



1 April 2024 – 31 March 2025

Annual Report and Accounts

withyou

wearewithyou.org.uk

Our mission has always been to help one another. From the beginning, we’ve provided vital services for those experiencing challenges with alcohol, drugs, or mental health. But there’s still much to be done.

Our name reflects who we are – it’s a statement of intent, of support, and of our commitment to work side by side with our clients as equals, to help them believe that the change they want to make is possible.

We won’t stop until we achieve our vision of a future free from harm caused by alcohol, drug and mental health challenges, where anyone seeking help feels welcomed, not judged.

We Are With You.

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About us

We Are With You is a drug, alcohol and mental health charity. With over 80 services across England and Scotland, we provide support and advice to more than 100,000 people a year.

We’re working towards a future free from harm caused by alcohol, drug and mental health challenges, where anyone seeking help feels welcomed, not judged.

We provide services with a focus on the following areas:



Adult drug and alcohol services

We run drug and alcohol services across England and Scotland. This includes many different kinds of support from information and advice to treatment, recovery and community support, to supporting the Armed Forces communities.



Mental health services

We run NHS Talking Therapies in Surrey and Kent for adult anxiety disorders and depression. We also integrate a trauma-informed mental health approach to all of our services.



Young people’s services

We run young people’s services across the country. We provide holistic support, focusing on reducing risk-taking behaviour, building resilience, self-esteem and wellbeing in order to make positive change.



Digital services

We provide confidential online support via a webchat service for anyone in the UK, alongside creating connections and referrals for clients who need support. Our website also includes digital interventions and information about drugs, alcohol and mental health.

Welcome from Simon, CEO



It has been another year of remarkable achievements and extraordinary dedication to supporting people experiencing issues with drugs, alcohol and their mental health.

I have spent much of the year meeting with our clients and staff across our 36 community-focused services across England and Scotland. We are continuing to support over 100,000 people on their unique recovery journeys. Supporting our face-to-face services, our digital offering (through a live webchat service and online tools) mean we have been able to reach more people, and more people from more diverse backgrounds and communities, than ever before. We wouldn't be able to achieve this without our dedicated staff and volunteers who consistently go above and beyond to transform the lives of our clients, their families and their friends.

This year, we have focused on building a new long-term strategy, engaging with over 700 staff through 60 face-to-face events alongside 12 client workshops to really understand what works to

enhance positive recovery journeys. We will continue to apply what is happening in the world and the opportunities brought by new drug, alcohol and mental health strategies, to deliver services that revolutionise client support and improve outcomes. Our new vision, which We Are With You has led from May 2025, is a future where everyone lives a life free from the harm associated with drugs and alcohol.

In 2025/26 we have started to focus on launching and embedding this new organisational strategy to deliver our updated vision, to support our bespoke services, and continue to fight the stigma we see in our society. We will also continue to work as a collaborative partner committed to making a difference locally, while working to make an impact nationally.



Our new vision, which We Are With You has led from May 2025, is a future where everyone lives a life free from the harm associated with drugs and alcohol.

Our staff and volunteers bring significant personal expertise, insight and experience to supporting our clients. We have focused on an employee experience programme, which has introduced initiatives including a day of leave for our staff members' birthdays, new learning and development programmes for our leaders, and a continued focus on embedding principles of equality, diversity and inclusion across the organisation to ensure all our staff feel included, empowered and represented.

During 2024/25 we launched a variety of new services and service approaches, including an updated service in Stoke with our partners BAC O'Connor, building on the foundations of our partnership created over the last six years. We also bid

farewell to the Liverpool service, and we wish all of their clients and staff a happy and healthy future.

This report shares some of our achievements and the stories of our clients and services. I'd like to personally thank our clients, staff, volunteers and all those who have shared their inspirational stories in this report and through our advocacy work. I am consistently struck by your dedication, building hope for a positive future for anyone impacted by drug, alcohol and mental health issues.

Simon Phillips
CEO

Welcome from James, Chair



I am delighted to have joined We Are With You as the new Chair from October 2024, leading a strong board of Trustees to support people from all walks of life across England and Scotland.

It's been unbelievably rewarding and hugely important to get out and meet the people at the front end of our services and to spend my first year getting out meeting our inspirational clients and dedicated staff. It's tangible and thoroughly transparent to witness the passion you feel as soon as you walk through the door into any of our services, and really listen to what our teams want us to know and then to consider, with their input, how best to assist them with the changes they want.

I've witnessed first-hand how our teams support clients to seek help, without judgement, no matter their circumstances.

This year, much progress has been made on the way we prioritise and manage key service improvements, as we support clients' recovery journeys.

We continue to work with Dame Carol Black, using her 'From Harm To Hope' report as a blueprint to increase people entering our services and providing support on unique recovery journeys. The funding from this report, now called DATRIG (Drug and Alcohol Treatment and Recovery Improvement Grant), has allowed us to continue investment in specialist services for clients, with a particular focus on people in or leaving the criminal justice sector, harm reduction, our approach to recovery and continuing our efforts on trauma-informed care.



I've witnessed first-hand how our teams support clients to seek help, without judgement, no matter their circumstances.

As well as enhancing the Treatment Pathway for each of our clients, we have been able to invest in our buildings and have opened new facilities in our Stoke CDAS (Community Drug and Alcohol Service) and transformed other services such as Rotherham into welcoming and trauma-informed environments.

In Scotland, we continue to work closely with partners in government, looking at the changing landscape of drugs and the increase in dangerous synthetic opioids, and how we as a collective can reduce harm and support more people on their recovery journeys.

I'd like to thank Anne Chapman, our outgoing chair, for leading We Are With You so expertly over the last few years. I'm also delighted to welcome our new Trustees Jeremy Cohen, Shirley Cramer, Roderick Day and Yaw Nsarkoh, who bring with them a wealth of experience and expertise from a variety of sectors and backgrounds.

The Board of Trustees put our clients at the centre of every decision we make, with a laser focus on sharing learning and expertise across the organisation and with our brilliant partners across all of our services.

I'd like to thank We Are With You's Trustees, the Executive team, and all colleagues for their continuing support and dedication to transforming the lives of our clients across England and Scotland. I look forward to many more successful years providing help to those who most need it with drug, alcohol and mental health issues.

James Angus Pow
Chair of Trustees

Our impact in numbers

We worked with

72,618

adults in England and Scotland to overcome challenges with drugs and alcohol

We supported

6,362

young people aged 11-24 with drug, alcohol and mental health challenges



203

volunteers gave 20,002 hours to support our work and role model recovery

12,458

people began treatment with us in our mental health programme

£1.9m

in grants and donations from supporters, donors, trusts, and foundations

Our social media content was viewed over

1.7 million times



and we grew our follower base by 24%

We received

1.6 million

visits to our website

We completed

11,747

dry blood spot tests in our mission to micro-eliminate hepatitis C in our BBV commissioned services

We Are With You goals

Enhancing support, empowering change

Our strategy continued in 2024/25 with a focus on continued support for everyone. Through three core goals, we aimed to transform client support, improve outcomes and fight stigma.



- 1 Radically improve (more) people’s chances of getting better
- 2 Reduce inequalities in treatment and recovery for marginalised people
- 3 Grow an agile, sustainable organisation that invests in its people and services

Where we work

The map shows all the places we worked in 2024/25 to support people with drug, alcohol, and mental health challenges. From our support groups in Oban, to our naloxone training sessions down in Penzance. Wherever you are, We Are With You.



Zoe, Client, Rotherham



Our
impact
in stories

The power of peer support

Tom

Ketamine use among young people has been rising, with many unaware of the severe health risks it carries. Tom, in his 20s, is living proof of how quickly recreational use can spiral out of control.

In March 2024, his body forced him to confront the reality of his ketamine use. Hospitalised with severe (stage two) kidney blockage, Tom's bladder was only 20% functional of a normal male, and his kidneys and liver were critically damaged. Weighing just 7.5 stone, he couldn't walk for a month and had to relearn basic movements.

During his hospital stay, Tom connected with We Are With You in Scunthorpe and secured a place in rehab. After a brief relapse following his grandfather's death, he entered The Bridges in Hull for three months, then joined our partner Double Impact's programme, attending every group for several months. He started volunteering and later took a job as a Recovery Connector.

“

I had an amazing key worker, Alison, and Charlotte from We Are With You supported me with rehab. She told me about this place called Double Impact that had just opened. Fast forward to now, I'm working four days a week as a Recovery Connector for them. I run a ketamine group every Saturday and share my story online.”

Tom is determined to use his experience to help others.

“

My goal is to help young people with ketamine. I'm in the ketamine research team in Lincolnshire and hope to be nationwide. People are struggling, and they're young people—I'm talking 16-18 year olds.”

Tom, Double Impact employee and previous client, Scunthorpe

“

I was using ketamine for four or five years – probably from the start of lockdown. I used it before, but it became a problem around then.

Tom's journey shows how quickly things can spiral, but also how recovery is possible with the right support. His experience proves that, even in the darkest moments, there's a way forward.

“

Recovery is far from easy. But without this support, I would have been lost. Now I can help others while still understanding what they're going through.”

Supporting unique recovery journeys

Sharlene

We Are With You takes a client-centred approach across all of our drug and alcohol services, tailoring our support to the individual needs of each client to support their unique recovery journey.

In Cornwall, our service provides support to individuals and families affected by drug and alcohol challenges across a diverse and geographically spread community. Sharlene, 54, discusses her nine-year experience with alcohol and drugs, triggered by the deaths of her sister, mother, and best friend. She is grateful for the support she has received from We Are With You in overcoming her challenges.



Sam, Sharlene's current Recovery Worker, Cornwall

“

Six months after my sister died my mum died, and then three weeks later, my best friend died. I just couldn't find a way back and started drinking.”

During this period, Sharlene found herself homeless and staying with friends. It was at this point that her drinking escalated.

“

I started by drinking four cans of lager, which soon became eight cans,” explains Sharlene.

“

Soon, eight cans weren't strong enough, which led me to drink cider. I then started to become immune to it. The next step up was vodka – I was drinking it neat. I became more immune and started going further.

From there, I started smoking crack pipes,” continues Sharlene.

“

I just wanted to block out all of the pain. I spent a lot of time in bed, always sleeping. My kids stopped speaking to me, and I still haven't met one of my grandchildren. Hopefully that will happen soon.”

Sharlene knew that she needed to make a change.

“

I thought I was going to be evicted, and I thought: 'I can't keep doing this'. I had only been in my accommodation for

nine months, and I was worried I was going to be evicted due to getting into trouble because of my drinking.

I soon found myself in hospital, which is where I met Chloe, who worked for We Are With You. This is when my recovery journey started. I've been with my current worker, Sam, for the last four years, and she's amazing. She's always been there to drive me on. If it wasn't for her, I think I'd be dead.”

As part of her recovery journey, Sharlene did an 'intense detox' at a local hospital, which had a positive impact on her recovery journey.

“

This might not be for everybody, but it did the trick for me – I like to go headfirst into things.

When I came out of detox, I had to have an ultrasound, and they found a tumour on my kidney,” explains Sharlene. “If I can get through that, and still not pick up a drink, then I know that I'm strong enough not to do it again.

Sam and We Are With You have never given up on me,” says Sharlene.

“

They've been absolutely brilliant. My advice for anyone who needs support is to go for it. You need to really, really want to do it and do it for yourself. It takes time, but things will gradually fall into place.”

Laura, client and volunteer, Grimsby



Finding a way back

Laura

"Addiction doesn't arrive with a warning; it creeps in quietly, weaving itself into your daily life until, one day, you can't remember who you were without it."

Laura joined the Royal Air Force at 17, serving seven years as a telecommunications operator, moving frequently across the UK. She wore her uniform with pride but inside felt restless and unmoored.



The military taught me discipline and resilience, but it also normalised heavy drinking. Alcohol became more than just social; it became a way of coping, of quieting that restlessness in my mind."

After leaving the forces, Laura pursued high-pressure civilian roles in London, alongside a busy music career. Outwardly thriving, she still struggled internally, with

ADHD contributing to her restlessness. Without other ways to cope, Laura turned to alcohol to self-medicate.



It became the answer to everything: stress, loneliness, boredom, even celebration."

COVID hit, and Laura's life began to shrink into isolation. Her mental health plummeted, and she felt she had hit her rock bottom.



I was sofa surfing, lost, and barely existing. A friend I had served with offered me a place to stay in Grimsby, and with help from the RAF Association, I eventually got a small flat. But four walls don't make a home when you're drowning. I was desperate to belong somewhere, but I didn't even belong to myself anymore."

But everything shifted when Laura connected with We Are With You, and her recovery worker Leonie, who believed in her when she couldn't believe in herself. Laura attended every appointment, group, and suggestion, then accepted a place at rehab.



Rehab didn't just focus on my drinking; they helped me unpick the traumas and patterns that had kept me trapped. Through structured programmes, trauma-informed care, and the support of peers who understood, I began to rebuild my life from the inside out."

Now, more than a year into her recovery, Laura continues to receive post-treatment support through Tom Harrison House's women veterans programme, which has helped her navigate her new life. She volunteers with multiple recovery organisations, including We Are With You. Her family relationships are mending. Most importantly, she likes who she is becoming.



I was once the woman who walked into treatment believing my life was over. Now, I am the woman who grabs every opportunity to live. Recovery didn't just save my life; it gave me a new one. And to any veteran or woman who feels isolated, hopeless, or beyond help, I want to say this: the support is out there. You are not alone. If I can find my way back, so can you."

Helping our clients to be part of their local recovery community

Graeme

Graeme, client, Glasgow



When I was drinking, it wasn't a nice existence. I wasn't living," says Graeme.

Graeme, from Glasgow, was supported by our North East Glasgow Recovery Hub to overcome challenges with alcohol.

He explains:



I couldn't bring myself to stop because I thought it would mean leaving things behind. I thought, 'If I don't drink, what am I going to do?'"

Thanks to We Are With You, Graeme is now more social than ever.

We have supported him to join the vibrant recovery community in the East End of Glasgow, where he lives. Graeme has been quick to make friends and find new ways to fill his time. This includes volunteering at his local recovery cafe and taking part in free training provided by the North East Recovery Community, as he strives to reach his goal of becoming a recovery worker.

Louise Stewart, Director for Scotland at We Are With You, says:



As well as providing psychosocial support to help clients overcome challenges with alcohol and drugs, our Glasgow recovery hubs play an important role in helping people build connections within their own communities.

As Graeme says, people who have been using alcohol or drugs for a long time can often wonder what they will do – and who they will socialise with – when they decide to make a change in their lives.

We understand that our clients can benefit hugely from attending groups and forming positive relationships in their local area, and we are proud to work alongside grassroots organisations to make this happen."

Graeme adds:



Now I'm out the other side, I see that the world is a much happier place. The sun shines brighter. The grass is greener. The birds chirp louder...

My experience with We Are With You has been great. I have learned that when you put your hand out, someone will reach out and grab you. And they won't let you go."

Our work in Scotland

As Scotland's largest third-sector provider of drug and alcohol services, We Are With You supported over 14,000 people across 14 services in 2024/25. This year, we strengthened our commitment to people who need drug and alcohol support in Scotland by both retaining our existing services and launching new ones.

We know that issues of deprivation deeply affect our communities. National Records of Scotland data reveals a stark reality: people in the most deprived areas are 16 times more likely to die from drug misuse and 4.3 times more likely to die from alcohol-related causes than those in the least deprived areas. We see these challenges not only in our cities but also in our rural communities.

In 2025/26, we will continue our close collaboration with the Scottish government and our partners, especially as the national funding model looks to a new approach from 2026, aiming to make our services even more effective for those who need them most.

Goals achieved:

- ✓ Radically improve (more) people's chances of getting better
- ✓ Reduce inequalities in treatment and recovery for marginalised people
- ✓ Reduce inequalities in treatment and recovery for marginalised people

Accessible support through digital services

Catering to the diverse and often urgent needs of those seeking guidance on alcohol, drugs and mental health, our webchat team provides accessible, instantaneous, and high-quality support

Our webchat offers an accessible and engaging service, with a single front door to a range of drug, alcohol and mental health information and advice. Our specialist team offers brief interventions and treatment options, as well as facilitating connections with wider provisions to offer support options for in-person treatment.

The virtual nature of our webchat service has helped to break down some of the most common barriers to seeking help, including, but not limited to, geography, work schedules, societal stigmas, and personal apprehensions. Our research has found that our webchat is a crucial platform in reaching people who have never before sought assistance.

Vicki, Staff, Darlington

Goals achieved:

- ✓ Grow an agile, sustainable organisation that invests in its people and services

Our commitment to our people, services and future

At We Are With You, we believe our people are our greatest asset.

By investing in our team, we can create a supportive environment where everyone feels valued and can make a real difference. Our shared efforts focus on improving client outcomes, building financial stability, promoting continuous learning and fostering a positive culture. This drives us toward a future where both our team and our clients can thrive.

Empowering our team through learning and development

Our learning and development initiatives are crucial for helping our staff grow and adapt to evolving needs. We deliver regular in-person and virtual training sessions across all regions, including a range of workshops and webinars. These sessions support improved ways of working and cover topics like challenging bias, creating neuro-inclusive workplaces, and promoting inclusive recruitment and services for our clients.

Engaging our staff

We believe that strong internal communication, alongside a genuine feedback mechanism, is key to a connected and informed team.

In 2024/25, we actively involved staff through workshops and surveys to gather feedback on critical topics like pay, benefits, recognition, career progression, and manager development. This collaborative approach led to high participation and valuable insights.

As part of the development of our new five-year strategy, We Are With You ran 60 face-to-face and digital workshops across our delivery and support services, speaking directly with over 700 colleagues.

We heard a significant breadth and depth of feedback from all groups of staff, which has been fed directly into the build of our future strategy.

Additionally, our We Are With You Recognition Awards celebrated an incredible 445 peer-led nominations and brought together more than 300 attendees across a series of virtual ceremonies, reflecting our strong commitment to recognising and celebrating staff achievements.



Foreman, Staff, Rotherham



Looking forward

Strategy

During 2024/25, We Are With You has been developing a new five-year strategy. This work provides a realistic view of where society, the economy, and the sector may head over the next five to seven years, how We Are With You will align with those shifts, what we aim to achieve, and how we can ultimately thrive.

The principles in the development of our new strategy were:

Engagement

To both build the strategy and ensure there is engagement and feedback from clients, staff, volunteers, commissioners and other key stakeholders, and use as an opportunity to engage with and positively influence our staff and clients

Learning

Based on what we know has gone well and what needs further development within the organisation

Looking forward

Understanding what is happening in the world and the market, setting the pace and way forward for the sector

Accessible

An approach which means the strategy is built on a foundation of all audiences and their experiences

Inspiring

Building a strategy which encourages people to work at We Are With You, encourages our clients to achieve and also drives the organisation to continuously improve and be the best it can be

Open

Not restricted by thinking before the process starts, but supported by it and ready to think about new approaches and avenues

To build this strategy, We Are With You undertook a significant development programme, which included engaging with over 700 staff in 60 strategy sessions, hosting 12 client engagement sessions, alongside engaging with a wide range of stakeholders and partners to build a full understanding of the future direction of drug, alcohol and mental health support.

With our existing and future strategy, we will continue to apply what is happening in the world and the opportunities brought by new drug, alcohol and mental health strategies, to deliver services that revolutionise client support and improve outcomes. We will fight stigma and deliver services to be proud of. We will work as a collaborative partner who is committed to making a difference locally, while working to make an impact nationally.

Jake, Staff, Darlington



Our new vision, which has been leading We Are With You since May 2025, is a future where everyone lives a life free from the harm associated with drugs and alcohol.

Our updated mission statement is:

- ✓ To be there for anyone experiencing challenges with drugs and alcohol.
- ✓ To work with people on their unique journey, whether it's staying safe and healthy, making small changes, or completely stopping a harmful habit.
- ✓ To reduce stigma associated with drug and alcohol use so that everyone feels able to reach out for help.

We will do this by delivering specialist, free-to-access services to anyone who needs support, working in partnership with other experts.

Our updated strategic objectives, which we will focus on delivering from 2025/26 onwards, are:

- ✓ Develop our core client support offer and operating model.
- ✓ Deliver high performing services and sector-leading client outcomes.
- ✓ Be a confident and bold voice in the sector and proactively work to tackle stigma for our clients, in the system and in society.

Scott, Staff, Scottish Borders



Structure, governance and management

Financial overview

The year 2024/25 has been a year of growth and consolidation for We Are With You.

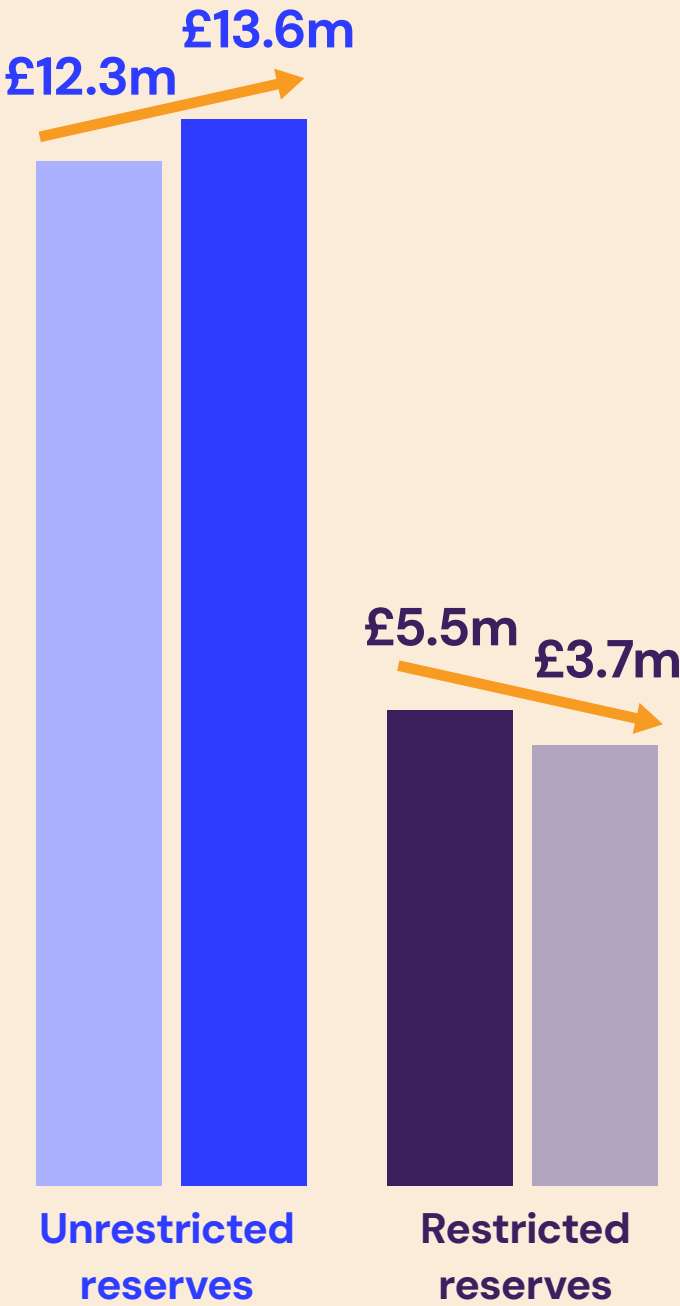
Our income position has strengthened following the continued success of our tendering processes and the benefit of government investment into the sector through the ten-year drug strategy in England, supported by targeted programmes such as SSMTRG and ADDER. Smaller gains were also achieved in

Scotland. Income for the year was £87.0 million (2024: £80.6 million), an increase of 8.0%, reflecting both organic growth and new contract wins.

Expenditure increased to £87.5 million (2024: £79.7 million), up 9.8% year on year, reflecting the scale of delivery across our services, investment in staff and development projects, and the inflationary pressures felt across the sector. The resulting net deficit was £0.5 million (2024: £0.9 million surplus).

Despite this modest deficit, our financial position remained strong. We have maintained cash and reserves above minimum requirements, ensuring that we continue to deliver and invest in the quality and reach of our services. Unrestricted reserves increased from £12.3 million to

Our income for the year was **£87 million** and our expenditure was **£87.5 million**.



£13.6 million, with free reserves (general funds) rising to £11.5 million (2024: £9.2 million), reflecting transfer of expenditure to restricted funds and careful cost management. Restricted funds reduced to £3.7 million (2024: £5.5 million) as programmes delivered against prior-year funding.

A high proportion of our reserves are represented by cash and short-term investments that can be quickly realised. At year-end, cash balances stood at £11.9 million (2024: £13.5 million), comfortably exceeding our working capital requirements. This liquidity underpins our ability to respond to external risks and invest in future service development.

Looking forward, our financial outlook remains positive. We expect to continue consolidating around our core service model while developing new opportunities aligned with our strategic priorities. We will continue to seek targeted growth in areas where our expertise and impact are greatest, supported by ongoing government investment and fundraising successes.

Louise, staff, Glasgow

Funding sources

We Are With You seeks and obtains funding from a number of sources to support our activities and key objectives. The principal sources are set out in the following table:

Funding source	How it supports our work
Contracts from local authorities, NHS Trusts or similar institutions	These fund: • Work with adults in relation to drug or alcohol misuse • Specialist drug and alcohol support to young people • Mental health services • Work with families • Primary care services • Work in the criminal justice system
Grants from funding institutions	See Note 2 "Grant income" on page 88
Individual giving	Allocated to where it is needed most to help people to get treatment, support and enter recovery.

Reserves

To meet objectives, We Are With You has agreed to a budgeting and reserves policy that enables us to make appropriate strategic allocations of funds, while at the same time securing a sound financial base for our future needs. Decisions on the resources necessary, both to deliver new activities and to sustain continuing commitments, are based on our overall strategic requirements.

We hold several types of financial reserves. Some of these are restricted, meaning that they have been given or provided for specific purposes or with specific conditions and cannot be expended in any other way.

Some reserves are in the form of designated funds that are earmarked by the Trustees to represent fixed and other assets that cannot be readily converted into cash.

Finally, we hold general charitable funds or free reserves for four principal reasons:

- ✓ To supply working capital, enabling us to manage fluctuations in our cash flow
- ✓ To provide protection against the contractual and operating risks that we face in our work, including potential costs arising on the termination of services
- ✓ To enable us to invest in implementation and other start-up costs for new services
- ✓ To invest in initiatives designed to improve efficiency and the quality of services

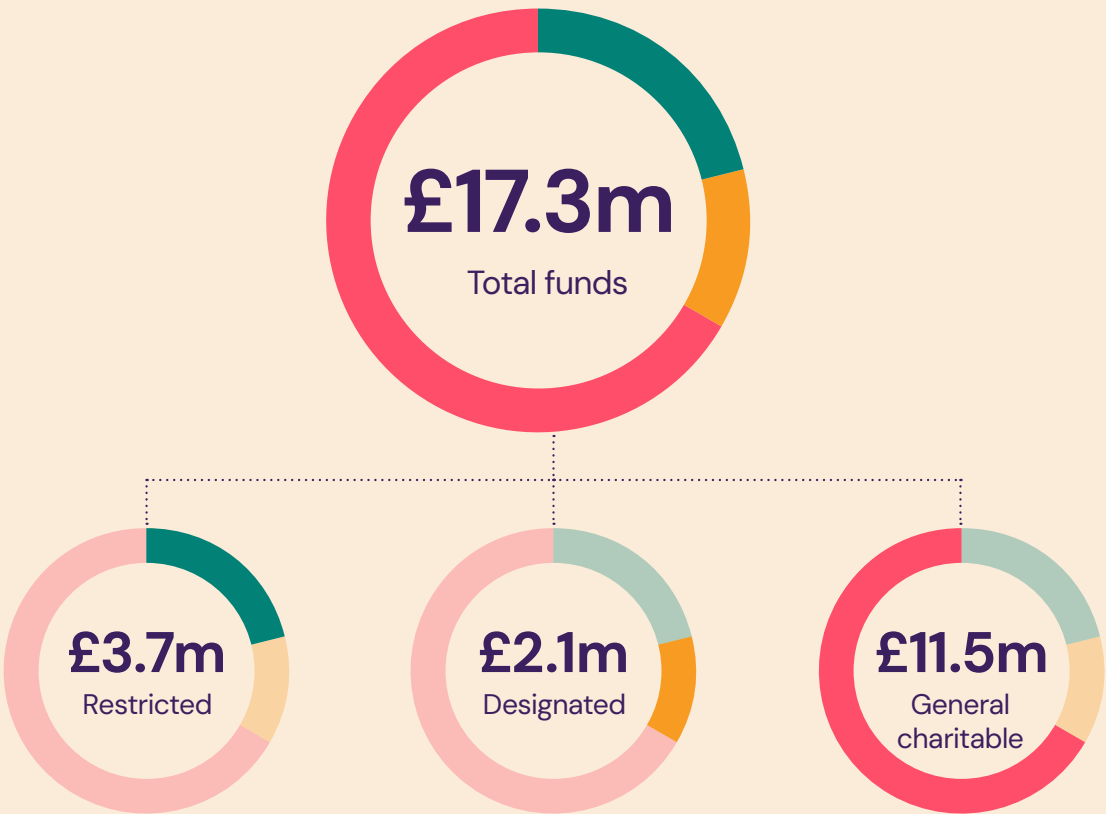
The Trustees have adopted a revised Reserves Policy (February 2025) which applies a cap-and-collar framework:

- ✓ Minimum reserves are set at the equivalent of one month of forecast total expenditure, £7.3 million, ensuring continuity of operations.
- ✓ Maximum reserves are set at the minimum level plus 5% of forecast income, providing an additional buffer against closure or withdrawal costs. This figure is £11.7 million.
- ✓ Designated reserves are used sparingly and by exception, with quarterly review by the Audit, Risk, Finance and Income (ARFI) Committee and annual Board approval.

At 31 March 2025, total funds were £17.3 million (2024: £17.8 million), comprising:

- **Restricted funds £3.7 million** (2024: £5.5 million), held for specific programmes.
- **Designated funds £2.1 million** (2024: £3.1 million), including functional assets and our designated investment fund to support internal projects, workforce development and service quality improvements.
- **General charitable funds (free reserves) £11.5 million** (2024: £9.2 million), within the target range set by the new reserves policy.

The trustees consider this level of reserves to be appropriate, balancing prudent risk management with the efficient application of funds to achieve charitable objectives.



Going concern

We Are With You’s activities, together with the factors likely to affect our future development, performance and financial position, are set out in this report. The going concern assessment has been prepared to cover the period to March 2027.

The financial position of the charity, its cash flows, liquidity and reserves are detailed in the financial statements. At year-end the charity held £11.9 million in cash, alongside a strong reserves position. The Trustees have also considered the impact of the broader environment — including cost of living pressures, staff recruitment challenges and the future of government commissioning — and continue to review assumptions through regular scenario testing.

Our income has grown both organically from existing contracts and through new wins, supplemented by government investment into the sector. This provides a stable foundation from which to manage external risks.

On this basis, the Trustees believe there are no material uncertainties that cast significant doubt on the charity’s ability to continue as a going concern. They are satisfied that We Are With You has adequate resources to operate for the foreseeable future and have therefore prepared the accounts on a going concern basis.



Guarantees

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2025 was 12 (2024: 12). The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Sian, Staff, Kent

Auditors

Moore Kingston Smith LLP has indicated their willingness to be re-appointed as statutory auditors. A proposal to reappoint MKS LLP will be put forward at the Annual General Meeting in October 2025.



Governance overview

How we are organised and governed

We Are With You is a charitable company limited by guarantee incorporated in England and Wales on 6 February 1991 (‘the charity’). Our Memorandum and Articles of Association determine the governance framework within which we operate and set out our charitable objects. We Are With You is a registered charity in England and Wales (charity number 1001957) and in Scotland (charity number SC040009).

Our Board of Trustees (‘the Board’) is clear about the charity’s aims and ensures that these are being delivered effectively and sustainably. The Board regularly reviews the organisation’s charitable purposes and the external environment in which it works to make sure that the charity, and its purposes, stay relevant and valid. In 2023/24 the Board supported a bridging strategy to enable the new CEO to settle and support the development of the charity’s longer-term strategy, due to launch in 2025. The Board monitors

progress against, and the impact of, the charity’s strategic objectives on a quarterly basis.

The Board supports and oversees the charity’s governance framework, is fundamental to our sustained success and to deliver our strategy for the benefit of the communities we serve. Our governance helps ensure we are compliant with all relevant legislation, continuously monitoring the charity’s risk universe and providing the necessary safeguarding standards to support a positive culture for our staff, clients and volunteers.

The Board embraces and promotes the principles of the Charity Governance Code setting out principles and recommended practices for good governance in the not-for-profit sector. The Board is satisfied that We Are With You consistently applies the principles of the Code within all its governance arrangements.

Engagement with stakeholders

During the year, our trustees and co-optees have continued to visit our services around England and Scotland, acquainting themselves with frontline colleagues, meeting clients and learning from their stories, and looking more closely at the charity’s local challenges.

Stakeholder group	How it supports our work	How we engage
Clients	Everyone should feel comfortable getting the support they need for issues with drugs, alcohol or mental health. In 2024/25, our strategy was about making support better for everyone and two key goals of our strategy are based directly on our clients, to radically improve (more) people’s chances of getting better and reduce inequalities in treatment and recovery for marginalised people. Building existing and new partnerships around shared challenges to help us reach more people.	We work with people on their own goals, whether that’s staying safe and healthy, making small changes or stopping unwanted behaviours altogether. We give people support in a way that’s right for them, either face-to-face in their local service or community, or online. We are working to end the stigma associated with poor mental health and drug and alcohol use so that everyone feels able to reach out for help. At We Are With You, recovery means finding a new path towards a healthier life – one that is not ruled by dependence, with hope for the future and the self-belief to thrive. Recovery looks different for everyone, and it’s a journey rather than a set destination. We help our clients to consider available options and plan a bespoke recovery path that suits their strengths, circumstances and goals. We help our clients to define what successful recovery looks like to them. No matter what the road ahead looks like, we support people in setting milestones so we can measure progress together. We recognise and mark the improvements our clients make on their recovery journey.

Stakeholder group	How it supports our work	How we engage
Communities we serve	We provide a free and confidential service without judgement to more than 100,000 people a year. We use our expertise to improve the help available and raise awareness around drugs, alcohol and mental health so that more people can get support. We want as many people who need support with drugs, alcohol or their mental health to feel able to reach out to us for support. We do this by ensuring our services are open and accessible and by challenging the stigma associated with poor mental health and drug and alcohol use.	We reach our communities in a number of ways including: • Through direct engagement on our website and other channels • By challenging the societal narrative linked to stigma in drug, alcohol and mental health services with We Are With You expert voices in the media and with key stakeholders • By making our services accessible to referrers including GPs, the NHS, legal services, housing services and other support networks • Through representing our charity at regional events • Through influencing and stakeholder engagement with key decision makers
Our funders	We Are With You seeks and obtains funding from a number of sources to support our activities and key objectives, including: • Local authorities • NHS Trusts • Funding institutions • Individual giving • Corporate partnerships	We have a variety of funders whom we reach out to in different ways, also engaging with relevant projects our funders support. • We Are With You has strong ties with the communities it serves and local commissioners, enabling positive and tailored engagement on challenges and issues that affect the charity and the sector it operates in • We lead and attend events to promote our services and engage with communities, reaching out to all cohorts • We carry out regular stakeholders' surveys and engagement. We are open to feedback and insights on performance and issues relevant to our funders

Stakeholder group	How it supports our work	How we engage
Regulators	We Are With You maintains robust governance procedures to ensure compliance with applicable laws and regulatory regimes.	We engage with our regulators by: • Submitting timely filings and returns • Self-reporting and engagement where appropriate • Prompt and comprehensive response to requests for information
Employees	We engage with and support our staff through key measures and approaches: • We continuously improve and enrich our staff training offering, with opportunities for growth and development • We have an enhanced focus on Equality, Diversity and Inclusion • We regularly review the quality and effectiveness of our internal communications to support, educate and inform our staff and enable them to fulfill their responsibilities	We have introduced improved online training materials and in-person programmes in areas such as trauma-informed care, running and facilitating groups, prescribing best practices and supervision. We rely on innovative Google technology and have created a more dynamic environment for staff to stay connected and work collaboratively without the need to travel, also supporting our net zero ambitions and targets. We plan and carry out employee engagement surveys to understand how teams like to be engaged with and what information is most useful to them, and to collect feedback on areas of improvement and excellence across our services.
Volunteers	Our volunteers have a range of roles supporting services across We Are With You.	In 2023/24 we recruited a new Head of Volunteering to support the strategic delivery of our volunteers' programme. Volunteers are engaged locally in services supporting service delivery and other activities, engaging proactively with our clients. Each year we run a very popular volunteer awards in partnership with The Marsh Trust to celebrate the achievements and contributions of our dedicated volunteers.

Leadership

The Board is responsible for the governance of We Are With You, setting the charity’s objectives and strategy, monitoring the delivery of that strategy by the executive management, and identifying and managing risk.

The Board is led by the Chair of Trustees. The role of the Chair is crucial to the effectiveness of our non-executive leadership, working closely with the Chief Executive Officer to meet the charity’s strategic aims. The Chair also sets the tone and culture for the Board, which permeates throughout the layers of executive and senior leadership of the charity.

The Board receives regular reports from the Executive team to enable its oversight of the charity’s activity and performance with an appropriate level of scrutiny. At each of its quarterly meetings, it receives reports from management on income, performance, quality of service delivery and other

matters, reviews the performance of the charity and considers papers presented for decision or information. In addition, the Board discusses and approves the charity’s strategy and annual budgets at appropriate points during the year.

The Board is responsible for the appointment and removal of the Chief Executive Officer and the approval of all funding arrangements, property acquisitions and capital spending of the charity.

The Board delegates the day-to-day management of the charity to the Chief Executive Officer, who is responsible for the execution of the charity’s strategy within the framework laid down by the Board. The Board recognises and appreciates the key role played by the Chief Executive Officer and is clear that their relationship with the Board is fundamental to the success of the charity. The Board also recognises the role played by the Company Secretary, who helps the

Board meet its governance objectives and acts as a fulcrum between management and the Board. The Company Secretary is appointed by the Board and all Trustees have access to their advice, as well as access to independent advice for legal, commercial, staff relations and other matters.

The Chief Executive Officer leads a team of Executive Directors with functional areas of responsibility. The Company Secretary is also a member of the Executive team.

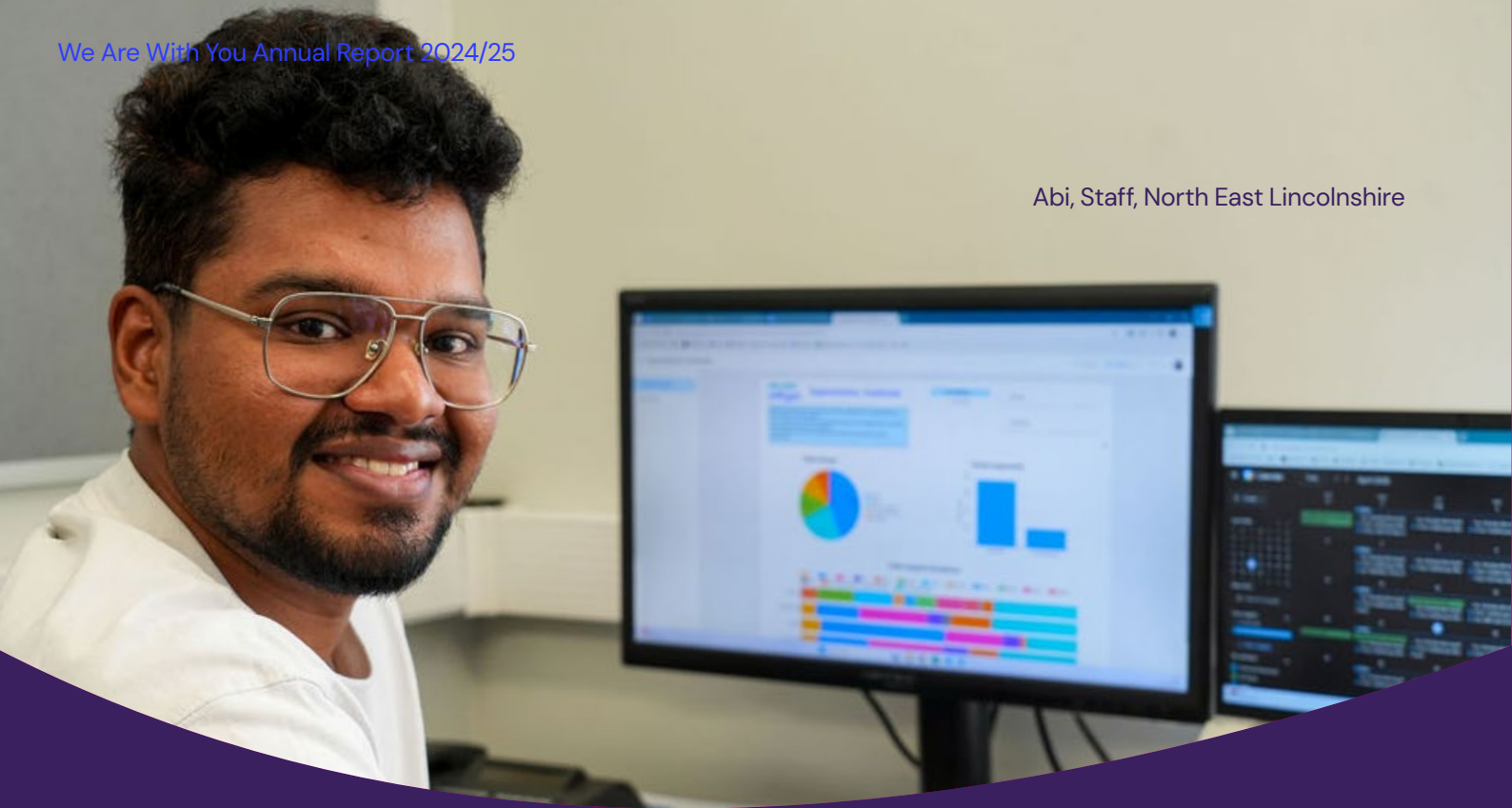
The Board delegates non-reserved matters to its Committees: Audit, Risk, Finance and Income; Quality, Safety and Service Performance; Governance, People and Remuneration; and the newly formed Growth, Influencing and Public Policy.

The Governance, People and Remuneration Committee of the Board has established a Remuneration Policy under which, at least every two years, executive pay is reviewed to ensure that it remains aligned with the charity’s mission, vision, and values; it is sufficient to attract, retain, and motivate individuals of appropriate calibre, on fair and competitive terms; it is reasonable and proportionate to the size, complexity, and resources of the charity; it is compliant with applicable laws, regulations, and charity regulator guidance; and it is transparent and accountable to stakeholders, including beneficiaries, donors, staff, and the wider public.

We Are With You is committed to consistently narrow and ultimately eliminate any gender pay gaps for its staff. We Are With You does not pay contractual bonuses to any member of staff within the charity.

Our Trustees (who are also the directors of the charity for the purposes of company law) comply with their duties under section 172 of the Companies Act 2006, and, in doing so, Trustees have regard to some factors to ensure they act in a way that, in their good faith, promotes the success of the company, including:

- the likely consequences of long-term decisions
- the interests of employees
- the need to foster the company’s relationships with its stakeholders, to include our client service users, our funders, our supporters and community, key opinion leaders and other influencers
- the impact of the company’s operations in the communities we serve
- the desirability of the company maintaining a reputation for high standards of business conduct.



Abi, Staff, North East Lincolnshire

The likely consequences of any long-term decision

A bridging strategy was introduced for 2023/24 ahead of a longer-term strategy being launched later this year.

The bridging strategy refines and extends elements of our previous three-year strategy which reflects and supports the charity’s charitable objects, and ensures the charity has in place sound financial management, adequate internal control and robust risk management.

During the year, the Board reviewed progress and performance of the charity’s business plan against the broader backdrop of service needs and outcomes. The Board discussion of all aspects of

the future direction of the charity’s work was informed by the feedback received through client and staff engagement.

The Board and its Committees keep under review the charity’s principal risks and its risk appetite, considering emerging risks and reviewing changes in the charity’s risk profile and responses quarterly.

The charity has in place a range of policies and processes that promote corporate responsibility and ethical behaviour. All the charity’s policies are reviewed periodically.

Key decisions in 2024/25

The table below sets out the key decisions taken by the Board of Trustees during the year, and how the interests of our stakeholders and the wider factors set out in section 172 of the Companies Act 2006 were taken into account.

Our strategy management	Key considerations:
2024/25 saw the continued delivery of our short-term bridging strategy, while we engaged with our staff, clients and key stakeholders on the development of a new longer-term strategy. Our one year strategy focuses on the following key goals: - Radically improve (more) people’s chances of getting better - Reduce inequalities in treatment and recovery for marginalised people - Grow an agile, sustainable organisation that invests in its people and services In 2024/25, we specifically focused on the following areas: - Building on our work to transform the way we support our clients. This includes significant engagement with clients as part of the development of our long-term strategy. - Focus on improving our governance and stakeholders’ relations, on our sustainability compliance and reducing our carbon emissions across all services.	Our strategy has evolved through extensive and ongoing engagement and research with all our stakeholders. The Board received updates covering all clinical and non-clinical areas through monthly updates, quarterly Committee and Board meetings as well as additional strategy and development days throughout the year. Day-to-day contractual and organisational decisions are taken in line with the Delegated Authorities set out by our Trustees to include how we use our charitable funds and our wider impact through grants and fundraising activities. We continually assess, audit and monitor our activities against our strategic objectives to ensure alignment and compliance with the statutory and regulatory obligations we are subject to as a charitable company supervised by the Charity Commission, OSCR, the Care Quality Commission, the Care Inspectorate in Scotland, the Fundraising Regulator and the Information Commissioner’s Office.

Key decisions for 2024/25	Key considerations:
The Board agrees the foundations for its new five-year strategy, delegating the Executive to formulate the new strategy and objectives.	Following the one-year strategy agreed in 2023/24, to bridge the transition between CEOs, the new five-year strategy of the organisation is underpinned by refreshed and enhanced values and ethos, developing our core client support offer and operating model, delivering high performing services and sector-leading client outcomes, and being a confident and bold voice in the sector and proactively work to tackle stigma for our clients, in the system and in society.

Key decisions for 2024/25	Key considerations:
The Board appoints a new Chair of Trustees, five new trustees and two co-optees.	As part of its effectiveness, the Board of We Are With You is keen to ensure that the charity continues to have consistent leadership, skills and expertise to drive the charity’s strategy. In the structured context of a robust succession plan, the Board’s turnover can be one of its greatest assets, enabling it to continually adjust its composition in ways that optimise its oversight, crisis management and strategic planning mandates. Following a successful recruitment campaign, the Board secured a new Chair of Trustees, four new trustees appointments and two co-optees, bringing a wealth of new skills and expertise in finance, transformation, marketing, law and governance, as well as HR transformation and strategic change.
The Board agrees the principles of a central redesign project, aimed to make the organisation more agile whilst remaining competitive and effective.	The external landscape for drug and alcohol support organisations in the third sector is changing, including as a result of economic factors such as the National Insurance increase, and continuing non-guaranteed additional funding by the Government into the sector. With the organisation operating from a sound financial position, the Board supports the decision to redesign its central functions to enable the organisation to be fit for the future within this changing landscape.
The Board agrees to: • A new investment policy • A new reserves policy, and the continuation of the use of a designated reserve to support the acceleration of investment and development projects. These projects are established as part of the organisational strategy to support the organisation’s wider developments and ensure we are able to support continuous improvement in our service delivery. The projects for 2024/25 include IT and systems development, improving staff pay and benefits, and the continuation of our end-to-end Employee Experience Programme.	Consideration was given to all relevant stakeholders, including: • Change management and the impact on our staff and clients • Our external stakeholders and suppliers, as well as our commissioners and other stakeholders • Continuation of our current strategy

Trustee recruitment, induction and training

The Board recruits and appoints new Trustees and Co-optees by advertising vacancies and looking for particular skill sets that enhance the work of the Board and encourage diversity. The Board relies on specialised non-executive recruitment partners where specific skills and expertise are sought.

Newly appointed Trustees and Co-optees receive induction to help them get acquainted with their role. As part of their induction, they meet with the Chief Executive Officer and other members of the Executive and senior leadership teams, and they visit a number of services during the first few months of their tenure. They also receive briefings from key members of staff on We Are With You’s work and mandatory training on safeguarding, information governance and health & safety, as well as support and training to help them perform their legal responsibilities as Trustees.

All appointed members of the Board or its Committees are subject to successful completion of the ‘fit and proper persons: directors’ test which is a regulatory requirement under Regulation 5 of

the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014. Newly appointed Trustees and Co-optees receive a letter of appointment that sets out We Are With You’s expectations of their role and responsibilities. Trustees do not receive any remuneration but may be reimbursed for general expenses.

Trustees serve a three-year term with the possibility of re-election for a further term of three years, dependent on business needs and performance. At each Annual General Meeting, one-third of the longest serving Trustees retire by rotation and are eligible for re-appointment.

The Board is mindful of the recommendations contained in Principle 5 of the Charity Governance Code regarding the reappointment of Trustees who have served over nine years on the Board. James Angus Pow, Chair of Trustees, was elected by the Board at the 2024 Annual General Meeting for a three-year term.

During the year, the Board was refreshed with five new Trustees and two Co-optee appointments, as well as three resignations.

Risk management

We Are With You operates in an uncertain and challenging service delivery environment. We are focussed on ensuring we respond to the changing demands of our work and continue to fulfil the stringent requirements of our commissioners and regulatory bodies, against ongoing reductions in funding. Delivering our services both clinical and non-clinical requires vigilance to support continuous review of our systems and processes against the highest standards to ensure they are safe and effective.

We Are With You works with some of the most vulnerable people in society and safeguarding is at the core of our work. We have a well-developed and coherent approach to risk management in accordance with best practices and the Charity Commission guidelines. We use a bespoke risk management tool to record and manage all risks across the organisation. We record, review and mitigate risks across clinical, operational, contractual, financial, information governance, health and safety, and reputational areas.

The Board retains overall responsibility for risk management and discusses and decides the level of risk it is prepared to accept for specific and combined risks.

The Board regularly reviews the charity’s specific significant risks and the cumulative effect of these risks. It makes

plans to mitigate and manage these risks appropriately. The Board puts in place and regularly reviews the charity’s process for identifying, prioritising, escalating and managing risks and, where applicable, the charity’s system of internal controls to manage these risks. The Board regularly reviews the effectiveness of the charity’s approach to risk.

Every service has a risk register which is reviewed at team meetings and also within the governance structure and formal business review meetings. Risks that can be managed and mitigated at service level remain with the regional team.

Where we are unable to mitigate risks we raise them to the next level within the organisation. This means some service-level risks may be escalated to the corporate risk register, which is reviewed and action taken as necessary by the Executive team on a monthly basis. The Executive presents the corporate risk register to the Board every quarter, providing assurance on the management of operational risks and highlighting emerging or unforeseen risks that require Trustees’ scrutiny and strategic direction.

Key to the effectiveness of the charity’s risk management system is the annual review of the corporate risk register by the Board and the reviews of risk by the Audit, Risk, Finance and Income Committee. Risks are also reviewed regularly by the

Executive team. There is an established process for the identification of risks, involving the senior management leadership team and risk owners in the regular review of the charity’s strategic and operational risks.

We Are With You is fully compliant with the regulations of, and registered with, the Care Quality Commission in England

and the Care Inspectorate in Scotland. The CQC carries out independent inspections of regulated activity within our services, publishing the outcome on the CQC website. We have clear policies on safeguarding children and vulnerable adults with access to training for all staff across We Are With You.

We Are With You strategic objective	Risk area	Mitigation and management
Radically improve (more) people’s chances of getting better <i>And</i> Reduce inequalities in treatment and recovery for marginalised people	Poor or variable outcomes for adult drug and alcohol clients, caused by the absence of consistent written processes to progress clients from referral to recovery and universally agreed definition of clients’ recovery journey and interventions.	Focus on continuous improvement, through reviewing and refreshing approaches to governance, professional development and broader training and development programmes. Safeguarding and quality assurance processes developed with a clear training strategy. Clinical governance and supervisory plans in place with practice supervision in development. Effective complaint and incident management reporting and review.
Radically improve people’s chances of getting better <i>And</i> Grow an agile, sustainable organisation that invests in its people and services	Failure to create a positive public presence for We Are With You as an attractive background for enduring and productive relationships with Commissioners and other key stakeholders, both in England and in Scotland, caused by our lack of management accountability and ownership of key relationships.	Engaging with key decision-makers and influencers in government, local authorities and the NHS. Senior-level representation on many influential forums and key decision-making bodies, e.g. Collective Voice and the Office for Health Improvement and Disparities (OHID).

We Are With You strategic objective	Risk area	Mitigation and management
Radically improve people's chances of getting better <i>And</i> Reduce inequalities in treatment and recovery for marginalised people <i>And</i> Grow an agile, sustainable organisation that invests in its people and services	Failure to retain or secure new income streams – as a result of general economic conditions, changes in public procurement rules, governmental new economic and social directives.	New business strategy and work plans: • Review of market trends and continued improvement of the charity's system capability and quality of data. • Prudent reserves management and contingency planning.
Grow an agile, sustainable organisation that invests in its people and services	Poor financial performance without the correct controls in place.	Robust financial planning covering income, expenditure and reserves projections, budgeting and the monitoring of actual expenditure. Continuous performance review for financial controls, internal and external audit processes. Regular budget reviews and oversight via Trustee subcommittee. Contract reviews with commissioners to monitor and manage external pressures including inflation.

We Are With You strategic objective	Risk area	Mitigation and management
Grow an agile, sustainable organisation that invests in its people and services	Internal controls to monitor staff compliance with best practices (NICE and Orange guidelines) in drug and alcohol services, caused by the inability to capture management and assurance data to analyse and gather intelligence, resulting in poor or variable outcomes for clients.	Establish a minimum data set based on regulatory and stakeholder reporting. Streamline systems, processes and reporting tools to ensure information is available and updated regularly. Ensure clear metrics and KPIs are in place to govern and manage reporting requirements in commissioned contracts. Ensure onboarding and induction material is suitably clear on best practices in drug and alcohol services. Develop an effective internal audit framework and implement it. Develop case management systems to record the interventions used and their effectiveness.
Radically improve (more) people's chances of getting better <i>And</i> Reduce inequalities in treatment and recovery for marginalised people <i>And</i> Grow an agile, sustainable organisation that invests in its people and services	Attract, retain and recruit staff.	Recruitment and retention plans. Improved staff communications systems. Learning and talent development plans. People directorate plans. Oversight from the Executive team and scrutiny by Trustees at relevant Board committee meetings.

We Are With You and the environment

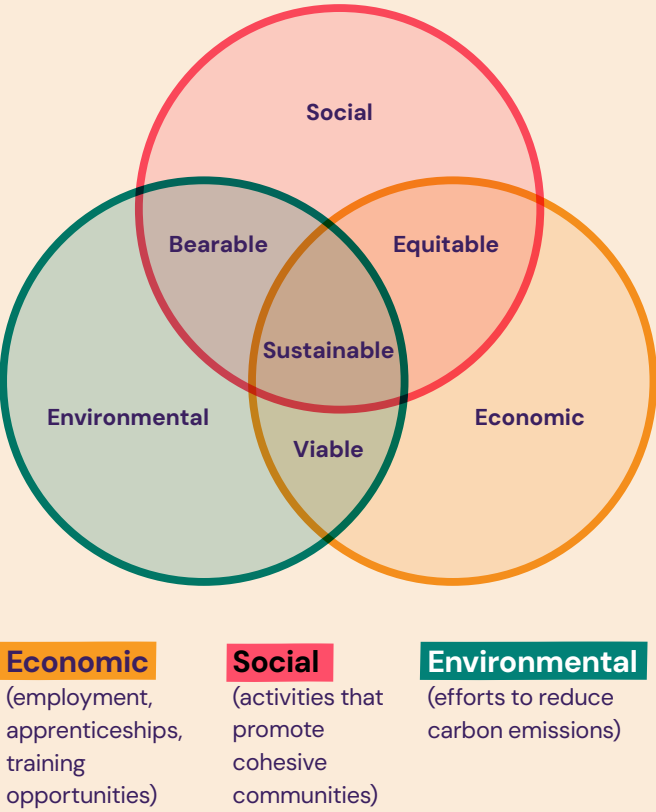
We Are With You, its staff and its volunteers care deeply about the environment. Protecting the environment is not just a duty we have to ensure we manage our impact on the environment in a responsible way. Safeguarding the environment is aligned with our ethical values as an organisation and we believe that, by working together, we can minimise our carbon footprint in the communities we serve.

We are already helping our volunteers and employees work more sustainably through initiatives like office recycling schemes, reducing the energy use in our buildings, working with suppliers and partners to source sustainable products and services, and considering environmental criteria through our procurement processes.

Over the coming year, we aim to improve and enhance our supplier management framework and invest in long-term partnerships with suppliers who are committed to environmental sustainability, ensuring we only engage with suppliers who meet or exceed our commitment to net zero emissions, reduce the carbon footprint of our IT equipment by making better use of mobile and fixed hardware costs, develop new environment and sustainability principles. We report on our progress each year through our Annual Report.

Our Carbon Reduction Plan

From economic prosperity to preserving natural habitats, We Are With You knows how important it is to make a positive difference to the communities and environment where we work. The charity is mindful of its duties and responsibilities to embed social value in all its activities and measure its positive impact on the communities it serves. Our social value pillars are reflected below:



With this in mind, in 2022 the charity engaged a sustainability partner to help the charity simplify the process of turning its environmental compliance goals into meaningful action, delivering positive impact for people and communities and creating a credible de-carbonisation plan that delivers net-zero targets aligned with the government’s ambitious target to become net zero by 2050.

We Are With You’s first Carbon Reduction Plan was published in March 2023, using the baseline year 2022 to measure its emissions footprint where greenhouse gases produced prior to the introduction of any strategies to reduce emissions are taken into account. The charity’s projection identified that carbon emissions would decrease over the next five years from the current normalised measurement of 2,361.557 tCO₂e to 1,323.435tCO₂e, a reduction of 56.04% by 2030.

In the year, We Are With You evolved its commitment and continued the delivery of a Net Zero Plan, working collaboratively with its sustainability partner. The Plan sets out the charity’s shorter term target (by 2030) to reduce its scope 1 and scope 3 emissions by 42% and its scope 2 emissions to zero, as well as the charity’s longer term target (by 2050), aligned with that of the government, to decarbonise all its services. The Plan details the charity’s commitment to reduce its scope 1 by 7.85 tCO₂e each year on average (or reduce the amount of services with gas boilers), procure renewable energy across all services and reduce scope 3 emissions by an average of 199.55 tCO₂e annually.

We Are With You is supplied by 100% renewable electricity in all its services, and contracts 25% certified renewable gas and 75% carbon-neutral gas backed by carbon offset projects to develop wind and hydropower generation abroad, cutting global Co₂ emissions.

Proactive reduction of our carbon footprint is also facilitated by hybrid working for staff, contributing to a reduction of travel to work and promoting cycling to work, and incrementally reducing the need for physical storage and archiving, using less paper with more intuitive digital forms and self-service tools.

We have reviewed our meeting structures to increase the use of online collaboration tools and video conferencing to further reduce the travel footprint for our workforce. We continue to retain ISO 14001 certification since 2012, which sets out stringent requirements within our environmental management systems.

Energy Savings Opportunity Scheme (ESOS)

We notified the Environment Agency in July 2024 of our compliance with ESOS Phase 3. The Lead Assessor, using monitoring data from the period April 2022 to April 2023, determined that our assessment met the requirements of ESOS. We Are With You acknowledges the changes introduced by the amended

The Energy Savings Opportunity Scheme (Amendment) Regulations 2023. To this effect, in March 2025, we submitted our first action plan.

Streamlined Energy and Carbon Reporting (SECR)

We Are With You is reporting energy and carbon emissions in compliance with The Companies (Directors’ Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.

We calculate our associated greenhouse gas emissions using the Greenhouse Gas Emissions Protocol (GHG) and following the UK government’s Environmental Reporting Guidelines. We take an operational control approach meaning that 100% of emissions

from operations over which we have control have been reported. Additionally, we have excluded all managed services or offices where we do not receive a separate charge for energy.

Our mileage is based on data submission via our expenses system which includes staff and volunteers driving their own vehicles for We Are With You business. The primary sources used for energy and fuel are billing data and meter reads are only used where there is no billing data.

Prior year numbers restated			2024/25	2023/24
Energy Consumption		kWh	1,615,760	1,642,813
Scope 1	Gas combustion	tCO2e	102.93	50.20
Scope 2	Purchased Electricity	tCO2e	334.54	282.43
Scope 3	Transport to Business Travel	tCO2e	377.32	381.97
Total Emissions			814.79	714.61
Intensity (tCO2e per £m T/O)			9.37	8.87

Equality, Diversity and Inclusion

During 2024/25, staff across We Are With You worked hard to continue embedding principles of equality, diversity and inclusion across the organisation in line with our EDI commitments:

1

We want everyone to feel able to get support

2

We will make sure all our staff feel included, empowered and represented

3

We will use our platform and insights to lead and support change

Internal communications

Across our internal communications channels we have raised awareness of the diverse needs of our staff and clients, providing opportunities for learning and for staff and volunteers to feel seen throughout the year. Examples from 2024/25 include:

- Pride Month – as part of our week-long internal communications campaign, A Week With You, we delivered a session about celebrating and supporting LGBTQ+ communities
- Black History Month – an external provider, Diversity Matters, delivered two sessions regarding approaches to anti-racism
- Neurodiversity Celebration Week – members of staff shared their own experiences of neurodiversity in the workplace and the support We Are With You has provided them in addition to promoting resources regarding reasonable adjustments in the workplace
- Religious festivals – we shared a briefing document a briefing document with information regarding religious festivals over the spring period and steps all staff can take during these times to support colleagues
- World Menopause Day – we promoted the monthly menopause cafe that is open to all staff affected by menopause, including quotes from attendees regarding the impact of having attended the group

EDI learning content

Ensuring that all staff are equipped with the knowledge and skills to meet the diverse range of needs of our clients and colleagues has continued to be a priority area within our EDI actions. During 2024/25 the following were created and added to our learning platform: cultural awareness and inclusion series (covering topics such as understanding identity and intersectionality, the power of inclusive language and health

inequalities), neurodiversity resources and chemsex resources.

A range of EDI related webinars were also delivered and recorded, including: Celebrating and Supporting LGBTQ+ Communities, Preventing Sexual Harassment at Work, Trans and Nonbinary Identities and Being a Trans Ally, and Approaches to Anti-Racism

The mandatory EDI compliance module all staff complete was reviewed and updated, including feedback from our EDI Advisory Group, reflecting changes in equality related legislation in relation to sexual harassment and a stronger focus on the role of staff in being active bystanders.

We have also continued to deliver Inclusive Recruitment training for staff with recruitment responsibilities, with 149 staff having completed this training as of the end of financial year 2024/25.

External engagement

We have been taking steps to raise awareness of the intersecting needs of clients from marginalised groups in the wider drug, alcohol and mental health sector and beyond. Our work has included delivering a session regarding meeting the needs of LGBTQ+ young people in drug and alcohol services as part of our We Are With You Young People external skills share sessions. Other notable activity includes the podcast that our Head of EDI recorded with ADHD UK about how drug and alcohol services can support neurodivergent people to access the services they need in relation to substance use. Our Head of EDI, alongside staff from the central clinical team, also supported

the review of storylines in the TV series Casualty to ensure that stories regarding substance use appropriately reflected the experiences of veterans, LGBTQ+ people and women.

In addition, as part of the Collective Voice Women’s Treatment Working Group, We Are With You have contributed to research reports from Camurus and the Centre for Justice Innovation regarding women’s experiences of drug and alcohol services and contributed to an International Women’s Day webinar where We Are With You presented on the role of webchat and virtual services in reducing barriers to accessing support for women.

Looking ahead

During 2025/26, we will be piloting the launch of staff EDI Network groups. These groups will aim to provide spaces for staff from marginalised groups to come together and share their lived experiences, celebrate and raise awareness of the marginalised communities they represent and support the ongoing development of a safe, inclusive and diverse culture where everyone at We Are With You can reach their full potential.

Gender Pay Gap

At We Are With You, women earn £1.01 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 1.2% higher than that of men.

When comparing mean (average) hourly pay, women's mean hourly pay is 2.7% lower than that of men.

Since the reporting year 2023/24, We Are With You's mean gender pay gap has decreased by 2.3% percentage points and the median gender pay gap has decreased by 2.9%.

We are committed to continuing to narrow the gender pay gap and, during the financial year 2024/25, in line with our wider equality, diversity and inclusion action plan, we carried out the following actions:

- Introduced a Pay Review Panel, providing further scrutiny of pay-related decisions across the organisation
- Delivered inclusive Recruitment training sessions to staff who have



Women

Men



Vikki, Staff, Rotherham

responsibility for recruitment. As of December 2024, 149 staff by end of 2024/25

- Continued the use diversity specific recruitment platforms to promote our leadership roles
- Reviewed our Family Leave Policy, increasing the amount of paid leave for maternity, adoption and paternity leave
- Introduced a Fertility Leave Policy, providing paid time off for staff undergoing fertility treatment and staff whose partners are undergoing fertility treatment

- Regularly promoted the support and resources available for staff going through the menopause, including We Are With You's monthly menopause cafe.

During 2025/26, we will update our equality, diversity and inclusion plans so that we continue to narrow the gender pay gap with actions including: diversity monitoring across the recruitment lifecycle, enhancing our development offer for managers to build their inclusive leadership skills and the launch of EDI staff network groups.

Fundraising in 2024/25

Our fundraisers have continued to raise income from non-commissioned sources. This additional funding allows us to innovate drug, alcohol and mental health-related services and direct funds to where they are most needed.

In 2024/25, we raised £1.9m from trusts and foundations, Government, individuals and corporates. We are very grateful to all the supporters as we work towards enabling people to overcome drug, alcohol and mental health challenges and reclaim wellbeing.

From Christmas campaigns to marathons

We are so grateful to the individuals who donate to our appeals and fundraise in memory of a loved one. We are also seeing more of our clients and staff take on fundraising challenges. In 2024/25, our Christmas fundraising and awareness campaign had a focus on young people and the support they need from We Are With You services. The campaign raised 196% more than the previous year, almost doubling the amount of individual donations received while telling the stories from some of our young clients.

We received brilliant engagement from 15 We Are With You supporters who ran in the London Marathon, raising over £22,000 between them. Runners included Ross, who was supported by our services in Cornwall and wanted to give back to the organisation, and Megan, who has previously climbed to the bottom of Everest Base Camp, and wanted to run to give back to her local community in Lincolnshire.

We're taking a strategic and transparent approach to our fundraising and have been delivering a new public fundraising strategy which aims to grow our income from individuals and corporates. We've also launched a new grants strategy that aims to build relationships with our funders and identify and deliver on shared goals.

We operate in line with the standards set out in the Code of Fundraising Practice by the Fundraising Regulator and maintain a formal complaints procedure. Our approach to fundraising is underpinned by our ethos and values and driven by the needs of the people we support. We ensure the trust of our supporters and our responsibility to clients is not compromised. Prospective corporate

£1.9m

from trusts and foundations,
Government, individuals
and corporates

partnerships are assessed through our Corporate Engagement Procedure, which ensures the partnership fits our values and ethos, organisational strategy, the dignity or rights of our beneficiaries and the pursuit of our purposes. We do not conduct general solicitations through street or door-to-door fundraising, or cold calling. Supporters are contacted on a legitimate interest basis and have the opportunity to opt out of our communications at any time. We do not sell or exchange donor details to third parties. We may use third parties to process donations but ensure all partners comply with Data Protection regulations.

Our Vulnerable Supporters Policy provides all staff, volunteers, Trustees and anyone engaging with supporters on behalf of We Are With You, with clear guidance on how we can recognise vulnerable supporters and ensure appropriate actions are taken to treat them fairly and put their needs first. We also expect the same standards from any third-party suppliers we employ to carry out fundraising on our behalf. This is subject to regular review. No fundraising complaints were received in 2024/25.



Ross, London Marathon runner

Carla, staff, Rotherham



Reference and administrative details

Company number
02580377

Charity number
1001957 (England) and
SC040009 (Scotland)

Registered office and operational address
5th floor, 79 Clerkenwell Road
London
EC1R 5AR

Trustees

The Trustees who served during the year and up to the date of this report were as follows:

- Dr Neera Dholakia
- Melinda Lu San Knatchbull
- Jeremy Peter Fish
- Richard Alan Gould
- Dr Harpreet Singh Sarna
- Ian Alan Bull (resigned 01/08/2024)
- Anne Lesley Chapman (resigned 24/10/2024)
- Ronald Adrian Finlay (resigned 24/10/2024)
- Nicola Margaret Roseman (resigned 24/10/2024)
- Karen Lesley Shawhan (resigned 24/03/2025)
- Jeremy Leonard Cohen (appointed 25/04/2024)
- Roderick Day (appointed 25/04/2024)
- Shirley Christine Cramer (appointed 24/10/2024)
- Alfred Yaw Oduro Nsarkoh (appointed 15/11/2024)

Chief Executive Officer Simon Philips

Company Secretary Alexandra Borghesi

Bankers Lloyds Bank
4th Floor Gresham St, London, EC2 7HN

Solicitors Womble Bond Dickinson LLP
The Spark, Draymans Way, Newcastle Helix
Newcastle Upon Tyne, NE4 5DE

Auditors Moore Kingston Smith
6th Floor, 9 Appold Street, London, EC2A 2AP

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- ✓ select suitable accounting policies and then apply them consistently;
- ✓ make judgements and accounting estimates that are reasonable and prudent;
- ✓ state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- ✓ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity’s transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

About this report

This report provides information about our aims, objectives and activities, and about this year’s performance and financial results. In publishing this report, we want to give a clear picture of what we do, what we have achieved and how we use the money we receive to meet our charitable aims. The report also fulfils legal requirements placed on us by laws and regulations to provide information publicly about the work we do.

We Are With You is registered both as a charity and a company (see page 97), and this charitable company is what we mean when we refer to “the charity”.

The report includes the activities of the charity, all of which are charitable, for the benefit of the public and carried out on a not-for-profit basis. The objects of the charity relate to the promotion of health

and social inclusion and the prevention and reduction of ill health and poverty, particularly by seeking to relieve and prevent the harmful use of substances including alcohol; relieving and preventing mental health problems; and providing employability and training opportunities.

The report is presented by the members of the Board, who are the Trustees of the charity under UK charity law and its directors under UK company law. In this report we refer to the members of the Board as ‘the Trustees’.

The report as a whole includes the reference and administrative details on page 68, the Statement of Trustees’ responsibilities on page 69 and the financial statements on page 80.

In preparing the report, we seek to meet our overall obligations under the rules and regulations in these ways:

- The document provides the Trustees’ annual report as required under charity law and a strategic report and directors’ report as required by company law.
- It also fulfils the requirements of the reporting and accounting regulations, set out in ‘Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)’ issued by the SORP-

making body in England and Wales (Charity Commission) in October 2019 (“SORP 2019”).

- The financial statements have been prepared following the accounting policies set out on pages 85 to 87 and comply with the charity’s Memorandum and Articles of Association and the relevant laws that apply.

As far as the Trustees, are aware there is no relevant audit information of which the auditors are unaware and the Trustees have taken all reasonable steps to ensure themselves that all relevant information has been disclosed appropriately to the auditors.

Public benefit statement

We Are With You exists entirely for the public’s benefit. The services we offer are available free of charge where we are contracted to provide services. This work benefits not only individuals and their families but also the wider community, by reducing the harm and related costs caused to society by drug and alcohol misuse, and improving the public’s physical and mental health and other related issues.

In setting plans and priorities for areas of work, the Trustees of We Are With You have referred to the guidance contained in the Charity Commission’s general guidance on public benefit. In particular, the Board of Trustees considers how

planned activities will contribute to the aims and objectives it has set. More information about the responsibilities of the Trustees can be found on page 76.

Acknowledgements

The Trustees wish to record their gratitude to all those who contribute to We Are With You’s work: the people who use our services, our volunteers, staff, donors, commissioners, partners, funders and managers. We are hugely grateful for your dedication and support for our work.

The Trustees’ Annual Report, incorporating the Strategic Report, was approved by the Trustees on 23 October 2025 and signed on their behalf by:



Alexandra Borghesi
Company Secretary
Executive Director,
Governance and Corporate Services



Independent auditor's report

Opinion

We have audited the financial statements of We Are With You (the ‘charitable company’) for the year ended 31 March 2025 which comprise Statement of Financial Activities, the Charitable Company Balance Sheets, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 31 March 2025 and of the incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable 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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. The trustees are responsible for the other information contained in the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report and the trustees’ annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees’ annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees’ annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 69, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide

a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing

appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any

known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are

required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Andrew Stickland

Senior Statutory Auditor for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Date: 4 November 2025

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.



Lucy, Staff, Redcar



Financial statements

We Are With You
Statement of Financial Activities

(incorporating an income and expenditure account) for the year ended 31 March 2025
Company number 2580377

	Notes	Unrestricted funds £000	Restricted funds £000	Total funds 2025 £000	Total funds 2024 £000
INCOME FROM:					
Grants & Fundraising		194	23	217	237
Investment income		255	-	255	10
Other income	3	76	-	76	110
		525	23	548	357
Charitable activities					
Adult services	2	48,294	23,278	71,572	68,740
Mental health services		9,117	2	9,119	5,952
Young people and family services		3,952	1,828	5,780	5,560
		61,363	25,108	86,471	80,252
TOTAL INCOME		61,888	25,131	87,019	80,609
EXPENDITURE ON:					
Raising funds					
Fundraising		184	-	184	193
		184	-	184	193
Charitable activities					
Adult services		47,750	23,158	70,908	67,382
Mental health services		9,673	2	9,675	6,164
Young people and family services		3,772	1,774	5,546	5,012
Profile and influence		1,181	-	1,181	962
		62,376	24,934	87,310	79,520
TOTAL EXPENDITURE	4	62,560	24,934	87,494	79,713
NET INCOME FOR THE YEAR		(672)	197	(475)	896
Transfer Between Funds		1,954	(1,954)	-	-
NET MOVEMENT IN FUNDS		1,282	(1,757)	(475)	896
Funds brought forward at 1 April		12,315	5,477	17,792	16,896
FUNDS CARRIED FORWARD AT 31 MARCH		13,597	3,720	17,317	17,792

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds and transfers between funds are disclosed above and in Note 14 to the financial statements.

The notes on pages 82 to 97 form part of these financial statements. The detail of comparative figures for the previous year is shown in Note 18.

We Are With You
Balance Sheet

As at 31 March 2025

	Notes	2025 £000	2024 £000
Fixed assets			
Tangible assets	9	1,762	1,567
Intangible assets	10	378	502
		2,140	2,069
Current assets			
Debtors	11	13,321	10,236
Cash at bank and in hand		11,931	13,491
		25,252	23,727
Creditors			
Amounts falling due within one year	12	(10,075)	(7,884)
Net current assets		15,177	15,843
Creditors			
Amount falling due after more than one year	12	-	(120)
Net assets		17,317	17,792
FUNDS			
Unrestricted:			
Designated fund		2,140	3,069
General charitable funds		11,457	9,246
		13,597	12,315
Restricted	15	3,720	5,477
Total funds	14	17,317	17,792

The notes on pages 82 to 97 form part of these financial statements.

The Financial Statements were approved by the Trustees on 23rd October 2025 and signed on their behalf by:

Roderick Day
Chair, Audit, Risk, Finance and Income Committee

We Are With You
Statement of Cash Flows
for the year ended 31 March 2025

Cash flows from operating activities:

Net cash provided by operating activities

Cash flows from investing activities:

- Payments to acquire tangible fixed assets
- Payments to acquire intangible fixed assets

Net cash provided by/ (used in) investing activities

Change in cash and cash equivalents in the reporting period

Cash and cash equivalents at the beginning of the reporting period

Cash and cash and equivalents at the end of the reporting period

2025		2024	
£000	£000	£000	£000
	(681)		(1,158)
(784)		(1,614)	
(95)		(585)	
	(879)		(2,199)
	(1,560)		(3,357)
	13,491		16,848
	11,931		13,491

Reconciliation of net income to net cash flow from operating activities

Net income for the reporting period (as per the statement of financial activities)

Adjustments for:

- Depreciation charges
- Amortisation
- Loss on disposal of fixed assets
- (Increase)/ Decrease in debtors
- Increase / (Decrease) in creditors

	(474)		896
588		410	
219		83	
-		181	
(3,085)		(1,732)	
2,071		(996)	
	(207)		(2,054)
	(681)		(1,158)

Net cash provided by operating activities

Analysis of changes in cash and short-term deposits

Cash at bank and in hand

As at 31 Mar 2024 £000	Cash flows £000	As at 31 Mar 2025 £000
13,491	(1,560)	11,931

The notes on pages 82 to 97 form part of these financial statements.

We Are With You
Notes to the financial statements
for the year ended 31 March 2025

1 Accounting policies

a) The financial statements of We Are With You are prepared in accordance with the Companies Act 2006, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the statement of Recommended Practice 'Accounting and Reporting by Charities (SORP 2019) and applicable accounting standards, and in accordance with Financial Reporting Standard 102 applicable in the UK and Republic of Ireland (FRS102). The financial statements are drawn up on the historic cost accounting basis. The charity is a public benefit entity as defined by (FRS102). The financial statements are prepared in sterling which is the financial currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

b) Going concern
We Are With You's activities, together with factors likely to affect our future development, performance and financial position, are set out in this report. The going concern assessment has been prepared to cover the period to March 2027.

The financial position of the chairty, its cash flows, liquidity and reserves are detailed in the financial statements. At year-end the charity held £11.9m in cash, alongside a strong reserves position. The Trustees have also considered the impact of the broader environment – including cost of living pressures, staff recruitment challenges and the future of government commissioning – and continue to review assumptions through regular scenario testing.

Our income has grown both organically from existing contracts and through new wins, supplemented by government investment into the sector. This provides a stable foundation from which to manage external risks.

On this basis, the Trustees believe there are no material uncertainties that cast significant doubt on the charity's ability to continue as a going concern. They are satisfied that We Are With You has adequate resources to operate for the foreseeable future and have therefore prepared the accounts on a going concern basis.

c) Income
All income is accounted for when We Are With You has entitlement to the funds, the amount can be measured reliably and receipt is probable.

Income received by way of donations and gifts to the charity is included in full in the Statement of Financial Activities (SOFA) when receivable.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met. Where grants are received but there is uncertainty as to whether the charity can meet such conditions the income is deferred.

	Where entitlement to grants receivable is dependent on conditions not within the charity's control, income is recognised when those conditions have been met.												
	Contract income is recognised when there is sufficient evidence that it has been earned. Income from some contracts is subject to a 'payment by results' element, which is calculated in relation to set criteria, the results of which may not be determined until some time after the accounting period. In these cases, income is recognised or deferred on the basis of the evidence available up to the date of this report.												
	Investment and other income is recognised when earned.												
d)	Expenditure All expenditure is accounted for under the accruals concept and stated gross of irrecoverable VAT. Expenditure is allocated to the particular activity where the cost relates directly to that activity. The support costs of We Are With You are allocated to each of the activities in proportion to the total of direct expenditure as it reflects the best estimate of the allocation of those support costs. Governance costs comprise the costs incurred which are directly attributable to the constitutional activities of We Are With You, and the necessary procedures for compliance with statutory requirements.												
e)	Tangible fixed assets Freehold property is held at cost or fair value at acquisition. Improvements to leasehold premises and fixtures, fittings and equipment, motor vehicles are capitalised where the total cost of the asset or combined cost of the project exceeds £10,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows: <table><tr><td>Freehold property</td><td>2% on cost or valuation at acquisition</td></tr><tr><td>Improvements to short leasehold premises</td><td>5% – 50% on cost</td></tr><tr><td>Fixtures, fittings and equipment</td><td>10% – 33% on cost</td></tr><tr><td>Computers and IT equipment</td><td>20% – 33% on cost</td></tr><tr><td>Motor vehicles</td><td>20% – 25% on cost</td></tr></table>	Freehold property	2% on cost or valuation at acquisition	Improvements to short leasehold premises	5% – 50% on cost	Fixtures, fittings and equipment	10% – 33% on cost	Computers and IT equipment	20% – 33% on cost	Motor vehicles	20% – 25% on cost		
Freehold property	2% on cost or valuation at acquisition												
Improvements to short leasehold premises	5% – 50% on cost												
Fixtures, fittings and equipment	10% – 33% on cost												
Computers and IT equipment	20% – 33% on cost												
Motor vehicles	20% – 25% on cost												
f)	Intangible Fixed Assets Costs directly attributable to the development of digital tools, websites and IT software are capitalised as intangible assets only when the technical feasibility of the project is demonstrated, the Charity has the intention and ability to complete and use the tools and the costs can be measured reliably. Such costs include the purchases of material and services. Intangible assets are amortised at 33% of cost from the date the asset is bought into use.												
g)	Financial instruments The charity only has financial assets and liabilities of a kind that qualify as 'basic financial instruments' under FRS102. These are initially recognised at cash or transaction value and subsequently measured at their settlement value if different. Cash and Cash Equivalents Cash and cash equivalents include cash at bank and in hand and short term deposits with an original maturity date of three months or less.												
h)	Debtors Trade and other debtors are recognised at the settlement amount due less a provision for any impairment losses. A provision is established for impairment when there is objective evidence that amounts due under the original payment terms will not be collected or the debt is over 365 days old												
	Creditors and provisions are recognised where We Are With You has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.												
j)	Taxation We Are With You is eligible for the tax exemptions available for charitable activities. We Are With You is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the current or prior period												
k)	Unrestricted funds These funds are received and applied to achieve the general objectives of We Are With You. Designated Funds Designated funds are amounts that have been set aside at the discretion of the Trustees.												
l)	Restricted funds These are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.												
m)	Operating leases Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the SOFA on a straight line basis over the minimum lease term. We Are With You strives to ensure that its property leases are co-terminus with its contracts. Where a property lease is longer than the initial contract we strive to ensure that break clauses are in place.												
n)	Termination payments All costs involved in terminating employee contracts are accounted for on an accruals basis and disclosed in aggregate in Note 8. Termination benefits are measured at the best estimate of the expenditure required to settle the obligation at the reporting date.												
o)	Pension schemes The Charity operates or contributes to both defined contributions and defined benefit schemes for its employees. All defined benefit schemes are closed to new entrants and the numbers of active members can only grow as a result of the transfer of staff from other organisations. Employees who are members of defined benefit schemes are those who were part of a TUPE transfer for contracts awarded to the Charity. As per the contracts, the Charity is not liable for any defined benefit pension scheme liability and are only liable for a fixed pension contribution to the relevant schemes. As such no liability is recognised in the financial statements in relation to these schemes and the contributions are treated as if they were those payable to a defined contribution pension scheme. The assets of any pension schemes are held separately from those of the Charity. Pension costs charged in the SOFA represent the contributions payable by the Charity for the year together with any material provision to record the Charity's liability in relation to a defined benefit pension scheme, where this can be identified, in accordance with the accounting standard incorporated in FRS102. Critical accounting estimates and judgements <table><tr><td>Dilapidations</td><td>Based on industrial average cost per sq ft</td></tr><tr><td>Support cost allocation</td><td>Allocated to each of the activities in proportion to the total of direct expenditure</td></tr><tr><td>Bad Debt</td><td>Actual debt over 365 days overdue unless specifics have been identified</td></tr><tr><td>Income recognition / Payment by Results</td><td>Contract income is recognised when there is sufficient evidence that it has been earned. Income from some contracts is subject to a 'payment by results' element,</td></tr></table>	Dilapidations	Based on industrial average cost per sq ft	Support cost allocation	Allocated to each of the activities in proportion to the total of direct expenditure	Bad Debt	Actual debt over 365 days overdue unless specifics have been identified	Income recognition / Payment by Results	Contract income is recognised when there is sufficient evidence that it has been earned. Income from some contracts is subject to a 'payment by results' element,				
Dilapidations	Based on industrial average cost per sq ft												
Support cost allocation	Allocated to each of the activities in proportion to the total of direct expenditure												
Bad Debt	Actual debt over 365 days overdue unless specifics have been identified												
Income recognition / Payment by Results	Contract income is recognised when there is sufficient evidence that it has been earned. Income from some contracts is subject to a 'payment by results' element,												

We Are With You
Notes to the financial statements continued income

2	Grant income – included within restricted income	2025 All restricted £000	2024 All restricted £000
	National Lottery Community Fund –Life Chances Fund Grant (BLF Ref:10298686)	154	151
	National Lottery Community Fund and ESF Building Better Opportunities Grant via: –Ixion Holdings (Contracts) Ltd	–	2
	–The Pluss Organisation CIC	–	59
	Corra Foundation – Argyll & Bute pre/post rehab project	100	100
	Corra Foundation – Dumfries & Galloway lived experience project	100	100
	Corra Foundation – East Ayrshire pre-rehab project	100	100
	Corra Foundation – East Dunbartonshire project	–	74
	Corra Foundation – Fife Enhanced harm reduction project	100	100
	Corra Foundation – North East Glasgow pre-rehab project	255	255
	Gilead Sciences Limited – Hepatitis C elimination programme	100	107
	Royal Airforce Benevolent Fund	–	10
	The Armed Forces Covenant Fund Trust – Reference no.: 6428	2	97
	The Mickel Fund	–	10
	The Royal Navy and Royal Marines Charity	15	15
	The Scottish Government –South Lanarkshire Suvivor Support	42	85
	The Scottish Government – Webchat	180	256
	The Youth Endowment Fund Charitable Trust	41	197
	Other grants	530	457
	Donations and gifts	23	80
		1,743	2,254

The majority of grants and fundraising income relates to specific service delivery projects and is included under charitable activities in the Statement of Financial Activities

3	Other income	2025 All Unrestricted £000	2024 All Unrestricted £000
	Court reports	1	–
	Training	1	6
	Rental	39	38
	Social placements	18	56
	Other	17	10
		76	110

We Are With You
Notes to the financial statements continued

4	Expenditure – 2025	Direct Staff costs £000	Other direct costs £000	Support costs £000	2025 Total £000	2024 Total £000
	Costs of raising funds					
	Fundraising	127	32	25	184	193
	Charitable expenditure					
	Adult services	43,229	18,009	9,670	70,908	67,382
	Mental health services	6,904	1,452	1,319	9,675	6,164
	Young people's and family services	4,288	502	756	5,546	5,012
	Profile and influence	777	243	161	1,181	962
	Total	55,325	20,238	11,931	87,494	79,713

Included in support costs are staff costs totalling £7,724k (2024; £6,117k)

Expenditure – 2024	Direct Staff costs £000	Other direct costs £000	Support costs £000	2024 Total £000	2023 Total £000
Costs of raising funds					
Fundraising	144	25	24	193	197
Charitable expenditure					
Adult services	43,038	15,776	8,568	67,382	56,807
Mental health services	5,041	339	784	6,164	5,887
Young people's and transitional services	3,924	451	637	5,012	4,558
Profile and influence	652	188	122	962	539
Total	52,799	16,779	10,135	79,713	67,988

Included in support costs are staff costs totalling £6,117k (2023; £5,125k)

5	Allocation of support costs 2025	Executive & Central Admin £000	Finance, IT & HR £000	Governance £000	Quality £000	Bidding for New Services £000	2025 Total £000	2024 Total £000
	Fundraising	3	15	0	5	1	25	24
	Adult services	1,124	5,889	149	1,957	552	9,670	8,568
	Mental health services	153	804	20	267	75	1,319	784
	Young people's and transition	88	461	12	153	43	757	638
	Profile and Influence	19	98	2	33	9	160	121
	Total	1,387	7,267	183	2,415	680	11,932	10,135

Allocation of support costs 2024	Executive & Central Admin £000	Finance, IT & HR £000	Governance £000	Quality £000	Bidding for New Services £000	2024 Total £000	2023 Total £000
Fundraising	3	16	–	4	1	24	24
Adult services	1,152	5,421	142	1,332	521	8,568	7,140
Mental health services	105	496	13	122	48	784	740
Young people's and transition	86	403	11	99	39	638	573
Profile and Influence	16	77	2	19	7	121	68
Total	1,362	6,413	168	1,576	616	10,135	8,545

Support costs have been allocated in relation to direct costs.

6	Governance costs	2025 £000	2024 £000
	Staff costs	44	39
	Audit fees and other fees payable to auditor	81	77
	Trustees' expenses	3	1
	Trustees' indemnity insurance	2	2
	Company secretariat	53	49
		184	168

7	Net income for the year is stated after charging:	2025 £000	2024 £000
	Depreciation	588	410
	Amortisation	219	83
	Loss on disposal of fixed assets	0	179
	Trustees' indemnity insurance	2	2
	Trustees' expenses	3	1
	Auditors' remuneration:		
	<i>Audit of the charity accounts – current year</i>	81	77
	Operating lease rentals:		
	<i>Property</i>	1,425	1,513

No trustee received any remuneration from We Are With You in the current or preceding years.

Five trustees were reimbursed £3k of expenses for travel, subsistence and subscriptions (2024: £1k)

We Are With You
Notes to the financial statements continued
Employees

8	Employees The total costs of salaries and wages were as follows:	2025 £000	2024 £000
	Salaries and wages	49,818	48,494
	Social security costs	4,785	4,537
	Pension contributions	2,968	2,871
	Agency/support staff	2,601	2,783
	Other staff costs	237	231
		60,409	58,916

Redundancy and other termination costs included in expenditure during the year were £396k (2024: £313k)

	The average number of employees was as follows:	2025 No.	2024 No.
	Fundraising	3	3
	Young people and family services	142	139
	Adult services	1,298	1,364
	Mental health services	211	157
	Profile and influence	14	14
	Governance	2	3
		1,670	1,680

	The number of employees whose emoluments exceeded £60,000 were:	2025 No.	2024 No.
	£60,001 – £70,000	13	24
	£70,001 – £80,000	12	5
	£80,001 – £90,000	8	5
	£90,001 – £100,000	3	1
	£100,001 – £110,000	4	2
	£110,001 – £120,000	–	1
	£120,001 – £130,000	–	1
	£130,001 – £140,000	1	–
	£160,001 – £170,000	–	1
	£170,001 – £180,000	1	–

All of these employees accrue benefits under the defined contribution pension scheme.
Total pension contributions paid for these employees were £198k (2024; £190k)

The total amount of remuneration and employee benefits received by key management personnel for their services during the year was £1,099k (2024: £1,102k). Key management personnel relates to the Executive Board members.

We Are With You
Notes to the financial statements continued

9	Fixed assets					
	Tangible fixed assets	Freehold Land & Buildings	Improve-ments to short leasehold premises	Fixtures, fittings, equipment and vehicles	Computers and IT equipment	Total 2025
		£000	£000	£000	£000	£000
	The charity					
	Cost at the start of the year	410	1,231	273	766	2,680
	Additions	-	419	235	130	784
	Disposals	-	(403)	(43)	(18)	(464)
	Cost at the end of the year	410	1,247	465	878	3,000
	Accumulated depreciation at the start of the year	88	696	111	219	1,114
	Depreciation for the year	7	261	49	271	588
	Depreciation for the year on disposals	-	(403)	(43)	(18)	(464)
	Accumulated depreciation at the end of the year	95	554	117	472	1,238
	Net book value at the end of the year	315	693	348	406	1,762
	Net book value at the start of the year	323	535	163	547	1,568
10	Intangible Fixed Assets	IT Software Development				
		£000				
	Cost at the start of the year	585				
	Additions	95				
	Disposals	-				
	Cost at the end of the year	681				
	Accumulated amortisation at the start of the year	83				
	Amortisation for the year	219				
	Amortisation for the year on disposals	-				
	Accumulated Amortisation at the end of the year	303				
	Net book value at the end of the year	378				
	Net book value at the start of the year	502				
11	Debtors					
			2025	2024		
			£000	£000		
	Amounts falling due within one year					
	Trade debtors		10,852	7,027		
	Accrued income		1,552	2,546		
	Other debtors		166	173		
	Prepayments		751	490		
			13,321	10,236		

Other debtors includes a pension bond agreement £164k for a local government pension scheme as a guarantor of obligations as an admitting body

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Creditors and accrued expenses

	2025	2024
	£000	£000
Amounts falling due within one year		
Trade creditors	3,509	1,104
Social security and other taxes	1,152	1,134
Other creditors	551	518
Deferred income	675	780
Accruals	4,188	4,348
	10,075	7,884

Included in accruals is a provision for dilapidations following an internal review of our property estate £971k 2025 (£782k 2024). There is also a provision for other potential legal matters.

The estimated future costs of dilapidations and other legal matters are reviewed annually and adjusted as appropriate.

Other creditors includes outstanding pensions contributions at year end of £405k (2024: £372k)

	2025	2024
	£000	£000
Amount falling due after more than one year	0	120

The long term creditor related to a loan from Big Issue Invest of £100,000 taken out on 4th March 2019, with an interest rate of 4%, repaid 21st March 2025

Movements in deferred income	Balance b/f	Released to SOFA	Received in year	Balance c/f
	£000	£000	£000	£000
Deferred due to timing of receipt	780	(780)	675	675

Deferred income relates to income received for services which will be delivered in the next financial year

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Net Debt Reconciliation

	At Start of Year	Cash Flows	Other	At End of Year
	£000	£000	£000	£000
Cash	13,491	(1,560)		11,931
Loans falling due after more than a year	(120)	120		0
Total Cash	13,371	(1,440)	0	11,931

We Are With You
Notes to the financial statements continued

14	Movements in funds	General Charitable funds £000	Designated fund £000	Restricted funds £000	Total 2025 £000
	Net Income for the year before transfers	(672)	-	197	(475)
	Transfers	2,883	(929)	(1,954)	-
	Net Movement in Funds	2,211	(929)	(1,757)	(475)
	Balance at the start of the year	9,246	3,069	5,477	17,792
	Balance at the end of the year	11,457	2,140	3,720	17,317

15	Restricted funds	Balance at 1 April 2024 £000	Income £000	Expenditure £000	Transfers £000	Balance at 31 March 2025 £000
	Revenue grants					
	The Youth Endowment Fund Charitable Trust	32	41	(74)		(0)
	Other funds	5,445	25,090	(24,860)	(1,954)	3,720
	Total restricted funds	5,477	25,131	(24,934)	(1,954)	3,720

Restricted funds include new government funding to support substance misuse services made available during 22/23, 23/24, and 24/25 as well as including various grants and donations received from funders to support future services. Following a review at the conclusion of the Liverpool Adder contract it was identified that £1,945k of expenditure related to the contract had, in prior years, been charged to General Funds instead of the relevant Restricted Fund. This has been corrected by way of a transfer in the year ended March 2025.

Restricted funds	Balance at 1 April 2023 £000	Income £000	Expenditure £000	Balance at 31 March 2024 £000
Revenue grants				
The Pluss Organisation CIC	-	59	(59)	-
Ixion Holdings (Contracts) Ltd	-	2	(2)	-
The Youth Endowment Fund Charitable Trust	49	197	(214)	32
Other funds	5,004	19,316	(18,875)	5,445
Total restricted funds	5,053	19,574	(19,150)	5,477

16	Designated funds	Balance at 1 April 2024 £000	Expenditure £000	Transfers £000	Balance at 31 March 2025 £000
	Service delivery and technical infrastructure	1,000	(997)	(3)	-
	Fixed and intangible assets	2,069	(807)	878	2,140
	Total designated funds	3,069	(1,804)	875	2,140

In accordance with We Are With You's reserves policy, the designated fund represents fixed and other assets that cannot be readily converted into cash. At 31 March 2024 this was made up £2,140k representing the net book value of unrestricted assets.

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Analysis of charity net assets between funds

Fixed assets
Current assets
Current liabilities
Long term liabilities

General Charitable funds £000	Designated fund £000	Restricted funds £000	Total 2025 £000
-	2,140	-	2,140
21,532	-	3,720	25,252
(10,075)	-	-	(10,075)
-	-	-	-
11,457	2,140	3,720	17,317

Prior year analysis of charity net assets between funds

Fixed assets
Current assets
Current liabilities
Long term liabilities

General Charitable funds £000	Designated fund £000	Restricted funds £000	Total 2024 £000
-	2,069	-	2,069
17,250	1,000	5,477	23,727
(7,884)	-	-	(7,884)
(120)	-	-	(120)
9,246	3,069	5,477	17,792

We Are With You
Notes to the financial statements continued
SOFA Comparatives

18 Statement of Financial Activities – detail of comparative figures

	Notes	Unrestricted funds £000	Restricted funds £000	Total funds 2024 £000
INCOME FROM:				
Fundraising income		157	80	237
Investment income		10	-	10
Other income	3	110	-	110
		277	80	357
Charitable activities				
Adult services		51,329	17,411	68,740
Mental health services		5,825	127	5,952
Young people and family services		3,604	1,956	5,560
		60,758	19,494	80,252
TOTAL INCOME		61,035	19,574	80,609
EXPENDITURE ON:				
Raising funds				
Fundraising		193	-	193
		193	-	193
Charitable activities				
Adult services		50,275	17,107	67,382
Mental health services		6,037	127	6,164
Young people and family services		3,096	1,916	5,012
Profile and influence		962	-	962
		60,370	19,150	79,520
TOTAL EXPENDITURE	4	60,563	19,150	79,713
NET INCOME / (EXPENDITURE) FOR THE YEAR		472	424	896
NET MOVEMENT IN FUNDS		472	424	896
Funds brought forward at 1 April		11,843	5,053	16,896
FUNDS CARRIED FORWARD AT 31 MARCH		12,315	5,477	17,792

We Are With You
Notes to the financial statements continued

19 Lease obligations

	2025 £000	2024 £000
The following payments are committed to be paid in the future in respect of leases:		
Operating leases on land, buildings, vehicles and equipment, by expiry date:		
Under one year	694	901
Two to five years	1,130	1,345
Over five years	-	47
Total commitments	1,824	2,293

We Are With You
Notes to the financial statements continued

20 Pension schemes

The pension cost charge for the charity’s defined contributions schemes represents contributions payable under the schemes by the charity and amounted to £2,748k (2024: £2,605k).

We Are With You had Direction Employer status with the NHS Pension Scheme in relation to employees at a number of its projects during the year. The Scheme is an unfunded, defined benefit scheme, preparing its own statements, that covers NHS employers, general practices and other bodies, allowed under the direction of the Secretary of State, in England and Wales. The Scheme is not designed to be run in a way that would enable We Are With You to identify its share of the underlying Scheme assets and liabilities. Therefore, the Scheme is accounted for as if it were a defined contribution scheme and the cost of the Scheme is taken as being equal to the contributions payable to the Scheme for the accounting period. The total employer contributions payable in the year were £192k (2024: £240k). For both years employer contributions were paid at 14% of pensionable salary. Member contributions are between 5% – 14.5% of pensionable salary. At 31 March 2025 there were 36 (2024: 45) active members in the scheme employed by We Are With You.

We Are With You has Admitted Body status with the Local Government Pension Scheme in Shropshire, Hereford and Greater Manchester and Merseyside. The Scheme is a multi-employer defined benefit scheme. The total employer contributions payable in the year were £7.2k (2024: £10k).

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