives on local, regional, and national developments. Raise profile and presence through hvoice e-bulletins and our website, again providing regular items on social media platforms so that our networks are well informed.

Volunteer Bureau

Develop a new Volunteering Strategy for Herefordshire that responds to community in an agile way. We wish to raise the profile of volunteering, and life experience-sharing through the invaluable contribution given by people sharing their time given voluntarily. We will choice a new system to quantify the social value and impact of these activities.

Funding and sustainability

Evaluating opportunities for additional or alternative sources of funding for activities to grants and charitable donations, for example commissioned services, and raising awareness of, articulating, and communicating the impact of 'start-stop' funding on people and communities.

Community partnerships

Work collaboratively to ensure all sectors work together effectively in equal partnership for the benefit of the wider community.

Responsive volunteering

We will further explore and develop new model for local support, including furthering key priorities within our volunteer strategy around young people, and corporate volunteering.

… and for individual services …

Volunteering services

Inform how local services are provided here in the county. Develop further our volunteer involving model at Broad Street, which enables people to develop new skills, experience and employability and further own capacity to provide services to others.

Support services

Building on the success of the UKSPF partnership approach, apply for further funds for VCSE development and supported volunteering services, life skills for adults of all abilities. These programmes reduce isolation, social exclusion, and other barriers to employment. Such programmes demonstrate the important role hvoss can play as accountable body, capacity builder and enabler for local communities and organisations.

Community Wheels

To recruit more volunteer drivers in all the catchment areas. This will increase the number of individuals that can be supported. There will be more "outing trips" offered to the registered customers. We will implement key findings of a service review, which will include analysis of the current membership scheme and fare's structure.

Herefordshire Community Network for Ukraine and its partners' activities

Build on the learning from the county's response to people seeking asylum staying in Herefordshire. Our county's tremendously warm welcome and inclusive, listening approach, has much to contribute to discussions about the effectiveness of approaches to excluded and vulnerable people. We are currently evaluating the impact of the Network and opportunities to apply this approach to other forums and activities. Funding of current services will end in January 2027, and planning of services beyond this date is already under discussion with all stakeholders.

Financial review

The results for the year are set out in the financial statements commencing on page 28. The financial statements show net expenditure of £7,178 (2025: £43,670 net income).

Total reserves at the end of the financial year amounted to £321,170 (2025: £328,348).

hvoss has reserves which are accounted for under three headings: restricted, designated, and unrestricted (free). Restricted reserves of £52,906 (2025: £49,991) consist of funds ring-fenced to finance projects and cannot be used for any other purpose.

Designated funds are those unrestricted funds that trustees have agreed to set aside for specific purposes and include an amount to cover wind-up costs. In accordance with good practice guidance this includes three months' central running costs, statutory redundancy for all staff who qualify under current legislation, and all other outstanding commitments of the charity. This currently equates to £157,100 (2025: £153,122) in total.

Unrestricted funds of £111,164 (2025: £125,235) represent the balance of the total reserves and can be used at the discretion of the trustees. After making allowances for tangible fixed assets the free reserves of the charity amount to £110,435 (2025: £123,689).

The level of free reserves has remained within the policy set throughout the year and trustees consider the results for the year and the financial position at the balance sheet date to be satisfactory. At this level trustees believe the charity would be able to continue current activities in the short term should a significant drop in funding occur. In those circumstances consideration would be given as to how the funding could be replaced, the activity changed, or whether further rationalisation of services provision, or other actions would be necessary.

Reserves policy

The trustees believe that maintaining appropriate reserves, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions in the short term. hvoss uses a full cost recovery methodology to ensure that the costs of providing central services (governance, strategic management, finance and administration, accommodation) are fairly allocated over all activities.

Going concern

The trustees confirm, based on their best judgement, the charity is a going concern for the next 12 months. The charity faces a high degree of fundraising uncertainty due to a range of factors, many of which also affect the wider charity sector. This uncertainty is expected to continue, at least in the short term, and is expected to impact further in the future. The key factors include: -

- Reductions in grants and contracts the charity can apply for, including general increases in competition and demand across the local VCSE sector for charitable funding.
- VCSE support funding provided by Herefordshire Council Talk Community ended in March 2025. This contract had been integral to wider support the charity develops and

provides, including capacity and resourcing of our central management functions. This grant was the only single public body contract the charity received for core infrastructure services. It should also be noted this grant is made as a discretionary grant award to hvoss. All opportunities to resource our charity continue to be explored.

- Public sector finances have come under even greater challenges at all levels. Continued investment, and if so, on what contracting basis remain challenging for all sectors.
- General cost of living pressures, impacting on the ability of the charity to sustain current levels of support, including retention of our excellent staff and volunteer resource.
- Reserves were again used during the last year to provide activities in support of public benefit. This is being required where key activities are either not fully funded by funders, and/or where funding for key and core services have received no funding at all.
- Limits of the rates of chargeable management fees within some contracts are limiting the charities' ability to recover all costs on a full cost recovery basis. Contracting work of this nature is increasingly provided on a claim in arrears basis, rather than funded upfront.
- Trustees have agreed that the charity would use reserves during the year to achieve a balanced budget for 2026/27 should its planned fundraising strategy not be fully realised.
- Cashflow also continues to be monitored closely.
- Trustees continue to analyse and regularly review the financial position of the charity on an ongoing basis to fully understand the extent and impact of these material uncertainties. This will continue through regular Finance and Business Development Committees of the charity, which inform timetabled board meetings.
- A strategic decision on plans and direction of the charity will be made by April 2027 when the outcome the current fundraising strategy will be known. An interim update will be provided to all hvoss members at the 2026 AGM.

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.

This report has been prepared having taken advantage of the small companies' exemption contained within the Companies Act 2006.

The Trustee's report was approved by the Board of Trustees.

Mrs L P Wilcox

Trustee

4th September 2026

HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2026

The Trustees, who are also the directors of Herefordshire Voluntary Organisations Support Service for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts 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 accounts, 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 accounts; and

- prepare the accounts 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 accounts 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.

HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

Opinion

We have audited the financial statements of Herefordshire Voluntary Organisations Support Service (the 'charity') for the year ended 31 March 2026 which comprise the statement of financial activities, the balance sheet 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 2026 and of its incoming resources and application of resources, 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

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

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

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

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 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 in the course of 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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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

Extent to which the audit was considered capable of detecting irregularities including fraud

- an understanding of the risk assessment process (including the risk of fraud) adopted by the Board is obtained and their attitude to risk is ascertained;
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made;
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charitable company.

Audit response to risks identified

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material mis-statements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.
- an understanding of the legal and regulatory framework as applicable to the charitable company is obtained together with knowledge of the procedures put in place by the Board in order to comply with the same.
- it is established if there have been any instances of non-compliance with applicable laws and regulations, where there are such breaches, a full understanding, including gathering of relevant documentation appertaining to the event is obtained and assessed.

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standard for Auditors, including "APB Ethical Standard – Provisions Available for Small Entities (Revised)", in the circumstances set out in note 19 to the financial statements.

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.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Morley BA (Hons) ACA (Senior Statutory Auditor)
For and on behalf of Kendall Wadley LLP, Statutory Auditor
Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS
4 September 2026

Kendall Wadley LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2026

Current financial year	Notes	Unrestricted funds general 2026 £	Unrestricted funds designated 2026 £	Restricted funds 2026 £	Total 2026 £	Total 2025 £
Income and endowments from:						
Donations and legacies	**3**	775	-	915	1,690	1,912
Charitable activities	**4**	23,885	-	469,331	493,216	599,150
Investments	**5**	1,221	-	-	1,221	1,290
Other income	**6**	2,935	-	4,382	7,317	16,348
Total income		28,816	-	474,628	503,444	618,700
Expenditure on:						
Raising funds	**7**	20,520	-	7,448	27,968	28,281
Charitable activities	**8**	69,274	9	413,371	482,654	546,749
Total expenditure		89,794	9	420,819	510,622	575,030
Net income/(expenditure)		(60,978)	(9)	53,809	(7,178)	43,670
Transfers between funds	**14**	46,907	3,987	(50,894)	-	-
Net movement in funds		(14,071)	3,978	2,915	(7,178)	43,670
Reconciliation of funds:						
Fund balances at 1 April 2025		125,235	153,122	49,991	328,348	284,678
Fund balances at 31 March 2026		111,164	157,100	52,906	321,170	328,348

HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

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

FOR THE YEAR ENDED 31 MARCH 2026

Prior financial year	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
Income and endowments from:					
Donations and legacies	**3**	1,108	-	804	1,912
Charitable activities	**4**	7,767	-	591,383	599,150
Investments	**5**	1,290	-	-	1,290
Other income	**6**	2,656	-	13,692	16,348
Total income		12,821	-	605,879	618,700
Expenditure on:					
Raising funds	**7**	19,896	-	8,385	28,281
Charitable activities	**8**	48,973	-	497,776	546,749
Total expenditure		68,869	-	506,161	575,030
Net income/(expenditure)		(56,048)	-	99,718	43,670
Transfers between funds	**14**	78,314	35,033	(113,347)	-
Net movement in funds		22,266	35,033	(13,629)	43,670
Reconciliation of funds:					
Fund balances at 1 April 2024		102,969	118,089	63,620	284,678
Fund balances at 31 March 2025		125,235	153,122	49,991	328,348

HEREFORDSHIRE VOLUNTARY ORGANISATIONS SUPPORT SERVICE

BALANCE SHEET

AS AT 31 MARCH 2026

	Notes	2026 £	2026 £	2025 £	2025 £
Fixed assets					
Tangible assets	**15**		17,229		1,546
Current assets					
Debtors	**16**	103,827		240,062	
Cash at bank and in hand		210,259		182,856	
		314,086		422,918	
Creditors: amounts falling due within one year	**17**	(10,145)		(96,116)	
Net current assets			303,941		326,802
Net assets			321,170		328,348
The funds of the charity					
Restricted income funds	**19**		52,906		49,991
Unrestricted funds - general			111,164		125,235
Unrestricted funds - designated	**20**		157,100		153,122
			321,170		328,348

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2026, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 4 September 2026

Mrs L P Wilcox
Trustee

Company registration number 04625595 (England and Wales)

1 Accounting policies

Charity information

Herefordshire Voluntary Organisations Support Service is a private company limited by guarantee (number: 04625595) and a charity registered in England and Wales (number: 1096451). The registered office address is 52 Broad Street, Hereford, HR4 9AB.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's constitution, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "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) and the Charities Act 2011. The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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 accounts have been prepared on 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 and that there are no material uncertainties about its ability to continue. 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.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when the funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.4 Income

Income including government grants 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)**

Debtors represent amounts owed to the charity for the provision of goods or services or amounts the charity has paid in advance for goods and services it will receive.

Income from charitable and commercial trading activities are included in income in the period earned.

1.5 Expenditure

Liabilities are recognised for the amounts that the charity anticipates it will have to pay to settle a debt or the amount that it has received in advance as payment for services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the programmes and activities undertaken. The support costs are treated as core running costs of the charity.

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:

IT Equipment	4 years on a straight line basis
Office Equipment	4 years on a straight line basis
Fixtures & fittings	5 years on a straight line basis
Motor vehicles	4-5 years on a straight line basis
Leasehold improvements	Over the life of the lease

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.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible 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 and deposits held at call with banks.

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. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

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.

1.12 Transfers between funds

When a project ends, any deficit arising which cannot be reclaimed from the funder is recovered from the unrestricted funds. Where surpluses arise on completed projects, funders are contacted and asked if they want the surplus repaid. If the funder requests repayment the surplus is refunded. Otherwise the funds are used for specific projects as agreed with the funder, or, where there are no restrictions placed on the surplus funds, transferred to unrestricted funds.

Management costs incurred in administering the funds are treated as transfers between funds.

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.

3 Income from donations and legacies

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total 2026 £	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Donations and gifts	775	915	1,690	1,108	804	1,912

4 Income from charitable activities

	Community & youth 2026 £	Transport 2026 £	Volunteer services 2026 £	Total 2026 £	Community & youth 2025 £	Transport 2025 £	Volunteer services 2025 £	Total 2025 £
Community Wheels fare	-	62,293	-	62,293	-	62,427	-	62,427
Grants and other project income	321,051	87,872	22,000	430,923	393,632	49,091	94,000	536,723
	321,051	150,165	22,000	493,216	393,632	111,518	94,000	599,150
Analysis by fund								
Unrestricted funds - general	1,885	-	22,000	23,885	7,767	-	-	7,767
Restricted funds	319,166	150,165	-	469,331	385,865	111,518	94,000	591,383
	321,051	150,165	22,000	493,216	393,632	111,518	94,000	599,150

4 Income from charitable activities **(Continued)**

Performance related grants analysis

	Community & youth	Transport	Volunteer services	Total	Community & youth	Transport	Volunteer services	Total
	2026	2026	2026	2026	2025	2025	2025	2025
	£	£	£	£	£	£	£	£
The Mumford Memorial Trust	-	10,000	-	10,000	-	10,000	-	10,000
The Warburtons Foundation	400	-	-	400	-	-	-	-
Community Fund Wales	5,000	-	-	5,000	-	-	-	-
Service for Independent Living	200	-	-	200	-	-	-	-
Herefordshire Council	315,451	39,742	-	355,193	393,432	38,639	94,000	526,071
Eveson Charitable Trust	-	38,000	22,000	60,000	-	-	-	-
BSOG	-	130	-	130	-	452	-	452
Services for Independent Living		-	-	-	200	-	-	200
	321,051	87,872	22,000	430,923	393,632	49,091	94,000	536,723

5 Income from investments

	Unrestricted funds 2026 £	Unrestricted funds 2025 £
Interest receivable	1,221	1,290

6 Other income

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total 2026 £	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Membership	-	4,382	4,382	-	5,042	5,042
Miscellaneous	2,935	-	2,935	2,656	-	2,656
Profit on sale of assets	-	-	-	-	8,650	8,650
	2,935	4,382	7,317	2,656	13,692	16,348

7 Expenditure on raising funds

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total 2026 £	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Fundraising and publicity						
Staff costs	20,520	7,448	27,968	19,896	8,385	28,281

8 Expenditure on charitable activities

	Community & youth 2026 £	Transport 2026 £	Core services 2026 £	Total 2026 £	Community & youth 2025 £	Transport 2025 £	Volunteer services 2025 £	Core services 2025 £	Total 2025 £
Direct costs									
Staff costs	205,892	60,232	29,709	295,833	181,346	57,029	47,653	19,618	305,646
Depreciation and impairment	-	-	3,112	3,112	-	-	-	3,343	3,343
Project costs	86,680	59,010	-	145,690	147,117	60,420	3,853	-	211,390
	292,572	119,242	32,821	444,635	328,463	117,449	51,506	22,961	520,379
Share of support and governance costs (see note 9)									
Support	-	-	29,708	29,708	-	-	-	20,230	20,230
Governance	-	-	8,311	8,311	-	-	-	6,140	6,140
	292,572	119,242	70,840	482,654	328,463	117,449	51,506	49,331	546,749
Analysis by fund									
Unrestricted funds - general	-	-	69,274	69,274	-	-	-	48,973	48,973
Unrestricted funds - designated	-	9	-	9	-	-	-	-	-
Restricted funds	292,572	119,233	1,566	413,371	328,463	117,449	51,506	358	497,776
	292,572	119,242	70,840	482,654	328,463	117,449	51,506	49,331	546,749

9 Support costs allocated to activities

	2026	2025
	£	£
Office expenses	15,454	9,203
Premises costs	14,254	11,027
Governance costs	8,311	6,140
	38,019	26,370
Analysed between:		
Core services	38,019	26,370

	2026	2025
Governance costs comprise:	£	£
Audit fees	4,576	4,290
Trustee meeting expenses	1,008	226
Office costs	2,727	1,624
	8,311	6,140

General office expenses are apportioned 15% to governance costs and 85% to charitable activities expenditure, based on estimated usage by staff of office facilities for each activity.

10 Auditor's remuneration

Fees payable to the charity's auditor and associates:	2026	2025
	£	£
For audit services		
Audit of the financial statements of the charity	4,576	4,290

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year. None of the trustees incurred expenses on the charity's behalf (2025- nil).

12 Employees

The average monthly number of employees during the year was:

	2026	2025
	Number	Number
Management	3	3
Voluntary Sector Support	11	11
Youth Projects	1	1
Total	15	15

12 Employees **(Continued)**

Employment costs	**2026**	**2025**
	£	**£**
Wages and salaries	289,954	301,832
Social security costs	22,719	20,108
Other pension costs	11,128	11,987
	323,801	333,927

Included within wages and salaries are redundancy costs amounting to £292 (2025: £358).

The employee numbers above include part time and full time staff, as a result the full time equivalent employees are 10 (2025: 10).

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2026	**2025**
	£	**£**
Aggregate compensation	96,348	92,917

13 Taxation

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

14 Transfers

The transfers from unrestricted funds to restricted funds are necessary to alleviate the excess of restricted expenditure over income. The transfers to designated funds are to adjust for the level of reserves required in the event of winding up.

The transfers from restricted funds to unrestricted funds have been made for permitted management fees and authorised release of funds for use for general and designated purposes.

15 Tangible fixed assets

	IT Equipment	Office Equipment	Fixtures & fittings	Motor vehicles	Leasehold improvements	Total
	£	£	£	£	£	£
Cost						
At 1 April 2025	23,784	2,050	5,981	-	7,542	39,357
Additions	-	-	-	18,795	-	18,795
Disposals	(14,794)	-	-	-	-	(14,794)
At 31 March 2026	8,990	2,050	5,981	18,795	7,542	43,358
Depreciation						
At 1 April 2025	22,698	2,050	5,521	-	7,542	37,811
Depreciation charged in the year	1,086	-	460	1,566	-	3,112
Eliminated in respect of disposals	(14,794)	-	-	-	-	(14,794)
At 31 March 2026	8,990	2,050	5,981	1,566	7,542	26,129
Carrying amount						
At 31 March 2026	-	-	-	17,229	-	17,229
At 31 March 2025	1,086	-	460	-	-	1,546

16 Debtors

	2026	2025
Amounts falling due within one year:	£	£
Trade debtors	67,726	76,688
Other debtors	32,620	160,621
Prepayments and accrued income	3,481	2,753
	103,827	240,062

17 Creditors: amounts falling due within one year

	Notes	2026	2025
		£	£
Deferred income		2,988	2,150
Trade creditors		890	88,457
Accruals		6,267	5,509
		10,145	96,116

Deferred income of £2,988 (2025: £2,150) represents monies received in advance and is released in full the following year.

18 Retirement benefit schemes

	2026	2025
Defined contribution schemes	**£**	**£**
Charge to profit or loss in respect of defined contribution schemes	11,128	11,987

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.

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.

	At 1 April 2025	Incoming resources	Resources expended	Transfers	At 31 March 2026
	£	£	£	£	£
Community Wheels	1,392	137,103	(119,300)	(19,195)	-
Capital	-	18,000	(1,500)	-	16,500
Miscellaneous Projects	6,993	5,960	(5,399)	1,158	8,712
Young Carers	1,159	-	-	(1,159)	-
UKSPF E33	-	143,409	(131,849)	(11,560)	-
UKSPF Extension	-	50,000	(44,952)	(5,048)	-
Youth Alliance	5,883	-	(1,000)	-	4,883
Ukraine Integration	34,564	120,156	(116,819)	(15,090)	22,811
	49,991	474,628	(420,819)	(50,894)	52,906

Previous year:	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Community Wheels	16,467	125,509	(117,446)	(23,138)	1,392
Capital	358	-	(358)	-	-
Miscellaneous Projects	14,051	204	(5,200)	(2,062)	6,993
Young Carers	1,584	-	(425)	-	1,159
Talk Community	-	94,000	(38,757)	(55,243)	-
UKSPF E33	-	142,198	(134,968)	(7,230)	-
UKSPF E35	-	70,018	(64,515)	(5,503)	-
UKSPF NMITE Springboard	-	15,420	(15,039)	(381)	-
Supported Volunteering	15,000	-	(12,750)	(2,250)	-
Youth Alliance	6,383	-	(500)	-	5,883
Ukraine Integration	9,777	158,530	(116,203)	(17,540)	34,564
	63,620	605,879	(506,161)	(113,347)	49,991

19 Restricted funds **(Continued)**

Community Wheels - Volunteer drivers providing transport across Herefordshire for individuals who cannot access independent/public transport. Funders include Mumford Memorial Trust, E. F Bulmer Trust, Bus Service Operators Grant (BSOG), Herefordshire Council, Leominster Town Council, The Eveson Trust, membership fees, and fares paid by passengers.

Capital - Grants received for specific capital purchases. During the current year this represents an accessible vehicle purchased with funds from the Eveson Trust.

Miscellaneous Restricted Funds - Consists of smaller grants received for individual projects and/or specific activities. Funding this year include a grant from Community Foundation Wales of £5,000 to enable the development of @TheHub (Ross-on-Wye) in line with donor request and a Herefordshire Community Foundation grant for Ukrainian guest laptops.

Young Carer and Young Adults - Offering a range of services and support to children and young people in a caring role including regular careers clubs, one to one support and guidance, advocacy, and signposting to other services. Funded by a range of trusts, local donations, Hereford Lions, and Children in Need (latter ended in 2022).

Talk Community - A partnership with Herefordshire Council to directly deliver a range of activities to support the voluntary and community sector (VCSE) and improve county wellbeing and resilience. Activities are ongoing as part of community capacity building including volunteering and development support for local organisations further findings of State of Sector research.

UKSPF E33 - Is a partnership project supporting people 25+ who are economically inactive. The programme of support has been successfully delivered by hvoss and a range of local VCSE partners and providers across Herefordshire. This project is funded by the UK Government through the UK Shared Prosperity Fund and Herefordshire Council.

UKSPF E35 - Is a enrichment and volunteering activities project that increased opportunities and improved well being for people across Herefordshire. E35 has been successfully delivered by hvoss and a range of local VCSE partners and providers across Herefordshire. This project is funded by the UK Government through the UK Shared Prosperity Fund and Herefordshire Council.

Community Capacity Building/Springboard programme - A community development partnership between hvoss and NMITE to upskill employed staff and volunteers in VCSE organisations across Herefordshire. Capacity building around leadership, skills, confidence and personal resilience, to then enhance the confidence, resilience and sustainability of their organisation. This project is funded by the UK Government through the UK Shared Prosperity Fund and Herefordshire Council.

Supported Volunteering - Funding received from The Eveson Charitable Trust to develop new approaches to support people with additional needs including opportunities for further training, education and closing work with organisations that may benefit from their involvement.

Ukrainian Integration Partnership - Support for Ukrainian Integration Grant scheme (SUCIG) enables collaborative partnership working between all agencies and VCSE organisations in Herefordshire to provide the best possible support to Ukrainian guests. Activities include children’s wellbeing, schools’ projects, coordination of monthly network and emerging support activities in response to need. Funded through Herefordshire Council by UK Government.

20 Unrestricted funds - designated

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2025	Resources expended	Transfers	At 31 March 2026
	£	£	£	£
Winding up reserves	118,792	-	3,987	122,779
Premises costs	34,330	(9)	-	34,321
	153,122	(9)	3,987	157,100

Previous year:	At 1 April 2024	Resources expended	Transfers	At 31 March 2025
	£	£	£	£
Winding up reserves	98,274	-	20,518	118,792
Premises costs	19,815	-	14,515	34,330
	118,089	-	35,033	153,122

It is the policy of the charity to maintain sufficient unrestricted reserves, which are free reserves of the charity, to close down the organisation. In accordance with Charity Commission Guidelines these represent three months' running costs of the charity. These reserves are transferred from unrestricted reserves to designated reserves.

In addition funds have been designated to cover exceptional premises costs.

21 Analysis of net assets between funds

	Unrestricted funds general 2026	Unrestricted funds designated 2026	Restricted funds 2026	Total 2026
	£	£	£	£
At 31 March 2026:				
Tangible assets	729	-	16,500	17,229
Current assets/(liabilities)	110,435	157,100	36,406	303,941
	111,164	157,100	52,906	321,170

21 Analysis of net assets between funds **(Continued)**

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:				
Tangible assets	1,546	-	-	1,546
Current assets/(liabilities)	123,689	153,122	49,991	326,802
	125,235	153,122	49,991	328,348

22 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:

	2026 £	2025 £
Within one year	10	10
Between two and five years	20	30
	30	40

Lessor

The operating leases represent leases of property from third parties. The leases are negotiated over terms of 3-6 years.

23 Related party transactions

There were no disclosable related party transactions during the year (2025 - none).

24 Provisions available for small entities

We have taken the exemption permitted by “APB Ethical Standard – Provisions Available for Small Entities (Revised)” to mitigate the management threat in relation to the non-audit service of preparing the statutory accounts.