WEALDEN WORKS

ANNUAL ACCOUNTS REPORT 2025-2026



Legal and Administrative information

Charity info

Charity Number 1193296

Chair
Bob Bowdler

Vice Chair
Peter Bailey

Treasurer
Tim Hough

Trustees
Sally Frost
Linda Bonner
Chris Morris
Brian Bishop
Susan Stedman
Matthew Coates

Registered Office
Tunstall House
Station Road
Heathfield
TN21 8LD

Independent Examiner
Stephen Hill Mid Kent LTD

Main Bankers
Lloyds Bank
82 High Street
Lewes
BN7 1XW

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- Mission, Purposes, Values
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Our Vision, Mission and Purposes

Vision Statement

Every Young Person Deserves Success

Mission Statement

Bridging the Gap between education and employment. A unique youth employment project that works closely with local businesses and key organisations within the Wealden community.

Purposes

Develop employability, social and life skills
Develop motivation and self-confidence
Benefitting the economy and communities within Wealden
Creating a positive environment which transforms youth outcomes

Objectives and Activities

Wealden Works' employability project was established in May 2017 and is looking to celebrate its 10 year anniversary in the next financial year.

Wealden Works is run by a board of 9 Trustees which grew from its previous 7 members in 2025, these additional members hold a wealth of experience and knowledge in the charitable sector and are supported by 3 full time members of staff, 2 of which hold a level 3 in Education and Training and are qualified level 4 Assessors with one member holding an Internal Quality Assessor qualification. In January 2026 both founders/staff members achieved a level 6 in Careers Advice and Guidance providing the project with a highly qualified team. Wealden works core objective is to work with those 16-24 year olds who are not in Employment, Education or Training (NEET). Wealden Works offers 10 week courses blending group work with 1:1 support, enabling participants to gain work experience, complete business tours, receive networking opportunities in their chosen industry and complete accredited qualifications in their chosen field. The course also provides the social interaction with peers and mentors and the routine and structure that is often missing from these young peoples lives.

A psychotherapist skilled in counselling young people attends the centre on a voluntary basis to offer counselling sessions to all of Wealden Works attendees on an ongoing basis and has been working closely with Wealden Works since it was established in 2017.

We run individually tailored structured courses and sessions that are free to attend. During the programme participants will receive a mix of both personal and work skills training, gain accredited qualifications and attend work, college and apprenticeship trials, enabling participants to benefit from both business contacts and exposure to the world of work. Our aim is to resolve personal issues, unlock potential and support participants in achieving their goals so they can move forward with their lives into work, training or further education. We focus on confidence, motivation and self-esteem and the 12 month aftercare programme ensures that support and advice continues ensuring success of each individual is long term.



Key achievements

We have successfully passed the Matrix standards requirements for the second time running. The matrix Standard is owned by the Department for Education (DfE) and ensures the delivery of high-quality information, advice and guidance (IAG) services that enables people to reach their full potential. The Standard is delivered by the Growth Company and is applicable in all IAG settings including education, skills, employability, careers, health advice and money advice. This gives us our Matrix standard for the next 3 years, at which point we will complete a further renewal.

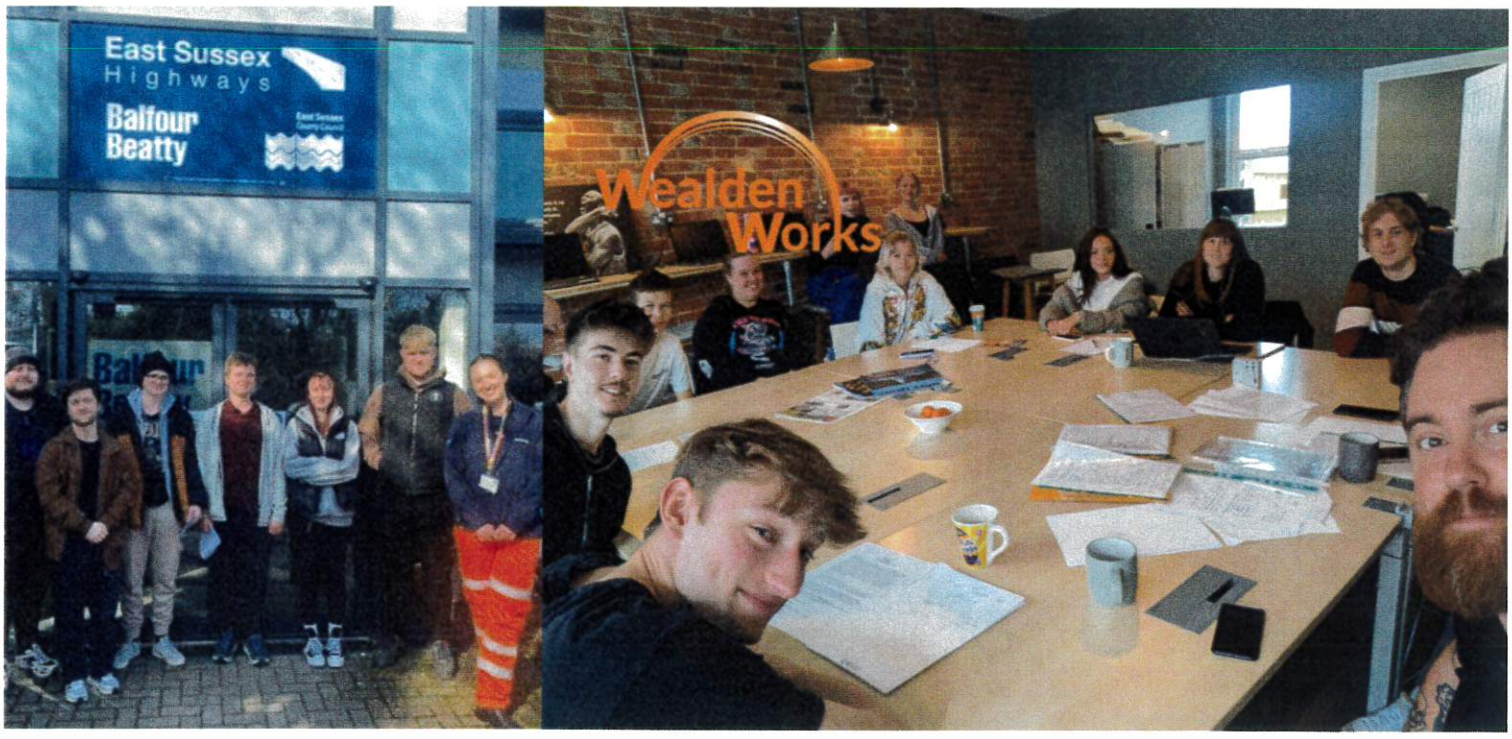
In January 2026 both founder members and full time staff members achieved their level 6 qualification in Career Advice and Guidance, this provides a great standard for delivering career guidance to the service users of Wealden Works.

We have just seen our 2nd anniversary since taking residence of our very own bespoke centre in June 2024 which has prominence in Heathfield High Street. The building was purchased by the Tunstall Jubilee Trust as an investment with the agreement of sole use to be taken by Wealden Works and all design and building works bespoke to our needs. The footfall into the premises continues to increase and has generated a great community vibe.

Our courses continue to be at maximum capacity (4 courses a year) the feedback from the students regarding the design and overall feel of the centre has exceeded our initial expectations, having an inviting safe place that is formal but nothing like school or college has really achieved its overall aim. Being fortunate enough to now have a shop front with central prominence within the main high street, we have found already that this has encouraged new supporters such as local businesses wanting to connect with us, potential volunteers and most importantly young people have also been able to access our services by way of a drop in, which again has removed barriers to those who struggle with a more formal approach.

Having our own building has allowed us to hold fundraising events, following the success of last years two Bingo nights we have a further 2 scheduled for 2026 with an additional quiz night earmarked for the end of the summer. We have been extremely fortunate to receive the backing and support of local celebrity and sportsman Joe Marler, who has attended on a couple of occasions and is now fully onboard as our third ambassador, adding to the support of Dame Jayne Torvill and Sir Roger Daltrey.

Our final achievement for 25-26 is the award of a £328,000 National Lottery Grant for an expansion project into an additional area. Choosing Polegate as this new satellite sees our service in an area that struggles with pockets of deprivation, but has great transport links both in and out of the area and in addition has a local economy that will hugely benefit from strong business/networking opportunities with the local talent, benefitting both the young people accessing our services but also the surrounding businesses.



Wealden Works

The outline of the project is to bridge the gap between education and employment by enrolling young people who reside in the Wealden area (between the ages of 16-24) who each attend an intense 6 week group work employability course, delivered 3 days a week with an addition of a further 4 weeks offered via more intense 1:1 work where work trials and interviews take place.

Participants attend daily employability and financial workshops, career assessments, work trials and college tours and receive specific industry information via mentors and guest speakers.

We also address other life skills such as confidence building, mental health issues, and provision of a free professional counselling service to those in need. A 12 month aftercare programme is available for each young person who has attended the course as that ongoing support is crucial to sustain success.

With no Job Centre located within the rural Wealden area, a current bus fare to the nearest job centre which is based in Eastbourne is in between £4-6.50 return, depending on the location; once a young person has signed up to the job centre they must attend appointments once a week. This equates to up to £25 in travel expenses in one month.

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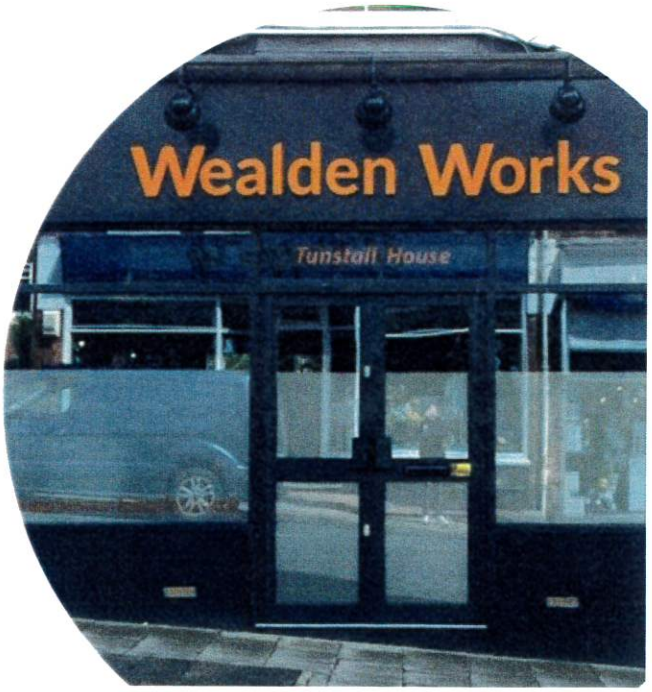


Wealden Works

In addition to the core business of the 4 annual intense courses, Wealden Works are also active working with young people within the community in the following areas.

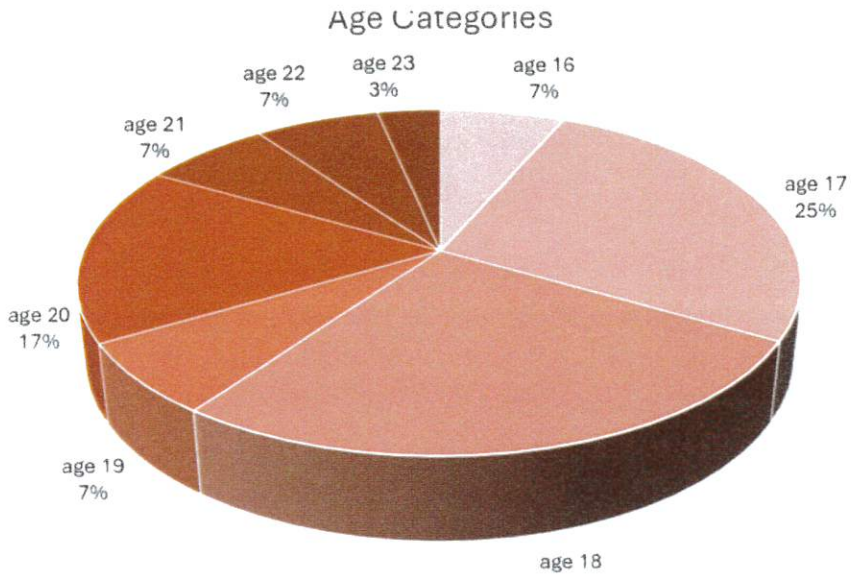
• Offering a free consultancy/recruitment service to those young people who are at risk of NEET and struggling to find suitable outcomes for work or education, available by drop in. This service is available to any 16-24 year old Wealden residents and in the 9 years since the charity has been running have seen an average of 15 of these distance service users per annum.

• Working closely with the local state schools, in the Heathfield, Uckfield and Hailsham areas, attending regular careers events, assemblies and liaising with the careers advisors and heads of year to recognise those students who need support and advice prior to leaving school. We are now in year 4 of our organisation delivering employability skills to all Year 9s as part of the schools own initiative of an employability day at Heathfield Community College following on from the success of the previous years. This element involves our staff running workshops within the school on CV writing and workplace behaviour for over 240 students.

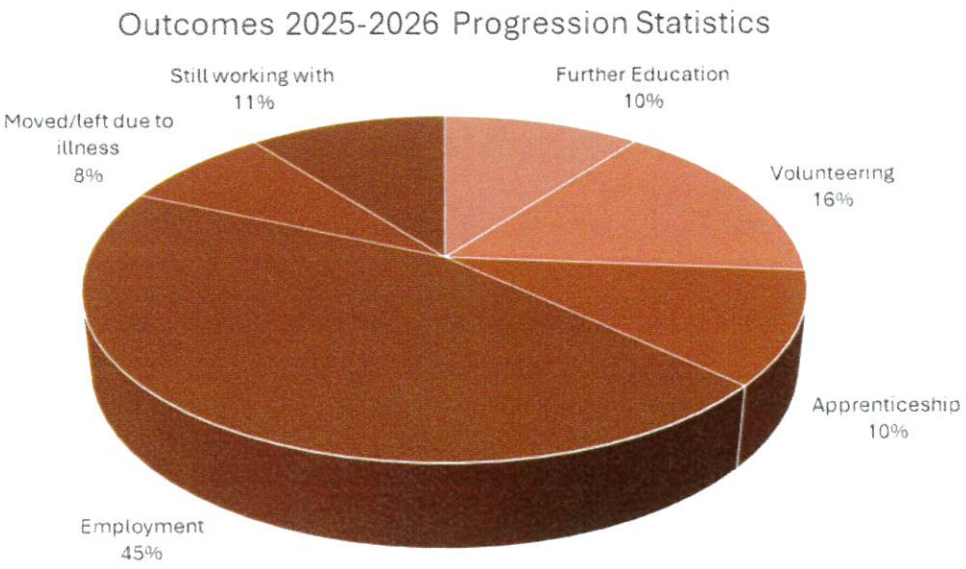
• Wealden Works is now in the 6th year of a bespoke mentoring programme with the local community College. This was initiated by the school and is available for 5 selected year 10/11 students each year who are looking to gain employment after leaving school. This is delivered by Wealden works staff on a biweekly basis within the school premises.

Statistics 2025-2026

Age Categories



Outcomes 2025-2026 Progression Statistics

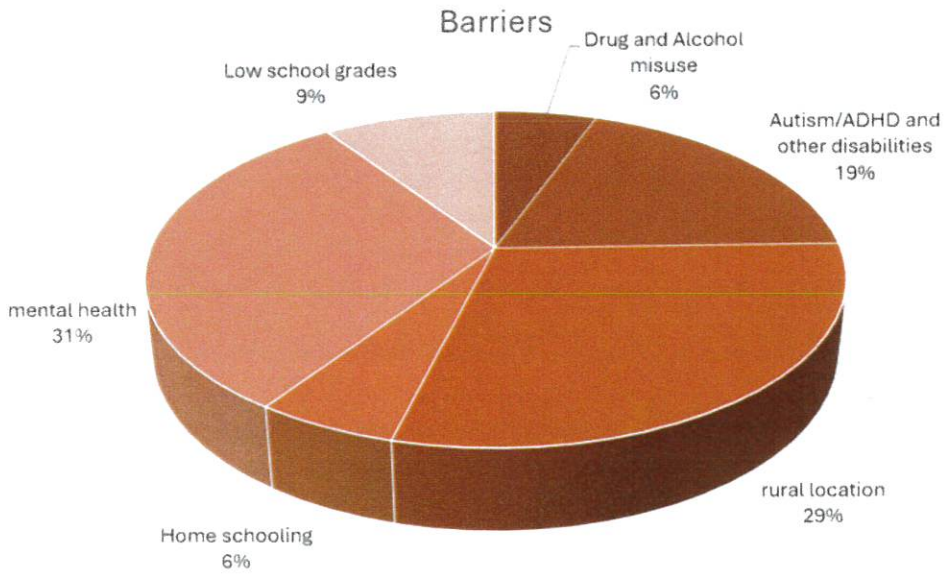


Statistics show that Wealden Works overall success rate for this financial year 2025-26 is 81%. There are times when our young people are not ready for work due to certain barriers that they are facing. With these young people we will continue to support them until they feel they are ready to either enter employment or a volunteering role.

Just being able to access a group setting with other young people facing the same barriers as them is a huge step in itself, and can have the biggest impact on their self-confidence and self-worth, and understanding that they are not alone in their thoughts and challenges is vital.

When young people have a diagnosis of Autism or any other neurodiverse diagnosis, their journey of finding employment may take a little longer due to having to work at a slower pace to ensure a smooth transition into the next step of their lives. Many of our young people feel lonely and isolated, but by offering them a place of safety with structure, it can give them motivation and a focus to their daily lives. By providing a group setting in an adult environment where they can understand from their peers, they are not alone in their journey and this has proved invaluable

Barriers that our young people have faced during 2025-2026



As you can see mental health and having a diagnosis of Autism were the biggest barriers, alongside living in a rural location.

With special thanks to Charitable Trusts and community groups who supported Wealden Works in 2025-2026

- The Tunstall Jubilee foundation
- AMP Impact Foundation
- The Lynn Foundation
- The Chalkhill Community Trust Fund
- The Postcode Lottery
- The Blagrave Trust
- Stephen and VL Foundation
- Churches Together
- Classic Cottages
- Wealden Community Lottery
- Waldron Neighbourhood Watch
- Horam Club Rooms
- The National Lottery
- The Postcode Lottery
- ESTAR

Local Authorities and Parish Town Councils for grants

- Heathfield and Waldron Parish Council
- Horam Parish Council
- Wealden District Council
- Hailsham Town Council
- Walberton on Parish Council
- Uckfield Town Council
- Warbleton Parish Council

We would like to thank individuals who have made private donations towards supporting the young people.

REGISTERED CHARITY NUMBER: 1193296

Stephen Hill
MID KENT

SHMKL

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2026

FOR

WEALDEN WORKS

Stephen Hill Mid Kent Limited
31-33 Albion Place
Sittingbourne Road
Maidstone
Kent
ME14 5DZ

WEALDEN WORKS

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WEALDEN WORKS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2026

The trustees present their report with the financial statements of the charity for the year ended 31 March 2026. The trustees have adopted the receipts and payments method for reporting the charities activities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1193296

Principal address

Tunstall House
Station Road
Heathfield
East Sussex
TN21 8LD

Trustees

R Bowdler
P Bailey
Mrs S Frost
T Hough
Mrs P Geear
Mrs S Stedman
M Coates

Independent Examiner

Peter Shillinglaw FCA
Stephen Hill Mid Kent Limited
31-33 Albion Place
Sittingbourne Road
Maidstone
Kent
ME14 5DZ

Approved by order of the board of trustees on 18/09/2026 and signed on its behalf by:

T Hough - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WEALDEN WORKS

Independent examiner's report to the trustees of Wealden Works
I report to the charity trustees on my examination of the accounts of Wealden Works (the Trust) for the year ended 31 March 2026.

Responsibilities and basis of report
As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Peter Shillinglaw FCA
The Institute of Chartered Accountants in England and Wales

Stephen Hill Mid Kent Limited
31-33 Albion Place
Sittingbourne Road
Maidstone
Kent
ME14 5DZ

Date: 21/09/2026

WEALDEN WORKS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2026

	Notes	Unrestricted funds £	Restricted funds £	31.3.26 Total funds £	31.3.25 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Charitable Activity		90,446	51,369	141,815	70,486
Other trading activities	2	-	-	-	871
Investment income	3	1,693	-	1,693	2,460
Total		92,139	51,369	143,508	73,817
EXPENDITURE ON					
Raising funds		11,137	-	11,137	4,889
Charitable activities					
Charitable Activity		82,217	42,991	125,208	111,564
Total		93,354	42,991	136,345	116,453
NET INCOME/(EXPENDITURE)		(1,215)	8,378	7,163	(42,636)
RECONCILIATION OF FUNDS					
Total funds brought forward		64,526	19,597	84,123	126,759
TOTAL FUNDS CARRIED FORWARD		63,311	27,975	91,286	84,123

The notes form part of these financial statements

WEALDEN WORKS

BALANCE SHEET
31 MARCH 2026

	Notes	Unrestricted funds £	Restricted funds £	31.3.26 Total funds £	31.3.25 Total funds £
CURRENT ASSETS					
Cash at bank		63,311	27,975	91,286	84,123
NET CURRENT ASSETS		63,311	27,975	91,286	84,123
TOTAL ASSETS LESS CURRENT LIABILITIES		63,311	27,975	91,286	84,123
NET ASSETS		63,311	27,975	91,286	84,123
FUNDS	7				
Unrestricted funds				63,311	64,526
Restricted funds				27,975	19,597
TOTAL FUNDS				91,286	84,123

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....
T Hough - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2026

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity have been prepared on a receipts and payments basis, in accordance with the charity commission governing the UK.

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	31.3.26	31.3.25
	£	£
Fundraising events	-	871

3. INVESTMENT INCOME

	31.3.26	31.3.25
	£	£
Interest Received	1,693	2,460

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2026 nor for the year ended 31 March 2025.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2026 nor for the year ended 31 March 2025.

The Charity reimbursed the trustee P Bailey a total of £1,073 (2025 -£2,134) in this accounting period.

5. 2025 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable Activity	33,486	37,000	70,486
Other trading activities	871	-	871
Investment income	2,460	-	2,460
Total	36,817	37,000	73,817
EXPENDITURE ON			

continued...

5. 2025 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Raising funds	4,889	-	4,889
Charitable activities			
Charitable Activity	79,173	32,391	111,564
Total	84,062	32,391	116,453
NET INCOME/(EXPENDITURE)	(47,245)	4,609	(42,636)
RECONCILIATION OF FUNDS			
Total funds brought forward	111,771	14,988	126,759
TOTAL FUNDS CARRIED FORWARD	64,526	19,597	84,123

6. UNRESTRICTED FUNDS

The aim of Wealden Works reserves policy is to allow the charity's ongoing activities and to ensure the Charity is protected from unexpected fluctuations in its income and expenditure, not least the fact the Charity heavily rely on voluntary income to continue its charitable activities with such uncertain income this may not always be sufficient to cover essential costs.

Trustees have affirmed the unrestricted funds are to cover essential costs of the charity's future budgeted charitable and support costs and should be maintained at approximately 6 months. This will allow for our activities to continue as normal during temporary downturn in income or unanticipated increase in expenditure. This level is deemed appropriate when considered alongside the major strategic and operational risks currently faced by the Charity.

7. MOVEMENT IN FUNDS

	At 1.4.25 £	Net movement in funds £	At 31.3.26 £
Unrestricted funds			
General fund	6,299	57,012	63,311
Designated Funds	58,227	(58,227)	-
	64,526	(1,215)	63,311
Restricted funds			
The Blagrave Trust	-	12,000	12,000
National Lottery Community Fund	-	15,975	15,975
Heathfield Rotary Club	3,000	(3,000)	-
Sussex Community Foundation	10,000	(10,000)	-
Hedley Foundation	1,597	(1,597)	-
Ernest Kleinwort Charitable Trust	5,000	(5,000)	-
	19,597	8,378	27,975
TOTAL FUNDS	84,123	7,163	91,286

continued...

7. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	92,139	(35,127)	57,012
Designated Funds	-	(58,227)	(58,227)
	92,139	(93,354)	(1,215)
Restricted funds			
The Blagrave Trust	12,000	-	12,000
Uckfield Town Council	1,000	(1,000)	-
Heathfield and Waldron Parish Council	9,000	(9,000)	-
Horam Parish Council	1,800	(1,800)	-
National Lottery Community Fund	23,339	(7,364)	15,975
East Sussex County Council	480	(480)	-
Heathfield Rotary Club	-	(3,000)	(3,000)
Sussex Community Foundation	-	(10,000)	(10,000)
Hedley Foundation	-	(1,597)	(1,597)
Ernest Kleinwort Charitable Trust	-	(5,000)	(5,000)
Hailsham Town Council	1,000	(1,000)	-
Warbleton Parish Council	250	(250)	-
Lauravak	2,500	(2,500)	-
	51,369	(42,991)	8,378
TOTAL FUNDS	143,508	(136,345)	7,163

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2026.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2026

	31.3.26 £	31.3.25 £
INCOME AND ENDOWMENTS		
Other trading activities		
Fundraising events	-	871
Investment income		
Interest Received	1,693	2,460
Charitable activities		
Appeals & Donations	83,426	32,506
Grants	58,389	37,500
Other Income	-	480
	141,815	70,486
Total incoming resources	143,508	73,817
EXPENDITURE		
Other trading activities		
Fundraising costs	7,701	4,889
Participants Expenses	3,436	-
	11,137	4,889
Charitable activities		
Wages	98,679	80,878
Rent and Storage Costs	2,400	4,738
Insurance	1,064	969
Light and heat	1,958	1,488
Telephone	3,105	2,445
Postage and stationery	1,388	981
Advertising	4,931	5,344
Sundries	482	2,345
Computer software and maintenance costs	5,304	1,046
Accountancy Costs	2,635	2,016
Bank Charges	98	100
Trade Subscriptions	212	155
Training	524	4,632
Repairs & Renewals	1,159	3,640
Travel	169	647
Cleaning Costs	220	140
Professional Fees	880	-
	125,208	111,564
Total resources expended	136,345	116,453
Net income/(expenditure)	7,163	(42,636)