

# Challengers

Annual Report  
April 2024 – March 2025



# CEO Report



I am pleased to share Challengers' Annual Report and Accounts for 2024-25. A year in which our commitment to transforming lives through the power of play, and since taking up my position as Chief Executive Officer in 2022, has never felt more vital. Last September we launched our new 5-year strategy and as we enter the second year of Strategy 2024-2029, we have made strong progress in expanding our reach and strengthening the foundations on which our future work will depend.

At the heart of all that we do is our belief that play is not optional – it is fundamental, and our non-exclusion policy ensures that every child belongs. For over 45 years, Challengers has provided a range of fully inclusive play, leisure and early educational opportunities for disabled children and young people, aged 2-18, across Surrey, Hampshire, West Sussex and Greater London. Services include Pre-school and Play and Youth Schemes, our expanded 555 Service delivering urgent support to disabled young people aged 5-18 who are out of education, and The Hub, offering holistic support for families of disabled children. Services that have delivered thousands of hours of safe, joyful, inclusive play, connection, and support. We know that social isolation among disabled children and their families remains a serious concern: one that goes beyond physical spaces. Our work to support parent carers through mental health initiatives, to help families navigate systems, to offer free advice, workshops and family events has begun to shift the balance.

I owe deep thanks to our staff, volunteers, trustees, funders and every supporter. Your passion, kindness and belief in what Challengers stands for are the reason we can make real change. Together, as we look ahead, we will continue to challenge barriers, push for inclusion, and ensure that every disabled child or young person we serve has opportunities not just to be seen, but to belong, to grow, and to enjoy childhood fully. Thank you for being part of this journey.

**Gennie Dearman,**  
**Chief Executive Officer of Challengers**

# Chair Report



The 2024-2025 financial year at Challengers has been as inspiring and remarkable as the last, and I want to take a moment to reflect on the incredible journey we have had at Challengers.

Against a backdrop of continuing financial constraints, with pressure on funding and fundraising amid an increased demand on our services, we launched our new 5-year strategy. An ambitious roadmap to grow our reach and the support we provide by 25%, but against which, already within our first year, we have made in-roads into achieving the bold targets set-out within.

The Board of Trustees supports the strategic ambitions set out in Challengers' Strategy 2024-2029 and its role is to ensure that the charity is clear on its direction of travel within the strategy. It is the role of the Trustees to bring our external experience and insight into the organisation to help and shape the progress of that strategy. Our collective knowledge and experience enable us to scrutinise, challenge, and offer advice to the Senior Leadership Team. Serving as Chair of the Trustee Board continues to be a privilege, and as I bear witness to the highly committed dedication of Team Orange, I could not be prouder.

On behalf of myself and my fellow Trustees, I would like to thank Gennie Dearman and the Senior Leadership Team for their leadership, and despite the challenges have steered Team Orange with strength and purpose. Your unwavering commitment and resilience in the face of financial pressures and growing demand for our services has been nothing short of inspiring.

My thanks also to every member of Team Orange – you all continue to amaze me with your dedication, creativity, determination and deep passion for the children and families we support. I am immensely proud of the progress we have made and look forward to the year ahead, to achieving more strategic milestones and making a difference, together.

## **Russell Harvey, Chair of Challengers Trustee Board**

The Trustees present their report and the audited financial statements for the year ended 31 March 2025. Reference and administrative information set out on page 17 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. This Trustees' annual report includes a directors' report as required by company law.

# About Challengers



It's been 46 years since Challengers started providing support for disabled children, young people and their families. Back in the 1970s there was very little on offer for disabled children. They were isolated, excluded and had nowhere to go to socialise and have fun. Thanks to our founders Colin Hassell and Dr Helen Foley MBE, Challengers was built in 1979 to change that. Last September we launched our new 5-year strategy. It comes at a pivotal moment – because while celebrating our heritage is important – the need for our work has never been greater.

## Our vision

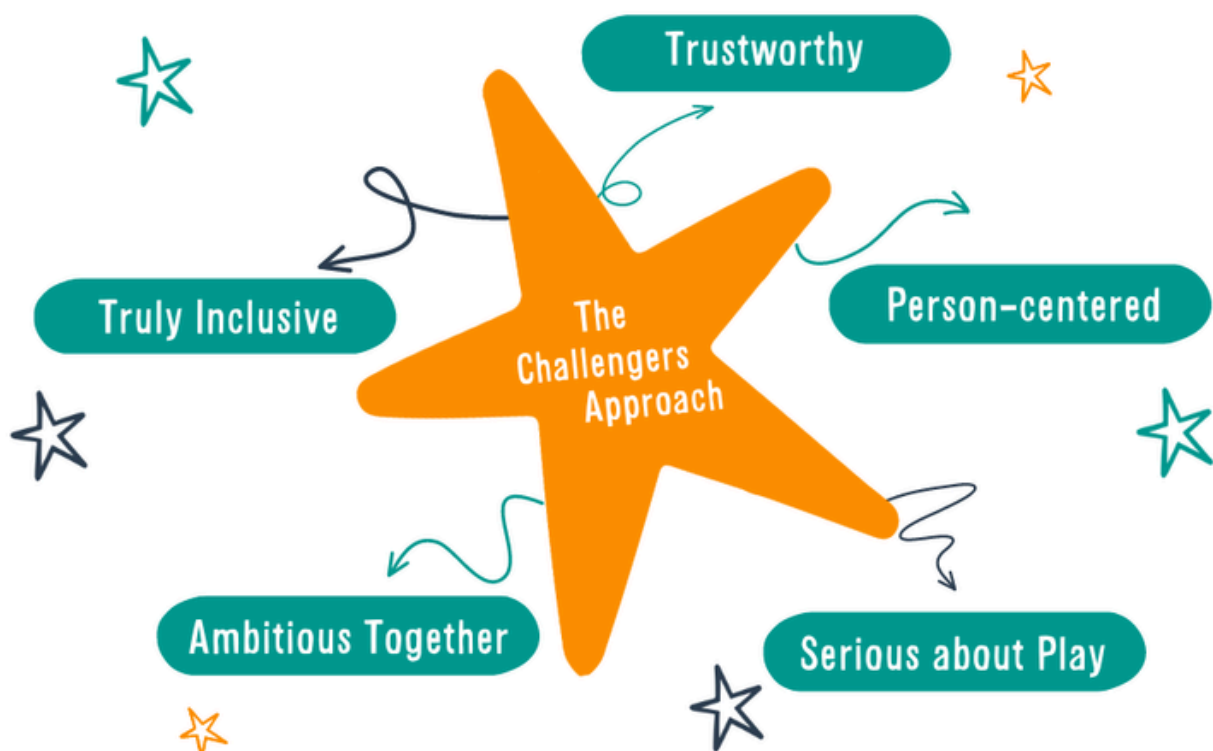
**A world where all children and young people can play together freely.**

## Our mission

**To transform the lives of disabled children, young people and their families through the power of play.**

## Our approach

The Challengers Approach is a set of five values which define our organisation, guiding our actions and decisions, and shaping our culture.



# Strategy

We are now one year into our new 5-year strategy, with foundations firmly in place. Over the past twelve months our sessions at our Play and Youth centres have grown, re-opening a second site in Guildford; through The Hub we have connected with over 270 families who don't access our short breaks service, making sure they're not left out of our community; piloted Stay and Play sessions, providing after school fun for the whole family; launched 555 Guildford, a new provision for children as young as five without a school place, successfully amplifying the voices of families in crisis with BBC coverage; and held our first annual family festival, Orange Aid.

This progress matters because demand continues to rise. Social isolation is widespread with approximately 70% of disabled young people experiencing chronic loneliness; families are being excluded from settings, simply because of the complexity of their child's needs; and as much as 79% of families feel they're not getting the right support.

Our strategy sets ambitious yet essential goals to grow our reach and the support we provide by 25%. Providing more places to play; more chances for families to come together, to feel supported and less isolated; and more advocacy, to challenge the systemic exclusion too many children face.



**Enrich** the wellbeing and confidence of disabled children and young people



**Advocate** for families and challenge barriers that exclude them



**Connect** families to reduce isolation and build a community of support



Generate as much net income as we can to **invest** in our vital services

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

# Our impact at a glance



Our commitment to creating truly inclusive experiences for disabled children and their families is reflected in the impact of our services, and our Parent Carer Survey data clearly demonstrates how vital Challengers is to them.

## What our parents say

93% say attending Challengers positively affects their child's happiness



95% say Challengers helps their own mental health as a parent carer

90% agree that Challengers helps reduce their child's loneliness and isolation



90% believe that access to Challengers is essential for their family

## The issues families are facing

- 51% of Challengers parent carers told us that they have been excluded from other settings due to their child's disability, and worry that the lack of services available will reduce their child's social interactions and friendships.
- 79% believe they don't get the right level of support for their disabled child. This puts a huge strain on families, and 51% told us are worried about family breakdown as a result of this.

## This year, we've provided

# 77,269

hours of support to

# 966

families

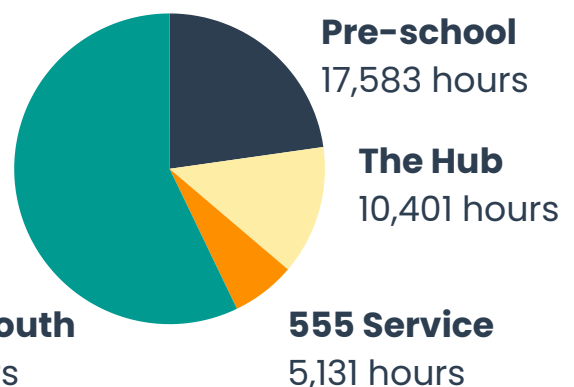


*"We have extremely limited inclusion in wider society as a family, so Challengers has really been essential in feeling there is somewhere for our daughter to go and be happy. This has a huge impact on us as a family."* *Comment from Challengers Parent Survey 2024*

## We provide a range of inclusive services to support families of disabled children, and many parents refer to Challengers as a lifeline.

While children and young people are enjoying social and play opportunities at Challengers, their families get vital respite from their demanding care responsibilities – helping to keep them strong and together.

## Hours by service



# Fundraising statement and conditions

At Challengers, our mission is to transform the lives of disabled children, young people and their families using the power of play. Achieving this mission is only possible through raising the necessary funds for the services we provide. The mission informs the fundraising choices we make as we strive to promote inclusion throughout our fundraising.

Despite the continued challenges of fundraising with the increase in the cost of living, we received £1,145k of voluntary income, up 8.6% from the previous financial year. This was in line with targets for the year.

Throughout the year, we also received the generous support of many local companies, individuals and community groups through donations, staff fundraising, events and street collections, among many other incredible contributions!

Our thanks go out to everyone who gave donations of their time and other resources to enable Challengers to provide vital support to disabled children and young people.

Volunteers are a vital part of #TeamOrange – in 2024-25 contributing just under 1,000 hours helping out at our Play and Youth schemes – from lending a hand to decorating projects; coming into the office and supporting our admin work; to being the face of Challengers at our many public events. We are grateful to everyone who has given up their time to make what we do possible.



Challengers remains committed to a fair and ethical approach to all our fundraising practices. We strive to build long-term relationships to grow a more sustainable approach to fundraising which will maximise return over the longer term. We are registered with the Fundraising Regulator, are signed up to the Fundraising Preference Service, and comply with Fundraising Regulator's Code of Fundraising Practice for the UK and our own Ethical Fundraising Policy and Vulnerable People Policy.

All our fundraising is carried out by our in-house fundraising team, alongside volunteers who are supported by us. Volunteers, whether acting as individuals, in the workplace or as community groups, receive information and guidance from us and we maintain regular contact to oversee their activities to ensure they comply with the Code of Fundraising Practice.

We do not work with Professional Fundraising Organisations to solicit donations, have a strict policy of never selling or passing on our supporters' personal data for marketing purposes, and have never bought fundraising data from a third party. In the period 2024-25 we received no complaints about fundraising.

## **With thanks to all of our donors and supporters**

- National Lottery Community Fund
- The Normansfield and Richmond Foundation
- City Bridge Foundation
- Farnham Town Council
- Community Foundation for Surrey
- Heathrow Community Trust
- The David Family Foundation
- Sport England
- The Betty Riseley Trust for Children
- Councillor Davidson - Your Fund Surrey
- Councillor Powell - Your Fund Surrey
- Councillor MacLeod - Your Fund Surrey
- Councillor T Groves - Hampshire County Council
- Councillor S Reid - Hampshire County Council
- Church Crookham Parish Council
- Cranleigh Parish Council
- Kingston Council Neighbourhood Grant
- Bishopstoke Parish Council

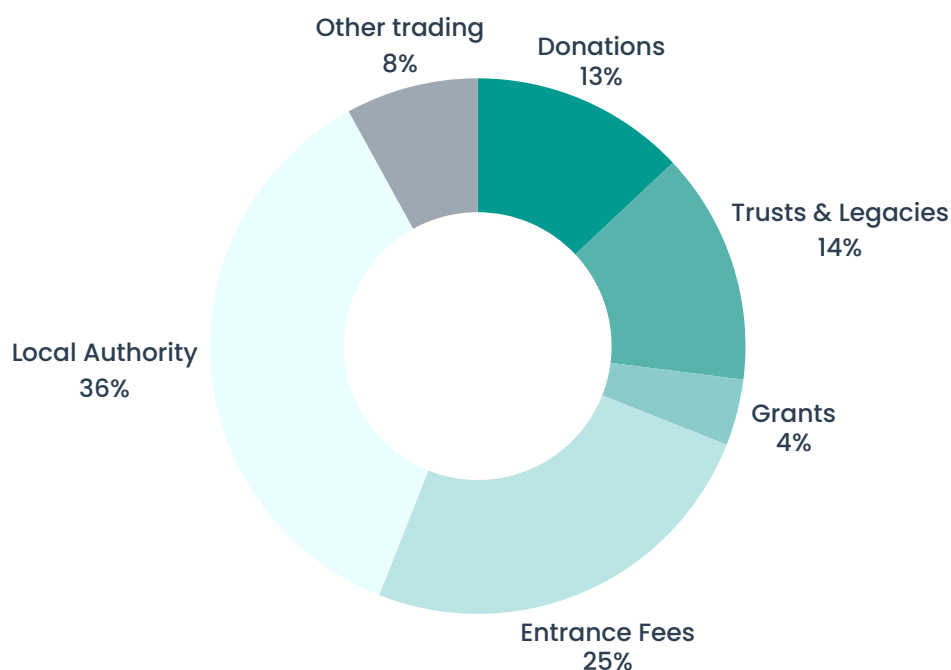


# Financial overview

The 2024/25 year reported a deficit of £31k across all funds. Unrestricted funds had a surplus of £34k, the restricted funds had a surplus of £8k and the designated funds had a deficit of £72k. The designated funds deficit relates to depreciation charges against assets acquired in previous years. The restricted funds surplus was a result of restricted income received in the current year that will be spent in future years, or was used to fund capital expenditure.

The unrestricted funds recorded a surplus as a result of increased income from Surrey local authority contracts, and increased fundraising income.

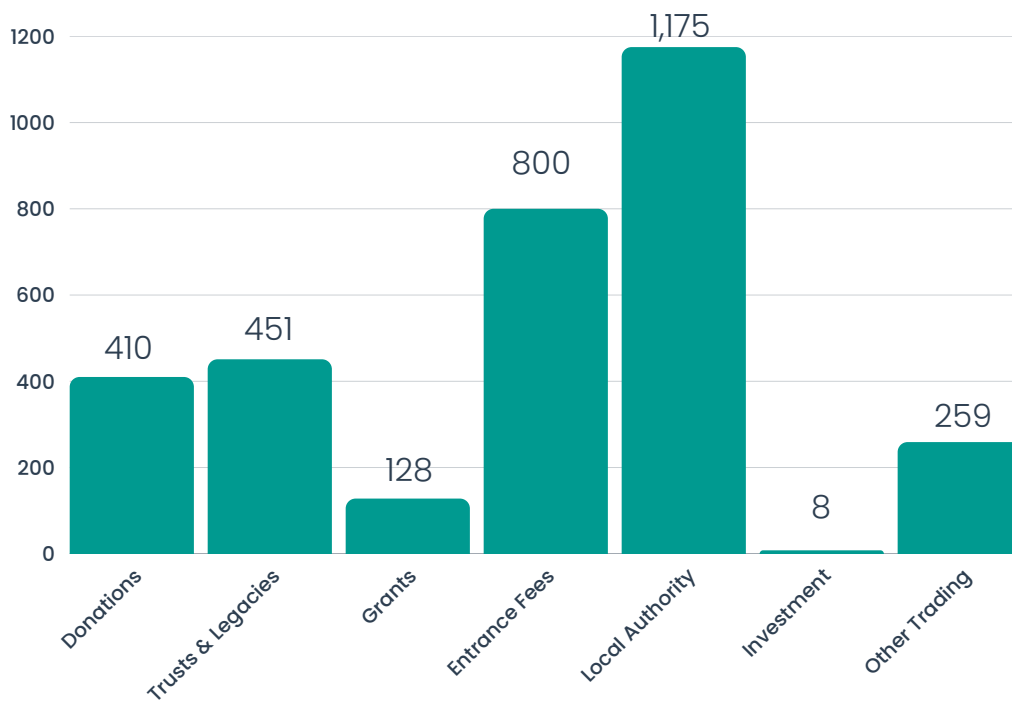
## 2024-25 income



Total income increased by 12% in 2024/25 to £3.2m (2023/24: £2.9m).

Donations and legacies were £861k (+9% vs 2023/24). This year saw a decrease in trust and foundation income of 3% (-£12k vs 2023/24), a decrease in corporate income of 7% (-£16k vs 2023/24), income from individuals increased by £112k (+106% vs 2023/24), income from communities increased by £16k (+37% vs. 2023/24) while legacy income decreased 91% (-£28k vs. 2023/24).

Income from charitable activity was £2.1m (+15% vs 2023/24)

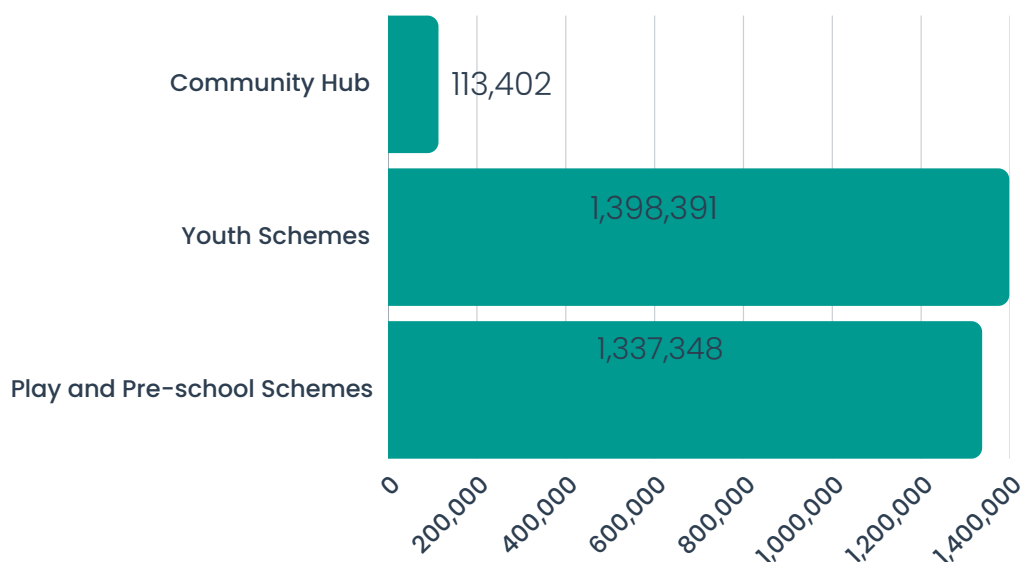


## Expenditure

Total expenditure increased by 15% to £3.3m vs the 2023/24 period. Charitable expenditure in the year increased by 15% vs 2023/24. Expenditure on support costs increased by 8% vs 2023/24. Support costs include the cost of teams within Finance, People and Culture and Communications together with investment in staff recruitment, learning and development. Governance costs increased by 4% vs 2023/24.

In accordance with charity accounting practice, Support and Governance costs are allocated to charitable expenditure based on each activity's proportion of delivered hours.

## Breakdown of charitable expenditure (£2.8m)



## Reserves

Challengers' reserves policy is to maintain free reserves of between 3 and 5 months expenditure, plus an additional £50k-£100k for remedial property repairs and maintenance. Due to seasonal changes in activity levels this will fluctuate throughout the year. However, free reserves should be maintained between £739k and £1,248k.

The main objective of the reserves policy is to deal with short term cashflow challenges to protect the long-term future of the charity. In addition, the trustees believe this level of reserve would allow a safe and sensible closure in the event that this was the only option. Reserves are reviewed monthly at the Finance and Risk subcommittee.

The free reserves level at year end was £593k, representing 2.6 months 2024/25 average operating expenditure.

Year-end designated funds stood at £2.56m, the residual value of this fund is required to support the long-term security of premises and other fixed assets to ensure the charity can meet its objectives.

Of this amount, £2.30m has been set aside for known future depreciation cost on buildings at our Farnham and Guildford centres over the next 50 years.

## Risk

The Board's risk appetite guides the risk management process. The Board is not seeking to eliminate risk as there is a recognition that it is necessary to accept the risks that cannot be mitigated in full or which fall beyond Challengers' control. However, the Senior Leadership Team actively monitor and manage such risks to provide reasonable, but not absolute assurance that the charity is protected. Challengers have a robust risk monitoring process. Risks are ranked by the likelihood of occurrence and impact to the charity.

The Board consider that the principal challenges faced by Challengers, and the associated risks are the need to:

- continue to provide a high quality service, and recruit and retain talented staff;
- continue to operate with a sustainable funding model; and
- ensure voluntary income targets are met.

The Risk Register is reviewed on a monthly basis at the Finance and Risk meeting and in addition at the relevant Board meetings. The management of day-to-day operational risks is delegated to the Senior Leadership Team to proactively manage throughout the year.

The Board approves a comprehensive annual budget and plan for Challengers and the Board and its Committees monitor performance against these plans and budgets on a monthly basis. Material variances, together with any revised financial forecasts, are submitted regularly to the Finance Committee and to the Board.

The Board is satisfied that these systems, combined with internal financial controls and the reserves policy, will ensure that sufficient resources are available to meet the immediate needs of Challengers in the event of adverse conditions.

## **Going concern**

The Trustees take financial governance seriously and each month consider the monthly finance reports, the cashflow and the organisational KPIs to ensure Challengers is meeting its charitable objectives and continue to do so in the foreseeable future.

The Board of Trustees agree that Challengers is a strong and viable going concern. The factors that lead to this conclusion are:

- Demand for Challengers services
- Contracts in place or in the process of being renewed.
- Strong financial governance and current financial position
- Good management control and regular governance
- Effective and proactive management team
- Clearly demonstrable public benefit
- Clear and well-informed strategic plan
- Well-informed income generation plan



## Remuneration

Challengers has developed a remuneration statement to provide a clear and transparent set of guidelines which demonstrate accountability and applies to all employees. During the 2024/25 year, Challengers continued as a Real Living Wage employer and committed to pay all staff at least the real living wage on an annual basis. The organisation does not offer an annual discretionary bonus scheme, nor does it offer a long-term incentive plan (LTIP).

The organisation has a series of salary bands in a structure that is fair and equitable. Job roles are mapped onto this structure. Salary bands are benchmarked with industry and local standards to ensure that they are fair as well as remove subjectivity to salary decisions. Each year we continue to monitor this structure and compare with competitors and other organisations.

## Gender pay gap

Despite significant progress over the past two decades, a gender pay gap still exists in the UK. Encouragingly, it has continued to decline. According to the Office for National Statistics (ONS), the gender pay gap for full-time employees in April 2024 stood at 7.0%, down from 7.5% in 2023. This represents a fall of approximately a quarter over the past decade.

The gender pay gap is notably higher among full-time employees aged 40 and over, while it is close to zero for those under 30.

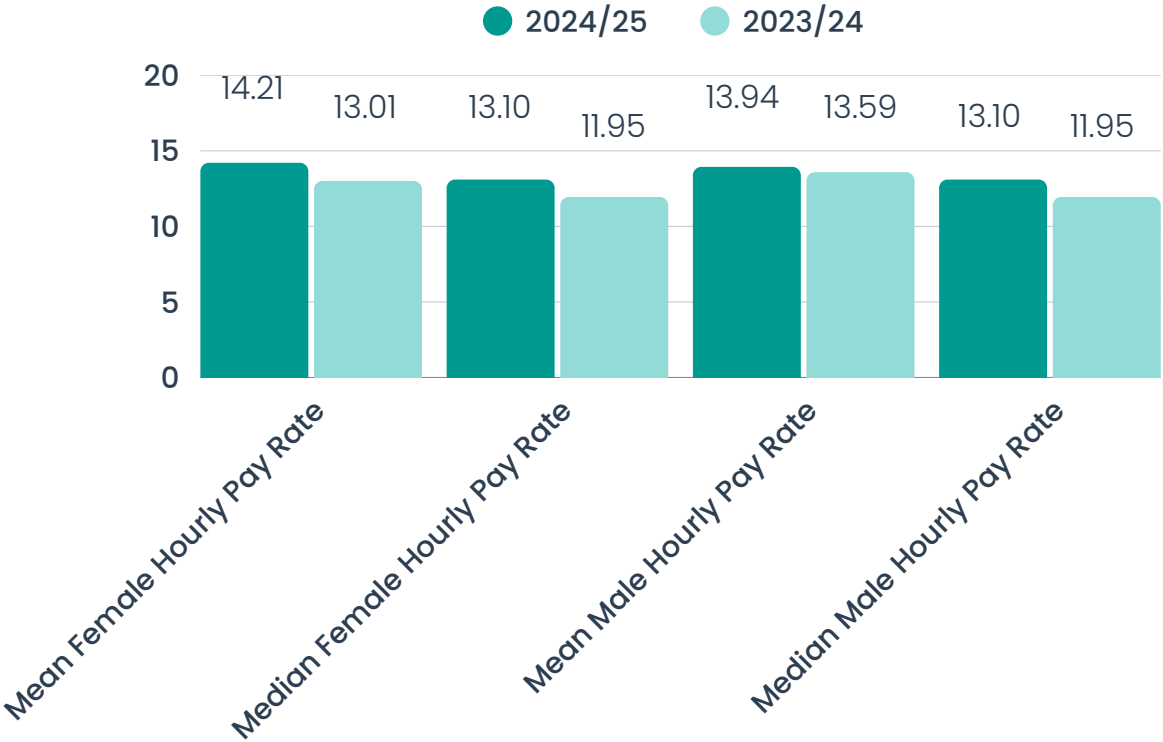
At Challengers, our workforce is predominantly under the age of 40, which aligns with the lower national pay gap in this age group.

As a charity working in the care sector, we attract a large number of female employees, which is typical for our industry. However, we are pleased to report that we also attract a good number of male employees, particularly when compared to other organisations in the sector.



At Challengers, we enforce a strict pay structure which ensures that men and women are paid equally for the same role – this applies across office and scheme-based roles. We are committed to being a learning and equal opportunities organisation that invests in both men and women alike, keen to support them to be the very best they can be for the charity and for themselves.

For our operational staff hourly rates are based on the Real Living Wage. We pay this rate as a minimum hourly rate to all staff regardless of age and have committed to abide by the Real Living Wage in the future. In addition, service staff working on services within Greater London are paid a minimum rate of the London Living Wage.



Mean Gender Pay Gap %  
Median Gender Pay Gap %

**-1.9%**  
*(in favour of females)*  
**0%**

**4.3%**  
*(in favour of males)*  
**0%**

## Leadership

As with all charities, it is the responsibility of the Trustees to ensure the efficient, legal and professional performance of Challengers. The Chief Executive Officer works with the board to develop the strategic framework, agree the strategic direction and report on the delivery.

The operational day-to-day running is delegated to the Senior Leadership Team (SLT) who are:

- Gennie Dearman, Chief Executive Officer
- Andrew Kendall (to March 2025), Alison Sarkar (from March 2025), Head of Finance
- Samantha Lane, Head of Fundraising (to December 2024)
- Paul Wilson, Head of Service

The SLT provide regular reporting to the Trustees through sub-committee meetings and main board.

## Trustee recruitment

Following recruitment, new Trustees will be allocated a 'mentor' from amongst the present Trustees and will undertake an induction programme under the control of the Chief Executive and the mentor. They will be given induction material to allow them to fully understand the charitable purpose of Challengers, its financial situation, its future plans and the current situation of the charity. The new Trustee will be encouraged to visit the centre when children are present and to attend at least one community-based project early on. All Trustees are welcome to attend any of the staff training sessions. The induction information provided to new Trustees is as follows:

- The latest Strategic Review
- Most recent Annual Report and accounts
- Key Policies
- Annual Risk Audit
- Copy of Memorandum and Articles of Association.
- Copies of Charity Commission leaflet CC3 "The Essential Trustee: what you need to know" and Companies House booklet "Being a Director"
- This Trustees Handbook where, as appendices, there is additional important information such as a list of present Trustees, Trustee job description etc.
- Committee terms of reference

## Trustee responsibilities

The Trustees (who are also directors of Disability Challengers for the purposes of company law) set and monitor strategy and policies. The Trustees delegate authority to deliver strategy to the Chief Executive Officer and Senior Leadership Team with regular board meetings where reports are received on all the core activities of the charitable company.

The Trustees have established standing sub-groups each with its terms of reference for Finance, Audit & Risk; and Fundraising. They are responsible for preparing the Trustees' annual reports and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (the United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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



In so far as Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

The Trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. Auditors Sayer Vincent LLP were re-appointed during the year to act as Challengers' auditors.

**The Trustees' report was approved by the Trustees on December 2025 and is signed on their behalf by:**



**Mr Russell Harvey,  
Chair of the Board**

## **Trustees Admin Report**

The organisation is a charitable company limited by guarantee, incorporated on 8th October 2001 and registered as a charity on 19th December 2002. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

## Executive committee

- Chair of the Board – Russell Harvey
- Vice Chair of the Board – Jake Hatt
- Treasurer – Bernard McAlister
- Board Secretary – Megan Dooley
- Communications Trustee – Alison Stenlake
- Fundraising Trustee – Lee Bennett
- Safeguarding Trustee – Danae Salwan
- Governance Trustee – Kim Sanders
- Parent Trustee – Natasha Morris
- Trustee – Deborah Smith

## Leadership Team

- Chief Executive Officer – Gennie Dearman
- Head of Finance – Andrew Kendall (to March 2025) / Alison Sarkar (from March 2025)
- Head of Fundraising – Samantha Lane (to December 2024)
- Head of Service – Paul Wilson

## Advisors

Auditors – Sayer Vincent LLP Invicta House, 110 Golden Lane, London, EC1Y 0TG

Honorary Legal Advisers – rhw solicitors LLP Ranger House, Walnut Tree Close Guildford, GU1 4UL

Bankers – Barclays Bank PLC, North Street, Guildford, GU1 4AG

The logo for 'Challengers' is displayed in a bold, orange, sans-serif font. A horizontal line is positioned below the text, and a five-pointed star is located at the end of this line, to the right of the word 'Challengers'.

[www.disability-challengers.org](http://www.disability-challengers.org)

Stoke Park, Guildford, Surrey, GU1 1TU

Registered Charity Number: 1095134

Companies House: 04300724

# Opinion

We have audited the financial statements of Disability Challengers (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Disability Challengers' 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 Trustees' annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

## **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

## **Responsibilities of Trustees**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the Trustees (who are also the directors of the charitable company for the purposes 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

## Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://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 charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

Date

for and on behalf of Sayer Vincent LLP, Statutory Auditor  
110 Golden Lane, LONDON, EC1Y 0TG

## Disability Challengers

### Statement of financial activities (incorporating an income and expenditure account)

Company no. 4300724

For the year ended 31 March 2025

	Note	Unrestricted £	Designated £	Restricted £	2025 Total £	Unrestricted £	Designated £	Restricted £	2024 Total £
<b>Income from:</b>									
Donations and legacies	2	514,563	-	346,714	<b>861,278</b>	458,597	-	329,151	787,748
Charitable activities									
Pre-school and Play	3	980,466	-	-	<b>980,466</b>	848,785	-	-	848,785
Youth Schemes	3	1,043,285	-	-	<b>1,043,285</b>	909,512	-	-	909,512
Community Hub	3	11,466	-	68,125	<b>79,591</b>	7,644	-	70,280	77,924
Other trading activities	4	254,502	-	4,813	<b>259,315</b>	241,762	-	5,517	247,278
Investments	5	7,712	-	-	<b>7,712</b>	8,253	-	-	8,253
<b>Total income</b>		<b>2,811,993</b>	<b>-</b>	<b>419,652</b>	<b>3,231,646</b>	<b>2,474,554</b>	<b>-</b>	<b>404,948</b>	<b>2,879,502</b>
<b>Expenditure on:</b>									
Raising funds	6	409,636	-	3,725	<b>413,361</b>	305,592	-	5,749	311,341
Charitable activities									
Pre-school and Play	6	1,139,075	69,636	128,635	<b>1,337,346</b>	1,020,888	61,727	142,046	1,224,662
Youth Schemes	6	1,173,946	26,644	197,801	<b>1,398,391</b>	1,005,882	39,446	158,474	1,203,801
Community Hub	6	31,597	-	81,805	<b>113,402</b>	23,892	-	65,525	89,417
Other		-	-	-	<b>-</b>	-	-	-	-
<b>Total expenditure</b>		<b>2,754,254</b>	<b>96,280</b>	<b>411,966</b>	<b>3,262,500</b>	<b>2,356,254</b>	<b>101,173</b>	<b>371,793</b>	<b>2,829,220</b>
<b>Net income / (expenditure) for the year</b>	8	<b>57,740</b>	<b>(96,280)</b>	<b>7,686</b>	<b>(30,854)</b>	<b>118,301</b>	<b>(101,173)</b>	<b>33,155</b>	<b>50,283</b>
Transfers between funds		(24,000)	24,000	-	-	(109,056)	109,056	-	-
<b>Net movement in funds</b>		<b>33,740</b>	<b>(72,280)</b>	<b>7,686</b>	<b>(30,854)</b>	<b>9,245</b>	<b>7,883</b>	<b>33,155</b>	<b>50,283</b>
<b>Reconciliation of funds:</b>									
Total funds brought forward		559,379	2,636,582	759,709	<b>3,955,670</b>	550,134	2,628,699	726,554	3,905,387
<b>Total funds carried forward</b>		<b>593,119</b>	<b>2,564,302</b>	<b>767,395</b>	<b>3,924,816</b>	<b>559,379</b>	<b>2,636,582</b>	<b>759,709</b>	<b>3,955,670</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19a to the financial statements.

## Disability Challengers

### Balance sheet

Company no. 4300724


For the year ended 31 March 2025

	Note	£	2025 £	£	2024 £
<b>Fixed assets:</b>					
Tangible assets	13		<b>3,150,018</b>		3,262,292
			<b>3,150,018</b>		3,262,292
<b>Current assets:</b>					
Debtors	14	535,117		500,613	
Short term deposits		173,838		173,839	
Cash at bank and in hand		664,410		667,310	
		<b>1,373,365</b>		<b>1,341,762</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	15	(589,400)		(627,888)	
<b>Net current assets</b>					
			<b>783,965</b>		713,874
<b>Total assets less current liabilities</b>					
			<b>3,933,983</b>		3,976,166
Creditors: amounts falling due after one year	17		(9,167)		(20,496)
<b>Total net assets</b>					
			<b>3,924,816</b>		3,955,670
<b>The funds of the charity:</b>					
Restricted income funds	19a		767,395		759,709
Unrestricted income funds:					
Designated funds		2,564,302		2,636,582	
General funds		593,119		559,379	
Total unrestricted funds			<b>3,157,421</b>		3,195,961
<b>Total charity funds</b>					
			<b>3,924,816</b>		3,955,670

Approved by the trustees on 3 December 2025 and signed on their behalf by



Russell Harvey  
Chairman



Bernard McAlister  
Treasurer

## Disability Challengers

### Statement of cash flows

Company no. 4300724

For the year ended 31 March 2025

	Note	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Net (expenditure)/income for the reporting period		(30,854)		50,283	
Depreciation charges	13	131,890		128,512	
Interest and rent from investments		7,712		8,253	
(Increase)/decrease in debtors	14	(34,504)		(173,485)	
Increase/(decrease) in creditors	15	(49,817)		(18,091)	
			<b>24,427</b>		<b>(4,528)</b>
<b>Net cash provided by / (used in) operating activities</b>					
<b>Cash flows from investing activities:</b>					
Dividends, interest and rents from investments		(7,712)		(8,253)	
Purchase of fixed assets	13	(19,616)		(195,947)	
			<b>(27,328)</b>		<b>(204,200)</b>
<b>Net cash provided by / (used in) investing activities</b>					
<b>Change in cash and cash equivalents in the year</b>					
			<b>(2,901)</b>		<b>(208,728)</b>
Cash and cash equivalents at the beginning of the year			<b>841,150</b>		<b>1,049,878</b>
			<b>838,249</b>		<b>841,150</b>
<b>Cash and cash equivalents at the end of the year</b>					
<b>Analysis of cash and cash equivalents and of net debt</b>					
	At 1 April 2023	Cash flows	Other non-cash changes	At 31 March 2024	
	£	£	£	£	
Short-term deposits	173,839	-	-	173,839	
Cash at bank and in hand	667,310	(2,901)	-	664,409	
<b>Total cash and cash equivalents</b>	<b>841,149</b>	<b>(2,901)</b>	<b>-</b>	<b>838,248</b>	

**1 Accounting policies****a) Statutory information**

Disability Challengers is a charitable company limited by guarantee and is incorporated in the United Kingdom and Wales.

The registered office address and principal place of business is Challengers Play Centre, Stoke Park, London Road, Guildford, GU1 1TU.

**b) Basis of preparation**

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

**c) Public benefit entity**

The charity meets the definition of a public benefit entity under FRS 102.

**d) Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Having assessed projected future income, expenditure and cash flows over the period to 31 December 2026, including expected service delivery, changes to local authority funding and the variability of fundraising income and analysed the strength of the charity's reserves, liquid assets and its ability to withstand a short-term material fall in income, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue their activities for the foreseeable future. Therefore, we have continued to adopt the going concern basis in preparing the financial statements.

**e) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

**f) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**For the year ended 31 March 2025****1 Accounting policies (continued)****g) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**h) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

**i) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering Pre-school, Play, Youth and Young Adult services 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.

**j) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

- |                               |     |
|-------------------------------|-----|
| • Pre-school and Play Schemes | 48% |
| • Youth Schemes               | 51% |
| • Community Hub               | 1%  |

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

- |                               |     |
|-------------------------------|-----|
| • Pre-school and Play Schemes | 48% |
| • Youth Schemes               | 51% |
| • Community Hub               | 1%  |

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**For the year ended 31 March 2025****1 Accounting policies (continued)****k) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land	not depreciated
● Buildings	50 years
● Play Equipment	5 – 20 years
● Other Equipment	5 years
● IT Equipment	3 years
● Fixtures and Fittings	5 years
● Motor Vehicles	4 years

**l) Debtors**

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

**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and Cash at bank that can be withdrawn with no notice.

**n) Short term deposits**

Short term deposits includes short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**o) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**p) Financial instruments**

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

**q) Pensions**

The charitable company operates a defined contribution scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

For the year ended 31 March 2025

**2 Income from donations and legacies**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Gifts	511,640	346,715	858,355	427,633	329,151	756,784
Legacies	2,923	-	2,923	30,965	-	30,965
	<u>514,563</u>	<u>346,715</u>	<u>861,278</u>	<u>458,597</u>	<u>329,151</u>	<u>787,748</u>

**3 Income from charitable activities**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
<b>Pre-school and play schemes</b>						
Contract – Surrey County Council	424,672	-	424,672	254,980	-	254,980
Contract – Hampshire County Council	108,643	-	108,643	109,275	-	109,275
Contract – Achieving for Children	129,720	-	129,720	140,555	-	140,555
Session fees	257,092	-	257,092	302,292	-	302,292
Grants	60,339	-	60,339	41,683	-	41,683
<b>Sub-total for Pre-school and play schemes</b>	<u>980,466</u>	<u>-</u>	<u>980,466</u>	<u>848,785</u>	<u>-</u>	<u>848,785</u>
<b>Youth Schemes</b>						
Contract – Surrey County Council	222,254	-	222,254	148,067	-	148,067
Contract – Hampshire County Council	124,545	-	124,545	128,994	-	128,994
Contract – West Sussex County Council	64,002	-	64,002	64,796	-	64,796
Contract – Achieving for Children	89,848	-	89,848	88,018	-	88,018
Session fees	542,636	-	542,636	479,637	-	479,637
Grants	-	-	-	-	-	-
<b>Sub-total for Youth Schemes</b>	<u>1,043,285</u>	<u>-</u>	<u>1,043,285</u>	<u>909,512</u>	<u>-</u>	<u>909,512</u>
<b>Community Hub</b>						
Contract – Surrey County Council	11,466	-	11,466	7,644	-	7,644
Grants	-	68,125	68,125	-	70,280	70,280
<b>Sub-total for Community Hub</b>	<u>11,466</u>	<u>68,125</u>	<u>79,591</u>	<u>7,644</u>	<u>70,280</u>	<u>77,924</u>
<b>Total income from charitable activities</b>	<u>2,035,217</u>	<u>68,125</u>	<u>2,103,342</u>	<u>1,765,941</u>	<u>70,280</u>	<u>1,836,222</u>

**4 Income from other trading activities**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Centre rental	32,287	-	32,287	34,792	-	34,792
Sponsored events	52,487	-	52,487	36,921	-	36,921
Corporatate events	16,347	-	16,347	17,057	-	17,057
Other events	141,503	4,813	146,316	136,434	5,517	141,951
Miscellaneous	11,877	-	11,877	16,558	-	16,558
	<u>254,502</u>	<u>4,813</u>	<u>259,315</u>	<u>241,762</u>	<u>5,517</u>	<u>247,279</u>

**5 Income from investments**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Bank interest on Reserves	7,712	-	7,712	8,253	-	8,253
	<u>7,712</u>	<u>-</u>	<u>7,712</u>	<u>8,253</u>	<u>-</u>	<u>8,253</u>

## 6 Analysis of expenditure (current year)

	Charitable activities						2025 Total £	2024 Total £
	Raising funds £	Pre-school & Play Schemes £	Youth Schemes £	Community Hub	Governance costs £	Support costs £		
Staff costs (Note 9)	336,724	755,583	817,988	98,425	42,945	363,501	<b>2,415,167</b>	2,056,682
Activities	-	31,201	81,425	824	-	235	<b>113,685</b>	122,151
Motor costs	-	953	4,762	-	-	9,973	<b>15,688</b>	10,613
Equipment costs	341	8,646	8,692	426	-	2,763	<b>20,868</b>	17,107
Property costs	124	67,170	51,870	58	-	49,722	<b>168,945</b>	164,811
Insurance	-	11,414	11,643	-	7,844	(158)	<b>30,743</b>	31,674
PPS, Phone, Scheme promotion	3,488	10,013	8,640	89	-	14,428	<b>36,658</b>	37,759
Depreciation	-	99,065	32,825	-	-	-	<b>131,890</b>	128,512
Other costs	27,471	54,086	61,383	9,589	15,554	117,486	<b>285,570</b>	230,233
Provision for doubtful debt	-	-	-	-	-	(3,543)	<b>(3,543)</b>	(2,793)
Fundraising direct cost	45,213	-	-	-	-	1,616	<b>46,829</b>	32,469
	<b>413,361</b>	<b>1,038,132</b>	<b>1,079,229</b>	<b>109,412</b>	<b>66,343</b>	<b>556,022</b>	<b>3,262,500</b>	<b>2,829,220</b>
Support costs	-	267,318	285,140	3,564	-	(556,022)	-	-
Governance costs	-	31,896	34,022	425	(66,343)	-	-	-
<b>Total expenditure 2025</b>	<b>413,361</b>	<b>1,337,346</b>	<b>1,398,391</b>	<b>113,401</b>	<b>-</b>	<b>-</b>	<b>3,262,500</b>	<b>-</b>
<b>Total expenditure 2024</b>	<b>311,341</b>	<b>1,224,662</b>	<b>1,203,801</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,829,220</b>

In 2025 unrestricted expenditure was £2,850,534 (2024: £2,457,427) and restricted expenditure was £411,966 (2024: £371,793).

## 7 Analysis of expenditure (prior year)

	Charitable activities						2024 Total £
	Raising funds £	Pre-school & Play Schemes £	Youth Schemes £	Community hub £	Governance costs £	Support costs £	
Staff costs (Note 9)	245,724	613,129	616,111	75,386	42,917	463,415	2,056,682
Activities	-	36,090	85,746	315	-	-	122,151
Motor costs	-	3,069	7,544	-	-	(0)	10,613
Equipment costs	-	9,019	5,713	14	-	2,362	17,107
Property costs	-	99,300	71,698	6	-	(6,193)	164,811
Insurance	-	9,220	12,176	-	6,523	3,756	31,674
PPS, Phone, Scheme promotion	3,043	14,539	14,539	307	-	5,331	37,759
Depreciation	-	86,234	42,277	-	-	-	128,512
Other costs	30,104	58,709	70,017	9,914	14,048	47,441	230,233
Provision for doubtful debt	-	-	-	-	-	(2,793)	(2,793)
Fundraising direct cost	32,469	-	-	-	-	-	32,469
	311,341	929,308	925,821	85,942	63,488	513,319	2,829,220
Support costs	-	262,844	247,383	3,092	-	(513,319)	-
Governance costs	-	32,509	30,597	382	(63,488)	-	0
<b>Total expenditure 2024</b>	<b>311,341</b>	<b>1,224,662</b>	<b>1,203,801</b>	<b>89,417</b>	<b>-</b>	<b>-</b>	<b>2,829,220</b>

For the year ended 31 March 2025

**8 Net Income / (expenditure) for the year**

This is stated after charging / (crediting):

	2025 £	2024 £
Depreciation	131,890	128,512
Auditor's remuneration (excluding VAT):		
Audit	11,800	11,250
	<u>131,890</u>	<u>128,512</u>

**9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	2,234,335	1,912,839
Redundancy and termination costs	12,665	
Social security costs	136,757	117,116
Employer's contribution to defined contribution pension schemes	31,411	26,727
Consultancy costs	-	-
	<u>2,415,167</u>	<u>2,056,682</u>

The redundancy and termination costs were settled and paid at the balance sheet date

One employee earned above £60,000 during the period (2024: one employee earned above £60,000 ) within the following band.

	2025 number	2024 number
£70,001– £80,000	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £268,525 (2024: £248,990).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

**10 Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was 199 (2024: 176).

	2025 No.	2024 No.
Raising funds	7	8
Pre-school and Play Schemes	86	79
Youth Schemes	92	74
Support	14	15
	<u>199</u>	<u>176</u>

For the year ended 31 March 2025

**11 Related party transactions**

There are no related party transactions to disclose for 2025 (2024: none).

Donations totalling £79 were received from related parties during the year without conditions (2024: £3,592).

**12 Taxation**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**13 Tangible fixed assets**

	Freehold property £	Equipment Play £	Equipment Other £	Motor vehicles £	Furniture £	Total £
<b>Cost</b>						
At the start of the year	3,548,699	628,772	292,319	102,938	22,192	<b>4,594,921</b>
Additions in year	-	8,999	6,759	-	3,859	<b>19,616</b>
At the end of the year	<u>3,548,699</u>	<u>637,771</u>	<u>299,078</u>	<u>102,938</u>	<u>26,052</u>	<u><b>4,614,537</b></u>
<b>Depreciation</b>						
At the start of the year	710,633	280,467	223,981	102,938	14,611	<b>1,332,629</b>
Charge for the year	63,207	38,223	29,154	-	1,306	<b>131,890</b>
At the end of the year	<u>773,840</u>	<u>318,690</u>	<u>253,135</u>	<u>102,938</u>	<u>15,918</u>	<u><b>1,464,519</b></u>
<b>Net book value</b>						
At the end of the year	<u>2,774,859</u>	<u>319,081</u>	<u>45,943</u>	<u>-</u>	<u>10,134</u>	<u><b>3,150,018</b></u>
At the start of the year	<u>2,838,067</u>	<u>348,305</u>	<u>68,339</u>	<u>-</u>	<u>7,581</u>	<u>3,262,293</u>

Land with a value of £681,865 (2024: £681,865) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

**14 Debtors**

	2025 £	2024 £
Trade debtors	<b>323,237</b>	334,594
Prepayments	<b>128,380</b>	122,792
Accrued income	<b>83,500</b>	43,227
	<u><b>535,117</b></u>	<u>500,613</u>

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

	2025 £	2024 £
Trade creditors	<b>52,388</b>	56,379
Borrowings	<b>10,000</b>	10,000
Lease liabilities	<b>1,858</b>	13,854
Taxation and social security	<b>32,947</b>	31,321
Accruals	<b>150,216</b>	85,604
Deferred income (note 16)	<b>341,991</b>	430,729
	<u><b>589,400</b></u>	<u>627,888</u>

## For the year ended 31 March 2025

**16 Deferred income**

Deferred income comprises of Local Authority contracts and session fees booked in advance of delivery.

	2025 £	2024 £
Balance at the beginning of the year	430,729	181,322
Amount released to income in the year	(430,729)	(181,322)
Amount deferred in the year	341,991	430,729
Balance at the end of the year	<u>341,991</u>	<u>430,729</u>

**17 Creditors: amounts falling due in greater than one year**

	2025 £	2024 £
Borrowings	9,167	19,167
Lease liabilities	-	1,330
	<u>9,167</u>	<u>20,497</u>

Borrowings comprises a Coronavirus Business Interruption Loan from Barclays Bank repayable over 7 years with the final repayment due in February 2028. The loan is unsecured and is subject to interest of 2.5% per annum.

**18a Analysis of net assets between funds (current year)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	2,476,877	673,142	3,150,019
Net current assets	602,286	87,425	94,253	783,964
Non-current liabilities	(9,167)	-	-	(9,167)
<b>Net assets at 31 March 2025</b>	<u>593,119</u>	<u>2,564,302</u>	<u>767,395</u>	<u>3,924,816</u>

**18b Analysis of net assets between funds (prior year)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	2,555,710	706,582	3,262,292
Net current assets	579,877	80,871	53,127	713,874
Non-current liabilities	(20,496)	-	-	(20,496)
<b>Net assets at 1 April 2024</b>	<u>559,380</u>	<u>2,636,581</u>	<u>759,709</u>	<u>3,955,670</u>

For the year ended 31 March 2025

## 19a Movements in funds (current year)

	At 1 April 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2025 £
<b>Restricted funds:</b>					
<b>Capital</b>					
Equipment fund	383,815	12,900	24,952	-	371,763
Farnham Refurbishment Project	322,767	30,895	14,384	-	339,278
<b>Scheme operating</b>					
Pre-school and Play Schemes	1,336	106,597	99,206	-	8,727
Youth Schemes	14,093	201,134	191,619	-	23,608
Community Hub	37,699	68,125	81,805	-	24,019
<b>Total restricted funds</b>	<b>759,710</b>	<b>419,650</b>	<b>411,965</b>	<b>-</b>	<b>767,395</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Property and Development fund	2,351,922	-	53,605	-	2,298,317
Property Maintenance fund	73,750	-	-	24,000	97,750
Fixed Asset fund	210,910	-	42,675	-	168,235
<b>Total designated funds</b>	<b>2,636,582</b>	<b>-</b>	<b>96,280</b>	<b>24,000</b>	<b>2,564,302</b>
<b>General funds</b>	<b>559,379</b>	<b>2,811,993</b>	<b>2,754,254</b>	<b>(24,000)</b>	<b>593,119</b>
<b>Total unrestricted funds</b>	<b>3,195,960</b>	<b>2,811,993</b>	<b>2,850,534</b>	<b>-</b>	<b>3,157,421</b>
<b>Total funds</b>	<b>3,955,671</b>	<b>3,231,644</b>	<b>3,262,499</b>	<b>-</b>	<b>3,924,817</b>

The narrative to explain the purpose of each fund is given at the foot of the note below.

## Disability Challengers

### Notes to the financial statements

Company no. 4300724

#### For the year ended 31 March 2025

#### 19b Movements in funds (prior year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
<b>Restricted funds:</b>					
<b>Capital</b>					
Equipment fund	298,884	101,589	16,658	-	383,815
Farnham Refurbishment Project	325,348	7,800	10,381	-	322,767
<b>Scheme operating</b>					
Pre-school and Play Schemes	31,562	93,242	123,468	-	1,336
Youth Schemes	37,817	132,037	155,760	-	14,093
Community Hub	32,943	70,281	65,525	-	37,699
<b>Total restricted funds</b>	<b>726,554</b>	<b>404,948</b>	<b>371,792</b>	<b>-</b>	<b>759,710</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Property and Development fund	2,376,609	-	74,950	50,264	2,351,922
Property Maintenance fund	50,000	-	-	23,750	73,750
Fixed Asset fund	202,090	-	26,222	35,042	210,910
<b>Total designated funds</b>	<b>2,628,699</b>	<b>-</b>	<b>101,173</b>	<b>109,056</b>	<b>2,636,582</b>
<b>General funds</b>	<b>550,134</b>	<b>2,474,554</b>	<b>2,356,254</b>	<b>(109,056)</b>	<b>559,379</b>
<b>Total unrestricted funds</b>	<b>3,178,832</b>	<b>2,474,554</b>	<b>2,457,426</b>	<b>-</b>	<b>3,195,961</b>
<b>Total funds</b>	<b>3,905,386</b>	<b>2,879,502</b>	<b>2,829,219</b>	<b>-</b>	<b>3,955,671</b>

#### Transfers between funds

2025: Transfer of £24,000 from unrestricted General funds to Designated funds to increase the Property Maintenance fund in Designated funds.

#### Purposes of restricted funds

Equipment fund – Represents donations for specific item of equipment. Depreciation being provided over the useful life of the item.

Farnham Building Refurbishment Project – During 2018 our play and youth buildings at our Farnham site under went significant refurbishment. The project was completed in January 2019.

This fund will cover future depreciation charges associated with refurbishment.

#### Purposes of designated funds

Property and Development fund – Is the result of two capital campaigns one to buy the land and buildings at Challengers Farnham centre and the other to build Challengers new centre at Guildford which was completed in 2013. This fund will cover future depreciation and maintenance charges for both properties.

Property Maintenance fund – This designated fund has been established to cover the cost of building maintenance and repairs of our Farnham and Guildford sites.

**20** Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.