

Charity registration number 1202112 (England and Wales)

INNOV8 WORKSHOPS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

INNOV8 WORKSHOPS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P J Shelley N C G Gambier E Borrett K Tate	(Appointed 29 October 2025) (Appointed 29 October 2025)
Charity number (England and Wales)	1202112	
Principal address	Woodlands Business Park Rougham Industrial Estate Bury St Edmunds IP30 9ND	
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INNOV8 WORKSHOPS

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INNOV8 WORKSHOPS

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2025

This year's report tells a story of care, commitment and steady progress in the face of a national education landscape that continues to place extraordinary pressure on children, families and the professionals who support them. Against that backdrop, Innov8's work feels not only relevant, but essential.

First and foremost, I want to recognise the people at the heart of Innov8. Our staff work every day with children and young people whose experiences of education have often been shaped by trauma, exclusion and unmet need. The consistency, patience and compassion they bring to this work cannot be overstated. The outcomes described in this report; improved attendance, sustained engagement, growing confidence and positive next steps, are not accidental. They are the result of relationships built over time, of staff who show up, listen carefully, hold boundaries kindly and refuse to give up on the young people in their care.

Equally, the courage and resilience shown by the children and young people themselves deserves recognition. For many, simply attending regularly, trusting adults again, or attempting learning after long periods of disengagement represents a significant achievement. Innov8 creates the conditions in which these small but vital steps are possible, and this year's impact demonstrates just how transformative that can be.

From a governance perspective, the past year has been one of consolidation as well as growth. Innov8 has expanded provision across Primary, Post-16 and Outreach services while strengthening safeguarding practice, internal systems and financial resilience. Income growth and increased reserves have been managed responsibly, allowing for continued investment in staff, facilities and quality without losing sight of sustainability. The Board is quietly pleased with this progress, not because growth is an end in itself, but because it has been achieved while staying true to Innov8's values and relational approach.

I am particularly encouraged by the organisation's calm confidence about the future. Innov8 understands both its strengths and its limits. There is no rush to scale faster than quality allows; instead, there is a clear commitment to growing thoughtfully, maintaining high standards and responding flexibly to need. In a system that often moves too quickly for the children it serves, this measured approach is a strength.

Looking ahead, demand for Innov8's work is unlikely to lessen. Attendance challenges, exclusion and disengagement remain deeply embedded issues nationally. Yet this report gives genuine cause for optimism. It shows that when children are met with understanding, structure and belief, progress is possible. It shows that staff wellbeing and strong governance matter. And it shows that Innov8 is building a solid foundation from which to deepen its impact in the years to come.

On behalf of the Board, I would like to thank the staff team for their dedication, the children and young people for their trust, and the schools, families and partners who work alongside Innov8. We remain proud of what has been achieved this year, and calmly excited about what lies ahead.



Philip Shelley (Feb 23, 2026 17:31:48 GMT)

Chairman

23/02/2026
Date:

INNOV8 WORKSHOPS

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees present their annual report and financial statements for the year ended 31 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Setting the Context: Why Our Work Matters

England's education system is facing a sustained and deepening engagement challenge that affects hundreds of thousands of children and young people across the country. The scale of the issue is now visible in multiple official measures of attendance, engagement and exclusion.

- In autumn 2024, local authorities reported that 39,200 children of compulsory school age were missing education, meaning they were not on a school roll and were not receiving suitable education elsewhere. This figure has risen year-on-year and was about 6,200 higher than the previous autumn term.¹
- Across the 2023–24 academic year, persistent absence (defined as missing 10% or more of school sessions) affected around 1.49 million pupils, or roughly 1 in 5 children.²
- More than 147,600 pupils in the 2024–25 autumn term were classed as *severely absent*, missing half or more of their school sessions, a number that has more than doubled compared with pre-pandemic levels.
- Across the same period, pupils with complex needs such as SEND were far more likely to be persistently or severely absent than their peers, illustrating how unmet need and systemic challenges intersect to produce disengagement.³
- Exclusion data for 2023–24 shows that disruptive behaviour was the most common recorded reason for permanent exclusion, and that suspensions and exclusions continued to rise across England.⁴
- These figures are not simply statistics, they reflect real children and young people who are struggling to engage with traditional education due to complex combinations of need, unmet support, mental health challenges, trauma, SEN and systemic barriers.⁵

In this context, Innov8 Workshops is responding to a gap in the current system. We exist because rising absence, disengagement and exclusion mean that many children cannot access or sustain engagement in mainstream education. Innov8 provides a relationship-led, trauma-informed alternative, where young people who have been missing out on education or repeatedly excluded can re-engage with learning, build resilience and progress toward positive outcomes.

1-Gov.uk – Children missing in education 09/05/24

2-Gov.uk – Children missing in education 09/05/24

3-Gov.uk – Children missing in education 09/05/24

4-Gov.uk: Pupil absence in schools in England 23/10/25

5-Gov.uk: Suspensions and permanent exclusions in England 15/12/25

By placing consistency, personal connection and flexibility at the centre of provision, Innov8 both *addresses the symptoms of disengagement* and *tackles its root causes*. Our work sits alongside, not apart from, the wider education system, helping to re-stabilise children's educational journeys at a crucial point in their lives.

Year at a Glance (September 2024 - August 2025)

Between September 2024 and August 2025, Innov8 Workshops continued to deliver high-impact alternative education, mentoring, and vocational provision to some of the most vulnerable children and young people across Suffolk. Demand for our services remained consistently high throughout the year, reflecting both the growing level of need locally and the trust placed in Innov8 by schools, the local authority, families, and partner agencies.

This year marked a period of consolidation as well as growth. Innov8 strengthened its internal systems, improved consistency in monitoring outcomes, and embedded trauma-informed practice, safeguarding and relationship-based education across the organisation.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Year at a Glance (September 2024 - August 2025) (continued)

Key highlights from the year include:

- Significant expansion of Primary and Post-16 provision, alongside sustained growth in Outreach.
- Continued investment in staff, facilities, training and technology to support quality, safeguarding and sustainability.
- A further significant increase in staff numbers to 20 by the end of the year including the adoption of a organisational structure that has prepared innov8 for further growth
- A 63% increase in income to over £980,000, which has allowed for significant investment across innov8 as well as building an increased reserve.

Impact and Outcomes

Innov8's impact during 2024–25 is best understood through a combination of quantitative outcomes and qualitative change. Together, these demonstrate the scale, consistency and depth of support provided to children and young people who are unable to thrive in mainstream education.

Headline Outcomes

Across the year, Innov8 delivered:

- Support to over 100 children and young people each week across Primary, 11–16, Post-16 and Outreach provision
- Delivered over 17,000 hours of mentoring, vocational learning and outreach activity
- Attendance consistently between 85% and 91%, significantly above expectations for cohorts with histories of exclusion, anxiety, trauma and disrupted schooling
- Sustained engagement from students previously unable to access any formal or alternative education
- Post-16 progression, with 14 exam passes and two students moving on to college in September 2025

These figures reflect both the level of demand for Innov8's services and the effectiveness of a flexible, relationship-led approach to engagement.

Engagement and Attendance

Maintaining regular attendance is often one of the greatest challenges for young people who have disengaged from education. Against this backdrop, Innov8's attendance range of 85–91% represents a significant achievement.

These high attendance levels were supported by:

- Strong, trusting relationships between staff and students
- Flexible, personalised timetables
- A safe, non-institutional environment
- Consistent routines balanced with meaningful student choice

For many young people, improved attendance acted as the first indicator of wider progress, enabling re-engagement with learning, peers and trusted adults.

Wellbeing, Confidence and Behaviour

Student feedback gathered throughout the year from each mentoring session demonstrates consistently positive outcomes across key wellbeing and behavioral indicators. Average student-reported scores included:

- Wellbeing: 4.4–4.5
- Behavior: 4.5
- Engagement: 4.4
- Respect: 4.5
- Enjoyment: 4.5–4.6

These outcomes reflect Innov8's focus on emotional safety, trust, and self-determination, supporting autonomy, competence and connection. Progress is often seen in small but meaningful ways, such as improved emotional regulation, increased communication, and willingness to attempt new challenges.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Progression and Future Readiness

During 2024–25, Innov8 supported young people to take positive next steps aligned to their individual needs and aspirations. Outcomes included:

- Successful transitions from our Primary provision into specialist and mainstream settings for all children who came to innov8
- Increased engagement in Post-16 Functional Skills, life skills and employability pathways
- Two Post-16 students progressing into college in September 2025
- Increased confidence in community access, independence and work-related skills

While not all young people are immediately ready for formal education or employment, Innov8 plays a critical role in preparing them for future transitions by rebuilding confidence, stability and belief in themselves.

What This Means

The outcomes achieved during 2024–25 demonstrate that when young people are met with understanding, consistency and respect, meaningful change is possible. Innov8's impact lies not only in academic or vocational outcomes, but in helping young people to re-engage with education, rebuild trust in adults, and begin to imagine a more positive future.

The evidence from this year provides a strong foundation for continued growth, expanded provision and deeper impact in the years ahead.

Our Programmes and Services

During September 2024 – August 2025, Innov8 Workshops delivered a broad and carefully balanced range of programmes designed to meet the complex and varied needs of children and young people who are unable to thrive in mainstream education. All provision is underpinned by trauma-informed practice and a strong belief in the importance of relationships, structure and meaningful engagement.

Our programmes are designed not only to support academic or vocational learning, but to develop confidence, wellbeing, independence and future readiness. Each workshop contributes in a distinct way while reinforcing a shared organisational approach focused on autonomy, competence and connection.

Primary Provision (Under 11s)

Innov8 Primary continued to develop during 2024–25, supporting children with significant emotional, behavioural and developmental needs who were struggling to access mainstream education. The focus of this provision is early intervention, supporting emotional literacy, regulation and trust at a critical stage in a child's development.

Through consistent, relationship-based support, children were helped to recognise and name emotions, develop self-regulation strategies and build positive routines. Interventions were tailored to individual needs and delivered in a calm, nurturing environment where children felt safe and understood.

Across the year, several children successfully transitioned from Innov8 Primary into specialist or mainstream settings. These transitions reflect sustained progress in wellbeing, confidence and readiness to re-engage with education.

11-16 Vocational Workshops

Our core 11–16 provision remained at the heart of Innov8's work throughout the year. These workshops provide young people with an alternative to traditional classroom learning, offering practical, hands-on experiences that build skills, confidence and motivation.

Young people accessing this provision often arrive with a history of exclusion, anxiety, unmet special educational needs or disrupted schooling. By removing many of the barriers associated with mainstream education, Innov8 creates opportunities for re-engagement and growth.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Fitness and Wellbeing

Fitness sessions continued to be one of the most impactful elements of Innov8's provision. The gym provides a safe and supportive environment where young people can engage in physical activity while also having space for open conversation and reflection.

Regular participation in fitness sessions contributed to: Improved mental health and emotional regulation, increased self-esteem and confidence, development of positive routines and coping strategies

For some students, engagement in fitness also opened up interest in future pathways such as personal training, sports coaching or gym-related employment.

Bike and Mechanics Workshop

The bike workshop offered valuable hands-on learning opportunities outside the traditional classroom environment. Through repairing, maintaining and assembling bikes, students developed practical mechanical skills alongside problem-solving, patience and resilience.

These sessions also encouraged teamwork and perseverance, helping young people experience success through tangible outcomes. In addition to workshop-based learning, bike rides and off-site activities supported mental wellbeing and confidence through physical activity and community engagement.

The skills developed through this workshop are transferable to a wide range of vocational pathways, including engineering, mechanics and technical trades.

Art and Creative Workshops

The art workshop provided an important outlet for emotional expression, creativity and identity-building. Many students find it easier to communicate feelings and experiences through creative mediums rather than words.

Through structured yet flexible creative sessions, students developed confidence, pride in their work and improved emotional regulation. The creative process also supported focus, persistence and self-reflection, contributing positively to overall wellbeing.

Cookery and Life Skills

Cookery sessions played a key role in developing practical life skills and independence. Students learned to follow instructions, manage time, work safely and hygienically, and collaborate with others.

Beyond the immediate practical skills gained, these sessions supported employability by introducing students to potential careers in hospitality, catering and food production. Many students also reported increased confidence in preparing food independently at home.

Post-16 Provision

Innov8's Post-16 provision continued to expand during 2024–25, supporting young people as they transition from compulsory education towards adulthood, independence and employment.

Post-16 sessions focused on Functional Skills in Maths and English, life skills, employability and personal development. The environment is intentionally adult-oriented, supporting young people to develop independence, responsibility and confidence.

Across the year, students demonstrated increased engagement with learning, improved attendance and growing confidence in planning for the future. Two students successfully progressed on to college in September 2025, reflecting the effectiveness of this provision in supporting positive next steps.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Outreach Provision

Outreach remained a vital and growing element of Innov8's services, particularly for young people who were not yet ready to access centre-based provision.

Delivered on a one-to-one or small-group basis, Outreach sessions are student-led and highly flexible, allowing mentors to meet young people where they are, both physically and emotionally. Activities often focus on community access, life skills, emotional regulation and relationship-building.

Outreach plays a crucial role in: Reducing isolation, building trust in adults, supporting reintegration into education or centre-based provision

The introduction of an accessible vehicle during the year further expanded opportunities for off-site learning and community engagement, particularly for young people with mobility needs.

A Joined-Up Approach

While each programme has its own focus, Innov8's strength lies in the way these services work together. Young people often access multiple elements of provision as their confidence and needs evolve, allowing for flexible, personalised pathways.

This joined-up approach ensures that Innov8 can respond effectively to change, support progression at an individual pace, and deliver consistent, high-quality support across all age groups and services.

Case Studies - Impact in Practice

The following case studies illustrate how Innov8's relationship-led, trauma-informed approach translates into meaningful outcomes for young people with complex needs. All names have been anonymised.

Case Study 1 - Primary Provision: Building Emotional Literacy and Readiness to Learn

LN joined Innov8 Primary with significant emotional, behavioral and academic needs that made it difficult for him to access mainstream education. At the start of his placement, LN struggled to recognise emotions, regulate his behavior, and respond appropriately in challenging situations.

Through consistent, trauma-informed support, LN made sustained progress across the year. Staff focused on helping him identify and name emotions, develop practical self-regulation strategies, and seek help appropriately when overwhelmed. Over time, LN became increasingly able to manage difficult situations and make positive choices.

Alongside emotional development, Innov8 provided targeted academic support to address significant gaps in phonics and reading while awaiting a specialist placement. A key milestone was LN achieving his long-term goal of reading independently, recently reading the full Book of the Week aloud with minimal support.

Strong communication with home supported stability beyond the setting, and Innov8 staff worked closely with external professionals to advocate for appropriate EHCP reviews. LN is now better prepared, emotionally and academically, for his next stage of education.

Case Study 2 - 11-16 Provision: Re-engaging with Learning and Building Confidence

J joined Innov8 after experiencing significant difficulties in secondary school and completing GCSEs without achieving English or Maths qualifications. Initially, J was highly guarded, avoided interaction with peers, and struggled to engage with learning.

Through consistent support and careful adjustments to learning tasks, staff identified unmet needs not fully reflected in J's EHCP, including the need for broken-down text, visual overlays and alternative ways of recording work. Once these barriers were addressed, J began to engage more confidently and work independently.

Over time, J's confidence and resilience grew. She now participates in group activities, has built positive relationships with peers and staff, and has developed a clearer sense of future goals. J has re-engaged with reading, contributed to choosing new books for Post-16 provision, and successfully applied for a part-time job independently.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Case Study 2 - 11-16 Provision: Re-engaging with Learning and Building Confidence (continued)

This journey highlights the impact of personalised support and the importance of listening to young people's experiences and preferences.

Case Study 3 - 11-16 Provisions: Practical Skills and Positive Identity

L attends Innov8's vocational workshops and has shown strong engagement, particularly in cookery and outreach sessions. Structure and predictability are key to L's success; knowing what to expect and having the right resources in place helps him feel secure and focused.

L takes pride in preparing food for others and values feedback on his work. Through these sessions, he has developed confidence, teamwork skills and a strong sense of achievement. L has expressed clear ambitions to work in catering in the future, including aspirations to run his own food truck.

While L can sometimes be influenced by peers, ongoing wellbeing check-ins and consistent support from trusted adults have helped him develop greater self-awareness and resilience. Innov8 provides a positive environment where L feels valued, motivated and able to build towards his future goals.

Case Study 4 - Post-16 Provision: Developing Independence and Future Aspirations

O joined Innov8 Post-16 after struggling with anxiety linked to formal examinations, which led to disengagement despite strong academic ability. The pressure of exams resulted in frustration and emotional distress, preventing him from completing exam preparation.

At Innov8, O benefited from a structured yet low-pressure environment. Predictable routines, clear expectations and advance knowledge of lesson content helped reduce anxiety and increase engagement. O has since built positive peer relationships and engages confidently across sessions.

By removing high-stakes pressure and focusing on confidence, wellbeing and skills development, Innov8 enabled O to re-engage with learning and begin exploring future pathways at a pace that feels manageable and supportive.

Case Study 5 - Outreach Provision: Building Trust and Community Access

Some young people are not initially ready to access centre-based provision. Outreach plays a critical role in engaging these students through flexible, one-to-one support in the community.

Through Outreach mentoring, students are supported to build trust in adults, develop life skills and gradually increase confidence in accessing public spaces. Sessions are student-led, allowing young people to work at their own pace while being gently encouraged to step beyond their comfort zones.

For many, Outreach acts as a bridge back into education or Innov8 centre-based provision, reducing isolation and supporting long-term re-engagement.

What These Stories Show

Together, these case studies demonstrate that Innov8's impact lies not in a single intervention, but in a consistent, personalised approach that values relationships, listens to young people, and adapts support to meet individual needs. The outcomes achieved across Primary, 11–16, Post-16 and Outreach provision illustrate how meaningful change is possible when young people are supported with patience, respect and belief in their potential.

The People Behind Our Work

Innov8's impact is delivered through people, a skilled, committed and compassionate staff team supported by strong governance and a culture that values relationships, professionalism and wellbeing.

Many of the children and young people we support arrive with a history of disrupted education, trauma and low trust in adults. For this reason, consistent relationships are not a "nice to have"; they are essential to progress. The quality of Innov8's work is directly linked to the ability of staff to combine warmth with clear boundaries, maintain high expectations, and deliver trauma-informed practice day after day.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Our Team and Growth

During 2024–25, Innov8 experienced significant growth in its staff team, reflecting the expansion of provision across Primary, 11–16, Post-16 and Outreach services.

Over the past year:

- The team grew substantially to more than 20 members by the end of the year to support increased numbers of young people and expanded hours of delivery
- New specialist roles were introduced across mentoring, outreach, Post-16 learning support and safeguarding
- Capacity was strengthened to ensure quality and consistency as provision scaled

This growth enabled Innov8 to maintain small group sizes, personalised support and strong relationships, even as demand increased.

Roles and Expertise

Innov8's multidisciplinary team includes:

- Youth mentors and outreach practitioners delivering relationship-based, community-focused support
- Workshop tutors delivering vocational and practical learning (including fitness, cookery, bike/mechanics, creative and life skills)
- Functional Skills and Post-16 learning support staff
- Safeguarding and pastoral leadership
- Operational and administrative staff supporting coordination, systems, finance and compliance

Across all roles, staff share a commitment to unconditional positive regard, clear structure and consistency.

Developing Skills and Quality

High-quality provision depends on continuous professional development. Throughout the year, Innov8 invested in staff training to ensure safe, effective practice and consistent standards across a growing organisation.

Training and development included:

- Safeguarding and child protection
- Trauma-informed practice and de-escalation
- Contextual safeguarding and online safety
- First aid and health and safety
- Reflective practice and supervision

This commitment to learning supports staff confidence and ensures young people receive high-quality, informed support.

Staff Voices

Staff reflections highlight the strength of Innov8's culture and the importance placed on relationships, support and professional trust:

"From the moment you join, you feel welcomed, nothing is ever too much trouble. Building trusting relationships with students is at the heart of everything we do."

"Progress here is often measured in small but meaningful steps, improved attendance, engagement or emotional regulation, and those moments are incredibly rewarding."

"Innov8 is a place where staff are genuinely supported. If you have a problem, either with students or personal matters, there is always someone to talk to."

These reflections reflect a consistent theme: Innov8 is a setting where staff feel valued, supported and able to do their best work.

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TRUSTEES' REPORT (CONTINUED) *FOR THE YEAR ENDED 31 AUGUST 2025*

What Schools and Professionals Say

Feedback from schools and professionals reinforces the value of Innov8's work and the quality of relationships staff build with young people:

"Your staff are so engaged with the children in their care. You have clearly built an exceptional team."

"What an amazing provision you have set up, which is making such a difference to so many young people."

Schools consistently report that Innov8 provides a safe, structured and responsive environment for young people who are unable to engage elsewhere.

Staff Wellbeing and Sustainability

Working with complex needs can be emotionally demanding. Innov8 prioritises staff wellbeing through strong supervision, open communication and access to leadership.

In a sector facing significant recruitment and retention challenges, Innov8 remains committed to being a workplace where staff are developed and supported, recognising that when staff wellbeing is protected, young people benefit.

Safeguarding, Wellbeing and Risk Management

Safeguarding sits at the heart of Innov8 Workshops' work. The children and young people we support are among the most vulnerable in the education system, and many present with complex needs linked to trauma, adverse childhood experiences, mental health challenges and social disadvantage. As a result, Innov8 manages a high volume of safeguarding concerns and multi-agency involvement as part of its day-to-day practice.

Safeguarding Culture and Practice

Innov8 maintains a strong safeguarding culture in which the welfare of children and young people is the highest priority. Safeguarding is understood as everyone's responsibility and is embedded across all programmes, settings and roles.

Key features of our safeguarding approach include:

- Clear safeguarding policies aligned with statutory guidance and reviewed regularly
- Designated Safeguarding Leads (DSLs) with appropriate training and experience
- Robust procedures for recording, reporting and escalating concerns
- A trauma-informed approach that recognises the impact of lived experience on behaviour
- Consistent supervision and support for staff managing complex cases

Safeguarding concerns are logged, monitored and reviewed using secure systems, enabling patterns and emerging risks to be identified early and addressed appropriately.

Multi-Agency Working

During 2024–25, Innov8 worked closely with a wide range of external agencies, reflecting both the vulnerability of the cohort and the effectiveness of safeguarding processes.

This included engagement with:

- Early Help services
- Children in Need (CIN) and Child Protection (CP) teams
- Police and Youth Justice Services
- Mental health and therapeutic services
- Schools, colleges and local authority professionals

Innov8 plays an active role in professional meetings, information sharing and coordinated planning, ensuring that young people receive joined-up support across education, health and social care.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED) **FOR THE YEAR ENDED 31 AUGUST 2025**

Staff Training and Support

Given the complexity of the work, staff training and wellbeing are critical to maintaining high safeguarding standards. Throughout the year, Innov8 invested in ongoing professional development, including:

- Safeguarding and child protection training
- Trauma-informed practice and de-escalation strategies
- Contextual safeguarding and online safety
- Regular safeguarding updates and refreshers

Staff receive regular supervision and have access to senior support when managing emotionally demanding situations. This ensures that safeguarding responsibilities are carried out consistently, safely and with professional confidence.

Risk Management

Innov8's Trustees and leadership team actively monitor organisational risk, with safeguarding remaining a standing agenda item at Trustee meetings. Other key risk areas include:

- Health and safety
- Staff wellbeing and capacity
- Financial sustainability
- Cyber and data security

Risk registers are reviewed regularly, and mitigation strategies are updated in response to organisational growth and changes in provision.

What This Means

Innov8's safeguarding approach enables young people to feel safe, listened to and respected—often for the first time in an educational setting. Strong safeguarding practice not only protects children from harm, but also creates the conditions necessary for learning, trust and positive change.

By combining clear procedures, skilled staff and effective multi-agency working, Innov8 ensures that safeguarding remains a strength of the organisation as it continues to grow and support increasing numbers of children and young people.

Governance and Leadership

Innov8 Workshops is governed by a committed and experienced Board of Trustees who are responsible for setting the strategic direction of the organisation, ensuring strong governance, and safeguarding the charity's long-term sustainability. The Board works closely with the senior leadership team to provide effective oversight while supporting the organisation to grow responsibly and maintain high standards of provision.

Role of the Trustees

The Trustees have collective responsibility for ensuring that Innov8:

- Delivers public benefit in line with its charitable objects
- Operates in compliance with legal and regulatory requirements
- Maintains robust safeguarding and risk management arrangements
- Manages its finances responsibly and transparently
- Sets and reviews strategic priorities

Trustees meet regularly throughout the year, with safeguarding, financial performance and organisational risk forming standing agenda items. This ensures that key areas of responsibility receive consistent oversight.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Board Composition and Skills

The Board brings together a range of skills and professional experience, supporting effective decision-making and challenge. Trustees contribute expertise across areas such as education, safeguarding, finance, leadership and governance.

During the year, the Board continued to review its composition to ensure it remains fit for purpose as Innov8 expands. New trustees were appointed to strengthen capacity and diversity of skills, supporting the organisation's increasing scale and complexity.

Leadership and Management

Day-to-day management of Innov8 is delegated to the senior leadership team, who are responsible for operational delivery, staff management and implementation of the charity's strategy.

Clear lines of accountability ensure that operational decisions are made efficiently while remaining aligned with trustee oversight. Regular reporting to the Board enables trustees to monitor performance, impact and risk, and to provide appropriate support and challenge.

Policies, Controls and Assurance

Innov8 maintains a comprehensive suite of policies covering safeguarding, health and safety, finance, data protection, IT security and staff conduct. These policies are reviewed regularly and updated to reflect changes in guidance, legislation and organisational growth.

Financial controls are in place to ensure proper oversight of income and expenditure, with regular reporting to trustees and independent examination providing additional assurance.

Commitment to Good Governance

Innov8 is committed to continuous improvement in governance practice. Throughout the year, the Board reviewed governance arrangements, strengthened internal controls and refined risk registers to reflect the evolving nature of the organisation.

This commitment ensures that Innov8 remains well-governed, transparent and accountable as it continues to respond to increasing demand and deliver high-quality support to children and young people.

Strong governance provides the foundation on which Innov8 can grow with confidence, ensuring that impact, safeguarding and sustainability remain central to everything the organisation does.

Financial Review

Overview

Innov8 Workshops continued to strengthen its financial position during the year ended 31 August 2025, building on the progress made in 2023–24 and reflecting a year of sustained growth, consolidation and increased impact.

Compared to the previous year, Innov8 operated at significantly greater scale while maintaining strong financial control. Increased commissioned activity, prudent cost management and continued investment in people and infrastructure enabled the organisation to respond to rising demand while improving its overall financial resilience.

Income - Year-on-Year Growth

Total income for the year amounted to **£983,258** representing a substantial increase on the previous year (**£602,636** in 2023–24).

This growth reflects:

- Expansion of commissioned provision with Suffolk County Council and schools
- Increased hours of delivery across Primary, 11–16, Post-16 and Outreach services
- Strong retention of commissioning relationships alongside new referrals

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Income - Year-on-Year Growth (continued)

Income was primarily derived from:

- **£926,645** from commissioned provision funded by Suffolk County Council and schools
- **£56,613** from grants and donations

While grant and donation income remained broadly consistent year-on-year, the most significant growth continued to come from commissioned provision. This provides Innov8 with a stable and predictable funding base, supporting forward planning and sustainable growth.

Expenditure - Investing in Delivery and Capacity

Total expenditure for the year was **£905,905** compared to **£446,953** in 2023–24. This increase reflects deliberate and necessary investment to support expanded provision.

Key drivers of increased expenditure included:

- Growth in staffing levels to meet increased demand
- Expanded workshop and outreach delivery
- Higher premises and utilities costs associated with increased space and usage
- Continued investment in safeguarding, training and professional development
- Ongoing investment in equipment, technology and digital systems

Despite operating at significantly greater scale, Innov8 maintained strong cost control, ensuring that expenditure growth directly supported frontline delivery and organisational capacity.

Surplus and Financial Performance

The charity generated a surplus of **£77,353** during the year, compared to a surplus of **£155,683** in 2023–24.

While the surplus reduced year-on-year, this reflects planned reinvestment into services, staff and infrastructure rather than any weakening of financial performance. Importantly, Innov8 continued to operate in surplus while significantly expanding its provision.

Reserves - Strengthening Financial Resilience

At 31 August 2025, Innov8 held reserves of **£198,547**, compared to **£121,194** at 31 August 2024.

This growth in reserves demonstrates:

- Improved financial stability
- Increased capacity to manage risk and uncertainty
- Greater resilience to funding or commissioning changes

The Trustees have set a long-term target of holding reserves equivalent to approximately two months' operating costs (between £140,000 and £200,000). The current reserves position places Innov8 slightly above this target range, providing confidence while recognising the need to continue careful financial planning as the organisation grows.

Balance Sheet Summary

As at 31 August 2025:

- Fixed assets: **£148,571** (2024: £80,494)
- Cash at bank: **£123,065** (2024: £76,632)
- Debtors: **£11,156** (2024: £7,500)
- Current liabilities: **£84,245** (2024: £43,432)
- Net assets: **£198,547** (2024: £121,194)

The increase in fixed assets reflects continued investment in facilities, equipment and infrastructure to support expanded delivery.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Financial Outlook

The Trustees consider Innov8 to be financially stable and well-positioned to meet its ongoing commitments. Compared to the previous year, Innov8 now operates with:

- Greater scale of delivery
- Stronger reserves
- Improved financial resilience

Continued demand for provision, strong commissioning relationships and prudent financial management provide confidence in the charity's ability to operate as a going concern.

Looking ahead, Innov8 will continue to balance growth with sustainability, ensuring that financial decisions remain aligned with its mission to support vulnerable children and young people across Suffolk.

Objectives and Activities

Innov8 Workshops exists to improve the outcomes and life chances of children and young people who are unable to thrive in mainstream education. Many of those supported face significant barriers including trauma, social and emotional needs, unmet special educational needs, exclusion from school and disrupted home circumstances.

The charity's objective is to provide safe, inclusive and flexible alternative provision that supports wellbeing, confidence, independence and progression. Innov8 delivers this through relationship-led, trauma-informed mentoring combined with practical, vocational and life-skills-based learning.

During the reporting period, Innov8 delivered provision across:

- Primary (Under 11s)
- 11–16 vocational and mentoring programs
- Post-16 transition and employability provision
- Outreach support delivered in the community

Public Benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to public benefit guidance when exercising their powers.

Innov8 provides clear public benefit by supporting children and young people who are at risk of exclusion, disengagement from education and poor long-term outcomes. Through early intervention, alternative education and personalised support, the charity helps reduce isolation, improve wellbeing and increase future opportunities for education, training and employment.

Achievements and Performance

The year ended 31 August 2025 was one of significant growth and consolidation for Innov8 Workshops. Building on progress made in the previous year, the charity expanded provision across multiple age ranges while strengthening internal systems, safeguarding practice and governance.

Key achievements included:

- Supporting over 100 children and young people each week
- Maintaining attendance levels between 85% and 91%
- Expanding Primary and Post-16 provision
- Sustained growth in Outreach delivery
- Successful Post-16 progression into college for two students
- Continued investment in staff training, safeguarding and facilities

These achievements reflect both the growing level of need locally and the effectiveness of Innov8's model of support.

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Financial Review and Reserves

The Trustees have reviewed the charity's financial performance and position for the year. Innov8 reported total income of £983,258 and expenditure of £905,905, generating a surplus of £77,353.

At the year end, reserves stood at £198,547. The Trustees have set a reserves target equivalent to approximately two months' operating costs and consider the current level of reserves to be appropriate to manage risk, support continuity of provision and enable sustainable growth.

Principal Risks and Uncertainties

The Trustees regularly review the principal risks facing the charity and the measures in place to mitigate them. Key risks include:

- Safeguarding and wellbeing of children and young people
- Staff wellbeing and capacity
- Financial sustainability
- Health and safety
- Data protection and cyber security

Safeguarding remains a standing agenda item at Trustee meetings, and risk registers are reviewed regularly to ensure emerging risks are identified and managed effectively.

Plans for the Future

Looking ahead, the Trustees aim to build on the strong foundations established during 2024–25. Priorities for the coming year include:

- Managing growth sustainably while maintaining quality
- Further development of Primary and Post-16 provision
- Continued expansion of Outreach support
- Ongoing investment in staff development and safeguarding
- Strengthening systems to evidence impact and outcomes

The Trustees are confident that Innov8 is well positioned to continue delivering meaningful impact for children and young people across Suffolk.

Structure, Governance and Management

Innov8 Workshops is governed by a Board of Trustees who are responsible for the strategic direction, financial oversight and governance of the charity.

The Trustees meet regularly and delegate day-to-day management to the senior leadership team. Clear lines of accountability ensure effective operational delivery while maintaining strong trustee oversight.

P J Shelley

N C G Gambier

E Borrett

K Tate

T Selvey

(Appointed 29 October 2025)

(Appointed 29 October 2025)

(Resigned 4 December 2025)

INNOV8 WORKSHOPS

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

The trustees' report was approved by the Board of Trustees.


Philip Shelley (Feb 23, 2026 17:31:48 GMT)

.....
P J Shelley
Trustee

23/02/2026
Date:

INNOV8 WORKSHOPS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INNOV8 WORKSHOPS

I report to the trustees on my examination of the financial statements of innov8 Workshops (the charity) for the year ended 31 August 2024

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011;
or
- 2 the financial statements do not accord with those records.

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



Zoe Plowman FCCA

Ensors

Saxon House
Moseley's Farm Business Centre
Fornham All Saints
Bury St Edmunds
IP28 6JY

Date:25/02/2026.....

INNOV8 WORKSHOPS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	19,817	36,796	56,613	67,545	40,000	107,545
Charitable activities	4	926,645	-	926,645	495,091	-	495,091
Total income		946,462	36,796	983,258	562,636	40,000	602,636
Expenditure on:							
Charitable activities	5	898,325	7,580	905,905	406,171	40,782	446,953
Total expenditure		898,325	7,580	905,905	406,171	40,782	446,953
Net income		48,137	29,216	77,353	156,465	(782)	155,683
Transfers between funds		-	-	-	(782)	782	-
Net movement in funds	7	48,137	29,216	77,353	155,683	-	155,683
Reconciliation of funds:							
Fund balances at 1 September 2024		121,194	-	121,194	(34,489)	-	(34,489)
Fund balances at 31 August 2025		169,331	29,216	198,547	121,194	-	121,194

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

INNOV8 WORKSHOPS

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	11		148,571		80,494
Current assets					
Debtors	12	11,156		7,500	
Cash at bank and in hand		123,065		76,632	
		134,221		84,132	
Creditors: amounts falling due within one year	14	(84,245)		(43,432)	
Net current assets			49,976		40,700
Total assets less current liabilities			198,547		121,194
The funds of the charity					
Restricted income funds	16		29,216		-
Unrestricted funds	17		169,331		121,194
			198,547		121,194

The financial statements were approved by the trustees on23/02/2026



Philip Shelley (Feb 23, 2026 17:31:48 GMT)

P J Shelley
Trustee

INNOV8 WORKSHOPS

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

1 Accounting policies

Charity information

innov8 Workshops is an unincorporated charity.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

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

1.4 Income

Donations are recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants received of a revenue nature are credited in the period to which they relate.

Income from trading activities relates to funded fees received from schools and local councils. Income is included within the accounts as received in relation to the period which it relates.

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

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

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	10% - Straight Line Basis
Fixtures and fittings	25% - Straight Line Basis
Motor vehicles	33% - Straight Line Basis

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks.

1.9 Financial instruments

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

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

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

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	19,817	-	19,817	46,345	-	46,345
Grants	-	36,796	36,796	21,200	40,000	61,200
	<u>19,817</u>	<u>36,796</u>	<u>56,613</u>	<u>67,545</u>	<u>40,000</u>	<u>107,545</u>

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other trading activities		
Workshop income	926,645	495,091

5 Expenditure on charitable activities

	Workshop expenditure 2025 £	Workshop expenditure 2024 £
Direct costs		
Staff costs	593,090	277,984
Insurance	8,452	7,344
Rent and rates	89,733	51,114
Subcontractors	26,823	6,294
Consultancy	5,842	17,542
Light and heat	19,729	8,955
Telephone	3,669	2,906
Sundry expenses	19,378	2,637
Training	12,847	9,061
Consumables	22,830	15,306
	802,393	399,143
Share of support and governance costs (see note 6)		
Support	56,798	22,955
Governance	46,714	24,855
	905,905	446,953
Analysis by fund		
Unrestricted funds	898,325	406,171
Restricted funds	7,580	40,782
	905,905	446,953

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

6 Support costs allocated to activities

	2025 £	2024 £
Management	10,741	9,304
Professional	42,904	10,090
Information technology	3,153	3,561
Governance costs	46,714	24,855
	<u>103,512</u>	<u>47,810</u>
Analysed between:		
Workshop expenditure	<u>103,512</u>	<u>47,810</u>
Governance costs comprise:	2025 £	2024 £
Depreciation	34,138	16,837
Independent Examination fees	7,200	3,540
Accountancy	5,256	4,315
Bank charges	120	163
	<u>46,714</u>	<u>24,855</u>

7 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	7,200	3,540
Depreciation of owned tangible fixed assets	<u>34,138</u>	<u>16,837</u>

8 Trustees

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

There were no trustees' expenses paid for 2025 (2024: none).

9 Employees

The average monthly number of employees during the year was:

2025 Number	2024 Number
<u>21</u>	<u>9</u>

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Employees (Continued)

Employment costs	2025 £	2024 £
Wages and salaries	539,628	253,077
Social security costs	43,790	19,315
Other pension costs	9,672	5,592
	<u>593,090</u>	<u>277,984</u>

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

10 Taxation

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

11 Tangible fixed assets

	Leasehold land and buildings £	Fixtures and fittings £	Motor vehicles £	Total £
Cost				
At 1 September 2024	67,486	31,314	6,780	105,580
Additions	66,293	24,479	11,445	102,217
At 31 August 2025	<u>133,779</u>	<u>55,793</u>	<u>18,225</u>	<u>207,797</u>
Depreciation and impairment				
At 1 September 2024	12,669	10,159	2,260	25,088
Depreciation charged in the year	14,115	13,948	6,075	34,138
At 31 August 2025	<u>26,784</u>	<u>24,107</u>	<u>8,335</u>	<u>59,226</u>
Carrying amount				
At 31 August 2025	<u>106,995</u>	<u>31,686</u>	<u>9,890</u>	<u>148,571</u>
At 31 August 2024	<u>54,817</u>	<u>21,157</u>	<u>4,520</u>	<u>80,494</u>

12 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	3,656	-
Other debtors	7,500	7,500
	<u>11,156</u>	<u>7,500</u>

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

13 Loans and overdrafts

	2025 £	2024 £
Other loans	20,000	20,000
Payable within one year	20,000	20,000

The loans are unsecured. There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Borrowings	20,000	20,000
Other taxation and social security	48,328	13,655
Trade creditors	1,075	-
Accruals and deferred income	14,842	9,777
	84,245	43,432

15 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	9,672	5,592

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

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

16 Restricted funds

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

	At 1 September 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2025 £
St Edmundsbury Cathedral	-	10,000	(3,815)	-	6,185
West Suffolk HAF Summer 2025 funding	-	3,461	(3,461)	-	-
Building Resilience and Nutrition Grant Fund	-	1,750	-	-	1,750
PCC	-	20,000	-	-	20,000
Co-op Community Cares Grant making Programme	-	1,585	(304)	-	1,281
	-	36,796	(7,580)	-	29,216
Previous year:	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2024 £
Funding from Suffolk Community Foundation through Suffolk Police & Crime Commissioner's Fund	-	40,000	(40,782)	782	-

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

16 Restricted funds

(Continued)

St Edmundsbury Cathedral

The charity has been awarded £10,000 from St Edmundsbury Cathedral. The purpose of the grant is to relieve sickness for the public benefit by making Grants to organisations providing treatment, care or support to sick or disabled persons in West Suffolk. innov8 have agreed with St Edmundsbury Cathedral that the grant will be used to purchase a motor vehicle which will make innov8 more accessible to disabled persons.

The expenses in the year relate to depreciation of the fixed asset purchased.

West Suffolk HAF

The charity has been awarded £3,460 from West Suffolk Council to make free places and meals at holiday clubs available in Easter, Summer and Christmas School holidays in 2025. The Holiday Activities and Food (HAF) program is a Department for Education-funded scheme delivered locally by West Suffolk Council on behalf of Suffolk County Council.

Due to the timing of the grant receipt, there has been no spend during the financial year. The full grant will carry forward for use in the Christmas school holidays in 2025.

Building Resilience and Nutrition Grant Fund

The charity has been awarded £1,750 from West Suffolk Council in relation to the building resilience and nutrition grant fund. The grant is to support community groups in enhancing the sustainability of local food systems.

The outcomes of the grant are for students to be able to cook and try grown food and take home recipes. Students will also learn horticultural skills. The expected outputs of the grant are the production of a recipe book, production of raised beds and planted fruit trees and improved wellbeing of students.

Due to the timing of the grant receipt, there has been no spend during the financial year.

Funding from Suffolk Community Foundation through

The charity has been awarded £20,000 from the Suffolk Community Foundation through the Suffolk Police & Crime Commissioner's Fund. The funding has been awarded towards project Pine, a project to double their wellbeing and vocational skills provision for students who are Emotional Based School Avoidance, school refusers, have mental ill-health or Social, Emotional and Mental Health needs.

There has been no spend in relation to this grant during the year.

Co-op Community Cares Grant making Programme

The charity has been awarded £1,585 from the Co-op. The programme is run by the East of England Co-op and aims to strengthen community cohesion and integration. It supports projects that help people play an active part in their communities, reduce barriers and inequalities & improve social contact and experiences. The outcomes of the grant is to improve access to social activities, reduce isolation, improve wellbeing and support in to education or employment.

The expenses in the year relate to depreciation of the fixed asset purchased.

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2024	Incoming resources	Resources expended	Transfers	At 31 August 2025
	£	£	£	£	£
General funds	121,194	946,462	(898,325)	-	169,331
Previous year:	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
General funds	(34,489)	562,636	(406,171)	(782)	121,194

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 August 2025:			
Tangible assets	135,911	12,660	148,571
Current assets/(liabilities)	33,420	16,556	49,976
	169,331	29,216	198,547
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 August 2024:			
Tangible assets	80,494	-	80,494
Current assets/(liabilities)	40,700	-	40,700
	121,194	-	121,194

INNOV8 WORKSHOPS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

19 Related party transactions

The following amounts were outstanding at the reporting end date:

	Amounts owed to related parties	
	2025	2024
	£	£
Loans from trustees	20,000	20,000

As at 31st August 2025 the entity had outstanding loan balances due to Trustees totalling £20,000 (2024: £20,000).

There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.