## ECHO for Extra Choices in Herefordshire Limited Report and Audited Financial Statements 31 March 2025

### Reference and administrative details

### For the year ended 31 March 2025

Company number 04475254

Charity number 1096449

Registered office and operational address

40-42 West Street Leominster

Herefordshire HR6 8ES

Secretary Mike Cook

Trustees Trustees, who are also directors under company law, who served during

the year and up to the date of this report were as follows:

Chair

Caroline Arthur

John Bradford Clare Cathcart

Beverlie Davies Resigned 23 January 2025

Jeremy Gray Judith Haines Amanda Hamblin Joy House

Joy House Matthew Jones

Paul Scott Appointed 10 October 2024

Jason Stuchbery

Blaise White Treasurer

Johanna Woodall Resigned 5 December 2024

Chief executive officer Mike Cook

Bankers CAF Bank Lloyds bank

25 Kings Hill Avenue Commercial Banking

Kings Hill PO Box 1000 West Malling BX1 1LT

Kent ME19 4JQ

Auditors Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol BS1 4QD

### Report of the trustees

### For the year ended 31 March 2025

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of ECHO for Extra Choices in Herefordshire Limited (the company) for the year ended 31 March 2025.

Reference and administrative information set out on page 1 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 (effective from January 2019).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

### Objectives and activities

### Purposes and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are:

- To advance education of persons resident in the County of Herefordshire and the immediate neighbourhood thereof, in particular (but without prejudice to the generality of the foregoing) by:
  - Enabling adults with learning or physical disabilities or mental health difficulties to attend ordinary educational activities;
  - Organising special mixed ability courses for the benefit of adults with learning or physical disabilities or mental health difficulties;
  - Organising specialist educational or training opportunities for the benefit of adults with learning or physical disabilities or mental health difficulties;
- To provide or assist in the provision of facilities for recreation or other leisure time occupation in the interests of social welfare with the object of improving the conditions of life for all persons with learning or physical disability or mental health difficulties; and
- To support adults with learning and physical disabilities or mental health difficulties to access leisure, volunteering and employment opportunities with the object of improving the conditions of their lives and increasing their opportunities for inclusion in the community.

We want to make a positive difference to the lives of people with disabilities in Herefordshire, supporting them to both feel and be valued members of the community. Our aims fully reflect the purposes that the charity was set up to further.

### Ensuring our work delivers our aims

We review our aims, objectives and activities regularly. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

### The focus of our work

ECHO is a forward-thinking organisation that promotes and delivers services for disabled people in Herefordshire and surrounding areas.

### Report of the trustees

### For the year ended 31 March 2025

We have a vision of a society where all people with disabilities are heard, valued, respected and supported to make choices and flourish. To achieve this we have created 7 strategic aims:

- 1 **Joining Communities:** There is strength in people working together. ECHO will work within the community and invite the community to get involved in what we do. Within the ECHO community, people and projects work together, sharing support and ideas and developing
- 2 **Real Choice:** Real choice is more than just offering people different options. Real choice comes from talking to people and listening to what they want. ECHO helps bring ideas to life.
- 3 **Support to grow and Thrive:** Everyone has the potential to grow and develop. ECHO encourages everyone to work together to build the confidence and skills they need to help follow their dreams. Everyone in ECHO can inspire others to explore new possibilities.
- 4 **Led by Participants:** Participants are at the heart of every decision that ECHO makes. Participants will take a full role in planning and making decisions about ECHO and the projects we deliver.
- 5 **Valuing People:** Everyone has their own individual talents, skills and abilities. ECHO celebrates what people can do and makes sure everyone has a voice. This is why we pride ourselves on focussing on the individual and what they can achieve.
- 6 **Quality in all we do:** Whether it is the things people create, or the support we provide, ECHO wants this to be as good as we can make it. We make sure ECHO is well run and can meet the needs of our participants now and into the future.
- 7 **Healthy Body and Mind:** We will support and encourage everyone to live a happy and active life by taking care of their body and how they are feeling. ECHO will be a friendly and safe space, helping people keep their mind and body strong and providing support when they need

### How our activities deliver public benefit

Our main activities and whom we try to help are described below. All our charitable activities focus on improving the lives of disabled people in Herefordshire and are undertaken to further our charitable purposes for the public benefit.

### Who used and benefited from our services?

Our objects and funding allow us to provide services to residents in Herefordshire and the surrounding area. We currently have 84 members and 110 people attending our day services. In addition, approximately 100 other people access our services on an ad hoc basis. The majority of those who access our day services are funded via Council's Adult Social Care services either through commissioned service or direct payments. A much smaller group fund their place from their own income or purchase additional services above what the Council support. Leisure and social activities are charged on attendance and fees are set to keep them accessible to those with modest income.

Equal access to our services is an important issue for us. We monitor use of our services by gender, disability, ethnicity and sexual orientation. We believe equal access to our services is vital to our success and that successful outcomes must be shared by all communities that use our services.

### Report of the trustees

### For the year ended 31 March 2025

The main areas of our charitable activity and services are separated into four areas:

### 1. Community activities

Community activities are those where people are receiving a regular service and have a contract in place. These services are funded through personal budgets, social care spot purchases and self-funders. In 2024 we were again successful in tendering to be on the Council community activities framework which runs for four years.

Community Activities continue to be the main area of our business and we run activities 5 days a week. 110 people currently attend our day services, which is the major source of our funding. In total, we provided over 54,264 hours of service during the year. Our contractual services are supported by 46 salaried and 9 relief staff and 146 active volunteers, of whom 43 are supported volunteers.

All our day services aim to support participants to learn new skills, grow in self-confidence and be seen to be actively contributing to the local community. Being seen positively in the community supports individuals to get involved and engage in local community life. By giving back to their community our participants feel valued and grow in confidence.

We are always looking to develop new activities to meet the needs of our participants and 2024 saw the development of our Youth Theatre in Hereford and Sound and Vision Hub in Leominster. Both activities are looking to attract new participants, especially younger people.

### 2. Leisure and social activities

Leisure, social and other activities are drop in, pay as you go activities, which we support from fees, organisational funds or small grants. Our leisure and social activities are wide ranging, run at a variety of times and priced competitively. We even run a programme of online activities. Through taking part, participants can improve their mental and physical well-being, build friendships and access community activities.

In the last year we have had to increase our leisure and social activity fees to reflect the rises in cost of living and wages, but we have tried to keep prices to a minimum.

### 3. Volunteer recruitment and support

Volunteers are a vital part of our organisation. Without them, we would not be able to deliver the range and quality of services that we do. Volunteers allow us to work more flexibly, and bring a depth of experiences and backgrounds, which enrich our organisation.

Volunteering benefits everyone. Our participants get to work with a variety of individuals and widen their horizons through the experience and knowledge our volunteers bring. Volunteers working with ECHO have the opportunity to build their own skills and experience and support others, which can help prepare them for employment or other opportunities.

Our Steps to Employment Project has been working hard to assist those with additional needs who are looking for employment to meet their aspirations. We recognise that to be successful in employment support needs to start before a job is applied for and continue after it starts to give people the best chance to succeed. This includes work on CVs and applications and interview skills as well as support to find work placements and employment.

### Report of the trustees

### For the year ended 31 March 2025

### 4. Participant involvement

ECHO believes that disabled people should be able to play an active part in decisions that affect their lives. We therefore have a strong commitment to participant involvement in all aspects of our work.

This commitment is demonstrated throughout the organisation:

- We encourage everyone who accesses our services to become members of ECHO. This gives them rights to vote at our AGM on issues relating to ECHO's management and to determine the make-up of our Trustee Board.
- We ensure that participants are represented on our Trustee Board. Currently 36% of our Board are Participant Trustees. Full board members, they have the same organisational and legal responsibilities as other trustees. Every week there is a Trustee support meeting for Participant Trustees to give them the time and space they need to fulfil their roles.
- Our Rep group meets weekly to discuss the work of ECHO and wider issues of national and local interest. The Rep group helps provide a sounding board for new ideas and projects as well as letting us know what they think it is important for ECHO to be aware of.
- Participants are involved in the planning of the activities that they attend to make sure they are enjoyable and relevant. We also ensure that participants are a key part of the process of evaluating all our activities.
- We also support our service users to take part in other meetings and consultations both in Herefordshire and further afield where issues may affect them.

### Financial review

### Principal funding sources

The principal funding sources for the charity are currently grants income (£246,648) and fees income in the form of Commissioned funding from Herefordshire Council, Direct Payments and individual self-funders (£669,087).

ECHO has continued its efforts to diversify income, developing and implementing a fundraising strategy.

### Investment policy

ECHO has invested £250,000 of its cash assets to provide income for expenditure on our charitable objectives. The trustees are governed by the memorandum, amended on 10th December 2021, which sets out a general power of investment (section 4(h)). ECHO's assets are invested in short to medium term deposit accounts.

ECHO seeks to produce the best financial return within an acceptable level of risk. ECHO's investment objective is to maximise investment income for expenditure on its running costs.

No single deposit will exceed the value covered by the Financial Services Compensation Scheme to mitigate risk and protect the investment. The value and income generated from investments is monitored by the finance officer and reviewed annually by the finance subcommittee of the Board of Trustees.

### Reserves policy

ECHO reserves are held to help protect the organisation's sustainability and facilitate development. Our target level of reserves is £338,147. This is the amount needed to meet 6 months' core salaries and running costs needed to wind the organisation down in a controlled manner as a responsible charity, and non-cancellable debt.

### Report of the trustees

### For the year ended 31 March 2025

In 2025/26 we will have the following factors to navigate:

- Funders are reviewing what they support and how. This means that we need to keep up to date with funders intentions and look for new opportunities to replace those we may no longer be eligible for; and
- There continue to be increased pressures on Local Authority funding effecting which people get support and how much they receive.

Free reserves stand at £436,000 (2024: £531,481), calculated as the unrestricted funds, less the designated funds and the tangible fixed assets. This is above the current target level, mostly due to the legacy that received later in the year.

The Trustees have agreed that reserves can be spent in 2025 to help secure the purchase of a property for ECHO. Buying a building is a big decision we have been carefully considering for a while. We have however also been successful in securing a significant grant from the Eveson Trust to support the purchase. Reasons we decided to purchase rather than rent included:

- Not renting will save us money each year;
- It gives us extra space to develop and grow, bringing in more income;
- Owning a property will mean we can raise capital funds to improve it more easily. This can improve the accessibility and energy efficiency; and
- It gives more flexibility to adapt and change as we need to.

Due to the current pressures on funding and the wider increases in prices such as utilities, holding increased reserves helps us to ride out this volatile period whilst we look at the longer-term solutions. This includes reviewing structure, costs and income.

The Trustees are committed to reviewing reserve levels alongside the budget for 2025/26 to ensure that they are held at an appropriate level to meet future commitments and that any excess is used to develop the organisation and services.

### Fundraising statement

Fundraising is a key to the running and sustainability of ECHO, but we must ensure that this is carried out appropriately. This means transparency in what we do and ensuring that best practice is employed to ensure it is done in a way that protects vulnerable individuals and meets legal requirements.

The majority of our fundraising income is through grants, though we do undertake work to gather donations from businesses and individuals. Calls for donations are predominantly carried out via our web and social media presence. We also undertake a limited amount of community collections which are registered with the appropriate body. The use of any donations are clearly stated in the promotional material , whether this is to support ECHO as a whole or for a particular cause. We also run community fundraising events usually based on ticket sales to take part in an activity. Raffles are registered and run within local authority rules.

ECHO is registered with the fundraising regulator and follows its code of practice as industry standard in all the fundraising that we do. ECHO does not use any external contractors to undertake our fundraising work but work through our own fundraising to team to ensure standards, monitoring their work through supervisions and staffing procedures. Where we use platforms to assist our fundraising activities, we ensure that they meet the standards needed regarding security

### Report of the trustees

### For the year ended 31 March 2025

ECHO has received no complaints regarding our fundraising. Any complaints raised would be dealt with via our complaints procedure (available on our website or on request) and reported as necessary.

As a charity working with people with disabilities, we are very careful to ensure that any fundraising we do is designed to protect vulnerable people. This includes the messaging that we use and how and where we advertise our fundraising streams. All our staff are trained in safeguarding and as such have a duty to ensure that they are aware of the risks and signs of financial abuse and report any incidents where there is, or appears to be, any risk of this.

### Going concern basis of accounting

The Trustees have considered the impact of this issue on the charity's current and future financial position. The charity holds unrestricted general reserves of £436,000.

The trustees consider that the charity has sufficient unrestricted reserves and cash flow to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved. For this reason, the accounts have been prepared on the going concern basis.

### Plans for future periods

With a significant deficit last year, the focus in 2025/26 is to move us towards sustainability. The board has therefore agreed a programme of savings and developments to help us do this. This includes reviewing the areas of biggest risk and reducing these.

The key words in 2025 will be Sustainability, Development and Fun. To survive as an organisation, we cannot stay still but need to continue to review and develop activities to keep current and meet the needs of participants now and in the future. Whatever we do, we must maintain the fun and joy that marks out our activities as this is what keeps the organisation fresh and vibrant.

Property will be a key area for ECHO in 2025 with the new building purchase and a need to find a new venue for our Eaton Barn community garden. Both changes offer good opportunities to review how and what we do to make services sustainable now and into the future.

### Structure, governance and management

### Governing document

The organisation is a charitable company limited by guarantee. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

### Recruitment and appointment of board of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. ECHO is required to have a minimum of 3 and a maximum of 15 Trustees. Trustees are elected at the Annual General Meeting. One third of the Trustees retire each year. The Trustees to retire each year are those who have been Trustees the longest (since their last election). If a Trustee retires by rotation, they may be put forward for re-election.

### Report of the trustees

### For the year ended 31 March 2025

All Trustees must be members of ECHO. A member may be appointed Trustee if they are an existing Trustee retiring by rotation; or they are recommended by the other Trustees; or they are nominated in writing by another member. The nomination must be sent to ECHO not less than 14 days, nor more than 35 days before the date of the meeting. The nominated Trustee must also sign to say they are willing to be elected.

The Board seeks to ensure that the participant group is appropriately reflected in the diversity of the Trustee body. The Board actively encourages ECHO participants to consider standing for election and provides a range of advocacy support to meet the needs of individuals putting themselves forward.

### Trustee induction and training

All Trustees are given a full induction pack outlining their roles and responsibilities as Trustees and Directors of the company. All Trustees are offered the opportunity to attend external trustee training sessions. Every week we run a Trustee support meeting for participant Trustees or any other Trustees with additional support needs.

To help ensure our board has the skills it needs to guide the organisation we have set up a Trustee Development group to look at issues like recruitment and skills gaps.

### Risk management

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated regularly and reviewed at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, beneficiaries and visitors. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

### Organisational structure

ECHO has a Board of Trustees who meet every at least every 3 months and are responsible for the strategic direction and policy of the charity. At present, the Board has eleven members from a variety of backgrounds relevant to the work of the charity. The Chief Officer/ Company Secretary also sits on the Committee but has no voting rights. There are currently 4 sub-groups of the board (Finance, HR, Trustee Development, and Quality). All have their own terms of reference and delegated powers.

Day to day responsibility for the running of the charity and its services rests with the Chief Officer and the staff team. The Chief Officer is responsible for ensuring that the charity delivers the services specified and that key outcomes are met.

### Report of the trustees

### For the year ended 31 March 2025

### Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those 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 accounting 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

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.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

### **Independent Examiners**

Godfrey Wilson Limited were re-appointed as independent examiners to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 15 October 2025 and signed on their behalf by

Blaise White

Blaise White - Treasurer

### To the members of

### **ECHO for Extra Choices in Herefordshire Limited**

### Opinion

We have audited the financial statements of ECHO for Extra Choices in Herefordshire Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cashflows and the related notes to the financial statements, including a summary of 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 charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice: and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 8 to the financial statements, 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. 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.

### To the members of

### **ECHO for Extra Choices in Herefordshire Limited**

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

### Opinion 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' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

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

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

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

### Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' 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 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 charity or to cease operations, or have no realistic alternative but to do so.

### To the members of

### **ECHO for Extra Choices in Herefordshire Limited**

### Our 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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

- (1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
- (2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
  - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
- (3) We inspected the minutes of trustee meetings.
- (4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.
- (5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.
- (6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.
- (7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
  - Testing the appropriateness of journal entries;
  - Assessing judgements and accounting estimates for potential bias;
  - Reviewing related party transactions; and
  - Testing transactions that are unusual or 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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

### To the members of

### **ECHO for Extra Choices in Herefordshire Limited**

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: 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 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 charity'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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 17 October 2025

Rob Gilson

Robert Wilson FCA (Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

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

### For the year ended 31 March 2025

				2025	Restated 2024
		Restricted	Unrestricted	Total	Total
	Note	£	£	£	£
Income from:		_	_	_	_
Donations	3	-	34,858	34,858	83,514
Charitable activities	4	246,648	669,087	915,735	771,674
Other trading activities	5	-	47,819	47,819	47,933
Investments			15,923	15,923	12,634
Totalinaama		046 640	767 607	4.044.225	045 755
Total income		246,648	767,687	1,014,335	915,755
Expenditure on:					
Raising funds		_	44,254	44,254	68,962
Charitable activities		230,696	818,914	1,049,610	899,769
		, , , , , ,			
Total expenditure	7	230,696	863,168	1,093,864	968,731
Net income / (expenditure)		15,952	(95,481)	(79,529)	(52,976)
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Net movement in funds	8	15,952	(95,481)	(79,529)	(52,976)
Barrar Watter of Conde					
Reconciliation of funds:		06 400	E24 404	607 662	600 630
Total funds brought forward		96,182	531,481	627,663	680,639
Total funds carried forward		112,134	436,000	548,134	627,663

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 15 to the accounts.

Income comparatives have been restated for a prior period adjustment, as set out in note 18 to the accounts.

### **Balance sheet**

### As at 31 March 2025

	Note	£	2025 £	Restated 2024 £
Fixed assets				
Tangible assets	11		-	-
Current assets				
Debtors	12	75,280		93,579
Current asset investments		252,091		185,000
Cash at bank and in hand		274,358		376,295
		601,729		654,874
Liabilities				
Creditors: amounts falling due within 1 year	13	(53,595)		(27,211)
Net current assets			548,134	627,663
Net assets	14		548,134	627,663
Funds	15			
Restricted funds			112,134	96,182
Unrestricted funds				
General funds			436,000	531,481
Total charity funds			548,134	627,663

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 15 October 2025 and signed on their behalf by

Blaise White

Blaise White - Treasurer

### Statement of cash flows

### For the year ended 31 March 2025

Cook used in energting activities:	2025 £	Restated 2024 £
Cash used in operating activities:  Net movement in funds  Adjustments for:	(79,529)	(52,976)
Dividends, interest and rents from investments Decrease in debtors Increase/(decrease) in creditors	(15,923) 18,299 26,384	(12,634) 120,925 (11,640)
Net cash (used in) operating activities	(50,769)	43,675
Cash flows from investing activities: Dividends, interest and rents from investments	15,923	12,634
Decrease in cash and cash equivalents in the year	(34,846)	56,309
Cash and cash equivalents at the beginning of the year	561,295	504,986
Cash and cash equivalents at the end of the year	526,449	561,295
Represented by:	2025 £	2024 £
Current asset investments Cash at bank and in hand	252,091 274,358	185,000 376,295
	526,449	561,295

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

### Notes to the financial statements

### For the year ended 31 March 2025

### 1. Accounting policies

### a) Basis of preparation

ECHO for Extra Choices in Herefordshire Limited is a charitable company limited by guarantee registered in England and Wales. The registered office address is 40-42 West Street, Leominster, Herefordshire, HR6 8ES.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

ECHO for Extra Choices in Herefordshire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

### b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

### c) Income

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

Income from the 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 Trust 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.

### d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

### Notes to the financial statements

### For the year ended 31 March 2025

### 1. Accounting policies (continued)

### d) Donated services and facilities (continued)

On receipt, donated 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.

### e) 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.

### f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### g) 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.

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

### h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff cost by each activity as follows:

	2025	2024
Raising funds	4.3%	8.2%
Charitable activities	95.7%	91.8%

### i) Tangible fixed assets

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:

Fixtures and fittings

3 years straight line

### j) Stock

Donated items of stock for resale or distribution are not included in the financial statements until they are sold or distributed because the trustees consider it impractical to be able to assess the amount of donated stocks as there are no systems in place which record these items until they are sold and undertaking a stock take would incur undue cost for the charity which far outweigh the benefits.

### Notes to the financial statements

### For the year ended 31 March 2025

### 1. Accounting policies (continued)

### k) 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.

### I) Current asset investments

Deposit accounts and other liquid unlisted investments with a maturity date of more than three months from the date of acquisition or opening of the account are deemed to be held for investment and are therefore classified as current asset investments.

### m) Cash at bank and in hand

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

### n) Creditors

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.

### o) Financial instruments

The charitable company 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 recognised at amortised cost using the effective interest method.

### p) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

### q) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

### r) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

### Notes to the financial statements

### For the year ended 31 March 2025

2.	Prior period comparatives: statement of financial activit	ies (restate	d)	
				2024
			Unrestricted	Total
	Income from:	£	£	£
	Income from:  Donations	40 774	24.742	02 514
	Charitable activities	48,771 125,512	34,743 646,162	83,514 771,674
	Other trading activities	125,512	47,933	47,933
	Investments	_	12,634	12,634
	investinants		12,004	12,004
	Total income	174,283	741,472	915,755
	Expenditure on:			
	Raising funds	_	68,962	68,962
	Charitable activities	138,704	761,065	899,769
	Charlage delivites	100,704	701,000	000,100
	Total expenditure	138,704	830,027	968,731
	Net income	35,579	(88,555)	(52,976)
	Transfers between funds	16,245	(16,245)	
	Net movement in funds	51,824	(104,800)	(52,976)
3.	Income from donations		Unrestricted	2025 Total
		£	£	£
	Donations	_	33,753	33,753
	Legacies	_	1,105	1,105
	20940100			
	Total income from donations	-	34,858	34,858
				<del></del>
	Prior period comparative			
	Prior period comparative	Restricted		2024
	Prior period comparative	Restricted £	Unrestricted £	
		£	Unrestricted £	2024 Total £
	Donations		Unrestricted	2024 Total
		£	Unrestricted £	2024 Total £

### Notes to the financial statements

### For the year ended 31 March 2025

4.	Income from charitable activities			2025
		Restricted £	Unrestricted £	Total £
	Grants Fees for activities	246,648	669,087	246,648 669,087
	Total income from charitable activities	246,648	669,087	915,735
	Prior period comparative (restated)	Restricted £	Unrestricted £	2024 Total £
	Grants Fees for activities	125,512 <u>-</u>	51,000 595,162	176,512 595,162
	Total income from charitable activities	125,512	646,162	771,674
5.	Income from other trading activities		2025 Total £	2024 Total £
	Shop, cafe and theatre sales		47,819	47,933

All other trading income in the current and prior period was unrestricted.

### 6. Government grants

The charitable company received government grant income in the year from Arts Council England, The National Lottery, Herefordshire Council and Leominster Council. The total value of such grants in the period ending 31 March 2025 was £183,516 (2024: £61,453). There were no unfulfilled conditions or contingencies attaching to these grants in either years.

ECHO for Extra Choices in Herefordshire Limited

Notes to the financial statements

For the year ended 31 March 2025

7. Total expenditure			Toda toda	
		Charitable	governance	
	Raising funds	activities	costs	2025 Total
	t <del>,</del>	t)	ርብ	ત્મ
Staff costs (note 9)	29,014	645,638	180,604	855,256
Other staff costs	5	9,836	4,431	14,272
Premises		81,637	7,537	89,174
Office	663	13,307	29,812	43,782
Equipment		12,701	355	13,056
Fees & charges	299	39,700	14,346	54,345
Trustee expenses		•	977	226
Fundraising expenses	1,000	•	•	1,000
Project costs	2,568	17,491	520	20,579
Marketing & promotion	429	621	373	1,423
Sub-total	33,978	820,931	238,955	1,093,864
Allocation of support and governance costs	10,276	228,679	(238,955)	1
Total expenditure	44,254	1,049,610		1,093,864

Total governance costs were £8,727 (2024: £3,215)

ECHO for Extra Choices in Herefordshire Limited

Notes to the financial statements

For the year ended 31 March 2025

# 7. Total expenditure (continued) Prior period comparative

Prior period comparative				
		Charitable	Support and governance	
	Raising funds	activities	costs	2024 Total
	Ð	£	£	£
Staff costs (note 9)	45,481	510,780	192,728	748,989
Other staff costs	20	10,397	3,428	13,875
Premises	•	71,476	12,063	83,539
Office	355	16,147	28,538	45,040
Equipment	•	7,879	222	8,101
Fees & charges	154	40,117	3,498	43,769
Trustee expenses	•	1	1,514	1,514
Fundraising expenses	1,317	1	•	1,317
Project costs	1,090	16,650	1,723	19,463
Marketing & promotion	588	2,536		3,124
Sub-total	49,035	675,982	243,714	968,731
Allocation of support and governance costs	19,927	223,787	(243,714)	1
Total expenditure	68,962	899,769	'   	968,731

### Notes to the financial statements

### For the year ended 31 March 2025

8.

. <b>Net movement in funds</b> This is stated after charging:		
	2025	2024
	£	£
Operating lease payments	35,838	18,266
Depreciation	-	-
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	977	1,515
Auditors' remuneration (excluding VAT):		
■ Audit	7,750	_
<ul><li>Independent examination</li></ul>		1,700

During the year, three trustees (2024: two trustees) had expenses reimbursed relating to postage and stationery, and travel.

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

### 9. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	783,658	691,856
Social security costs	49,767	42,259
Pension costs	21,831	14,874
Total staff costs:	<u>855,256</u>	748,989

Relief staff costs are charged to the activity to which they relate.

No employee earned more than £60,000 during the current or prior year. The key management personnel of the charitable company comprise the Trustees, the Chief Executive Officer and the two Deputy Chief Executive Officers. The total employee benefits of the key management personnel were £115,987 (2024: £110,257).

Total redundancy payments in the year were £1,398 (2024: nil).

		·	`	,	2025 No.	Restated 2024 No.
Average head	count				48	44

Average head count figures for 2024 have been restated to correct a prior period error.

### Notes to the financial statements

### For the year ended 31 March 2025

### 10. Taxation

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

11. Tangible fixed assets		Fixtures and fittings £
Cost At 1 April 2024 and 31 March 2025		5,399
<b>Depreciation</b> At 1 April 2024 and 31 March 2025		5,399
Net book value At 1 April 2024 and 31 March 2025		<u> </u>
12. Debtors	2025 £	Restated 2024 £
Trade debtors Prepayments and accrued income Other debtors	61,679 12,098 1,503 75,280	58,311 31,422 3,846 93,579
13. Creditors : amounts due within 1 year	2025 £	2024 £
Trade creditors Accruals Deferred Income Other taxation and social security Other creditors	25,284 19,209 900 6,996 1,206	15,418 6,478 - - 5,315 27,211

### Notes to the financial statements

### For the year ended 31 March 2025

14.	Analysis of net assets between funds		Restricted	General	Total
			funds	funds	funds
			£	£	£
	Current assets Current liabilities		112,134	489,595 (53,595)	601,729 (53,595)
	Net assets at 31 March 2025		112,134	436,000	548,134
	Prior period comparative (restated)		Restricted	General	Total
			funds	funds	funds
			£	£	£
	Current assets		96,182	558,692	654,874
	Current liabilities			(27,211)	(27,211)
	Net assets at 31 March 2024		96,182	531,481	627,663
15.	Movements in funds				
		At 1 April			At 31 March
		2024	Income	Expenditure	2025
		£	£	£	£
	Restricted funds				
	Eveson Trust	25,000	-	(25,000)	-
	Advocacy Extra	-	36,463	(21,948)	14,515
	Bailey Thomas	-	12,000	(12,000)	-
	Arts Council	1	40,385	(4,833)	35,553
	StEP Project (Lottery Community Fund)	2,400	106,869	(96,701)	12,568
	Leisure and Social Activities	2,393	8,855	(4,486)	6,762
	Craft Activities	22,082	19,144	(27,076)	14,150
	Life Skills Activities	11,841	5,761	(14,079)	3,523
	Arts & Media Activities	32,465	17,171	(24,573)	25,063
	Total restricted funds	96,182	246,648	(230,696)	112,134
	Unrestricted funds				
	General funds	531,481	767,687	(863,168)	436,000
	Total unrestricted funds	531,481	767,687	(863,168)	436,000
	Total funds	627,663	1,014,335	(1,093,864)	548,134

### Notes to the financial statements

### For the year ended 31 March 2025

### 15. Movements in funds (continued)

### **Purposes of restricted funds**

### **Eveson Trust**

Fund to support salary of key staff member.

### **Advocacy Extra**

Funding secures staff hours to support Participants involved in organisational governance.

### **Bailey Thomas**

Fund to support salary of key staff member.

### **Arts Council**

Funding is for the development of a new show by the About Face theatre group.

### **StEP Project (Lottery Community Fund)**

The project is a national lottery community fund supported programme. Supporting individuals as volunteers throughout Echo projects and the community to gain work experience and employment opportunities for people with disabilities.

### **Leisure and Social Activities**

Funding subsidises a variety of sports and leisure activities from football to music, club nights and yoga.

### Craft Activities

Funding supports provision of a range of activities including craft skills, furniture upcycling and horticulture.

### **Life Skills Activities**

Funding enables participants to learn basic skills such as cookery as well as supporting them to volunteer in their local community.

### **Arts & Media Activities**

Funding is used to support the theatre, radio and sound and vision groups run by ECHO.

### Notes to the financial statements

### For the year ended 31 March 2025

## 15. Movements in funds (continued) Prior period comparative (restated)

				Transfers	
	At 1 April			between	At 31 March
	2023	Income	Expenditure	funds	2024
	£	£	£	£	£
Restricted funds					
Eveson Trust	22,971	25,000	(22,971)	-	25,000
Arts Council	3,050	4,665	(7,714)	-	1
StEP Project (Lottery Community					
Fund)	-	54,028	(51,628)	-	2,400
Leisure and Social Activities	-	6,857	(4,464)	-	2,393
Craft Activities	3,737	31,075	(12,730)	-	22,082
Life Skills Activities	4,648	14,541	(7,116)	(232)	11,841
Arts & Media Activities	20,293	38,117	(25,945)	-	32,465
Inclusive Volunteering Project	3,755	-	(19,999)	16,244	-
Total restricted funds	58,454_	174,283	(152,567)	16,012	96,182
Unrestricted funds					
General funds	622,185	741,472	(816,164)	(16,012)	531,481
Total unrestricted funds	622,185	741,472	(816,164)	(16,012)	531,481
Total funds	680,639	915,755	(968,731)	_	627,663
	000,000	0.10,700	(000,701)		021,000

### 16. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025	2024
	£	£
Amount falling due:		
Within 1 year	41,025	30,372
Within 1 - 5 years	125,000	14,600
More than 5 years	28,650	-
	194,675	44,972

### 17. Related party transactions

There were no related party transactions during the current or prior year.

### Notes to the financial statements

### For the year ended 31 March 2025

### 18. Prior period restatement

Prior year funds have been restated due to the identification of grant income for which the charity met entitlement within the year ended 31 March 2024, incorrectly restricted income and expenditure in the year ended 31 March 2024 and the release of designated funds to general funds. The effects of the restatement are set out below:

Opening Funds As at 1 April 2023 (original) Restatement of restricted fund Release of designated funds	Restricted £ 59,245 (791)	Designated £ 30,756 - (30,756)	Unrestricted £ 590,638 791 30,756
As at 1 April 2023 (restated)	58,454		622,185
Income Originally stated as at 31 March 2024 Recognise accrued grant income Release of designated funds Restatement of restricted fee income Restated as at 31 March 2024	Restricted £ 237,656 25,000 - (88,373)	Designated £ 253,781 - (253,781)	Unrestricted £ 399,318 - 253,781 88,373 741,472
Expenditure Originally stated as at 31 March 2024 Restatement of restricted fund Restatement of restricted project expenditure Release of designated funds Restated as at 31 March 2024	Restricted £ (227,868) 791 74,510 (152,567)	Designated £ (274,794) - 274,794	Unrestricted £ (466,069) (791) (74,510) (274,794) (816,164)
Debtors Originally stated as at 31 March 2024 Recognise accrued grant income Restated as at 31 March 2024			Total £ 68,579 25,000