



The Pepper Foundation

Trustees' Report and Financial Statements for the year ended 31st March 2025



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Status The Pepper Foundation is a company limited

by guarantee, number: 02797940. It is also a

registered charity, Number: 1056823.

Registered Office & Principal Office

Unit 3, Icknield Way Industrial Estate,

Icknield Way,

Tring,

Hertfordshire HP23 4JX

Telephone Fundraising: 01442 507324 / 01442 507311

Administration & Support: 01442 507311

Email ask@pepper.org.uk

Website pepper.org.uk

Social media facebook.com/pepperfoundation

x.com/pepper_org_uk

instagram.com/the_pepper_foundation

linkedin.com/company/the-pepper-foundation-org

Independent Examiner Eliot Tyler-Waddington,

Tyn Fannog, Adfa,

Powys, SY16 3DE



Chair of Trustees Robert Breakwell

Vice Chairman of Trustees Anthony Chudleigh

Company Secretary Moira Massingale (resigned 15th August 2024)

Dipak Sapat (appointed 15th August 2024)

Financial Trustee Philip Jones

Head of Fundraising & Service Delivery

Kiah Nicolas

Head of Trusts & Foundations

Melissa Davis

Trustees/Directors Kelly Ballard (appointed 19th April 2024)

Amy Billington (appointed 20th February 2025)

Robert Breakwell

Anthony Chudleigh

Caroline Hawkes (resigned 6th May 2025)

Philip Jones Eric Pillinger Dipak Sapat

Jonathan Tweed

Patrons Robert Breakwell

Trisha Buller

Jo Collier

Dennis Fairey Linda Horsfall

Moira Massingale

Rod Rogers

Jonathan Tweed

Founders Robert Breakwell

Paul Goode

The Rev Dr Chrichton Limbert

Judith Limbert

Bankers Barclays Bank UK Plc

Sort code: 20 65 90

Account No.: 00620467

Mission

The Pepper Foundation's mission is to raise funds to support hospice at home care and play services for children with life-limiting or life-threatening conditions and their families, across Hertfordshire and Buckinghamshire and organise social events to bring families together.

Our values

Our work is shaped and guided by our values.



Caring

We are committed to ensuring children with life-limiting or life-threatening conditions and their families are able to live as full lives as possible.



Community-focused

We invest in our local communities, valuing and recognising the contributions of our supporters and volunteers in fulfilling our mission.



Inclusive & Diverse

We value and respect the diverse backgrounds, experiences, and perspectives of the children, young people, families, staff, performers, technicians, volunteers, and supporters who make up our community. We recognise that diversity enriches our charity and enhances our ability to deliver our mission.



Creative

We are innovative and go the extra mile to ensure our fundraising events and activities increase support for the Pepper brand and mission.



Trustworthy

We provide good governance and deliver value for money by ensuring openness and transparency in all we do.



Passionate

We are dedicated to supporting children's hospice at home services and ensuring that life-limited children and families receive the care and support they need.



Musical

Music plays a big part in our history and our fundraising and we believe that music is a powerful force for good.

Strategy

The Pepper Foundation is pleased to report that all elements of its current strategy are being achieved or are being planned. These are:

Pepper will continue to raise funds to provide grants to other charities which provide services aligned with our mission.

- Pepper will focus on funding grants for posts, projects and services, including:
 - » Children's palliative care nursing for children in their own homes
 - » Specialist, round-the-clock nursing care at home at the end-of-life
 - » Specialised play at home and in other settings
 - » 24 hour access to expert support and advice
 - » Family days out, soft-play activities, group play sessions and social events for parents
- We will endeavour to work closely with the charities we fund and strive to make grant commitments on a rolling three year basis to provide resilience and stability.
- Pepper will measure the impact of its grant funding more closely through reporting and monitoring against targets.
- Pepper will increase the number of charities it supports in order to reach more children needing care.
- Our geographical area will be extended to cover the whole of Hertfordshire and Buckinghamshire.
- Pepper will organise directly and expand significantly the number and scope of regular, social and other activities for patients and families in line with their needs.
- Pepper will continue to work with volunteers and a professional fundraising team in support of its mission.
- We will continue to raise funds ethically and cost-effectively.



A successful year

with significant change for the better

The trustees are delighted to report on an exceptional year for the Pepper Foundation.

We are moving forward with a more focused and resilient way of working which delivers our mission more effectively.

Thanks to our many generous supporters, donors, corporate partners, trusts and foundations, the Pepper Foundation has been able to fund significantly more care and support for children and families than in previous years.

We are fortunate to have an exceptional team of committed and hard-working people – both staff and volunteers – who commit themselves with real energy and passion to ensuring the success of the Pepper Foundation, now in its 32nd year of raising funds for children's hospice at home care.



Income

The charity's income for the year of £543,525, was the third highest ever. This gave the trustees the security and confidence to move forward through a period of significant, evolutionary change for the better.



Expenditure

As in previous years, our fundraising costs for the year of £156,041 were well-controlled and within budget. This helped us to support the charity whilst navigating challenges and, at times, uncertainty. Our decision-making focus has been rigorous, always guided by the growing needs of the children and families our funding supports.



Surplus

The Pepper Foundation made a surplus before grants of £331,543.



Free reserves

At 31st March 2025, The Pepper Foundation had free reserves (unrestricted reserves less designated funds) equivalent to **5.9 months of expenditure** (excluding grants).



Fundraising return on investment

With fundraising income of £533,368 and fundraising costs of £156,041, the charity's fundraising return on investment was 3.42 for the year.



Grants

This income, plus the return from Rennie Grove Peace Hospice of £138,000 in unused grants allowed the Pepper Foundation to make record-breaking amounts of grant funding of £432,654 for children's hospice at home care. It also provided a solid foundation on which to build the charity's new strategy and explore new ways of delivering care successfully.

The trustees are delighted to be moving the charity forward into a new era in 2025/26 with confidence and energy.



Fundraising and income generation

The charity is always mindful of the intrinsic insecurities of fundraising in tough and changing economic times. We are committed to maintaining, adapting and improving the services that have been developed over the years into the future. Therefore, increased fundraising activity will be essential if we are to achieve this, so fundraising and other forms of income generation are key priorities as we move forward.

Pepper nursing services

By the end of March 2025, the Pepper Foundation was delivering its mission by working with two different children's hospice partners. The charity is now funding 6 nursing posts and outreach services working with our partners Helen & Douglas House for Buckinghamshire and Keech Hospice for Hertfordshire.

Over 30 years of Pepper Foundation funding

Since the Pepper Foundation was founded in 1993, hospice at home nursing care for children and their families has been delivered through funding the trail-blazing Pepper nursing service developed in conjunction with the Iain Rennie Hospice at Home, now Rennie Grove Peace Hospice Care (RGPHC), with whom Pepper pioneered the concept of children's hospice at home care over 30 years ago.

RGPHC announced a review of its services for children and young people in December 2023. Whilst the review continued, staff shortages made it difficult for them to provide the amount of nursing care needed by young patients.

Our top priority was to ensure that the essential nursing care needed by all the children supported by RGPHC were promptly and seamlessly transferred to other local services. This was achieved by transferring the children on the caseload to Helen & Douglas House in Buckinghamshire and Keech Hospice in Hertfordshire. Both are providers of world-class children's palliative care. We are incredibly grateful for their positive and compassionate response to ensuring that all the children were properly supported at home at a difficult time.

RGPHC's review of its own children's services concluded in December 2024 when the closure of all its services for children and young people was announced. The reasons they gave were the "duplication of [children's] services with other providers in the local area" and "complex governance requirements". All remaining Pepper-funded staff were made redundant.

Although not the expected outcome, the Pepper trustees had anticipated the possible closure of RGPHC children's services in early 2024 and mitigated this risk by establishing strategic relationships with two new children's hospice partners.

The Pepper Foundation acknowledges with thanks the exceptional care provided by RGPHC for children with life-limiting or life-threatening conditions and their families over more than three decades.

Maintaining the continuity of nursing services with additional grants

To underpin continued access to hospice at home care for children with life-limiting or life- threatening conditions and their increased number of patients, the Pepper Foundation engaged with Helen & Douglas House and Keech Hospice.

It was important to understand their services and finances and identify any gaps in their children's hospice at home services which Pepper could help to fill in line with each organisation's own strategic objectives and budgetary constraints. As a result, in March 2024, we made one-off grants totalling £112,000 to both charities specifically to support their children's hospice at home services for one year, pending the outcome of the RGPHC review.

Ongoing consultation demonstrated the need for the invaluable services that both Helen & Douglas House and Keech Hospice provided to continue. The Pepper Foundation was delighted to renew these grants for an additional year with further one-off, one-year grants totalling £122,706 in March 2025.

At this time, Keech Hospice identified a rare opportunity to recruit a respected local children's hospice at home nurse whose post they were unable to fund due to budget restrictions. The Pepper trustees agreed to fund this post for one year with a grant of £62,706.

The Pepper 3-Year Rolling Grant Programme

The Pepper trustees understand the pressures on many hospice charities to raise sufficient funds to support their existing services. This uncertainty often precludes them from taking on new clinical staff as they need to be sure that they can fund these posts in subsequent years. Children's hospices ideally need greater certainty about how these posts will be funded in future years.

The Pepper Foundation is committed to increasing the amount of children's hospice at home care available in Buckinghamshire and Hertfordshire by funding posts and services aligned with the growing number of children and families needing care.

We have responded to this challenge by launching the Pepper 3-Year Rolling Grant Programme.

By partnering with local children's hospice services and declaring its intention to fund posts on a rolling 3-year basis, Pepper has removed the uncertainty of year-on-year funding and allows for medium-term strategic planning. Pepper believes that this way of funding builds greater resilience and certainty of services for the children's hospices thereby ensuring that the needs of children with life-limiting or life-threatening conditions can always be maintained and augmented.

Pepper believes that the Pepper 3-Year Rolling Grant Programme, with its longer commitment, requires a stronger, strategic partnership with the children's hospice services it funds. Built on trust and regular reporting and communication, Pepper-funded posts and services can be continuously evaluated in terms of their impact and cost-effectiveness. It also allows greater responsiveness to changing needs or circumstances which can only benefit the children and families we support.

We are pleased that it has been possible to set up a designated fund of £140,000 this year which can underpin a full 6 months of our future performance-related 3-Year Rolling Grant Programme to Helen & Douglas House and Keech Hospice. The designated fund will be fully utilised in 2025/26.





The growing need for children's hospice at home

Buckinghamshire

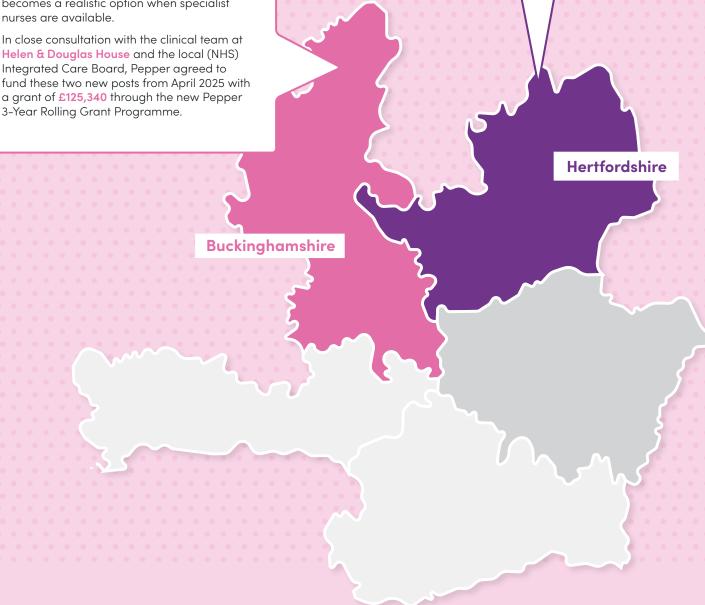
A recent "Top-Level Review of Children and Young People's Palliative & End-of-Life Care Pathways in Buckinghamshire, Oxfordshire, Berkshire West and Berkshire East" clearly identified major gaps in service provision for children's hospice at home care in Buckinghamshire. A major recommendation was the urgent recruitment of two children's Clinical Nurse Specialists to increase and optimise community-based care and services. With greater clinical expertise and collaborative working with all local services, more hospice at home care can be provided whenever it is needed. Importantly, the choice for children and families to be at home at the end of life becomes a realistic option when specialist nurses are available.

Helen & Douglas House and the local (NHS) Integrated Care Board, Pepper agreed to fund these two new posts from April 2025 with a grant of £125,340 through the new Pepper 3-Year Rolling Grant Programme.

Hertfordshire

Keech Hospice had a clear picture of the growing and urgent need for children's hospice at home care in Hertfordshire which was clearly evidenced by the growing number of referrals and enquiries they were receiving.

After comprehensive, detailed discussions to understand the best way to support this growing need, the Pepper Foundation agreed to fund two community-based Senior Children's Palliative Care Nurses for Hertfordshire from April 2025 with a grant of £102,200 for the first year as part of the new Pepper 3-Year Rolling Grant Programme.



The new partnerships mean that Pepper is helping to support more children with life-limiting and life-threatening conditions than ever before.

The new





The Pepper Foundation believes that every child, regardless of the severity of their condition, should have the opportunity to experience the joy of play.

When RGPHC closed its services for children and young people, this meant the end of a unique and amazing at-home play service for children with life-limiting or life-threatening conditions. Delivered by an experienced, qualified Play Specialist working with a Play Worker, play services had been an intrinsic part of the hospice at home care they provided and were greatly valued by children and families.

Emotional meetings with several families whose children had lost their regular play sessions at home revealed just how important play is for them, especially those who are rarely able to leave their homes. Social isolation is a massive problem for many families – especially for those children who are too unwell to attend school. Regular play sessions make a real difference to their quality of life and the wellbeing of the whole family.

Our two new children's hospice partners both offer excellent play services but they focus on group sessions and visits to the hospice building. For families who are unable to travel due to their child's condition, this is not ideal. Also, it is often only possible for them to provide play services at home for a limited period.

Pepper recognises that, for many children, play is needed on an ongoing, regular basis – and this is not always available.

As play is a key part of the Pepper Foundation's strategy which would no longer be available, our trustees and staff colleagues felt strongly that a play service should be put in place urgently based on the at-home model formerly provided by RGPHC. Immediate action was needed.

The Pepper team responded by approaching experienced Play Specialist, Karen Raney-Marr, who had been made redundant following the closure of the service. We were able to engage Karen to work with us on a trial basis to see if it was feasible for the Pepper Foundation to provide this service directly.

The trial demonstrated that Pepper could operate a safe and effective high-quality at-home play service which complied with all governance, standards, regulations and best- practice.

Work on the Pepper Play Service started in April 2025 and Karen was seeing many of the children who had previously been on her caseload by the end of April. Many messages were received from families thanking Pepper for taking on the delivery of play services.

In May 2025, the Pepper trustees agreed to make the Pepper Play Service permanent and plans are in place to develop this service collaboratively with our children's hospice partners.







Family events

The family events that the Pepper Foundation provide, give families a time and space where they can come together, free of charge, in a safe environment.

They can enjoy socialising with other families in the same situation, meeting up with old friends who they know through the hospices, and making memories together – something they would not usually get the chance to do.

The Pepper Foundation also provide free transport for families that may not be able to attend without it. This is such an important part of the offering as some families do not have a vehicle that is accessible for their child's mobility needs, which means they may not get out often, or in some cases – ever.

These events are extremely effective and uplifting to all families that attend and they also give the Pepper team a chance to speak to families directly. This year, we held events at Whipsnade Zoo and Thomley and will be increasing the number of events in 2025/26.



Impact

In 2024/25 the children's hospice at home team in Buckinghamshire and Hertfordshire provided:



797

hours of hospice at home nursing care, practical advice and emotional support for patients and their families.



331

home visits from specialist children's nurses providing pain, symptom and medication management, and end-of-life care.



53

children, including siblings, with specialised play sessions.



children with life-limiting and lifethreatening conditions with vital clinical care in the comfort of their own homes.



Case studies

Aisha's story

In 2019, Aisha was diagnosed at birth with Lissencephaly, a rare birth defect which affects the brain, and Hydrocephalus, which is the accumulation of too much fluid in the brain and spinal cord. Just two weeks before the COVID pandemic, Aisha was discharged from hospital.

The children's hospice at home nursing service that The Pepper Foundation funds, has been supporting Aisha (5) and her family since she was a baby. As well as nursing care and respite support, Aisha has also benefited from regular specialised play sessions from the Play Specialists, who her mum Shazia says she "absolutely adores!"



"The bond between Aisha and the Play Specialists is truly wonderful – she loves having them around, as it gives her the chance to communicate, play, and develop independence as much as possible. For me, their visits also provide great reassurance, knowing she is in safe hands. Unfortunately, there are very few places in our area that offer suitable activities for children her age with her specific needs. Many are not accessible or safe for her, as she is still unsteady on her feet and requires space to use her walker. Because of this, we never miss an opportunity to visit Grove House in St. Albans! There, I know she will be safe, everything is designed with her needs in mind, and she can fully participate in activities while maintaining her independence. To her, Grove House feels like a second home – a place where she is welcomed, understood, and engaged with confidence.

Pepper Family Days have been a fantastic way for us to go out together as a family without feeling nervous or worried. Aisha absolutely loves her visits to Whipsnade Zoo, seeing everyone there, and spending time with familiar faces. These outings also give us the opportunity to connect with other parents in similar situations, providing real insight into how families are coping. She knows exactly who she will be seeing and enjoys being around children from families she has become friends with. This has been an incredibly valuable experience for us to witness.

We had never been to Thomley, and honestly, I don't think we would have known about it if it weren't for Pepper organising these days! We were so happy to see how much was catered for Aisha, and we had a wonderful time. It's definitely a place we'll be visiting again! It was also amazing to show my two older children that there are activities their sister can enjoy independently. We just wish there were more planned days like these throughout the year. It makes outings so much easier and less stressful, especially knowing that if Aisha has a seizure, we're surrounded by people who understand her condition and can help. That reassurance means everything to us!" Shazia, Aisha's mum.



The bond between Aisha and the Play Specialists is truly wonderful – she loves having them around, as it gives her the chance to communicate, play, and develop independence as much as possible."



Read more pepper case studies at:

pepper.org.uk/the-nursing-team/case-studies



Case studies

Eunice's Story

Eunice is from Buckinghamshire. She was diagnosed in March 2020 with a rare inoperable tumour on her spinal cord. She had 18 months of chemotherapy, but, sadly, her doctors were unable to cure her. Whilst Eunice was undergoing chemotherapy she started coming to Helen & Douglas House for pain management and supportive stays. Eunice has complex pain because of her scoliosis and needs day and night care.







Despite her complications, her mum, Tracy, says: "Eunice is a very determined and smiley child. She is non-verbal and autistic, but copes incredibly with the pain she suffers as a result of her conditions. Eunice adores the hospice – it is like a giant playroom for her. There is space for her to not feel 'contained' and she can enjoy arts and crafts, painting and going in the therapeutic pool".

Eunice receives support from the Outreach nursing team, for pain control medication stewardship reasons. Historically, she had input with symptom management and also received support when she initially started school. As her health has stabilised, she is now having 6 monthly check-ins with the Outreach team and her mum contacts the nurses if support is needed before their planned check-ins.

The Outreach team always focus on how their support helps Eunice and Tracy with the most important things to them. Eunice's symptoms do fluctuate but hearing her have periods of improved school attendance and engagement in activities with her peers, and having fun with her favourite games at home, gives the team great comfort that the support they are offering is making a difference. From pain relief and crafting to 24-hour support, everything the Outreach team does aims to make life easier and more enjoyable for the children and families we support.



Eunice is a very determined and smiley child. She is non-verbal and autistic, but copes incredibly with the pain she suffers as a result of her conditions.





Fundraising

Fundraising events

On top of our usual programme of events, we organised two new ones in this financial year: a Bollywood Night and a new golf day at The Grove.

Our Bollywood Night was an amazing and diverse event that brought lots of corporates and guests into one place to celebrate Pepper and raise extra funds for children's hospice at home. This event enabled us to build new relationships and gain extra support. This year we have planned to host this again and have the support of four local businesses.

The Grove Golf Day was a great occasion that raised over £8,000 whilst raising Pepper's profile. It was the first time we had been able to secure this venue and it enabled us to reach a wider range of supporters.

Community

We worked closely with Berkhamsted Rotary again this year on the successful and high-profile Berkhamsted Half Marathon which went very well. We provided many volunteers to support the day and they gave us a very generous donation from the proceeds.

We have also been expanding our networks into many community groups to deliver talks that spread awareness about Pepper. We attended some of our usual events this year including The Marsworth Steam Rally, who kindly made an extra donation to us which was very much appreciated.

Challenge events

Pepper's challenge events continued to grow in popularity increasing income from donations significantly. The highlight was The Great Pepper Skydive last year which raised £20,000. The Great Pepper Skydive is being repeated in 2025/26.

Corporate partnerships

2024/25 saw a substantial increase in corporate support. We gained many new connections and gained the support of nine new corporate partners. Our long-term partnerships have raised over £29,000 in the year 2024/25 through multiple channels including challenges, events, sponsorships and donations.

Personal donations

Pepper believes in making it as easy as possible to donate to the charity and that every donation makes a real difference. Whether it's a few coins in one of our many "Pepper Pot" collection boxes, donations made to us on the Rotary Christmas Sleigh, sponsoring someone on one of our challenge events, setting up a regular donation by card or direct debit or giving shares tax efficiently, donating at a celebration or in memory of someone or an anonymous gift made online, we value each and every gift and ensure that all donors are thanked promptly.

Fundraising

Local groups

Over the years, local community groups ranging through Rotary and Lions Clubs, Women's Institutes and Scout groups have all made a big difference to the Pepper Foundation. They continue to do so and we thank them for their commitment and support.

Legacies

The ultimate gift, legacies make a massive difference to charities like the Pepper Foundation. We know that many of our supporters want to leave a gift in their will. Thanks to increased legacy promotion, we are pleased that the number of legacy pleages we have received (in complete confidence) has increased over the year.

Gift Aid

Gift Aid enables personal donors to allow us to reclaim tax paid on their gift and we work hard to reclaim it whenever possible. During the year, we automated our Gift Aid claims process; we now receive the tax refund sooner and the amount of administration is greatly reduced.

Fundraising volunteers

Our list of volunteers has been updated during the year making it easier to ask the appropriate person to help in a way they will enjoy.

We are extremely thankful for all the volunteer support given with several events last year including The Pepper Show, Community Events, The Berkhamsted Half Marathon, Santa's Sleigh, Pepper Pot ownership and leaflet drops.

We also wish to thank the various groups and committees who get together to fundraise or support particular events for Pepper.

The Pepper Show

The 2024 Pepper Show (the 36th annual show!) was our most successful since the show moved to Tring. Sell-out audiences enjoyed six stunning performances delivered by a volunteer team and cast of over 70 people.

The Pepper Show, the charity's flagship event, is only possible thanks to our generous sponsors, the dedication and hard work of all the singers, musicians, children, crew, front-of-house volunteers, chaperones, production and event teams and programme/raffle ticket sellers.

The show raised over £27,000 and rehearsals for the 2025 show have already begun!

Trusts and Foundations

Grants from charitable trusts and foundations represent a strategically important part of Pepper's fundraising. Progress in this area continues to grow and underpins the financial performance of the charity.

Over the last year, income from charitable trusts and foundations has increased by 22% with 56% of income now unrestricted.

Income from core trusts (donated annually for the last 3 years) has remained high at 82% and income from warm trusts (donated within the last 3 years) has doubled from 8% to 16%. This makes 98% of trust income for 2024/25 coming from our warmest donors, demonstrating the success of repeated grants and the importance of good stewardship. Income from lapsed trusts (last donated 3+ years ago) has increased marginally, while income from dormant trusts (last donated 6+ years ago) and cold trusts (not previously given) was lower than in the previous year.

We would like to take this opportunity to thank all of Pepper's trust and foundation donors for their kind and generous support. All grants received, big and small, help to ensure the lives of children with life-limiting and life-threatening conditions are made as happy and comfortable as possible, for as long as possible.



Thank you!

The Pepper Foundation's long-standing success is based on the tremendous support we receive from the communities we serve. We wish to thank all our supporters including:



Our supporters

The people and organisations who support Pepper through donations, grants, fundraising activities and in many other ways throughout the year.



Our volunteers

Our amazing volunteers who play an essential role in fundraising as well as in the day-to- day running of the charity, giving hundreds of hours to support Pepper.



Our colleagues

Our small team of colleagues who are professional, committed, energetic and passionate about what Pepper does.



The Pepper board of trustees who give their skills, experience and time to guide the charity and develop our strategy. We are fortunate to regularly recruit excellent new trustees, providing fresh thinking and allowing others to step back.



History of The Pepper Foundation

In 1989 the founders organised a highly-successful charitable performance of the Beatles' "Sgt. Pepper's Lonely Hearts Club Band" album. Similar performances followed in subsequent years galvanising community support and making it possible to formalise the annual Pepper Show as a flagship event and

The Pepper Foundation was established as a registered charity in 1996 to focus on raising the funds to meet a growing need for an innovative new service: a nurseled children's hospice at home service working in partnership with the charity that is now Rennie Grove Peace Hospice Care.

Demand for the service increased steadily and the Pepper Foundation has been able to completely or substantially fund the service ever since **raising over £8 million** since its inception.

Remarkably, an annual rock music concert involving children, amateur musicians, schools, volunteers and stage technicians has taken place every year since 1989 except in 2020 due to the pandemic.

build further fundraising support.



Financial statements

RESERVES POLICY

The Trustees have set aside reserves which provide a balance between spending on the immediate needs of the Charity and protecting The Pepper Foundation's ability to continue to meet the needs of the community in the future. In determining the appropriate level of reserves the trustees appreciate the need to be able to react to unexpected changes, especially reductions in our core fundraising income.

The Trustees have determined that unrestricted general reserves (after deducting any amounts designated by the Board) should comprise funds to cover between six and nine months of the Charity's operating costs, including play services, and a percentage of anticipated costs for maintaining the children's hospices at home services across the medium term future; so that this these services can continue for the existing beneficiaries even if Pepper's income levels fall unexpectedly in the short term.

At 31st March 2025 the unrestricted fund balance was £244,066, which satisfies our reserves requirement.

FINANCIAL STATEMENTS

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 (FRS102).

This document is designed to meet statutory requirements and also provide the depth of information that is often required by grant making trusts, donors, legators, statutory bodies and anyone who needs information about our performance, achievements and aspirations.

The charity is committed to the aim of providing public benefit in accordance with its objectives. Charity legislation requires demonstration of that public benefit, and the charity achieves this by making grants to fund the children's hospice at home service

GOVERNANCE

The Pepper Foundation is a registered charity (number 1056823) and a company limited by guarantee and registered in England (number 02797940) and is governed by its Memorandum and Articles of Association.

The company was incorporated on 10th March 1993 and registered as a charity on 16th July 1996. In the event of the company being wound up each of its members is required to contribute an amount not exceeding £1. Members who are appointed by the trustees have demonstrated ongoing and committed support for the charity and its many activities. Membership is reviewed each year.

TRUSTEES

In accordance with the Memorandum and Articles of Association, trustees are elected and appointed at the Annual General Meeting by the charity's members. They serve for a period of three years; one third of the trustees retires by rotation at every Annual General Meeting, and if eligible may stand for re-election.

New trustees are often recruited from the members or volunteers of the charity. Although any member can stand as a trustee, the board is mindful of the onerous responsibilities laid upon it and actively encourages those members with suitable skills to put themselves forward. If necessary, the board may co-opt further trustees during the year, their appointment being confirmed by election at the next Annual General Meeting.

Regular trustee skills audits are carried out to ensure that the charity's board has the necessary skills, knowledge and experience to govern the charity in line with all relevant legislation, regulation and best practice.

New trustees are drawn from a variety of relevant professional backgrounds including business and charity management, finance, fundraising, law, communications, marketing, training and human resources.

The trustees meet at least 8 times a year to develop strategy and monitor progress against agreed strategic objectives and agree an annual business plan and budget.

The charity receives regular reports about the activities and performance of the services supported, fundraising activities, monthly financial management accounts, and risk (including safeguarding).

Reports about the services Pepper funds are received and reviewed at trustee meetings and senior representatives from the charities supported are welcome to attend trustees' meetings regularly by invitation.

The trustees have appointed a finance sub-committee which meets regularly to review reports in greater depth.

Trustee working groups are also convened from time to time to look at areas of immediate interest.

In addition, the chairman and other trustees have at least bi-annual meetings with the charities we support to discuss the children's hospice at home services they provide and how we might best support the services for which we provide full or partial funding.

Although we work as partners and have close co-operation with the charities we support, none of our trustees or employees hold appointments within both organisations.

None of our trustees receive remuneration or other benefits from their work with the charity. Any contractual relationships would have to be disclosed to the board.

As a small charity, the trustees are actively involved in the management of the organisation working alongside retained staff.

The trustees have identified risks within the charity which are mitigated by risk assessment.

The bank balances are reviewed at trustees' meetings and we take care not to exceed the financial compensation limit at any institution. We have procedures in place for the handling and accounting of cash donations, sponsorship and ticket monies and control of our credit card machines.

Risk assessments are carried out for all events held by the charity and its trading subsidiary and any points highlighted by the assessment are addressed at the time.

INVESTMENT POLICY

The trustees have the power to invest in such assets as they see fit. Currently funds are protected as far as possible by limiting investment in each individual institution to the maximum protection offered by the Financial Services Compensation Scheme. Committed grants are handed over as soon as possible.

CONNECTED CHARITIES

For the purpose of the Charities Act 2011 the charity is not connected in any way with any other charity.

STATEMENT OF RESPONSIBILITIES OF THE DIRECTORS

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP). Company law requires Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

The Directors confirm to the best of their knowledge and belief that these financial statements comply with the current statutory requirements, the Memorandum and Articles of Association and with 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 (FRS102).

DECLARATION

The report of the directors has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board



Robert Breakwell

29 August 2025

Chairman of Trustees

INDEPENDENT EXAMINERS REPORT to the Board of Trustees' on the Accounts of Financial Statements of The Pepper Foundation.

Report to the trustees of:The Pepper Foundation

On accounts for the year ended: 31st March 2025

 Charity Number:
 1056823

 Company Number:
 02797940

 Set out on pages:
 28 - 41

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2025.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b)) of the 2011 Act.

Independent examiner's statement

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- · Accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- The accounts do not accord with such records; or
- The accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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; or
- The accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed:

29 August 2025

Name: Eliot Tyler-Waddington

Relevant professional qualification(s) or body: A.C.A

The Institute of Chartered Accountants in England and Wales

Address: Tyn Fannog, Adfa, Newtown, Powys, SY16 3DE

STATEMENT OF FINANCIAL ACTIVITIES (SOFA)

(including summary income and expenditure account)

	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
Income	3					
Income and endowments from	n:					
Donations and legacies		313,331	155,100	-	468,431	384,947
Other trading activities		64,937	-	-	64,937	-
Investments		10,157	_	-	10,157	7,145
Other						
Total		388,425	155,100		543,525	392,092
Expenditure	5					
Expenditure on:						
Raising funds		156,041	-	-	156,041	91,137
Charitable activities		111,951	182,703	-	294,654	373,954
Other		55,941	_		55,941	36,400
Total		323,933	182,703		506,636	501,491
Alat //						
Net income/(expenditure) befo for the reporting period	re tax	64,492	(27,603)	-	36,889	(109,399)
Tax payable		-	-	-	-	-
Net income/(expenditure) after before investment gains/(losses		64,492	(27,603)	-	36,889	(109,339)
Net movement in funds		64,492	(27,603)	_	36,889	(109,399)
Reconciliation of funds:						
Total funds brought forward		179,574	27,603	_	207,177	316,576
Total funds carried forward		244,066	27,000		244,066	207,177
iotai fulius carrieu ioi waru		277,000			2-1-1/000	207/277

The numbered notes attached to these accounts form part of the financial statements.

BALANCE SHEET

	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
Fixed assets						
Tangible assets	9	791	-	-	791	1,186
Investments	10	1			1	1
Total fixed assets		792			792	1,187
Current assets Stocks		-	-	-	-	-
Debtors	11	6,053	-	-	6,053	8,564
Investments	12	89,444	-	-	89,444	85,000
Cash at bank and in hand	13	155,495	-	-	155,495	134,690
Total current assets		250,992			250,992	228,254
Creditors: amounts falling due within one year	14	7,718	-	-	7,718	22,264
Net current assets/(liabi	ities)	243,274			243,274	205,990
Total assets less current liabilities		244,066		_	244,066	207,177
Funds of the Charity Restricted income funds	15	-	-	-	-	27,603
Unrestricted funds		244,066	-	_	244,066	179,574
Total funds		244,066	_		244,066	207,177

The numbered notes attached to these accounts form part of the financial statements.

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with S.476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Approved by the trustees on 29 August 2025 and signed on their behalf by



NOTES TO THE ACCOUNTS

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) issued on 16th July 2014 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

1.2 Going concern

The trustees consider that there are no material uncertainties related to events or conditions that cast doubt on the charity's ability to continue as a going concern.

1.3 Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies.

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5 Material prior year errors

No material prior year errors have been identified in the reporting period (3.47 FRS102 SORP).

NOTE 2: ACCOUNTING POLICIES

2.1 Income

Recognition of income

Income is recognised in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the Trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

Legacies

Legacies are included in the SoFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Government grants

The charity has received no government grants in the reporting period.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.1 Income (continued)

Donated goods

Donated goods are usually given for use as prizes in raffles and auctions and are not accounted for in these accounts. Toys donated for the children are looked after by the nurses and handed over on receipt.

Donated services and facilities

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Support costs

The charity has incurred expenditure on support costs.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the Trustees' Annual Report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

2.2 Expenditure and liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Because of the level of the charity's income, support costs have not been allocated between governance and other support.

Grants with performance conditions

The charity does not give grants with performance conditions, however all grants paid out have restricted conditions on how the grant can be used.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Provisions for liabilities

A liability is measured on recognition at its historical cost.

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year.

They are valued at cost.

The depreciation rates and methods used are disclosed in note 9.2.

Intangible fixed assets.

The charity does not have any intangible fixed assets.

Heritage assets

The charity does not hold any heritage assets.

Investments

The charity does not hold fixed asset investments in quoted shares, traded bonds and similar investments. Its only fixed asset investment is in its wholly owned trading subsidiary, Pepper Events Limited, a company incorporated in the UK with an issued share capital of $\pounds 1$.

Stocks and work in progress

There are no stocks held for sale as part of non-charitable trade.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments in cash with a maturity date of less than one year. These are held for investment purposes rather than to meet short-term cash commitments as they fall due.

NOTE 3: INCOME

Donations and legacies:

Analysis of income	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year
	£	£	£	£	£
Donations and gifts	88,104	-	-	88,104	71,300
Gift Aid	8,172	-	-	8,172	5,230
Legacies	-	-	-	-	-
General grants provided by other charities	202,500	155,100	-	357,600	298,220
Other - Donation from Pepper Events Ltd	14,555	-	-	14,555	10,197
Total	313,331	155,100		468,431	384,947
Other trading activit	ies				

Analysis of income	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year
	£	£	£	£	£
Fundraising events	64,937	-	-	64,937	-
Total	64,937	_	_	64,937	_

Income from investments

Analysis of income	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year
	£	£	£	£	£
Interest income	10,157	-	-	10,157	7,145
Total	10,157	_	-	10,157	7,145
TOTAL INCOME	388,425	155,100		543,525	392,092

Other information

Total income in the prior year was £392,092 of which restricted totalled £277,930. Within the 2024/25 income items above the following are material:

Trust	Amount	Previous year
Family Charitable Trust	£250,000	(£175,000 previous year)
The Kenneth & Susan Green Charitable Foundation	£25,000	(£25,000 previous year)
Fairhive	Nil	(£10,000 previous year)
The George Michael Fund (Talent Fund)	£10,000	(£15,000 previous year)
The True Colours	Nil	(£10,000 previous year)
The Albert Hunt Trust	£15,000	(£5,000 previous year)
The National Lottery Community Fund	£20,000	Nil

NOTES TO THE ACCOUNTS (Continued)

NOTE 4: DONATED GOODS, FACILITIES AND SERVICES

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers. In accordance with accounting standards, the economic contribution of general volunteers is not measured in the accounts.

NOTE 5: EXPENDITURE

Expenditure on raising funds

Analysis of Expenditure	Unrestricted funds	Restricted income funds £	Endowment funds £	Total funds £	Prior year £
Incurred seeking grants	37,966	-	-	37,966	35,371
Advertising, marketing, direct mail and publicity	16,510	-	-	16,510	17,790
Event costs	41,469	-	-	41,469	-
Other fundraising	60,096	-	-	60,096	37,976
Total expenditure on raising funds	156,041			156,041	91,137

Expenditure on charitable activities

Analysis of Expenditure	Unrestricted funds	Restricted income funds £	Endowment funds £	Total funds	Prior year £
Grants to Rennie Grove	-	-138,000	-	-138,000	260,464
Grants to patients and families	150	-	-	150	1,490
Grant to Helen & Douglas House	55,900	131,940	-	187,840	56,000
Grant to Keech Hospice Care	55,901	188,763	-	244,664	56,000
Total expenditure on charitable activities	111,951	182,703	_	294,654	373,954

Other

Analysis of Expenditure	Unrestricted funds	Restricted income funds £	Endowment funds £	Total funds £	Prior year £
Software, administration & office costs etc.	55,941	-	-	55,941	36,400
Total other expenditure	55,941	-	_	55,941	36,400
TOTAL EXPENDITURE	323,933	182,703		506,636	501,491

NOTE 6.1: Fees for examination of the accounts

	This year	Last year
	£	£
Independent examiner's fees	1,875	1,785

NOTE 7: PAID EMPLOYEES

7.1 Staff Costs

	This year	Last year
	£	£
Salaries and wages	112,375	69,507
Pension costs (defined contribution pension plan)	5,619	3,764
Employers National Insurance	6,804	2,621
Total staff costs	124,798	75,892

7.2 Average head count in the year

The parts of the charity in which the employees work:		This year Number	Last year Number
	Fundraising	2	2
	Administration	1	1
	Total	3	3

NOTE 8: GRANT MAKING

8.1 Analysis of grants paid (included in cost of charitable activities)

Analysis	Grants to institutions	Support payments	Total
	£	£	£
Rennie Grove Peace Hospice Care	-138,000	-	-138,000
Helen & Douglas House	187,840	-	187,840
Keech Hospice Care	244,664	-	244,664
Patients and their families	-	150	150
Equipment	-	-	-
Total			
	294,504	150	294,654

NOTES TO THE ACCOUNTS (Continued)

8.2 Grants made to institutions

The charity has made grants to specific institutions that are material in the context of its grantmaking.

Institution	Purpose	Total amount of grants paid £
Helen & Douglas House	Providing clinical nurses and outreach services	187,840
Keech Hospice Care	Providing children's nurses	244,664
		432,504

NOTE 9: TANGIBLE FIXED ASSETS

9.1 Cost or valuation

	Freehold land & buildings	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
At the beginning of the year	_	_	_	3,695	3,695
Additions	_	_	_	-	-
Disposals	_	_	_	_	_
At the end of the year	_	_	_	3,695	3,695

9.2 Depreciation and impairments

	Freehold land & buildings	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
Basis	SL or RB	SL or RB	SL or RB	SL	SL or RB
Rate				33%	
At beginning of the year	-	-	-	2,509	2,509
Disposals	-	-	-	-	-
Depreciation	-	-	-	395	395
Impairment					
At end of the year				2,904	2,904

9.3 Net book value movement

	Freehold land & buildings	Other land & buildings	Plant, machin- ery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
Net book value at the beginning of the year				1,186	1,186
Net book value at the end of the year				791	791

NOTE 10. FIXED ASSETS INVESTMENTS

	Cash & cash equi- valents	Listed invest-ments	Invest- ment properties	Social invest- ments	Other	Total
Carrying (fair) value at beginning of period	-	-	-	-	1	1
Carrying (fair) value at end of year					1	1

10.1 Analysis of investments above

	Fair value at yea	Cost less
	end	impairment
	£	£
Other investments	1	_
Total	1	

NOTES TO THE ACCOUNTS (Continued)

NOTE 11: DEBTORS AND PREPAYMENTS

11.1 Analysis of debtors

	This year	Last year
	£	£
Trade debtors	-	-
Prepayments and accrued income	6,053	8,564
Other debtors	-	-
Total	6,053	8,564

NOTE 12: CURRENT ASSET INVESTMENTS

12.1 Analysis of current asset investments

	This year	Last year
Cash or cash equivalents	89,444	85,000
Other investments	-	-
Total	89,444	85,000

NOTE 13: CASH AT BANK AND IN HAND

	This year	Last year
	£	£
Short term cash investments (less than 3 months maturity date)	-	-
Short term deposits	139,256	121,000
Cash at bank and on hand	16,238	13,690
Total	155,495	134,690

NOTE 14: CREDITORS AND ACCRUALS

14.1 Analysis of creditors

	Amounts falling one ye		Amounts falling than or	due after more ne year
	This year	Last year	This year	Last year
	£	£	£	£
Trade creditors	-	-	-	-
Accruals and deferred income	5,005	4,863	-	-
Taxation and social security	2,713	2,424	-	-
Other creditors	-	14,977	-	-
Total	7,718	22,264	_	_

NOTE 15: CHARITY FUNDS

15.1 Details of material funds held and movements during the CURRENT reporting period

* Type Key:

PE - permanent endowment funds; EE - expendable endowment funds;

R - restricted income funds, including special trusts, of the charity; and

U - unrestricted funds

Fund names	Туре	Purpose and Restrictions	Fund balances brought forward	Income	Expenditure	Transfers	Gains and Iosses	Fund balances carried forward
Restricted Funds Pepper Nursing Fund	~	Support paediatric nursing team	£ 27,603	£ 155,100	£ (182,703)	crit	u u	ч
Designated 6 month commitment Fund		U Support Helen and Douglas House and Keech Hospice	1	1	ı	140,000	1	140,000
General Fund	\supset	N/A	179,574	388,425	(323,933)	(140,000)	1	104,066
Total Funds as per balance sheet			207,177	543,525	(506,636)			244,066

Fund balances carried forward do not include assets and liabilities denominated in a foreign currency.

15.2 Details of material funds held and movements during the PREVIOUS reporting period

* Type Key:

PE - permanent endowment funds; EE - expendable endowment funds;

R - restricted income funds, including special trusts, of the charity; and

U - unrestricted funds

Fund balances carried forward		27,603	ı	179,574	207,177
Gains and Iosses	£	1	ı		
eg —	Ŧ				
Transfers	£	ı	1		
Expenditure		(245,875)	(13,750)	(241,866)	(501,491)
Income	£	265,375	12,555	114,162	392,092
Fund balances brought forward	3	8,103	1,195	307,278	316,576
Purpose and Restrictions		Support paediatric nursing team	N/A	N/A	N/A
Туре		~	~	\Box	
Fund names		Pepper Nursing Fund	Other funds (balancing figure)	General Funds	Total Funds as per balance sheet

Fund balances carried forward do not include assets and liabilities denominated in a foreign currency.

NOTE 16: TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

16.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

16.1 Trustees' expenses

Type of expenses reimbursed	This year £	Last year £
Christmas lunch for staff & volunteer	180	225
Gift to leaving trustee	74	71
Mobile Phone	547	206
Marketing	-	100
Repairs	9	61
Printing, Postage & Stationery	20	-
Event Costs	432	-
TOTAL	1,262	663

16.3 Transaction(s) with related parties

There have been no related party transactions in the reporting period.







The Pepper Foundation

Unit 3, Icknield Way Industrial Estate, Icknield Way, Tring, Hertfordshire, HP23 4JX

- 8
- 01442 507324 / 01442 507311 (Fundraising)
- - pepper.org.uk
- info@pepper.org.uk
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