

St Basil's Annual Report and Financial Statements

Year ending 31 March 2025

INDEX	PAGE
Information	2
Strategic Report	3
Board Report	21
Independent Report of the Auditor	26
Statement of Comprehensive Income	29
Statement of Financial Position	30
Statement of Changes in Reserves	31
Statement of Cash Flows	32
Notes to the Financial Statements	33

INFORMATION

BOARD

Helen Bates	(chair of the Business Support and Audit Committee)
Paul Cadman	
Feizal Hajat OBE	(chair of the Board of Directors)
Chris Miller	(resigned March 2025)
Nil Neale	
Nimmi Patel	(chair of the Service Delivery and Development Committee)
Raj Ram	
Jean Templeton	(Chief Executive)
The Very Reverend Matt Thompson	
Vicki Stott	
Stephen Chance	
Sahira Jabeen	(appointed June 2024, resigned January 2025)

CHIEF EXECUTIVE

Jean Templeton

REGISTERED OFFICE

Heath Mill Lane
Deritend
Birmingham
B9 4AX

CHARITY NUMBER

1080154

COMPANY NUMBER

03964376

REGULATOR OF SOCIAL HOUSING

H 3994

EXTERNAL AUDITOR

Beever and Struthers
The Colmore Building
20 Colmore Circus
Birmingham
B4 6AT

BANKERS

Lloyds Bank Plc
3rd Floor
125 Colmore Row
Birmingham
B3 3SD

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

STRATEGIC REPORT for the year ending 31 March 2025

The Board present their report and the Strategic Report together with the financial statements for the year ended 31 March 2025.

St Basil's

St Basil's is a Registered Provider of Social Housing, a registered Company and Charity providing a holistic range of accommodation and support services for young people aged 16-25 who are homeless, at risk or in conflict. We operate as a Psychologically Informed Environment.

Legal and Policy Context

St Basil's Ltd, hereafter referred to as St Basil's, is governed by the Regulator of Social Housing (RSH) regulations and standards, Charity Commission rules, the Companies Act, Ofsted supported housing regulations, and the regulatory frameworks of service commissioners, including those related to housing-related support commissioning. St Basil's has no statutory obligation to provide services but many of the services provided are covered by legislation including Children Acts, which apply to all service provision for young people and children. In 2024, we successfully registered with Ofsted to enable us to provide accommodation and support for 16 and 17 year old Care Leavers

Our History

Since opening our doors in St Basil's church in Digbeth, Birmingham in 1972 to young men experiencing homelessness, we have maintained the same core objective – to prevent homelessness being part of growing up.

In the 50 years since then, we have extended our accommodation, support and prevention services across Birmingham and other parts of the West Midlands, including Solihull, Coventry, Sandwell, Walsall, North Worcestershire and Warwickshire.

We have not only dealt with the presenting needs of some 3,500+ young people each year, but have also invested in systemic change, developing the national Positive Accommodation and Support Pathways for young people in 2012, refreshed in 2015 and 2017 and more recently in 2019/20. We have invested in becoming a Psychologically Informed Environment since 2011 and now provide consultancy, training and support to many other organisations to assist them in improving their services. We have continually committed to ensuring that young people have voice and influence our own policies, priorities and services and since 2009 have been commissioned by national government to facilitate National Youth Voice, initially National Youth Reference Group and since 2013, National Youth Homeless Parliament until this was no longer commissioned by government in 2022, ensuring that government Ministers and those developing policies and programmes have the benefit of the lived experience of young people who have been homeless.

We have invested in accredited training and employability programmes and have piloted schemes such as our award winning Live and Work Programme to provide affordable, safe homes for young people where they can live, work, learn and earn without having to dual navigate a complex welfare benefits system.

Homelessness is rooted in poverty, inequality and exclusion and St Basil's has consistently championed those who have not benefited from our mainstream systems. Tackling inequality and promoting inclusion and ensuring the diverse needs of young people are met, remains one of our six strategic priorities. Enabling young people to develop their talents and skills and grow their confidence to move towards study and work underpins our approach.

In 2024/25, 4,116 (3,718 23/24) young people sought our assistance, each one with their own experience, challenges, strengths and aspirations. Our job remains to work with them to remove the barriers which prevent achievement and to nurture their talent, skills and confidence to enable them to achieve their potential.

We will continue this work with young people, partners and supporters for as long as it takes.

Our Mission

"St Basils' works with young people to enable them to find and keep a home, to develop their confidence, skills and opportunities, and to prevent homelessness".

Our Vision

Our vision for young people is that:

- ❖ Homelessness is not part of their experience of growing up
- ❖ There are integrated education, employment and housing pathways
- ❖ They are able to access the support and development opportunities they need to secure their futures and realise their potential

Our vision for St Basil's as an organisation is that:

During the next 5 years, we will extend and improve our accommodation and strengths-based progression offer for young people in the West Midlands and take every opportunity to contribute to improvements in mainstream systems, so they work for young people.

Our service developments will include:

- Reprovisioning our bedspaces where leases are coming to an end or where shared arrangements do not meet our aspirations and those of young people and there is continuing commitment to fund support.
- Extending our Live and Work options for young people engaged in education, training and work.
- Investing in our housing stock to meet net zero requirements and reduce running costs
- Developing our Employability offer with partners
- Working with expert partners to ensure our services offer inclusive services to young people
- Extending our prevention and early intervention offer

We will be the national lead for:

- Psychologically informed consultancy, training and reflective practice services
- Youth Voice engagement and support
- Positive Pathway Prevention Frameworks

This Annual Report takes us to the end of the first quarter of 2025 and our review indicates that significant progress has been made in achieving the ambition for St Basil's incorporated within our organisational Vision. During the year, we revisited our ambition for the year ahead within the context of our 5 year Vision, building on progress made and considering the opportunities and challenges of our operating environment.

Our Business Plan includes our ambitions for the next period.

We are committed to:

- ❖ Preventing homelessness in the first place, through early intervention and flexible prevention work with young people and their families
- ❖ Extending and improving our services that assist young people in realising their potential
- ❖ Building on our local, regional and national reputation for excellence in youth homelessness

We will work towards our vision by:

- ❖ Working alongside other agencies
- ❖ Influencing and informing both strategic and service development locally, regionally and nationally
- ❖ Sharing the learning from our experience and evaluation of what works
- ❖ Ensuring young people are at the heart of all decision-making relating to their lives and futures.
- ❖ Having a skilled and highly motivated workforce which reflects the diverse community we serve

The more that young people can be engaged in deciding about their own lives, their environment, and their communities, the more likely they are to successfully move into independence. Our challenge is to create active not passive services which engage with the young person in co-creating a journey which provides both challenge and support. Increasingly we are focussing on developing skills and confidence which enable the young person to find a pathway to employment as this is more likely to enable them to secure their independence, increase their choices and avoid homelessness.

The framework for our vision encompasses:

- ❖ Services for young people
- ❖ Community engagement
- ❖ St Basil's - a good place to work

Services for young people

We will continue to provide, improve and develop services, which meet a broad range of needs, responding to young people with high and complex needs but also developing prevention and early intervention services, which target young people before those needs are acute.

Community engagement

We believe it is not possible to provide services effectively to young people from diverse communities unless you reflect those communities at all levels within your organisation. We will promote and sustain our diversity by engaging with the diverse communities we serve as employers, service providers and contributors to local neighbourhoods. We will work with young people supporting and motivating them to play an active part in securing the future of their communities, promoting cross community cohesion and breaking down barriers which might exist.

St Basil's - a good place to work

We recognise that our diverse, skilled and highly motivated workforce is central to our effectiveness. We will continue to ensure we have the skills and capacity to achieve our objectives by developing a reputation for quality standards, and by ensuring our employment and development policies and practices make St Basil's a preferred place to work. The Board wishes to explicitly recognise the commitment and dedication of the staff team throughout this year, within a very complex and challenging environment.

Our Principles to work by

Our seven *Principles to Work by*, describe what we believe in and should help us describe what this means to all who work with us.

1. Young People First

This is at the heart of everything we do. By putting the needs and aspirations of young people as our top priority, we will ensure that our policies and practices assist them to secure their futures and realise their potential. We will recognise and promote their achievements and challenge negative images which create barriers and reinforce stereotypes.

2. Everybody Counts

We believe that everyone has an important contribution to make and a viewpoint which matters. We will adopt an open and inclusive approach which ensures that the views, ideas, beliefs, and interests of all our stakeholders are considered and dealt with in a respectful way.

3. Strength and Unity through Diversity

Our diversity is our strength and we are united in our purpose through a collective framework of principles and priorities. We believe that our different experiences, skills, identities, and heritage better enable us collectively to respond to the individual needs and experiences of the young people who come to us and to provide an environment which encourages them to respect themselves and others.

4. Working and Learning with Others

St Basil's recognises that in order to provide the best possible services for young people we must work with others who have specific knowledge, skills, and expertise in areas where we do not. Within our organisation and in our dealings with external partners, we believe we can make a greater difference when working together. We will also share our learning of what works and what doesn't and learn from the experience of others.

5. Delivery and Effectiveness

It is essential that we are able to demonstrate our effectiveness and that we 'do what we say we're going to do'. If we claim that 'St Basil's works...' we have to be prepared to evidence the outcomes of what we do. Our commitment to continuous improvement means that we must constantly question our effectiveness and strive to improve our services and evidence the impact of what we do from our customers' perspective.

6. Accountability

We are individually and collectively accountable for our work and the promotion of St Basils' objectives and principles. We recognise the balance between rights and responsibilities and encourage accountability for the promotion of both. We recognise our range of accountabilities to all our stakeholders and seek to be consistent and open in their delivery. We are regulated and inspected by a range of external organisations and welcome this as an opportunity to examine ourselves and check that we continue to deliver.

7. Forward Thinking

To work with young people means that you have to be prepared to work in a constantly changing environment. Needs, experiences, and aspirations change. We believe that we must not only deal with young people's needs as they present themselves today but also plan and develop services which will meet future needs. It is our intention therefore to remain at the 'cutting edge' of services for young people in order to assist them to break down barriers preventing them from achieving their ambitions.

Principal Activities and Geographical Coverage

St Basil's is one of the largest organisations working with young people who are homeless or at risk in the country and is the largest regional organisation of its kind. At the 31st March 2025, the organisation operated over 47 sites in Birmingham, Coventry, Sandwell, Solihull, Warwickshire and North Worcestershire providing 658 units of accommodation and a range of prevention, early intervention and support services. In addition, we facilitate national Youth Voice through a range of engagement mechanisms. Following the final national Youth Homeless Parliament on 29th March 2022, we secured funding from LandAid and The Berkely Foundation to continue with a national Youth Voice programme during 2023-24 and beyond.

St Basil's has long recognised that providing accommodation alone is an inadequate response to the combination of factors associated with youth homelessness. Our services therefore aim to provide a holistic response based on individual need and experience. Our headline figures for the year 2024/25 are:

- 4,116 young people sought assistance from us
- 1,710 young people received support from us
- 1,053 young people lived in our accommodation
- 91% moved on in a planned positive way

During 2024/25, we have worked with a range of commissioners to provide services to young people leaving care, young offenders and those with substance misuse issues. During the period 2023-2025, our support contracts in Worcestershire, Warwickshire and Birmingham have been subject to retendering within a challenging financial context for Local Authorities. We have secured all services tendered for. We have operated as a Psychologically Informed Environment (PIE) since 2011. Thanks to funding from the Monday Trust between 2014 and 2020 we have been able to develop, embed and learn from our PIE approach and share that learning with others. Our partnerships with our local mental health Trusts and the University of Birmingham have enabled us to extend our reach, securing further funding during 2024/25 to deliver training and reflective practice to multiple organisations.

Birmingham

St Basil's has been commissioned by Adult Social Care to deliver services for young people in Birmingham. We have directly delivered housing related support across our 379 accommodation units in Birmingham and continued with our very successful supported lodgings service for Care Leavers, and unaccompanied asylum-seeking children. St Basil's, working with Birmingham City Council, has been commissioned to deliver the Homelessness Reduction Act 2017 (HRA). The St Basil's team assists with prevention and relief duties to young people from the Birmingham Youth Hub. The data for 2024/25 reflects the seventh year of delivery of HRA services. During the year 2,227 young people were referred to our nationally renowned Youth Hub. Of the 2,227 referrals, 1,624 (73%) received an assessment and an Advice and Wellbeing service. Where needed, those assessed also received a statutory assessment under the HRA, which saw 159 young people receiving a Prevention Duty (retaining current accommodation) and 517 received a Relief Duty (found alternative accommodation).

The Youth Hub is the single point of referral to commissioned providers and 341 young people were newly referred to St Basils' accommodation in Birmingham from the Youth Hub.

594 young people lived with us in Birmingham in 2024/25 and 89% of those who moved on, did so in a planned positive way.

North Worcestershire

During 2024/25, we continued to deliver housing related support in Redditch, Kidderminster and Bromsgrove in North Worcestershire. The North Worcestershire team provided support to 150 young people during the year with 98% of those who moved on from St Basils' accommodation did so in a planned positive way. Following extension of contracts for 12 months until March 2025 by Worcestershire County Council, they have now agreed a contract award for 5 years until 2030.

During the year we have continued to develop the supported lodgings scheme in North Worcestershire with 100% positive planned move-ons.

Solihull

Solihull MBC has agreed a contract extension until March 2026 delaying the process of retendering. St Basil's provides a Youth Pathway Service to provide housing related support through a floating support service and accommodation based service in Solihull. The Pathway model which also includes the Solihull Youth Hub works in partnership with the Local Authority to deliver services under the Homeless Reduction Act (HRA) to provide a range of homeless prevention, housing advice and support services to prevent crisis homelessness and reduce the flow of youth homelessness.

ST BASIL'S (Limited by Guarantee)

During the year 369 young people were referred to our Solihull Youth Hub, 195 received full assessment under HRA with 96% receiving prevention duty (retained current accommodation) and 4% requiring a relief duty to find alternative accommodation.

The Solihull Youth Hub continues to function as the single point of access into commissioned providers and also refers to RSL and Private Landlords through our Rent Deposit Scheme.

The Solihull Team provided support to 145 young people during the year including 101 in accommodation services, 57 through floating support and 9 through supported lodgings. 90% of those who moved on from St Basil's accommodation did so in a planned positive way.

Sandwell

During 2024/25, we continued to deliver our ground-breaking and award winning Live and Work scheme in Sandwell, first developed in 2014/15 in partnership with Sandwell and West Birmingham NHS Trust. The scheme provides young apprentices and young workers with student style accommodation for a rent of £52.58 per week which enables them to live and work and be benefit free. 36 young people lived in our Live and Work scheme during the year, all working and none claiming welfare benefits. 100% of those who moved on from our accommodation in Sandwell did so in a planned positive way.

Phase 2 of our Youth Village for young workers, providing 54 self-contained apartments for young workers at rents below local housing Allowance levels, was completed in May 2024.

St Basil's Family Mediation Service working in partnership with Sandwell Housing Solution Team / Prevention Service, has worked with 285 young people during the financial year of 2024/25. 126 young people remained within the family home and 159 were supported with a planned move, either into Supported Accommodation, their own Council Tenancy or Private Rented Accommodation; as a result, this has improved relationships / re-established contact with family and friends.

Coventry

Our services supported 236 young people in Coventry to find and keep accommodation. 89% of those who moved on from St Basils' accommodation did so in a planned positive way.

Following the opening of Coventry Youth Hub in March 2024, we have had 1,032 young people approach the multi-agency service for assistance. This is the single point of access for young people who are homeless or at risk in Coventry and was developed in partnership with Centrepoint, funded by Coventry Building Society, and is co-located with Coventry City Council staff.

Warwickshire

During 2024/25, services in Warwickshire were re-tendered and we secured continuation of existing services across the County for housing related support and prevention services. The specification was changed to require one contract provider for all young people services resulting in us entering into a partnership to deliver with P3 who are providing services on our behalf in the North of the County. During the year 2024/25, we have supported 319 young people in Warwickshire 92% who moved on did so in a planned positive way.

Youth Voice

We have restructured our internal Youth Voice offer, growing our Youth Advisory Board and developing a House Rep programme. Our Youth Standards, developed by young people, provide an accountability framework for all of our services and our performance against them and our action plans are reviewed by our Youth Advisory Board and our main Board. Working with LandAid and The Berkeley Foundation who have funded a 3 year Youth Voice programme commencing 2023, we have contributed to a range of national consultations and developed a leadership programme for young people. They have published podcasts providing access to learning and development on topics important to young people.

Accommodation and Support Services

Our stock condition and Asset Management Strategy inform our priorities, which continue to focus on health and safety measures, including any recommended fire prevention works. As a result of retendering, the specification for our accommodation services has changed in some cases. We have additional bed spaces for young people with complex needs and in June 2021 have provided a ground-breaking Transitions Hub for serially excluded young people in Birmingham. This work is ongoing.

Our accommodation and support services include:

- ❖ Emergency accommodation including Nightstop accommodation (young men, young women and mixed)
- ❖ Range of longer stay accommodation (up to 2 years), some having on-site 24 hour support, and some with flexible support to meet the needs of the young people living there
- ❖ Accommodation with support for young mothers and babies
- ❖ Move-on accommodation with support for young parents
- ❖ Neighbourhood based accommodation with support for young people
- ❖ Starter Homes for young people transitioning to work
- ❖ 'Live and Work' accommodation for young apprentices and young workers
- ❖ Foyers in Birmingham, Bromsgrove, and Kidderminster
- ❖ Supported Lodgings for Care Leavers, young homeless people and unaccompanied asylum-seeking children
- ❖ Access to Private rented options in north Worcestershire, Coventry, Solihull, and Birmingham
- ❖ Cross tenure Lead Worker/Floating Support for young people leaving St Basils' accommodation and those in Local Authority/ Social Landlord tenancies who are assessed as at risk by the landlord.
- ❖ A Young Person's cooperative
- ❖ A multi-agency Residential and Community service in Birmingham for serially excluded young people

Non-Accommodation based services:

- ❖ Youth Hub - Multi-Agency Single Point of Access in Birmingham
- ❖ Youth Hub - Multi-Agency Single Point of Access in Solihull
- ❖ Youth Hub – Multi-Agency Single point of Access in Coventry
- ❖ Rough Sleepers Outreach Navigation service
- ❖ Prevention Services:
 - Family Support, Mediation and Advocacy Service
 - Positive prevention project in Coventry
- ❖ Employability Service:
 - Access to Life skills training and accreditation
 - Access to work experience, mentoring and coaching
 - Access to bespoke training and development
 - Access to My Strengths Training (MST4Life)
 - Access to bespoke Employability programme #YouCan
- ❖ Supporting Youth Involvement and Youth Voice including:
 - Youth Engagement Structures and support
 - Rooms to Talk consultation panels
 - National Youth Voice
 - Youth Board Members
- ❖ Access to extended range of specialist services through partnership network
- ❖ Creative Arts and Sports opportunities
- ❖ Training, Strategic Advice and Consultancy support specifically PIE training and reflective practice

Charity Fundraising

St Basil's is registered with the Fundraising Regulator and committed to the regulatory standards for fundraising. St Basil's fully complies with the Code of Conduct. Any fundraising that is conducted by St Basil's follows the guidance set out in the code and anyone who takes part in any fundraising on our behalf is encouraged to do the same. St Basil's are also a member of the Institute of Fundraising and attend many of their seminars and events to enhance our expertise.

St Basil's has an annual income of just over £18 million and 8% of this comes from charitable giving. St Basil's fundraising has 7 main sources - general public, corporates, trusts, education establishments, clubs, faith groups and legacies. St Basil's main focus for fundraising is through trusts and grants, event fundraising and "charity of the year" partnerships. St Basil's occasionally receive some legacy giving but this is rare. St Basil's does not use the services of professional fundraising firms to raise funds for the charity. St Basil's does not run a lottery or have charity shops.

We saw significant gains in our Fundraising income in the financial year 2024/25. This was primarily driven by substantial trusts income, namely income from the Oak Foundation and The National Lottery. Our event fundraising was steady, and our corporate partnerships performed well in this year too. Whilst the cost of living challenges continued in the UK, we have been fortunate enough to have seen very little impact on our regular giving. We are hugely grateful to all who support our fundraising efforts. We would not be able to do much of the work we do without them.

Below is a list of donors (in alphabetical order) who have contributed £5,000 or more to St Basil's during 2024/25. Some of our supporters wish to remain anonymous and, out of respect for their privacy, we have not included them on this list.

29th May 1961 Charitable Trust

Berkeley Foundation

Centrepoint

CHIC Communities & Housing Investment Consortium

Equans Birmingham

EveryYouth

G E Gee Trust

Grimmitt Trust

Heart of England Community Foundation

Hortons Estate

Hymans Robertson Foundation

JABBS Foundation

Janet Nash Charitable Trust

John Armitage Charitable Trust

Knowle and Dorridge Round Table

LandAid Charitable Trust Ltd

Lovell (A Morgan Sindall Group Company)

M.K. Rose Charitable Trust

Montal Charitable Trust

National Lottery Community Foundation

NBCS Foundation

Noel Sweeney foundation

Roger and Douglas Charitable Trust

SB3 Joint Venture

St Joseph

Whanau

Progress in Achieving Key Service and Performance Objectives in 2024/25

Positive outcomes and planned move-on from St Basil's

We know that one of the important factors in whether young people make a success of sustaining accommodation in the long term is a planned approach to accessing move on accommodation. It is also a reliable indicator as to whether young people have engaged with the support process. During 2024/25, the % of positive planned departures from St Basil's are shown by area below:

- 89% in Birmingham
- 98% in North Worcestershire
- 90% in Solihull
- 89% in Coventry
- 100% in Sandwell

This has been achieved whilst continuing to work with young people with complex needs and in some areas for a shorter timescale. From the 4,116 young people who sought our assistance during the reporting period, 12% were aged 16-17 and 88% aged 18-25. The Life Skills programme and the move-on process have helped us to maintain this level of positive move on.

Our strategic priorities for 2024/25 were:

1. Provision of good quality accommodation which meets the needs and raises the aspirations of young people
2. Provision and development of prevention and support services which meet the diverse needs of young people
3. Young people fully involved in setting standards, identifying priorities and monitoring services
4. St Basil's - a good place to work
5. Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement
6. Optimising resources to achieve our strategic objectives

During 2024/25, we made progress in the following areas:

Strategic Priority 1

'Provision of good quality accommodation, which meets the needs and raises the aspirations of young people'

- ✓ Carried out an updated stock condition survey and implemented our planned maintenance and major repairs programme, including fire prevention and detection upgrades
- ✓ Completed an 80 unit Live and Work scheme in Birmingham
- ✓ Reviewed our stock holding in line with support funding and retained buildings which meet standards and requirements of young people, terminating leases with those which did not
- ✓ Increased our Live and Work stock and secured funding commitment for an additional scheme in Coventry subject to match funding
- ✓ Progressed our Asset Management Strategy commitments and updated following our stock condition survey.
- ✓ Developed our Housing Strategy and landlord function in line with best practice and regulatory requirements
- ✓ Completed energy retrofit assessments and technical surveys on the entirety of our owned/long leased portfolio to quantify the cost of reaching EPC C by the government's target date and net zero by 2050.
- ✓ Secured £502k of grant funding via the Social Housing Decarbonisation Scheme to support the delivery of energy retrofit measures, in addition to the £925k previously secured
- ✓ Delivered commitments in our net zero strategy

Strategic Priority 2

'Provision and development of prevention and support services which meet the diverse needs of young people'

- ✓ Developed our Progression Strategy and reviewed our upstream prevention offer
- ✓ Secured all services that we submitted tenders for Extended and developed our partnerships with education and employment sector to ensure young people have pathways into education and employment and we are able to support both young people and employers

ST BASIL'S (Limited by Guarantee)

- ✓ Ensured young people have access to Employability and Lifeskills Programmes in a consistent way
- ✓ Delivered contractual services and optimised outcomes for young people
- ✓ Continued to deliver Homelessness Reduction Act services in our Youth Hubs including our new Youth Hub in Coventry
- ✓ Delivered our Ofsted regulated services and secured top outcome following our first Ofsted inspection in May 2025
- ✓ Implemented learning from the Transitions Hub fulfilling our ambition to develop a residential Assessment and Well-being Centre for young people with complex needs and secured new contract to extend and continue the service
- ✓ Extended our PIE delivery by at least one significant contract

Strategic Priority 3

'Young people fully involved in setting standards, identifying priorities and monitoring services'

- ✓ Worked with partners to ensure Youth Voice provides opportunities for young people to influence policy, service development and delivery and develop their leadership skills
- ✓ Implemented our internal Youth Voice engagement and structures and embed our Youth Standards
- ✓ Implemented the action plan from Youth Standards Review
- ✓ Supported Youth Advisory Board and ensured close links to our governance structures
- ✓ Ensured the RSH Tenant Satisfaction Measures (TSMs) are embedded, collected and published as required from April 2023
- ✓ Secured with Centrepoin a proposed amendment to the Renters Reform Bill to protect 'Stepping Stone' accommodation
- ✓ Continued to expand employment and volunteering opportunities for young people
- ✓ Engaged young people in developing Youth Village and Birmingham Live and Work scheme
- ✓ Secured funding to extend experiential opportunities for young people including through Motivational March and My Strengths Training for Life

Strategic Priority 4

'St Basil's – A good place to work'

- ✓ Optimised service retention and development through retendering and reviewed structure to ensure it is fit for purpose, and provides local teams with a degree of autonomy and responsibility, within a supportive common framework
- ✓ Provided data and analytical support through Performance Hub
- ✓ Promoted staff wellbeing and wellness
- ✓ Extended Volunteering opportunities and recruit Volunteers
- ✓ Payment of consolidated inflationary increase considered within budget subject to affordability
- ✓ Continued commitment to pay the Real Living Wage as a minimum
- ✓ Reviewed professional qualifications required to meet regulatory and contractual standards and best practice

Strategic priority 5

'Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement'

- ✓ Progressed our RACE Equality Code of Governance Action Plan and reviewed and refreshed our equality and inclusion policies and procedures
- ✓ Continued to learn and embed St Basils' standing as an actively Anti-Racist organisation
- ✓ Extended our learning, resources and engagement through our EDI Officer and Associate assistance and used data from Performance Hub to inform service review and improvement
- ✓ Placed employability support within reach for all young people at St Basil's
- ✓ Worked with partners across the region to develop employment opportunities for young people
- ✓ Informed government on implications of welfare issues for young people and implemented Rent Simplification and Support (RSS) Proof of Concept scheme and contributed to learning
- ✓ Increased Live and Work accommodation options which underpin engagement in education, training, and employment for young people
- ✓ Promoted and delivered Lifeskills, PIE and MST4Life for young people
- ✓ Developed pathways for staff and young people providing equal opportunities for learning, development, and progression

Strategic Priority 6

'Optimising resources to achieve our strategic objectives'

- ✓ Pursued ability to improve pay offer and investment in Asset Strategy
- ✓ Worked with commissioners and partners to optimise outcomes with fair funding
- ✓ Where appropriate worked with other partners to reach national funders
- ✓ Secure all contracts through tendering processes which met our standards, objectives and values and which are financially sustainable
- ✓ Continued to explore Income generation options
- ✓ Continue to embed a Fraud Aware culture across St Basil's and work towards meeting our Prevent Fraud Pledge action plan

During 2025/26, we aim to make progress in the following areas:

Strategic Priority 1

'Provision of good quality accommodation, which meets the needs and raises the aspirations of young people'

- Complete update of our stock condition strategy and implement our planned maintenance and major repairs programme, including fire prevention and detection upgrades
- Allocate to our new Live and Work scheme in Birmingham
- Source and Develop a Live and Work scheme in Coventry
- Progress viable opportunities to increase our housing stock in order to meet need including move on.
- Progress our Asset Management Strategy commitments and update following our stock condition survey
- Develop our Housing Strategy and landlord function in line with best practice and regulatory requirements
- Complete energy retrofit assessments and technical surveys on the entirety of our owned/long leased portfolio to quantify the cost of reaching EPC C by the government's target date and net zero by 2050.
- Maximise grant funding to support the delivery of energy retrofit measures
- Deliver a net zero strategy

Strategic Priority 2

'Provision and development of prevention and support services which meet the diverse needs of young people'

- Develop our Progression Strategy and consider how we provide upstream access to prevention services
- Consider areas to develop within our Pathway models and work with LAs and partners to implement
- Extend and develop our partnerships with education and employment sector to ensure young people have pathways into education and employment and we are able to support both young people and employers
- Ensure young people have access to Employability and Lifeskills Programmes in a consistent way
- Deliver contractual services and optimise outcomes for young people
- Continue to deliver Homelessness Reduction Act services in our Youth Hubs including our new Youth Hub in Coventry
- Deliver our Ofsted regulated services
- Implement learning from the Transitions Hub fulfilling our ambition to develop a residential Assessment and Well-being Centre for young people with complex needs.
- Develop PIE accredited services and reach, extending PIE delivery by at least one significant contract

Strategic Priority 3

'Young people fully involved in setting standards, identifying priorities and monitoring services'

- Work with partners to ensure Youth Voice provides opportunities for young people to influence policy, service development and delivery and develop their leadership skills
- Implement our internal Youth Voice engagement and structures and embed our Youth Standards
- Implement the action plan from Youth Standards Review
- Support Youth Advisory Board and ensure close links to our governance structures.
- Ensure the RSH Tenant Satisfaction Measures (TSMs) are embedded, collected and published as required from April 2023
- Support ongoing development and learning from Gillott Road Co-operative
- Review opportunities for supportive living schemes with peer support
- Continue to expand employment and volunteering opportunities for young people
- Engage young people in developing our Youth Housing Offer

Strategic Priority 4

'St Basil's – A good place to work'

- Revisit structure in light of contextual changes and responsibilities and ensure it is fit for purpose, and provides local teams with a degree of autonomy and responsibility, within a supportive common framework, including:
 - Common policies
 - Common systems
 - Performance management
 - KPI's
 - Development of skills matrix
- Roll out strengths-based leadership and development plan based on Talent pool approach
- Recruit and retain the best talent
- Promote staff wellbeing and wellness
- Provide training and development to staff to meet role requirements and for continuous improvement and progression
- Provide data and analytical support through Business Intelligence Team
- Extend Volunteering opportunities and recruit Volunteers
- Payment of consolidated inflationary increase considered within budget subject to affordability
- Progress St Basil's as a development organisation; providing access to traineeships and professional qualifications

Strategic priority 5

'Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement'

- Implement the RACE Equality Code of Governance Action Plan
- Reinforce St Basils' standing as an actively Anti-Racist organisation
- Work with EDI Officer and Task Group to extend learning, resources and engagement with EDI issues and use data from Business Intelligence to inform service review and improvement
- Place employability support within reach for all young people at St Basil's
- Work with partners across the region to develop employment opportunities for young people
- Inform government on implications of welfare issues for young people and implement to Rent Simplification and Support (RSS) Proof of Concept scheme and contribute to learning
- Promote affordable, safe housing options which underpin engagement in education, training, and employment for young people
- Promote Lifeskills, PIE and MST4Life for young people
- Ensure our pathways for staff and young people provide equal opportunities for learning, development, and progression.

Strategic Priority 6

'Optimising resources to achieve our strategic objectives'

- Continue to use and improve meaningful analytics to drive continuous improvement
- Implement Financial plan – Work to improve cash reserves and margins and return to our "Golden Rules" on:
 - Margin
 - Cash days
 - Borrowing
- Set and achieve realistic fundraising targets
- Return to lower void levels following mobilisation of new contracts
- Achieve value for money targets, including Regulatory requirements
- Pursue ability to improve pay offer and investment in Asset Strategy
- Work with commissioners and partners to optimise outcomes with fair funding
- Where appropriate work with other partners to reach national funders
- Continue to secure contracts through tendering process which meet our standards, objectives and values and are financially sustainable
- Explore Income generation options
- Develop a longer-term capital strategy
- Create a Fraud Aware culture across St Basil's and work towards meeting our Prevet Fraud Pledge action plan

Governance and Reporting Structures

The St Basils' Board is supported by three committees: the Service Delivery & Development Committee, the Business Support & Audit Committee, and the Nominations Committee. In addition, the Board works collaboratively with our Youth Advisory Board (YAB), whose members are current St Basils' service users.

Each committee has a designated lead reporting officer and maintains strong links to our Senior Leadership Team and the main Board. Alongside a schedule of quarterly meetings, the Board holds an extended session in October to focus on Business Planning and Strategy.

The YAB considered how best to engage with the main Board and recommended that two young people who have progressed through St Basil's be appointed as Co-Opted Directors on St Basils' main Board. St Basil's listened to this recommendation and in response the Board has designated two of its 14 Board member positions specifically for young people.

Our approach to governance, risk management and internal control is reviewed annually by internal auditors, with recommendations for best practice implemented when required.

For the financial year ending 31 March 2025 St Basil's continued to comply with the NHF Code of Governance 2020, with the following exceptions:

- Article 21.1 of St Basils' Articles of Association states 'The Board shall consist of between seven and fourteen Directors (including Co-opted Directors). This provision takes precedence over the NHF Code of Governance (the Code), which recommends a maximum of 12 members.
- While the Code recommends that Directors serve no more than six consecutive years, our Articles of Association allow Directors to serve for up to nine consecutive years. The Board believes that allowing Directors to serve up to nine years, where appropriate, is in the organisation's best interests. As such, the Articles have not been amended to reflect the Code, and the Articles continue to take precedence over the Code.

Value For Money Statement

The Regulator of Social Housing (RSH) requires all registered providers to comply with its Regulatory Framework, which includes four Consumer Standards and three Economic Standards. One of the Economic Standards is the Value for Money (VfM) Standard, last updated in 2018. St Basil's continues to operate in alignment with its requirements.

Our approach to delivering VfM is outlined in our VfM Strategy. At its core, VfM at St Basil's is achieved by working towards our six strategic priorities. The first five priorities focus on the outcomes for young people, our staff, and contract partners, and these priorities are supported by the sixth priority of optimising our resources to support and sustain our objectives.

St Basil's is committed to embedding a VfM culture throughout the organisation. Some of the key methods we use to achieve this include:

1. Reporting to the Board using relevant KPIs that are aligned to our six strategic priorities
2. Regularly reviewing and developing metrics and KPIs to identify areas for improvement
3. Establishing systems and structures that support continuous improvement so opportunities to reduce costs and/or improve outcomes are applied across the organisation
4. Strengthening procurement processes and contract management
5. Working closely with internal auditors to implement VfM opportunities identified through audits

We have adopted a simple approach to evaluating and delivering VfM which is proportionate to the size of the organisation. It's designed to ensure key messages are accessible and meaningful to all stakeholders. Our Business Plan sets out what we aim to achieve each year in relation to these strategic priorities. Our colleagues, young people and partners are involved in reviewing and delivering our strategic priorities.

We have set out our approach in the VfM strategy using a clear framework to explain what we aim to achieve; how we will deliver it; the impact we intend to make and the actions we have taken or will take, based on our learning.

To achieve the economic aspect of VfM, St Basil's seeks to operate within the context of a core financial rule on surplus margin.

Description	Rule	21/22 Actual	22/23 Actual	23/24 Actual	24/25 Target	24/25 Actual
Margin	Historically set at 3%, the Board agreed an amendment to this rule during the previous financial year due to the uncertain and challenging economic environment. The target is now 1%.	1.0%	1.8%	2.1%	1.0%	1.6%

Cash days at 60 days were previously set as a financial rule. The Board made the decision during the year to change the 60 day rule to an 'aim', in light of the increased capital outlay required over the coming years as we invest in our housing stock to meet net zero requirements. As at March 2025, cash days were at 80.

In addition to the above target, the RSH published VfM metrics in 2018/19 to be set as performance measures for each provider and then monitored and reported in the financial statements. St Basil's performance for each metric is shown in the table below, with the target metrics being St Basils' budget set at the start of the year.

RSH Ref	Description	21/22 Actual	22/23 Actual	23/24 Actual	24/25 Target	24/25 Actual	Narrative
1	Reinvestment	1.7%	1.3%	19.1%	6.7%	20.4%	A large scheme was purchased during the year and refurb works were in progress at the end of the reporting period. In addition, significant decarbonisation works and fire prevention works have been carried out during the year.
2a	New supply, social housing units	1.8%	0%	0%	0%	8.2%	54 new social units (owned) in development at the previous year end became ready to let during the reporting period.
2b	New supply, non-social housing units	n/a	n/a	n/a	n/a	n/a	St Basil's has no non-social housing.
3	Gearing	-21.9%	-30.3%	-25%	-20%	-15%	This method takes cash reserves into account, as a result St Basil's has negative external financing because its cash is larger than its borrowing (nil).
	Gearing, normal method	5.8%	0%	0%	0%	0%	The normal method does not include cash reserves.
	EBITDA, Earnings before interest, tax, depreciation and amortisation, (unadjusted for major repairs)	6.7%	4.2%	3.1%	2.7%	2.5%	Earnings before interest, tax depreciation and amortisation (EBITDA) is an alternative method to assessing financial performance instead of margin.
4	EBITDA (adjusted for major repairs) compared to financing costs	2,153%	n/a	n/a	n/a	n/a	This metric has no relevance to St Basil's due to not having any borrowing.
	Loan cover	2,142%	n/a	n/a	n/a	n/a	Following the repayment of the housing loan, there is no metric to report for loan cover for the year.
5	Cost per unit	£19.3k	£20.2k	£23.1k	£20.2k	£22.2K	St Basil's high unit cost reflects the turnover of high needs tenants, who receive high quality accommodation and support.

ST BASIL'S (Limited by Guarantee)

RSH Ref	Description	21/22 Actual	22/23 Actual	23/24 Actual	24/25 Target	24/25 Actual	Narrative
6a	Operating margin – social housing lettings only	-2.9%	-1.9%	-4.6%	n/a	n/a	Although St Basil's overall margin is ahead of target, it still remains significantly lower than registered provider norms, which would include both general needs and supported social housing providers. It has also fallen from the previous year.
6b	Operating margin – overall	1.0%	1.7%	2.1%	1.0%	1.6%	
7	Return on Capital Employed (ROCE)	0.9%	1.2%	1.3%	0.9%	0.8%	The ROCE has decreased this year in line with the reduced surplus margin, and is also significantly below sector norms. Both of these metrics demonstrate the increasingly difficult regulatory and economic environment St Basil's operates in.

St Basil's is committed to demonstrating VFM to our stakeholders in terms of our continual improvement in service delivery performance.

Changes in Welfare Reform and the socio-economic environment continue to place considerable strain on opportunities for young homeless and those at risk of homelessness to access and receive the support they need to live independently.

The future funding model of supported housing is critical to our ability to sustain services and accommodation for the most vulnerable.

St Basil's will continue to review the financial cost, impact and effectiveness of services delivered to support our service users. These reviews will be ongoing and in the context of demonstrating achievement of our mission for the benefit of stakeholders. Detailed plans are presented to the Board each year for consideration as an integral aspect of the annual business plan.

Risk Management

The Regulator of Social Housing requires Registered Providers to have an effective risk management framework to ensure compliance with their regulatory standards. St Basils' Board determines the risk management framework and risk appetite for St Basil's, which includes an annual review of the effectiveness of the system of internal control in place. The review focuses on the significant risks that threaten the organisation's ability to meet its objectives and provide reasonable assurance of the safeguarding of assets.

St Basil's takes a proactive approach to risk management and has initiated a number of monitoring and reporting systems which form the overall risk assessment process. These include our Annual Active Learning Programme where Board members visit our service areas, the individual risk assessments undertaken for each young person coming to St Basil's, annual health & safety risk assessments of our buildings, and KPIs are monitored by the Senior Leadership Team on a monthly basis.

A Risk Register is maintained and updated each month. When risks are identified they are allocated a scoring based on probability and impact, control actions are identified and responsibilities for actions are determined. The Risk Register is regularly monitored and reported to the Business Support and Audit Committee.

Risk reports are presented at each meeting of the Business Support and Audit Committee and the Board. The Business Support and Audit Committee also receive regular internal audit reports prepared by St Basil's internal auditor on a wide range of functional areas and processes. The annual internal audit programme is agreed at the beginning of the financial year. Our current internal auditor's approach to internal audit is a systematic risk-based approach, with the aim of aligning their work closely to St Basils' own analysis of the key risks.

The internal audit programme regularly reviews our risk management systems to apply a degree of independent scrutiny and to ensure best practice. Recommendations arising from the reviews are used by the Board as a means of ensuring a robust control environment, as well as continuous learning and improvement.

Key Risks/Challenges to the Business Plan in 2025/26

The key risks to delivering our Business Plan include:

- ❖ Increased financial pressure on Local Authorities reducing capacity in new contracts Impacts of above on meeting needs of young people, planning and budgets for 2025-26
- ❖ Very tight margins with susceptibility to risk
- ❖ Increased costs of living for staff, young people and the organisation with income not reflecting those increases
- ❖ Increase in debt of young people and consequent implications for payment of rent and service charges
- ❖ Increased financial pressures on public services generally and economic impacts more generally on Businesses and Trusts
- ❖ Access to decent, safe, affordable housing for young people moving on from supported housing – landlord confidence is low in relation to letting to young people
- ❖ Increased levels of homelessness as a result of notices within the private rented sector leading up to Renters Rights Bill enactment
- ❖ Meeting the need of young people with no recourse to public funds
- ❖ Securing skilled support from mainstream public services under pressure including Health and Learning, Skills and Work fields to benefit the young people we support
- ❖ Securing capital resources to invest in our Asset Strategy and optimise accommodation options for young people
- ❖ Higher level of need of young people presenting to us particularly in relation to mental ill health poverty and trauma and insufficient resources to respond effectively
- ❖ Recruitment and retention of high skilled staff
- ❖ Investment in meeting decarbonisation targets and other regulatory requirements
- ❖ Potential changes to our portfolio as our partner landlords review their asset strategies and move from supported housing market
- ❖ Procurement Act 2023 and increased burden on staffing and documentation requirements
- ❖ OFSTED requirements and Accommodation standards
- ❖ Social Housing Regulator consumer standards
- ❖ Regulator of Social Housing's (RSH) powers to hold landlords responsible for providing safe and quality housing, and enforce stricter timeframes for addressing hazards like damp and mould, Awaab Law
- ❖ Ensuring continuous focus on Cyber Security

The above items are perceived risks and they have not materialised and / or they are being actively mitigated.

During the year, St Basil's faced the following risks, which were / are being mitigated by risk monitoring and planning by the Senior Leadership Team.

- ❖ Significant increases in inflation, affecting the cost of materials and contractors
- ❖ Increased regulatory requirements around housing standards
- ❖ Labour shortages as a result of the ongoing impact from the pandemic and from Brexit
- ❖ Ensuring staff wellbeing remained a priority during the Cost-of-Living crisis
- ❖ Increased challenges faced by the young people we serve, especially those relating to mental health

Key Relationships

A Business priority for St Basil's is to develop and maintain productive relationships with government, local, regional, and national stakeholders, as well as our commissioning bodies, delivery partners, employees, young people and the local communities we work with. We are particularly committed to working with others who can assist us to deliver our strategic objectives, including Health commissioners, Police and Crime commissioners and those tackling youth unemployment.

We achieve development in partnership with Investment partners registered with Homes England. During the year we worked with Equans to secure funding to purchase and improve our Live & Work scheme in central Birmingham. Funding for the development has been received from Homes England and Birmingham City Council. Our consortium of social landlords helps provide good quality move-on accommodation for young people when they are ready to leave St Basil's. We continue to develop productive partnerships with employers to enhance employment opportunities for young people.

Our service delivery partnerships continue to expand to enable us to work with specialists in their field including Forward Thinking Birmingham (FTB), Sandwell and West Birmingham NHS Trust, University of Birmingham, Birmingham City University, Birmingham and Solihull Women's Aid, Members of Every Youth; all actively contributing to our work.

St Basil's continues to prioritise our commitment to working with local partnerships in all our areas of operation as well as with regional and national membership organisations and related Task groups, including Birmingham City Housing and Homelessness Partnerships; Solihull Homelessness Reduction Board; North Worcestershire Steering Group; Support Provider Fora; Birmingham Social Housing Partnership, and West Midlands Housing Association Partnership. Our Chief Executive is Chair of the West Midlands Combined Authority (WMCA) Homelessness Taskforce and the West Midlands Health and Homelessness Forum and is a member of the Government's National Expert Group on Homelessness and Rough Sleeping.

Financing Structure

A surplus is reported in 2024/25. Going forward it is projected that surpluses will be achieved which will contribute to ensuring financial viability and investment in achieving St Basil's strategic priorities, in particular, improvement of existing accommodation and the prevention of homelessness.

Income

St Basil's main sources of income are as follows.

	2021/22	2022/23	2023/24	2024/25
Rents & services charges	40%	42%	44%	46%
Support contracts	45%	44%	41%	40%
Charitable donations	7%	6%	7%	8%
Other sources	8%	8%	8%	6%

Cash Flow

Net cash inflow from operating activities was £1,505k. Net cash inflow from finance activities was £92k and outflow from investing activities was £2,751k. The overall net change in "cash and cash equivalents" was a decrease of £1,154k.

Rent Policy

The Rent and Service Charges at each of our accommodation schemes are set at affordable levels in line with the Government's Rent Standard.

Out-Turn

The surplus for the year shown on the statement of comprehensive income (previously known as the income and expenditure statement) is £287k (2023/24 £364k surplus).

Reserves Policy

Our policy is to maintain reserves for three reasons:

- To maintain sufficient levels of liquidity to meet operational requirements.
- To meet our statutory, regulatory and landlord liabilities.
- To continue to achieve the aims and objectives of St Basil's.

The Balance sheet as at 31 March 2025 shows reserves of £6,124k, £5,989k of which are unrestricted.

St Basil's has a strategic objective of holding cash reserves that are sufficient to cover at least two months of expenditure. At the end of the year being reported, St Basil's held 80 days' worth of cash reserves.

Fixed Assets

Details of changes to fixed assets are set out in notes 8 and 9 of the financial statements.

In 2024/25 capital expenditure on properties amounted to £5,249k and on non-housing assets £585k.

Approved by the Board on Monday 8th September 2025.
and signed on its behalf by



Feizal Hajat
Chair of the Board

BOARD REPORT for the year ending 31 March 2025

Board Members

The Board Members set out below have held office during the whole of the period from 1 April 2024 to the date of this report unless otherwise stated:

Helen Bates	-	Ordinary Director
Paul Cadman	-	Ordinary Director
Stephen Chance	-	Co-opted Director
Feizal Hajat OBE	-	Ordinary Director
Sahira Jabeen	-	Co-opted Director, appointed June 2024, resigned January 2025
Chris Miller	-	Ordinary Director, resigned March 2025
Nil Neale	-	Ordinary Director
Nimmi Patel	-	Ordinary Director
Raj Ram	-	Ordinary Director
Vicki Stott	-	Ordinary Director
Jean Templeton	-	Executive Director
The Very Reverend Matthew Thompson	-	Nominated Director

Internal Controls Assurance

The Board of St Basil's has voluntarily chosen to include a statement on internal controls within the published financial statements.

The Board has overall responsibility for establishing and maintaining a sound system of internal control and for reviewing its effectiveness. The system of internal control is designed to manage, rather than eliminate, the risk of the failure in achieving key business objectives and expected outcomes.

The Board recognises that no system of internal control can provide absolute assurance or eliminate all risk. The system exists to provide reasonable assurance against material misstatement or loss, with emphasis on the preparation and reliability of financial and operational information and the safeguarding of St Basils' assets and interests.

In fulfilling its responsibilities, the Board has adopted a risk-based approach to internal controls. This approach is integrated into St Basils' regular management and governance processes and is consistent with the principles of the Turnbull Guidance.

The key elements of the internal control and risk management frameworks adopted by the Board include:

- **Identification and evaluation of risks**

Responsibility for the identification, evaluation and control of significant risks is clearly defined and assigned. There is a formal and on-going process of management review in each area of the St Basil's activities. This process is led by the Executive Director and Senior Management Team and is supported through structured and regular reporting.

- **Monitoring and corrective action**

Control self-assessment and regular reporting on risk and control issues are key parts of the internal controls management process. These are overseen by the Senior Leadership Team and reported to the Business Support and Audit Committee at every quarterly meeting. The internal audit programme is developed annually in line with St Basil's risk profile to ensure internal audit reviews provide assurance in the areas of highest risk. These reviews are reported to the Business Support and Audit Committee and actions arising from these reports are reviewed regularly.

- **Control environment and control procedures**

St Basil's Board has adopted the NHF Code of Governance 2020. The Board has oversight of strategic, operational, financial and compliance matters, including treasury management and major investment projects. This oversight allows the Board to gain robust assurance on control effectiveness and that the strategic objectives contained in the Business Plan are being delivered. Its approach to risk management and internal assurance is embedded throughout the Business Plan and disseminated through policies, procedures, induction, training, internal communication and working practices.

- **Information and financial reporting systems**

Each year, the Board reviews financial planning priorities at the Board Strategy Day, typically held in October. Detailed budgets are then prepared in the following months, to be approved by the Board annually in March. Regular performance monitoring of KPIs and financial forecasts is undertaken by both the Business Support and Audit Committee and the Service Delivery and Development Committee,

which is then reported to the full Board. In addition, St Basil's has invested in the development of a bespoke performance evaluation system which will assist in the monitoring of service outcomes.

The internal control framework and risk management framework is subject to regular, independent review by the appointed Internal Audit firm. Their work provides assurance to the Board via the Business Support and Audit Committee. For the reporting period, the Internal Audit opinion is that St Basil's has reasonable and effective risk management, control and governance processes in place to manage the achievement of the organisation's objectives.

The Board confirms that an on-going process for identifying, evaluating and managing significant risks has been in place throughout the financial year under review and up to the date of approval of the annual report. This process is reviewed at least annually by the Board to ensure it remains effective and fit for purpose.

Going Concern

Under the governance requirements, the Board confirms that after making enquiries they have a reasonable expectation that St Basil's has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the accounts.

The Directors have a reasonable expectation that St Basil's has adequate resources to continue in operational existence for the foreseeable future, being a period of twelve months after the date on which the report and financial statements are signed. For this reason, St Basil's continues to adopt the going concern basis in the financial statements.

Directors Indemnity

The Directors have confirmed that St Basil's has Directors' and Officers' Insurance in place.

Financial Instruments

St Basil's does not have any abnormal exposure to price, credit, liquidity, and cash flow risks arising from its trading activities. St Basil's does not enter into any hedging transactions and no trading in financial instruments is undertaken.

Equality, Diversity and Inclusion (EDI) Statement

St Basil's is committed to fostering an environment for staff, young people and partners that is free from all forms of discrimination and where diversity is embraced. It is our intention to do our very best for each young person, ensuring that the service St Basil's offers is fair, inclusive, appropriate, and relevant for each individual. St Basil's also wants to ensure that staff are provided with the best employment opportunities and that they are enabled to contribute effectively to the work of the organisation.

We take a human rights-based approach, grounded in the core FREDA principles of Fairness, Respect, Equality, Dignity and Autonomy.

Our strategic priority 'Challenging discrimination and promoting equality, diversity, inclusion and cohesion through employment, service delivery and community engagement', highlights our commitment to ensuring that staff and young people are provided with a safe and secure environment in which they can thrive and develop, and where all aspects of their welfare is protected. Our Equality, Diversity and Inclusion Policy and strategy operationalise our commitments and our progress is reported annually and through our KPIs.

We believe that by establishing a workforce which reflects the diversity of our young people and wider communities at all levels, we are better able to respond to the diverse needs of young people who are homeless or at risk.

We recognise we have work to do in relation to gaps in representation throughout the organisation, particularly in relation to our Board. We obtained the RACE Equality Code of Governance Quality Mark in 2024 and set an action plan to ensure St Basil's continues to put a strong focus on race equality in its leadership and people policies.

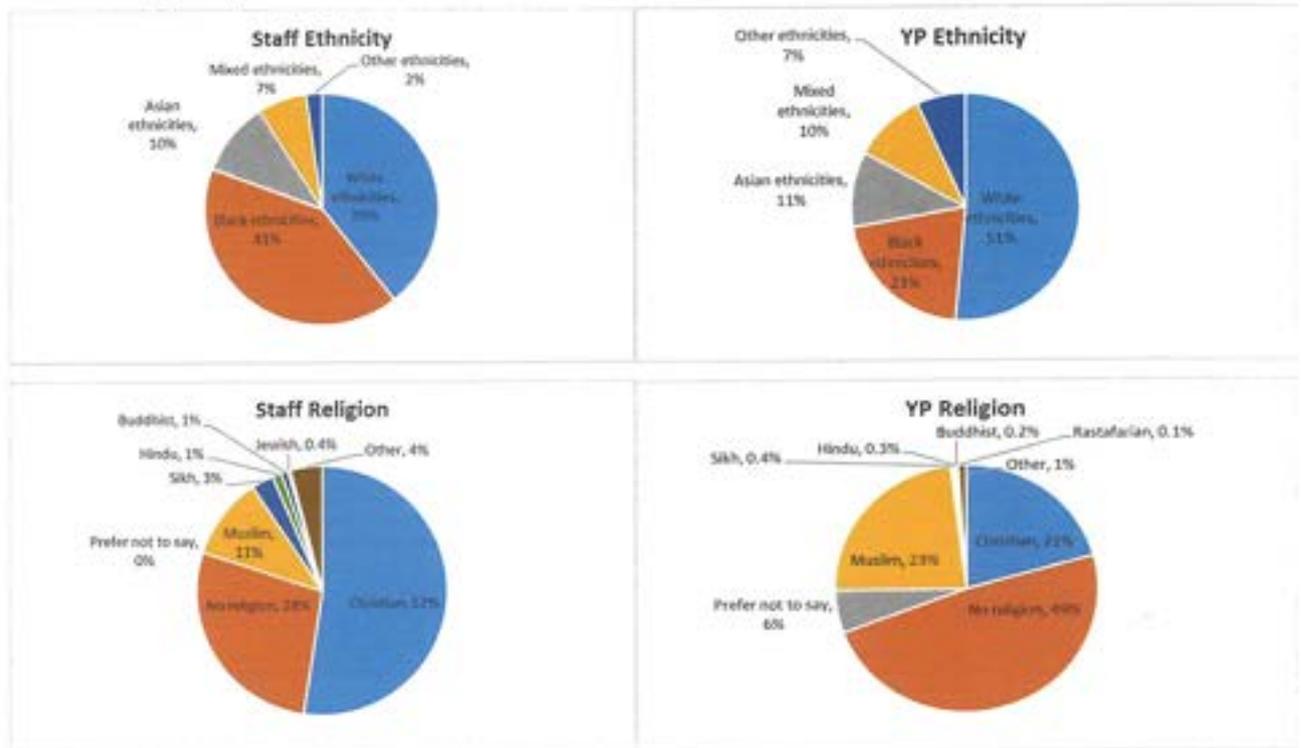
Race Equality Statement

St Basil's is committed to the values of fairness, equity and equal opportunity. We have a zero-tolerance approach to all forms of discrimination and take proactive steps to challenge and eliminate it wherever it exists.

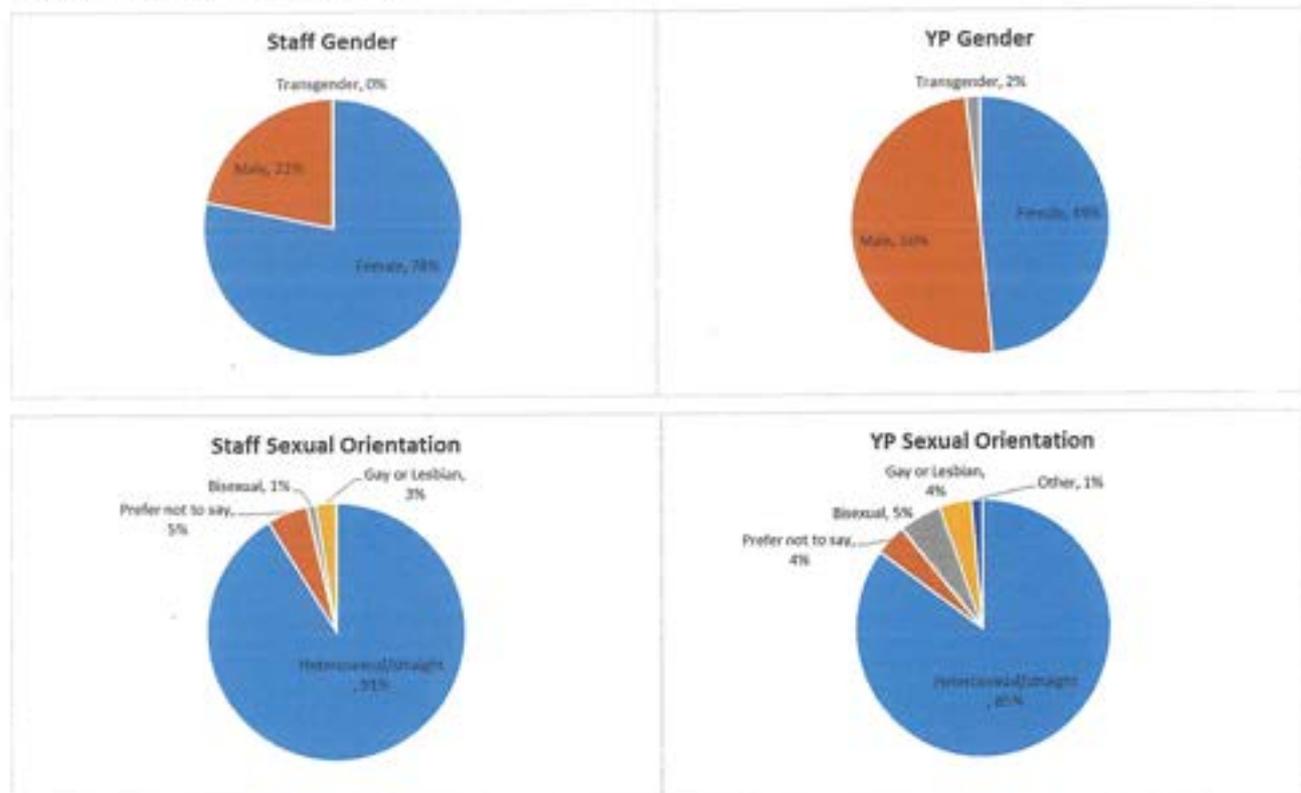
We recognise the importance of allyship and understand that being non-racist is no longer enough. St Basil's is committed to being an actively and visibly anti-racist organisation, an ally to all Global Ethnic Majority (GEM) communities. To support this, the Board is focussed on addressing racial inequality at senior leadership levels, which is evident in its commitment to the RACE Equality Code of Governance. This includes making transparent and supported pathways for progression into leadership and Board positions for individuals from underrepresented ethnic backgrounds.

Young People and Staff Diversity comparison

The graphs below show the ethnicity and religious diversity amongst across our staff and the young people we served during the year.



The graphs below show both the gender and sexual orientation diversity amongst our staff and of the young people we served during the year.



Our detailed data allows us to review our diversity at each level within the organisation and this is being monitored closely by the Senior Leadership Team to ensure our entire workforce reflects the young people we serve.

The ethnic diversity data for our Board (10 members) is shown below:

- White ethnicities 50%
- Asian ethnicities 40%
- Black ethnicities 10%

The ethnic diversity data for our Senior Leadership Team (8 members) is shown below:

- White ethnicities 50%
- Black ethnicities 38%
- Asian ethnicities 12%

The ethnic diversity data for our Youth Service Managers (and equivalent roles, 21 people) is shown below:

- White ethnicities 50%
- Black ethnicities 25%
- Mixed ethnicities 13%
- Asian ethnicities 6%
- Other ethnicities 6%

We recognise we have work to do in relation to under-represented groups throughout the organisation, particularly in relation to:

- Ensuring both the Senior Leadership Team and Board reflects the young people we serve as much as possible, across a range of diversity characteristics.
- Attracting male candidates to front-line operational posts to help align the gender split in our workforce with that of the young people we serve.
- Developing the talent already in the organisation to ensure ethnically diverse employees have the opportunity to be promoted to senior management roles.

Disability Statement

St Basil's strives to fulfil our statutory responsibilities towards disabled people set out in the Equality Act 2010 and the Public Sector Equality Duty 2011 by:

- Providing an environment that is inclusive and accessible for all stakeholders
- Observing our anticipatory duty to make reasonable adjustments to take steps to meet the needs of disabled people and remove or minimize the disadvantages they may face
- Responding to individual needs in a timely way, where needs have not been anticipated
- Considering creative and agile solutions to access issues in addition to structured assessment frameworks such as Access to Work
- Having due regard to advancing equality by encouraging disabled people into employment by supporting their progression
- Ensuring staff and young people have appropriate equality, diversity and inclusion awareness to support themselves and others

St Basil's is a DWP 'Disability Confident Employer' which reflects our work around proactively employing and retaining disabled people. This involves actively looking to attract, recruit and retain disabled people by providing a fully inclusive and accessible recruitment process and supportive environments to enable people to be their very best.

Our workforce data over the year shows that 9% of staff reported having a disability. For our young people, 46% reported having a disability, and therefore it is crucial that St Basils' staff and Board are appropriately trained and informed to enable the needs of all of our young people to be fully met. In addition, we actively encourage people with lived experience of disabilities to apply for roles at St Basil's, both as an employee and Board member.

Staff Engagement Statement

Our 'Principles to work by' embrace colleague engagement in our service delivery and development. 'Everybody counts', 'St Basil's - A Good Place to Work' and 'Strength and Unity through Diversity' reflect the value we place on an inclusive and engaged workplace. We are a Psychologically Informed Environment and as such, engagement and reflection are at the heart of our practice. Formal engagement takes place through an elected Employee Council and supports a matrix of engagement at all levels within the organization. Directors review KPIs on staff performance and well-being and regularly review both business plans and policies to ensure that staff needs are properly taken into account. We plan to carry out a staff engagement survey during 2025/26 to receive feedback on organisational and local issues.

Disclosure of Information to the Auditor

In the case of each of the persons who are directors of the Company at the date when this report was approved:

- so far as each of the directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the Company's auditor is unaware; and
- each of the directors has taken all the steps that they ought to have taken as a director to make them aware of any relevant audit information (as defined) and to establish that the Company's auditor is aware of that information.

Board Members' Responsibilities

Legislation requires the Board to prepare financial statements for each financial year which give a true and fair view of the state of the entity as at the end of the financial year and of its income and expenditure for the year ended on that date. In preparing those financial statements, suitable accounting policies have been used, framed, to the best of the Board's knowledge and belief, by reference to reasonable and prudent judgements and estimates and applied consistently. Applicable accounting standards have been followed. The Board is also required to indicate where the financial statements are prepared other than on the basis that the entity is a going concern.

The Board is responsible for ensuring that arrangements are made for keeping financial records with respect to the St Basil's transactions, its assets and liabilities and for maintaining a satisfactory system of control over accounts and transactions. The Board is also responsible for ensuring that arrangements are made to safeguard the assets of the entity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Compliance with the RSH Governance and Financial Viability Standard

Registered providers are required by the Regulator of Social Housing (RSH) to assess their compliance with their Governance and Financial Viability standard. The Board has considered St Basils' compliance with these standards and confirms that St Basil's complies with the requirements of the Governance and Financial Viability Standard applicable for the year.

Approved by the Board on Monday 8th September 2025
and signed on its behalf by



Feizal Hajat
Chair of the Board

INDEPENDENT REPORT OF THE AUDITOR for the year ending 31 March 2025

Opinion

We have audited the financial statements of St Basil's (the 'company') for the year ended 31 March 2025 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cash Flows and 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company affairs as at 31 March 2025 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022.

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 trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Board's 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 Company'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 Board with respect to going concern are described in the relevant sections of this report.

Other information

The Board is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Strategic Report and the Board Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Board Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In 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 Strategic Report or the Board 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 directors' remuneration specific by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Board

As explained more fully in the Statement of the Board's responsibilities set out on page 25, the Board is 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 Board determines 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 Board is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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.

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

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

- We obtained an understanding of laws and regulations that affect the Company, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Companies Act, the Statement of Recommended Practice for registered housing providers: Housing SORP 2018, the Housing and Regeneration Act 2008, the Accounting Direction for Private Registered Providers of Social Housing 2022, tax legislation, health and safety legislation, and employment legislation.
- We enquired of the Board and reviewed correspondence and Board meeting minutes for evidence of non-compliance with relevant laws and regulations. We also reviewed controls the Board have in place, where necessary, to ensure compliance.
- We gained an understanding of the controls that the Board have in place to prevent and detect fraud.
- We enquired of the Board about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations and fraud was discussed within the audit team and tests were planned and performed to address these risks. We identified the potential for fraud in the following areas: laws related to the construction and provision of social housing, recognising the nature of the Company's activities and the regulated nature of the Company's activities.
- We reviewed financial statements disclosures and tested to supporting documentation to assess compliance with relevant laws and regulations discussed above.
- We enquired of the Board about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Chapter 4 of Part 2 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the trust'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 trust and the trust's members as a body for our audit work, for this report, or for the opinions we have formed.



Lee Cartwright (Senior Statutory Auditor)
For and on behalf of Beever and Struthers, statutory auditor
The Colmore Building
20 Colmore Circus
Queensway
Birmingham
B4 6AT

Date: 16 September 2025

STATEMENT OF COMPREHENSIVE INCOME
For the year ended 31 March 2025

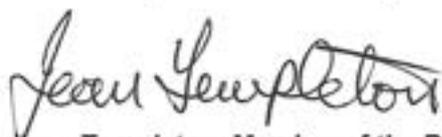
	Notes	2025 £'000's	2024 £'000's
TURNOVER			
Housing support contracts			
- Birmingham City Council		4,042	4,583
- Solihull MBC		967	862
- Worcester CC		362	378
- Warwickshire CC		926	457
- Coventry CC		490	523
- Other Councils		454	222
		<u>7,241</u>	<u>7,025</u>
Income from lettings	3b	8,173	7,481
Fundraising	3a	1,513	1,215
Other income		660	1,173
Amortisation of Social Housing Grant	15	430	208
	3a	<u>18,017</u>	<u>17,102</u>
OPERATING COSTS	3a	<u>(17,823)</u>	<u>(16,814)</u>
OPERATING SURPLUS	3a	194	288
Interest receivable and similar income		92	76
Interest payable and similar charges		-	-
SURPLUS FOR THE YEAR		<u>286</u>	<u>364</u>
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u><u>286</u></u>	<u><u>364</u></u>

STATEMENT OF FINANCIAL POSITION

As at 31 March 2025, company registration number 03964376

	Notes	2025 £'000's	2024 £'000's
FIXED ASSETS			
Housing properties - cost less depreciation	8	21,960	17,222
Other property, plant & equipment	9	978	527
Total fixed assets		<u>22,938</u>	<u>17,749</u>
CURRENT ASSETS			
Debtors	11	2,782	2,660
Cash and cash equivalents		4,036	5,190
		<u>6,818</u>	<u>7,850</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	12	(5,048)	(3,941)
NET CURRENT ASSETS		<u>1,770</u>	<u>3,909</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>24,708</u>	<u>21,658</u>
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	13	(18,584)	(15,820)
NET ASSETS		<u>6,124</u>	<u>5,838</u>
CAPITAL AND RESERVES			
Revenue reserves		5,989	5,683
Restricted reserves		135	155
TOTAL RESERVES		<u>6,124</u>	<u>5,838</u>

The financial statements on pages 31 to 47 were approved by the Board on Monday 8th September 2025 and were signed on its behalf by:



Jean Templeton, Member of the Board



Feizal Hajat, Chair of the Board

STATEMENT OF CHANGES IN RESERVES

For the year ending 31 March 2025

	Revenue reserves £'000's	Restricted Reserves £'000's	2025 Total £'000's	2024 Total £'000's
At 1 April 2024	5,683	155	5,838	5,474
Surplus from statement of comprehensive income	286	-	286	364
Transfer to/from restricted reserves	20	(20)	-	-
At 31 March 2025	<u>5,989</u>	<u>135</u>	<u>6,124</u>	<u>5,838</u>

For the year ending 31 March 2024

	Revenue reserves £'000's	Restricted Reserves £'000's	2024 Total £'000's	2023 Total £'000's
At 1 April 2023	5,336	138	5,474	5,222
Surplus from statement of comprehensive income	364	-	364	252
Transfer to/from restricted reserves	(17)	17	-	-
At 31 March 2024	<u>5,683</u>	<u>155</u>	<u>5,838</u>	<u>5,474</u>

STATEMENT OF CASH FLOWS
 For the year ending 31 March 2025

	Notes	2025		2024	
		£'000's	£'000's	£'000's	£'000's
NET CASH INFLOW FROM OPERATING ACTIVITIES	17		1,504		622
CASH FLOW FROM FINANCING ACTIVITIES					
Interest received		92		76	
Interest paid		-		-	
Housing loans repaid		-		-	
Investments encashed		-		-	
			92		76
CASH FLOW FROM INVESTING ACTIVITIES					
Purchase of housing properties	8	(5,249)		(4,075)	
Purchase of other property, plant & Equipment	9	(585)		(167)	
Capital grants and received	15	3,084	(2,750)	3,664	(578)
			(1,154)		120
NET CHANGE IN CASH AND CASH EQUIVALENTS					
CASH AND CASH EQUIVALENTS AT START OF YEAR			5,190		5,070
CASH AND CASH EQUIVALENTS AT END OF YEAR			4,036		5,190

Analysis of changes in net debt

	At 1st April £'000	Cashflows £'000	Other non-cash £'000	At 31 st March £'000
Cash and cash equivalents	5,189	(1,153)	-	4,036
Housing loans	-	-	-	-
Total	5,189	(1,153)	-	4,036

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

St Basil's is a company limited by guarantee which is incorporated and domiciled in the United Kingdom. The financial statements are prepared under the historical cost convention, in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council and comply with the Accounting Direction for Private Registered Providers of Social Housing 2022 the Statement of Recommended Practice for Registered Social Housing Providers 2014 (SORP) and the Housing and Regeneration Act 2008. St Basil's is a public benefit entity (PBE), as defined in FRS 102 and applies the relevant paragraphs prefixed "PBE" in FRS 102.

(b) Statement of compliance

St Basil's has prepared the financial statements in accordance with FRS 102.

(c) Turnover

Turnover represents rents and service charges receivable (net of losses from voids), revenue grants receivable from local authorities together with donations and miscellaneous income.

Income is generally recognised on a receivable basis and is reported gross of related expenditure, where the amount is reasonably certain and when there is adequate certainty of receipt. The specific bases used are as follows:

- Income from charitable activities, including income from contracts, is accounted for when earned. Income received in advance is deferred until entitlement to the income has arisen;
- Grants are recognised when the entitlement to the grant is confirmed. Grants for the purchase of equipment and towards the initial setting up of projects are credited in full to the various activities in furtherance of the charity's objects in the year in which they are received. Grants received specifically for goods and services to be provided as part of charitable activities are recorded against the activity to which they relate;
- Rental income is accounted for on a receivable basis, net of voids;
- Donations, gifts, legacies and general grants receivable, which do not relate to specific charitable activities, are categorised as donations and legacies;
- The financial statements reflect no amounts in respect of time provided by volunteers;
- Donated goods, services or facilities are brought into the accounts at their estimated fair value. Where pro bono services are received and are material, the value of those services, as estimated by the directors, is included as both income and expenditure;
- Legacies are recognised as income when there is entitlement, probability of receipt and measurability of the legacy.

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

1. ACCOUNTING POLICIES (continued)

(d) Depreciation

No depreciation is charged to the Statement of Comprehensive Income in the year of acquisition or purchase on either category of asset.

Housing properties

Depreciation is calculated to write down the cost of investment in specific components which need replacing over different useful economic lives. St Basil's has adopted the following components and economic useful lives for its asset components:

Structure	100 year life
Kitchens	15 year life
Bathrooms	15 year life
Doors	20 year life
Heating systems	10 year life
Energy improvements	25 year life
Window	20 year life
Roofs	50 year life
Security Systems	20 year life
Refurbishment	20 year life

Freehold land is not depreciated.

Other property, plant & equipment (PPE)

Depreciation is calculated to write down the cost of plant & equipment on a straight-line basis over their estimated useful life:

Computer equipment and furnishing and fittings 5 years

For improvements to leasehold property the economic lives for Housing properties are adopted unless the period of the lease is known to be lower.

(e) Social Housing Grant (SHG) and other capital grants

Where grants are received from government agencies such as Homes England, local authorities, devolved government agencies, health authorities and the European Commission which meet the definition of government grants, they are recognised when there is reasonable assurance that the conditions attached to them will be complied with and that the grant will be received. Government grants are recognised using the accruals model and are classified either as a grant relating to revenue or a grant relating to assets. Grants relating to revenue are recognised in income on a systematic basis over the period in which related costs for which the grant is intended to compensate are recognised. Where a grant is receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support with no future related costs, it is recognised as revenue in the period in which it becomes receivable.

(e) Social Housing Grant (SHG)

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset. Grants received for housing properties are recognised in income over the expected useful life of the housing property structure. Grants received from non-government sources are recognised as revenue using the performance model.

(f) Improvements to properties

Expenditure on existing housing properties other than replaced components is capitalised to the extent that it improves the economic benefit of the asset either through an increase in rental income, a reduction in maintenance costs or through an extension of the life of the property.

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31 March 2025

1. ACCOUNTING POLICIES (continued)

(g) Restricted Reserves

The restricted reserves represent donations received but as yet unspent, in respect of specific projects together with capital grants and donations received for restricted purposes. These are subject to an external restriction as such they are separately recognised.

(h) Dilapidations

Specific clauses in the contracts for St Basils' leased and managed housing stock will detail the required condition for a property on termination of the relevant contract. It is St Basils' policy to provide in full for dilapidations in accordance with the requirements of each respective lease or agreement in the year the lease commences, using the most recent costings available for contractors, repairs, materials, and any other relevant costs.

(i) Pension Costs

St Basil's has two defined contribution schemes.

Contributions payable to the Company's auto enrolment scheme with Legal and General are charged to the Statement of Comprehensive Income as they become payable in accordance with the rules of the scheme.

Contributions payable to the Company's defined contribution scheme with Engage Mutual are charged to the Statement of Comprehensive Income as they become payable in accordance with the rules of the scheme. New membership of this scheme was stopped in 2014 when the scheme with Legal and General was introduced. All new membership since 2014 has been into the Legal and General Scheme.

(j) Supported Housing

Separately identifiable tenancy related rent, service and support charge income along with any related costs for supported housing is disclosed under 'supported housing' within note 3. Charges for and costs of support services funded under Support Contracts are shown under 'Support Contracts' within note 3.

(k) Operating Leases

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

(l) Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and demand deposits, together with other short term, highly liquid investments that are readily known amounts of cash and are subject to an insignificant risk of change in value.

(m) Financial Instruments

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument

(n) Going Concern

St Basils' financial statements have been prepared on a going concern basis which assumes an ability to continue operating for the foreseeable future. No significant concerns have been noted in the business plan updated for 2025/26 and therefore we consider it appropriate to continue to prepare the financial statements on a going concern basis.

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31 March 2025

1. ACCOUNTING POLICIES (continued)

Financial assets carried at amortised cost

Financial assets carried at amortised cost comprise rent arrears, trade and other receivables and cash and cash equivalents. Financial assets are initially recognised at fair value plus directly attributable transaction costs. After initial recognition, they are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

If there is objective evidence that there is an impairment loss on any asset, including social housing property, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced accordingly.

A financial asset is derecognised when the contractual rights to the cash flows expire, or when the financial asset and all substantial risks and reward are transferred.

If an arrangement constitutes a financing transaction, the financial asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial liabilities carried at amortised cost

These financial liabilities include trade and other payables and interest bearing loans and borrowings.

Non-current debt instruments which meet the necessary conditions in FRS 102, are initially recognised at fair value adjusted for any directly attributable transaction cost and subsequently measured at amortised cost using the effective interest method, with interest-related charges recognised as an expense in finance costs in the Statement of Comprehensive Income. Discounting is omitted where the effect of discounting is immaterial.

A financial liability is derecognised only when the contractual obligation is extinguished, that is, when the obligation is discharged, cancelled or expires.

Financing transactions

For rent arrears where the arrangement constitutes, in effect, a financing transaction because of extended credit arrangements the arrears are measured at the present value of the future payments discounted at an appropriate market rate of interest.

2. SIGNIFICANT MANAGEMENT JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income, and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

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 and in any future periods affected.

Significant Management Judgements

The following are management judgements in applying the accounting policies of the Company that have the most significant effect on the amounts recognised in the financial statements.

Capitalisation of development expenditure

The company capitalises expenditure in accordance with the accounting policy on housing properties. Judgement is exercised over the likelihood that projects will continue, as to whether development expenditure is capital or revenue. For the year ending 31 March 2025, there are capital additions of £5,249k (see note 8), of which £3,132k relates to the capitalisation of on-going development costs.

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31 March 2025

2. SIGNIFICANT MANAGEMENT JUDGEMENTS AND KEY SOURCES OF ESTIMATION
UNCERTAINTY (continued)*Estimation uncertainty*

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results and may cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Debtor provisions

Provision is made for rent arrears that are considered uncollectable. These provisions require management's best estimate of the costs that will be incurred based on legislative and contractual requirements. In addition, the timing of the cash flows and the discount rates used to establish net present value of the obligations require management's judgement. In the light of the experience of recent years, the basis for determining the provision for rental debts has proved reasonable.

Components of housing properties and useful lives

Major components of housing properties have significantly different patterns of consumption of economic benefits and estimates are made to allocate the initial cost of the property to its major components and to depreciate each component separately over its useful economic life. The Company considers whether there are any indications that the useful lives require revision at each reporting date to ensure that they remain appropriate.

3a. TURNOVER AND OPERATING (DEFICIT)/SURPLUS

	Turnover	2025 Operating costs	Surplus/ (deficit)	Turnover	2024 Operating Costs	Surplus/ (deficit)
	£'000's	£'000's	£'000's	£'000's	£'000's	£'000's
Income and expenditure from lettings						
Supported housing – residential (note 3b)	13,806	(15,022)	(1,216)	13,563	(14,185)	(622)
Other income and expenditure						
Fundraising	1,513	(590)	923	1,215	(519)	696
Non-residential services	2,698	(2,211)	(487)	2,324	(2,110)	214
Total	18,017	(17,823)	194	17,102	(16,814)	288

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

3b. INCOME AND EXPENDITURE FROM SOCIAL HOUSING

	2025	2024
	All Supported Housing Accommodation £'000's	All Supported Housing Accommodation £'000's
Income from lettings		
Rent receivable	3,136	2,885
Service charges receivable	5,037	4,597
Net rents receivable	<u>8,173</u>	<u>7,482</u>
Support Contracts	4,718	5,117
Other income	915	964
Total income from social housing lettings	<u>13,806</u>	<u>13,563</u>
Expenditure on lettings		
Management	8,986	7,927
Services	3,094	3,306
Routine maintenance	1,163	1,067
Residential building lease costs	404	375
Planned maintenance	567	983
Bad debts	297	224
Depreciation of properties	511	303
Total expenditure on lettings	<u>15,022</u>	<u>14,185</u>
Operating deficit on social housing lettings	<u>(1,216)</u>	<u>(622)</u>
Rent losses from voids	<u>1,009</u>	<u>637</u>

4. SURPLUS ON ORDINARY ACTIVITIES

	2025 £'000's	2024 £'000's
Surplus on ordinary activities is stated after charging/(crediting)		
Depreciation of housing properties	511	303
Depreciation of other fixed assets	135	159
Auditors' remuneration: -		
In their capacity as auditors	22	22
In respect of other services	-	-
Staff costs	9,268	8,350
Amortisation of social housing grants	(430)	(208)
Other equipment lease charges	58	84
Land and buildings lease charges	955	977
	<u> </u>	<u> </u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

5. TAXATION

No taxation charge arises as the Company is a registered charity and is exempt from tax on charitable activities.

6. STAFF COSTS

	2025 £'000's	2024 £'000's
Staff costs including the Senior Management Team		
Wages and salaries	8,330	7,499
Social security costs	704	628
Other pension costs	234	223
	<u>9,268</u>	<u>8,350</u>

The above staff costs include £492k for cover workers (2023/24 £407k).

Average number of full-time equivalent persons (including the Chief Executive) employed during the year:

	Number	Number
Management	8	8
Administration	44	43
Housing support services	232	234
Total employees	<u>284</u>	<u>285</u>

7. DIRECTORS' EMOLUMENTS

	2025 £'000's	2024 £'000's
Emoluments of the Senior Management Team (including pension contributions)	<u>483</u>	<u>499</u>

The emoluments of the Senior Management Team disclosed above include amounts paid to:

The Chief Executive, being the highest paid director (excluding pension contributions)	<u>83</u>	<u>79</u>
--	-----------	-----------

The Chief Executive is entitled to membership of the defined pension contribution pension scheme operated by the company. No special terms or individual pension arrangements apply to this post, except for those common to a number of staff who transferred different arrangements from an earlier scheme. Employer pension contributions in respect of the Chief Executive amounted to £4.8k (previous year £4.5k).

Apart from the Chief Executive, three other employees were paid in excess of £60k (previous year: no employees). None of these three employees were paid in excess of £70k.

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

The Board of Directors consists of eleven Non-Executive Directors and one Executive Director (Chief Executive). The emoluments of the Chief Executive are included within the Senior Management Team emoluments.

The Non-Executive Directors receive no emoluments.

8. TANGIBLE FIXED ASSETS – HOUSING PROPERTIES

	Housing properties held for letting £'000's	Housing properties under development £'000's	Total £'000's
COST			
At 1 April 2024	17,113	4,048	21,161
Additions	5,249	-	5,249
Transfers from housing properties under development	916	(916)	-
At 31 March 2025	<u>23,278</u>	<u>3,132</u>	<u>26,410</u>
LESS: DEPRECIATION			
At 1 April 2024	3,939	-	3,939
Charge for the year	511	-	511
At 31 March 2025	<u>4,450</u>	<u>-</u>	<u>4,450</u>
NET BOOK VALUE			
At 31 March 2025	<u>18,828</u>	<u>3,132</u>	<u>21,960</u>
At 31 March 2024	<u>13,174</u>	<u>4,048</u>	<u>17,222</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

9. OTHER PROPERTY, PLANT & EQUIPMENT

	Short term Leasehold properties £'000's	Computer equipment £'000's	Furnishings and fittings £'000's	Total £'000's
COST				
At 1 April 2024	610	2,061	2,064	4,735
Additions	457	110	18	585
Disposals	(34)	-	-	(34)
At 31 March 2025	1,033	2,171	2,082	5,286
ACCUMULATED DEPRECIATION				
At 1 April 2024	386	2,006	1,815	4,207
Charge for the year	28	37	70	135
Disposals	(34)	-	-	(34)
At 31 March 2025	380	2,043	1,885	4,308
NET BOOK VALUE				
At 31 March 2025	653	128	197	978
At 31 March 2024	224	55	249	528

10. UNITS IN MANAGEMENT

	2025 Number	2024 Number
Bed spaces	658	613

At the end of the year there were 80 units in development (2024: 54).

11. DEBTORS

	2025 £'000's	2024 £'000's
Rental debtors	741	538
Less: Provision for bad debts	(436)	(364)
Net rental debtors	305	174
Other debtors	1,295	1,800
Prepayments	487	350
Accrued Income	695	336
	2,782	2,660

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £'000's	2024 £'000's
Rental pre-payments	573	515
Accruals	1,255	1,419
Deferred Income	1,002	521
Trade creditors	1,496	666
Other taxation and social security costs	215	190
Housing loans	-	-
SHG due within one year	507	630
	<u>5,048</u>	<u>3,941</u>

13. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £'000's	2024 £'000's
SHG to be released after one year	17,987	15,210
Housing loan	-	-
Provision for dilapidations	597	610
	<u>18,584</u>	<u>15,820</u>

14. FINANCIAL INSTRUMENTS

The carrying values of the Company's financial assets and liabilities are summarised by category below:

Financial assets

Measured at undiscounted amount receivable

- Rent arrears and other debtors (see note 11)

Financial liabilities

Measured at undiscounted amount payable

- Trade and other creditors (see note 12)

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025

15. SOCIAL HOUSING GRANT AMORTISATION MOVEMENT

	2025 £'000's	2024 £'000's
Deferred income – Grants		
As 1 April 2024	15,840	12,383
Grants received	3,084	3,665
Amortisation to Statement of Comprehensive Income	(430)	(208)
At 31 March 2025	<u>18,494</u>	<u>15,840</u>
Amortisation within one year	<u>507</u>	<u>630</u>
Amortisation after one year	<u>17,987</u>	<u>15,210</u>

The total value of grants received prior to any amortisation is £21,619k (2024: £18,535k).

16. SHARE CAPITAL

The Company is limited by guarantee and does not have any share capital.

17. RECONCILIATION OF OPERATING SURPLUS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £'000's	2024 £'000's
Operating surplus for the year	194	288
Movement in debtors	(122)	(1,024)
Movement in creditors	1,216	1,104
Depreciation	646	462
Amortisation of grant	(430)	(208)
Net cash flow from operating activities	<u>1,504</u>	<u>622</u>

18. CAPITAL COMMITMENTS

	2025 £'000's	2024 £'000's
Capital expenditure contracted for but not provided for in the financial statements	<u>268</u>	<u>-</u>
Capital expenditure authorised but not yet contracted for	<u>-</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31 March 2025

The capital expenditure contracted for but not provided for in the financial statements relates to the final part of the refurbishment of the Birmingham Live & Work building, which was acquired in March 2025. The refurbishment works were funded via grant from Homes England.

19. OPERATING LEASE COMMITMENTS

At 31 March 2025 the company had total minimum lease payments under non-cancellable operating leases as follows:

Other equipment leases:

	2025 £'000's	2024 £'000's
Expiry Date		
Less than 1 year	23	33
Between 2 and 5 years	53	72
After more than 5 years	-	-
	<u>76</u>	<u>105</u>

Land & Building leases:

	2025 £'000's	2024 £'000's
Expiry Date		
Less than 1 year	798	806
Between 2 and 5 years	502	423
After more than 5 years	382	484
	<u>1,682</u>	<u>1,713</u>

20. LEGISLATIVE PROVISIONS

The Company is a registered charity, a company limited by guarantee incorporated under the Companies Act 2006 and is a Registered Provider of Social Housing.

21. PENSION COMMITMENTS

The Company operates two defined contribution pension schemes. The assets of the schemes are held separately from those of the Company in independently administered funds. The pension charges as detailed in note 6 represents contributions payable by the Company to the funds.

At 31 March 2025, pension contributions still to be paid into the pension fund amounted to £48k (£48k in the previous year), and these were paid in April 2025. This obligation is included in creditors on the Statement of Financial Position.

NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2025
22. RELATED PARTIES

A Board member who served during the reporting period is a member of the Senior Executive team at Midland Heart, a large housing association from whom St Basil's purchased a new building in March 2025. The Board member in question was not involved in any voting or approval for the acquisition, was removed from Board meetings during any discussions on the purchase and had no influence on the investment decision made by St Basils.

23. RESTRICTED RESERVES

	At 1 April 2024	Transferred in the year	Expenditure	At 31 March 2025
	£'000's	£'000's	£'000's	£'000's
Restricted Reserve				
Young Women's Fund - Shelter	125	-	(21)	104
The National Lottery Community Fund	30	31	(30)	31
Total Restricted Reserves	<u>155</u>	<u>31</u>	<u>(51)</u>	<u>135</u>

Young Women's Fund (Shelter) was established in 2009, to provide grants and other relief of young women's hardship in Birmingham.

The National Lottery Community Fund awarded St Basils' funding for the Employability programme during 2023/24, totalling £1,079k over 3 years. The funding is part of the RC Midlands Region programme.

24. EVENT AFTER THE REPORTING PERIOD

On 17th August 2025 one of St Basils' Head Office buildings was damaged by a fire which started at a neighbouring building. As a result of the fire, the first floor (roof space) of the building impacted was severely damaged and rendered completely unusable. This part of the building was used as an office space for the Outreach team. The offices underneath the roof office have suffered some water damage from the water used to put out the fire, and these offices housed our main ICT server and network equipment. St Basil's has insurance cover in place with manageable excesses, the amounts of which are immaterial. As at the date of signing of these financial statements, it is not possible to estimate the potential financial impact as we have yet to receive all insurance related reports.