



So you can be
you

Annual report and financial statements for Dimensions (UK) Ltd for the year ended 31 March 2025

A housing association and charitable registered society under the Co-operative and Community Benefit Societies Act 2014 Financial Conduct Authority No. 31192R and the Regulator of Social Housing 4648.

Dimensions (UK) Limited

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Dimensions (UK) Limited
Statutory Information

The Board		Nick Baldwin CBE (<i>Chair</i>) Rachael Dodgson Shahana Khan OBE Supriya (Sherry) Malik Angela McNab Noah Franklin Huw John Richard Compton QPM Kevin Hogarth Richard Webb Matthew Champion	
Company Secretary		Joanne Greenbank	
Executive Directors		Rachael Dodgson Clive Bassett Stella Cheetham Sam Smith Julia Ashley Helen Orford Sinéad McHugh-Hicks Rhoda Iranloye Benedict Sutton	Group Chief Executive Officer Chief Financial Officer Group Director of People and Organisational Development (retired 9 th May 2025) Chief People Officer (appointed 5 th May 2025) Chief Housing and Communications Officer Discovery Managing Director & Dimensions Commercial Director Dimensions (UK) Limited Managing Director Chief Quality, Governance and Lived Experience Officer Chief Digital and Information Officer
Principal and Registered Office		Ground Floor, 1230 Arlington Business Park Theale Reading, RG7 4SA	
Bankers		National Westminster Bank Plc Unit L11, The Oracle Shopping Centre Reading, RG1 2AG	HSBC UK Bank Plc Level 7, Thames Tower Station Road Reading, RG1 1LX
Solicitor		Internal Auditor	External Auditor
Trowers & Hamlin 3 Bunhill Row London, EC1Y 5YZ DAC Beachcroft 25 Walbrook London, EC4N 8AF	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES	TIAA Ltd Artillery House, Fort Fareham, Fareham, Hampshire, PO14 1AH	Crowe LLP 2 nd Floor, 55 Ludgate Hill London, EC4M 7JW

Better Lives for More People – so you can be you

In last year's introduction to the annual report and accounts, we reflected on the sector's financial strain. This year – indeed every successive year – things have got tougher still. Our historic aim to make and reinvest a small 2% surplus each year has been missed in each of the last three years and there is little to indicate a softening of pressures given the combined impact of extending the reach of National Insurance and increases to National Minimum Wage without commensurate funding increases to local authorities. We also anticipate peoples' needs increasing as preventative mechanisms such as PIP are withdrawn. The Casey Commission has much to consider and little time in which to do it. We continue to contribute directly, as part of numerous sector groups, and by supporting colleagues and the people we support to have their voices heard in various parliamentary groups.

Against this backdrop we hold true to our vision of achieving Better Lives for More People. And we have charted a course for the next two years through our refreshed strategy, retaining our focus on supporting people to live ordinary lives; to gain increased choice and control within their life; to enjoy better health; to minimise triggers that might result in distress; to have friends, work, hobbies. You can read that strategy in full [here](#).

We'll be working to achieve this in ever closer partnership with our local authority and NHS commissioners. Working together we plan to support more people accessing Individual Service Funds (ISFs) and Personal Budgets. We'll aim to support more people to need us less and in so doing, ease the pressures on our partners.

Over the past year we've started supporting 173 new people across the country, including [in Halton and in Cornwall. Those people have a wide range of needs such as profound and multiple learning disabilities, risky behaviours, or behaviours of distress. Some communicate without using words. We take pride in the meaningful difference that we make for so many. For example:

- Charlie doesn't communicate with words. During a hospital stay, doctors tried to put him on an end-of-life pathway. His support team advocated on his behalf and secured a return home. He is now enjoying life again.
- When Andrea began making tea and coffee for her team and other people we support in her area, her support team saw an opportunity. Now, having invested the proceeds in her own trolley and a thermos flask, she is successfully and safely building a microbusiness.
- Jimmy, Michael and Anthony, who each live independently in Hartlepool, all used to cook and eat alone. Now, through an ISF, they are cooking for each other every week and reviewing each other's creations. They're calling it 'Come Dine with me...'
- Our colleagues' achievements in supporting people to thrive have been formally recognised again this year at a number of awards, including the National Learning Disability Awards and the Welsh Care Awards.

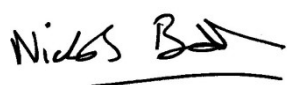
Just a handful of the reasons we're so proud to lead this organisation.

But the challenges are getting tougher. We've handed back a number of contracts to local authorities where it proved impossible to deliver high quality support without making unsustainable losses. And we're exploring coming together in strategic partnerships with organisations that share our values and our ambitions.

Dimensions (UK) Limited
Chair's and Chief Executive Officer's Statement

We couldn't achieve what we do without our brilliant colleagues living our values, and it was especially pleasing that Dimensions was once again independently recognised as a Great Place to Work for the seventh year, scooping recognition also as a Best Workplace for Women, for Development and for Wellbeing. Set alongside two pay increases for frontline colleagues each year for the past two years as part of our commitment to reinvesting in frontline pay and pay as close to Real Living Wage as we can, Dimensions is well placed to attract and retain the right colleagues. The evidence proves it - our voluntary turnover has reduced by 4.2% year-on-year and remains well below the sector average – meaning less agency, greater continuity of support and so better lives for more people. We hope you enjoy the pages that follow.

With best wishes,
Nick & Rachael



.....
Nick Baldwin CBE
Chair

14th August 2025



.....
Rachael Dodgson
Group CEO

14th August 2025

Dimensions (UK) Limited

Chair's and Chief Executive Officer's Statement

Overview of the Business

The principal activity of the Group ('Dimensions') is the provision of personalised support with housing through Dimensions (UK) Limited and its subsidiaries Outreach 3-Way, Dimensions Somerset SEV Limited (trading as "Discovery"), Dimensions Cymru Limited and Dimensions Personalised Support Limited.

Dimensions provides a wide range of services for adults with learning disabilities and/or autistic people, including those with complex needs. Dimensions is a not-for-profit organisation, supporting over 2,600 people and their families throughout England and Wales. The group enables people to be part of their community, in their own homes and to make their own choices and decisions about their own lives.

As a Registered Provider of social housing, Dimensions provides accommodation for 1,007 people as set out below:

	Owned and directly managed by Dimensions	Owned by Dimensions but managed by other organisations	Managed by Dimensions for other organisations	Total
Supported housing	537	4	226	767
Care homes	30	87	115	232
Total	567	91	341	999

Vision, Mission, and Values

Dimensions' vision is better lives for more people. Its mission is to provide high quality personalised support for people with learning disabilities and autistic people, helping them to be actively engaged with, and contribute to, their communities.

Dimensions' values are:

Ambition	seeking to help people reach their potential
Respect	showing people respect and recognising that their unique contribution adds value to all
Courage	being guided by the courage of our convictions to make a difference
Integrity	ensuring that what we do is grounded in what we believe
Partnership	working with others to achieve more for people

Dimensions (UK) Limited Chair's and Chief Executive Officer's Statement

Dimensions' 2027 refreshed strategy is underpinned by the following strategic pillars:

Quality	Better lives; impact for our sector
Reputation	Valued by stakeholders; a Group people want to work for and with
Scale	Supporting more people; ability to invest and deliver economies of scale
Capacity	Capacity and capability to deliver where and when it matters
Sustainability	Sustainable for stakeholders; resilient in our environment

Dimensions' vision, mission and strategic pillars provide a framework for its continuing development. During the year, Dimensions has secured new contracts and drawn upon its significant experience to introduce and deliver innovative, person-centred practices to more people. The organisation continues to develop its capacity and expertise to provide a range of homes and services for adults with a learning disability and autistic people with differing support needs, including complex needs and those who experience behaviours of distress.

Dimensions' network of people with lived experience helps us to continue to develop and improve working with families to further our aim of being a family-friendly organisation.

Financial Results for the Year

The Group achieved an operating surplus of £993k (2024: £1,451k surplus). Within this surplus, Dimensions (UK) Limited, the Group Parent, made a deficit of £769k (2024: £1,283k deficit).

Balance sheet

	2025 £'000	2024 £'000	2023 £'000	2022 £'000
Cash and cash investments	19,542	18,419	22,797	35,514
Capital and reserves	37,719	35,105	34,636	35,685

The full year cash inflow of £1.1m is an improvement from last two years' decline in cash reserves which was directly related to the Group's change programme and investment in IT infrastructure, all equity financed. All internal Board mandatory liquidity key performance indicators are still being maintained, and all covenant tests are being met. As at year end, the Group had no loan finance.

Strategic Risks and their management

The following risks represent those observed as significant by the Board, summarised as follows:

Workforce – the increasing National Living Wage, continues to put a pressure on our ability to compete for workforce in a candidate led market however we continue to work in partnership across the sector to influence and raise the importance of fair pay for social care workers. This risk is partly mitigated by our approach of having two pay increases for frontline colleagues each year for the past two years.

We maintain an ongoing focus on workforce engagement. Dimensions invests in the training, development and wellbeing of colleagues to ensure that the right resources are available to support them. We utilise many opportunities to listen to our colleagues and are committed to act on their feedback, a strategy which has resulted in our accreditation as a Great Place to Work for six years in a row.

Reduced public spending and financial sustainability – our sector continues to undergo significant pressure, and it is clear that public services in the UK will remain under intense financial pressure for many years. Dimensions has responded to the financial pressures through continuing to seek efficiencies and improve productivity, whilst protecting the support that it provides to people. The organisation also manages liquidity risk via a revolving credit facility.

Regulation and Quality – We continue to keep Quality at the heart of everything we do, ensuring that we maintain and embed best practice in line with our values and the requirements of our regulators. The organisation's main regulators are the Care Quality Commission (CQC), The Regulator of Social Housing, the Charity Commission and Care Inspectorate Wales (CIW). We have maintained our focus on continuous quality improvement, learning from when things go wrong, mitigating adverse events and embedding good quality control, assurance and improvement.

Sustainability and Business Systems –

We remain committed to ensuring the Group's sustainability in a rapidly evolving digital, operational, and regulatory landscape. Building on our prior investment in enterprise and information systems, we have this year developed an enterprise architecture framework aligned to our business strategy. This provides a long-term, holistic foundation to support organisational performance, simplify system integration, and guide our technology roadmap over the next decade.

We have continued to evolve our cyber security capability, embedding bi-annual incident response exercises as part of our operational rhythm, alongside our existing threat monitoring and prevention services. This ongoing investment ensures that our threat management processes remain responsive to the shifting risk landscape and tightly integrated with our wider business continuity planning. Following last year's successful introduction of a digital support record, we have now embedded this into operations, enhancing record accessibility, accountability and service delivery. In parallel, we developed and deployed a new workforce scheduling and accounting tool to replace an aged in-house system. We have also stabilised and strengthened our core finance platform to support more accurate forecasting and planning.

The Housing Management system received a significant upgrade that has delivered improvements in data and functionality enhancing the housing teams capability and scope.

Together, these investments underpin our ability to deliver high-quality support and housing services while equipping the organisation with robust, secure, and future-ready system.

Dimensions (UK) Limited

Chair's and Chief Executive Officer's Statement

Housing – The Regulator for Social Housing implemented new consumer standards in April 2024 and through the year, we assessed our levels of compliance with these new standards and reviewed our performance across the whole of our housing function.

We have maintained a high focus on compliance across all areas of property safety including Fire, Legionella, Asbestos, Gas, Electrical, Lifts, and Thermostatic Mixer Valve risk assessments and testing. Board receive assurance from our Finance and Resources Committee who scrutinise performance with enhanced reporting providing greater assurance.

We have programmes of safety for two properties that are over 11m in height with all fire risk related actions complete.

We have made good progress with resourcing our plans to improve the energy performance of our property portfolio, working toward a minimum standard of EPC C.

We have implemented a new housing management system with improved ways of working, and have updated a number of housing related policies, including the policies that set out how we approach rent and service charging. We discovered through an externally commissioned proactive review, and through the strengthening of our internal controls, that some of our rents and service charges had been incorrectly set, and we are making good progress with our programme of issuing refunds where they are due. In full transparency, the Regulator for Social Housing has been kept informed of the actions we have taken, and our progress has been overseen by a Housing Task and Finish Group, as set out in the governance report, which has been operating in the short term to oversee the plans and gain assurance for the Board.

Emerging risk – HMRC issued a briefing paper 'Use of VAT groupings in the care industry' on 24th April 2025. Dimensions are engaging on this matter with HMRC, professional advisors and others impacted across the sector. HMRC have confirmed that any resultant changes required will not be applied retrospectively.

Future Development

The Group's strategic activities for the 2024/25 year are explained in detail in the Value for Money Plan, included here as part of the Value for Money Statement. The activities, aligned to the Strategic Pillars, are expressed in the context of their impact upon the Group's sustainability and the refreshed corporate strategy sets out future plans to 2027.

Value for Money Statement

Over the past year, we have refreshed our corporate strategy 'Even Better Lives for Even More People 2025-27' and set new measures to monitor our performance. Each measure has a value for money outcome linked to one or more of the following:

- Economy – minimising our costs without compromising quality
- Efficiency – maximising the outcomes of the services we provide within our current costs
- Effectiveness – the impact that we have in driving Even Better Lives for Even More People

The Dimensions Group main activity is to provide care and support so that people can enjoy the essential cornerstones of life. The Group also offers a range of housing options to support people to live in shared accommodation or in a self-contained home. We offer a range of tenures from social

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Chair's and Chief Executive Officer's Statement

housing, affordable housing, shared ownership and market rent. We own, lease and manage homes for the people we support, and some of our accommodation is classified as regulated activity, registered with the Regulator of Social Housing.

Our strategy sets out our pledge according to our five cross-cutting Strategic Pillars: Quality, Scale, Capacity, Sustainability and Reputation. The strategy guides our work and sets clear priorities for action. In 2024-5, we have achieved consistent improvement:

Quality:

- We made a 9% improvement in the number of CQC ratings assessed as 'Good' or 'Outstanding' to 80.6%
- Made progress in how we triangulate data to create better insight through our new data warehouse

Scale

- Delivered £388k of savings through procurement and introduced social and environmental impact as part of scoring our supply chain through tenders
- Established our carbon footprint for the homes we manage (1,800 tonnes of CO₂) and business travel (336 tonnes of CO₂)
- Secured agreement for 3-years of funding for decarbonisation of 75 of our properties and fitted renewable energy to our first 2 properties
- Developed our first ESG Materiality Assessment and ESG Plan

Capacity

- We have reduced voluntary turnover by 4.2% and reduced spend on agency workers by £3.2m.
- Developed and strengthened career pathways with 66% of management roles filled from within the organisation
- Identified 53% of leadership roles with a successor in place

Sustainability

- Achieved go live with our 'Dimensions On-line' people management solution and developed priorities for next year
- Renegotiated our large contract in Somerset ensuring continuity to both people we support and colleagues
- Enhanced the lifecycle of our technology to provide better value for money
- Provided managers with an improved dashboard enabling them to gain greater insight and analysis of performance
- Achieved £486k of employment support service funding
- Achieved above sector benchmark performance in our care homes for occupancy and care fees

2024-5 was not without its challenges and our experience of working in partnership with some local authorities has been challenging due to the significant sector underfunding and pressure on commissioning of support services. Our principles and values keep us strongly on track to deliver quality and value for money without compromising safety and sustainability of service.

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Sector Benchmarking - Housing

During 2024-25, we selected a number of care and support providers of different sizes that also provide housing so that we could benchmark our performance against sector norms using the Regulator for Social Housing (RSH) Benchmarking Tool – 2024

Provider	Area	Stock / Units		Reinvest ment	New Supply		Gearing	EBITDA MRI Interest Cover	Headline Social Housing Cost PU	Operating Margin		RO CE
		No	Support ed %		Social	Non- Social				Social Housing Lettings	Overall	
Advance Housing & Support Ltd	Midlands London S-East S- West	2,257	62%	9.3%	2%	0%	-1%	509%	£17,336	11.7%	3.9%	2.1%
Bournemouth Churches HA	S West	1,312	48%	5.6%	3.9%	0%	40.2%	132%	£13,066	13.5%	5.3%	1.9%
Dimensions	England Wales	859	100%	8.88%	0%	0%	-100%	143%	£12,844	9.3%	0.61%	2%
Golden Lane Housing Ltd	England	2,885	98%	11.8%	9.5%	0%	44.6%	138%	£10,991	12.5%	12.5%	3.3%
Inclusion Housing CIC	UK	4,072	97%	36.4%	8.6%	01.12%	-592.3%	NA	£18,451	4.7%	4.5%	13.7 %
Look Ahead Care & Support Ltd	London	1,094	95%	6.2%	1%	0%	0%	-505%	£37,696	-36.5%	-13.1%	- 6.4%
Sustain (UK) Ltd	W Midlands	1,852	100%	NA	0%	0.5%	NA	NA	£10,198	3.7%	3.7%	17%

The table demonstrates that we are operating broadly in line with sector peers on all RSH measures with the exception of our overall operating margin, which is significantly different to our peer group due to our high proportion of low margin care and support work which makes up 94.75% of our income.

During 2024-25, we joined Acuity benchmarking club to enable us to benchmark our operational performance against sector norms and will be assessing our performance through 2025.

Regulator for Social Housing Value for Money Metrics

	Bud 25/26	2024/25	2023/24	2022/23	2021/22	2020/21	Peers
Metric 1 - Reinvestment %	5.96%	13.07%	8.88%	9.29%	3.50%	2.23%	12.7%
Metric 2 - New Supply Delivered %							
A - Social Housing	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	-25.0%
B - Non-Social Housing	0.0%	0.0%	0.0%	0.0%	0.0%	0%	
Metric 3 - Gearing %	-100%	-100%	-100%	-100%	-100%	-85%	-1751.4%
Metric 4 - EBITDA MRI Interest Cover %	100%	21%	143%	-747%	1378%	1956%	
Metric 5 - Headline Social Housing Cost Per Unit	13,842	14,138	12,844	10,571	7,435	6,802	16,959
Metric 6 - Operating Margin %							
A - Social Housing Lettings Only	5%	14.5%	9.3%	6.2%	2%	6%	3.6%
B - Overall	1%	0.40%	0.61%	-1.14%	2%	3%	2.7%
Metric 7 - ROCE %	3%	3%	2%	-3%	7%	12%	4.7%

Metric 1 - Reinvestment

Increase in current year' reinvestment metric is driven by development of Bricket Wood.

Metric 2 – New Supply Delivered

Bricket Wood was substantially completed in the year.

Metric 3 and 4 – Gearing and EBITDA-MRI Interest cover

Although we have no debt, there is an estimated net interest expense on pension liability valuation which technically is a finance cost that is used to calculate our EBITDA-MRI Interest cover

Gearing would be zero as we have no debt, but we include cash deposits at the bank and therefore generate negative gearing

Metric 5 – Headline Social Housing Cost per unit

Increase in current year is driven by routine maintenance, repairs and refurbishment expenditure to keep social housing properties in excellent condition suitable for use of persons we support .

Metric 6 and 7 – Operating Margin and ROCE

Overall result of the year is a surplus position, driven by close budget performance monitoring while meeting all service standards excellently.

Our 2025-6 Value for Money Goals

We have aligned our Value for Money Goals with our 'Even Better Lives for Even More People' strategic measures and will be reporting progress to Dimensions UK Board quarterly through our strategic pillars of Quality, Reputation, Scale, Capacity and Sustainability.

Quality

- Drive up quality with more CQC and internal quality inspections rated Good or Outstanding (effective) toward our target of 100%
- Increase the number of people in paid and voluntary work through our employment support service (effective)
- Reduce support breakdown and the disruption this can cause (effective)
- Increase the number of people that feel they can exercise choice and control over the planning and achieving of their life outcomes and enjoy the cornerstones of life, including maintaining significant relationships and keeping healthy (effective and efficient)

Reputation

- Maintaining our Great Place to Work accreditation, improving our trust scores by 1% and 'being myself at work' statements (effective)
- Maintain our excellent survey scores (over 90%) for people we support, tenants and families who think we do a good job (effective)
- Reduce our carbon footprint toward our new zero ambition

Scale

- Increase the number of people who can direct their own care and support through individual budgets or service funds (efficient)
- Increase the number of people assisted to leave restrictive environments and support people to have more control over their life (efficient)
- Increase the number of people that transition into adulthood with us (efficient)
- Increase our sustainable growth so that we can help more people (effective and efficient)
- Reduce the risk of financial loss through balancing our portfolio of risk and ensuring all lettable homes and rooms are filled where possible (efficient and economic)

Capacity

- Increase the number of colleagues gaining a qualification above minimum requirements (efficient)

Sustainability

- Reduce costs of sickness and turnover of colleagues to (effective, economic)
- Increase our headroom for continued investment (economic)
- Increase the number of contracted services achieving minimum value thresholds (economic)
- Maintain overheads at a reasonable level (efficient and economic)
- Reduce the number of support hours covered by agency workers and grow our peripatetic team to cover short term absences (effective and economic)

Operational

- Maintain £200k procurement savings (economic)
- Reduce the number of credit cards in use to reduce unnecessary spend (efficient and economic)
- Reduce the number of overdelivered support hours to those that are contracted (efficient, effective and economic)

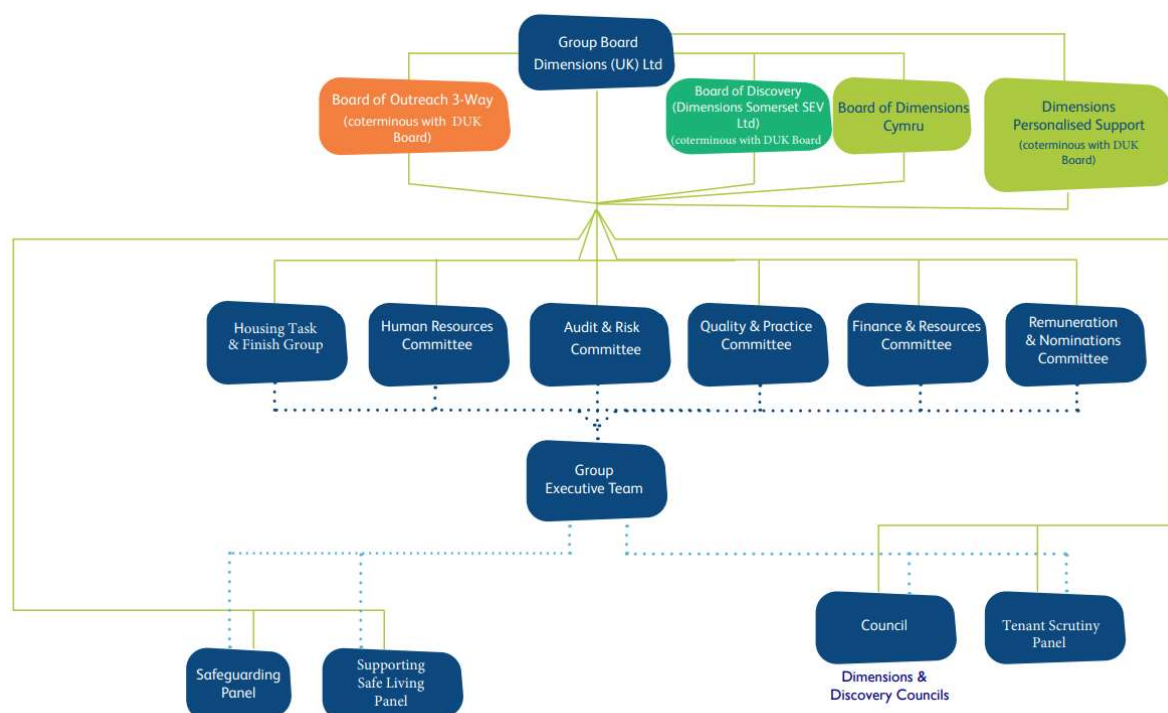
Dimensions (UK) Limited Chair's and Chief Executive Officer's Statement

Our Governance

The Dimensions (UK) Limited (Group) Board has systems in place, supported by a themed committee and panel structure, to ensure that it achieves appropriate oversight of objectives that support the governance of the organisation, including risk oversight and value for money.



Governance chart



Committees	Purpose	Chair	Lead Exec
Group Audit & Risk Committee (GARC)	<p>The Committee provides assurance to the Group Board on performance for all services provided across the Dimensions Group, ensuring that legal, regulatory and performance requirements are met. This includes services provided by Dimensions (UK) Limited, Outreach 3-Way, Dimensions Somerset SEV Limited (Discovery), Dimensions Cymru Limited and Dimensions Personalised Support Limited.</p> <p>It also takes a corporate overview of the assurance framework across the Group (including all the subsidiaries listed above), overseeing the systems of internal control and risk management, financial reporting, compliance with regulatory requirements, fraud prevention and anti-bribery measures, and whistleblowing, ensuring that these are</p>	Shahana Khan	Clive Bassett Chief Financial Officer

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	effective and well-managed and that the external and internal audit functions are operating robustly. This includes responsibility for the oversight of performance of the compliance areas of health and safety, insurance, and procurement.		
Finance & Resources Committee (FRC)	To gain assurance on the ability of the Dimensions Group to achieve its 2020-2025 strategy primarily in relation to the Sustainability pillar through review and assessment of the financial performance and use of resources of Dimensions (UK) Limited and its subsidiaries – Outreach 3-Way, Dimensions Somerset SEV Limited, Dimensions Cymru Limited, Dimensions Personalised Support Limited. This will include consideration of performance in housing, business development and the effectiveness of the Group's IT and other business systems (including information governance and cyber threat management) against the relevant strategy.	Noah Franklin	Clive Bassett Chief Financial Officer
Quality & Practice Committee (QPC)	To provide scrutiny and challenge with regards to all aspects of quality, and safety, including strategy, practice delivery, and audit across the Group, to ensure that people we support and tenants are supported to have great, safe lives in their communities.	Huw John	Sinéad McHugh-Hicks, Managing Director
HR Committee (HRC)	To take a corporate overview of Dimensions HR strategy for the Group, ensuring effective contribution to organisational performance.	Kevin Hogarth	Stella Cheetham (until 9 th May 2025) Sam Smith, Chief People Officer (from 5 th May 2025)
Remuneration & Nominations Committee (RNC)	To recommend a framework for the remuneration and performance of the Group Executive Team and to recommend appropriate alterations to Group Executive Team salaries on an annual basis. To be responsible for non-executive appointments across the Group, including pay, recruitment, development, succession, and a performance review process.	Angela McNab	Stella Cheetham (until 9 th May 2025) Rhoda Iranloye, Chief Quality, Governance & Lived Experience Officer (from 9 th May 2025)
Change Programme Governance	Set up as a Task & Finish group to monitor and oversee the strategic change programme across the Group, providing assurance to the	Nick Baldwin	Rachael Dodgson, Chief Executive

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Committee (CPGC)	Group and Subsidiary Boards on the Target Operating Model, Dimensions Online and Oracle implementation This Committee was ended in January 2025 following successful completion of a number of elements of the strategic change programme, with oversight of the remaining actions moving to FRC.		
Housing Task & Finish Group	To operate as a task and finish group, overseeing and gaining assurance for the Board that the activity in response to the independent assessment of compliance with the Regulator of Social Housing Standards is being appropriately implemented, supporting the provision of good quality, well maintained and safe homes for Dimensions tenants.	Matt Campion	Julia Ashley, Chief Housing & Communications Officer

Panels	Purpose	Chair	Lead Exec
Safeguarding Panel	To ensure that the people we support across the Dimensions Group live safely and without fear of, or actual abuse.	Alan Critchley	Rhoda Iranloye, Chief Quality, Governance & Lived Experience Officer
Supporting Safe Living Panel	To ensure that appropriate attention is given to the ongoing safety and development of the wider community, victims or potential victims, the people we employ, the wider Group and the people we work alongside/support.	Alison Giraud-Saunders (until Aug 2024) and Fiona Ritchie (from August 2024)	Sinéad McHugh-Hicks, Managing Director

Corporate Governance

Statement of Compliance with Regulator of Social Housing (RSH) Standards and Code of Governance

The Group undertakes an assessment of its compliance with the Regulator of Social Housing's Consumer and Economic Standards annually and during 2024/2025 we had support from external advisers to complete that assessment. This identified that Dimensions was not in compliance with the Rent Standard in respect of some of our properties. In full transparency with the Regulator, we have taken appropriate action to remedy the breach, to repay any overpayments of rent and to strengthen our internal controls and assurances in relation to rent setting for the future.

We certify that we have complied with the Governance & Financial Viability Standard in all other material respects and with the National Housing Federation's Code of Governance 2020.

In one case of Board Member re-election, the term has gone past the 'normal' 6 years as stated in the 2020 Code in order to ensure continuity during a time of change. This extension is allowed under

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the Rules of Dimensions (UK) Limited and the subsidiaries which allows for a 9-year maximum term which in this instance was considered appropriate to follow.

Governance Review

The Board, Committees and Panels carry out annual Effectiveness Reviews internally and commission a triennial external governance review, which is being undertaken in 2025.

During 2024/2025, the following were identified as areas to strengthen our approach in some areas under the Code of Governance, including:

- Continuing the work to ensure lived experience insight into all our governance meetings
- Continuing to ensure governance arrangements are in line with the Group's Equality, Diversity and Inclusion Strategy
- Performance oversight and horizon scanning by Boards & Committees

The 2025 external Governance Review will have a particular focus on the Committee structure and to ensure the improvements we have made around oversight and scrutiny of our housing function is robust and fit for purpose. The action plan to implement the recommendations will begin in September 2025 once the report has been received by the Board (in August 2025).

Modern Slavery and Human Trafficking Statement

Dimensions is committed to preventing modern slavery in its corporate activities and supply chains. The Group's full statement can be found on the Dimensions website at www.dimensions-uk.org.

Internal Controls Assurance Framework

The Group Board has ultimate responsibility for ensuring that the Group has in place a system of internal controls assurance that is appropriate to the business and operating environment. The framework adopted by the Group comprises:

- oversight through the Board and Committee structure and panels, with Group Board approved terms of reference and delegated authorities;
- internal controls and procedures embedded in Group policies;
- independent assurance through internal and external audit and the regulatory regime;
- performance monitoring of the control environment both financial and operational;
- clearly defined management responsibilities for the identification, evaluation, and control of significant risks, with continuous risk assessment and active management of business risks, including the maintenance of a strategic risk map, which identifies the controls and assurances in place, and highlights any gaps requiring further action;
- recruitment, retention, training policies for staff;

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- delegated authorities for accounts and appointments, contracts and business development, housing and property, staffing, regulation, treasury management, banking and write-offs and purchasing authority limits;
- annual Review of the Regulator of Social Housing Standards;
- Group Board approved key policy and other documents, e.g. Strategies – where relevant, they will have been reviewed by the relevant Committee and recommended to the Board

The Group Audit & Risk Committee annually carries out a review of the effectiveness of the systems of Internal Control.

Policy for admitting new shareholders

Shareholding is closed and the admission of new shareholders is restricted to persons becoming Board Members.

Board members' interest in shares

Each elected member of the Board who held office at 31 March 2025 had an interest of one ordinary £1 share in the shares of Dimensions (UK) Limited at the beginning (or date of appointment if later) and end of the financial year. The shares are non-equity and provide no financial return under any circumstances. The Chief Executive holds no interest in the Group's share capital.

Composition of the Board and key roles

The Group Chair and other Board members also chair and attend meetings of the Board Committees (as outlined above) and the operating subsidiaries.

Board members are remunerated under the Non-Executive Remuneration Policy for their contribution to the Dimensions (UK) Limited Board and if they hold another key role, such as Senior Independent Director, Chair of Group Audit & Risk Committee, Chair of Finance & Resources Committee, Chair of Quality & Practice Committee, Chair of Human Resources Committee, Chair of Remuneration & Nominations Committee and Chair of the Subsidiary Board, Discovery. Chairs of Task & Finish Groups, Independent Panel Chairs, Independent Committee Members and Associate Committee Members are also remunerated for their role.

The role of Chair of Dimensions (UK) Limited is separate to that of Chief Executive.

Office holder	Gross Annual Pay Level as at March 2025
Chair of the Group Board	£20,000
Full Group Board Member	£9,000
Senior Independent Director	£3,000
Independent Panel Chairs	£4,500
Committee/Subsidiary/Task & Finish Group Chairs	£3,000
Independent Member of Committee	£2,000
Associate Committee Member	£1,000

Dimensions (UK) Limited

Chair's and Chief Executive Officer's Statement

Executive Board Members

The Chief Executive is an Executive member of the Dimensions (UK) Board. Executive Board Members are expected to:

- act in the best interests of the Dimensions and its subsidiaries (the Dimensions Group) at all times;
- perform their duties with reasonable skill and care, ensuring that the activities of the organisation fall within the Dimensions Group's permitted objects and are exercised in accordance with its powers, and use their powers solely for the purpose for which they are conferred on you;
- uphold and comply with Dimensions Group's code of governance, code of conduct and any other codes of conduct, standards, probity or similar;
- uphold and comply with Dimensions Group's policies, procedures and standing orders as set and amended from time to time by the Board;
- act within and fully comply with the Dimensions Group's constitution(s) and any applicable standing orders and the terms of the board member/trustee role description(s);
- uphold and promote the core policies, purpose, values, and objectives of the Dimensions Group (including its commitment to anti-corruption and to diversity and equal opportunities) and avoid doing anything which might bring the Dimensions Group into disrepute;
- contribute to and share responsibility for decisions of the Board;
- attend induction, training and performance review sessions and other such sessions or events as are reasonably required by the Dimensions Group;
- undergo review of their performance as a board member/trustee as the Dimensions Group may require from time to time, and to take any actions agreed arising from that review;
- read Board and/or committee papers (as applicable) before meetings, sufficiently so as to contribute at meetings; and
- represent the Dimensions Group when requested.

Executive Directors will:

- accept the board appointment without further remuneration
- not do anything which would cause them to be disqualified from acting as a director
- except with the prior approval of the Board, not resign as a member of the Board.

Associate Committee Members

Associate Committee Members are people independent of Dimensions, selected onto a 3-year development programme with learning, mentoring and observing opportunities within our committees. Members are selected for their potential to become a confident non-executive rather than their existing experience. During 2024/25, the first 3-year programme ended, and two new Associate Committee Members were appointed from 1st May 2025 to sit on the HR Committee and Quality & Practice Committee.

Dimensions (UK) Limited
Chair's and Chief Executive Officer's Statement

The skills, qualities and experience required by the Board from its members and committee members

The Board audits the skills, qualities, and experience that it requires. Each year Board Members self-assess their skills and experience against a set of key areas and have a peer-to-peer conversation to sense-check their assessments. These skills areas are reviewed in line with the organisational Strategy, with changes made to add or remove skills accordingly. The assessment of skills is overseen by the Remuneration & Nominations Committee and informs the Recruitment & Succession Policy and plans.

Where gaps are identified, this informs the succession planning and recruitment of new Members.

During 2024/25, the Group Board comprised of experts in the table below. Experts are defined in our skills matrix as those who have specialist, up-to-date knowledge, and experience in this area. They are likely to be working, or to have worked, in this field as a profession and are likely to have a relevant qualification where applicable. Other Board members draw on their in-depth knowledge and expertise on the subject:

General Business	
Strategic planning	Strategic partnerships with other organisations
Risk identification and management	Organisational development
	Change management
Performance measurement and management	Human Resources management
	IT Strategies & systems
General business management	
Business development / mergers and acquisitions	Reputation Management
	Environmental sustainability
	Project management
	Large scale project management
Finance and audit	
Financial strategy and planning	
Treasury management	
Accounting and financial performance monitoring	
Audit and the work of Audit Committees	
Pensions	
Legal and regulatory	
Governance	
Social care legal and regulatory requirements	
Social housing legal and regulatory requirements	

Dimensions (UK) Limited
Chair's and Chief Executive Officer's Statement

Employment law	
Company law	Social enterprises
Charity law	Data protection
	Health & safety
	Equality & diversity
Care and support	
Provision, or receipt, of care and support services	Provision of services for children and young people
Provision of services to people with learning disabilities	Service commissioning and procurement
Provision of services to autistic people	Provision of mental health services
Provisions of services for people with special educational needs	Commissioning of mental health services
	NHS commissioning
	Employment services
Involvement and engagement	
Tenant and People we Support involvement and engagement	Knowledge of the needs and aspirations of people supported
Knowledge of the needs and aspirations of families	
Social Housing	
Social housing Regulation	
Operational & Strategic Asset Management	
Repairs, Maintenance & Compliance	
Tenant Influence	
Marketing & Communications	
Strategic communications	
Internal / External communications	
Digital communications	
Marketing	
Public Relations	
Public affairs and campaigning (including influencing of Government)	
Market research	

Dimensions (UK) Limited

Chair's and Chief Executive Officer's Statement

Recruitment of New Board Members

New Board, Committee and Panel members are recruited on an ad hoc basis when a need for new Board members is identified because of the end of a term or resignation and members are recruited in line with a Non-Executive Recruitment & Succession Policy, paying attention to the skills and experience needed.

An Executive Search firm is used to source suitable candidates, and the process includes the provision of supporting statements, and confirmation of their eligibility to act as Board Members. The recruitment process includes informal meetings with members of the Group Executive Team, visits to homes and panel interviews, including with an Expert by Experience Panel. The Board seeks to attract a diverse range of membership in terms of interest, culture, and background, most appropriately reflecting the richness and diversity of the communities served by the group.

We recruited a new independent expert Chair for the Supporting Safe Living Panel during 2024/25.

Equality, Diversity & Inclusion (EDI) in Governance Arrangements

The Group has continued to look closely this year at equality and diversity within the governance structures. The EDI annual report is now published on the website to publicise our EDI commitments and progress.

As at 31st March 2025, the Group Board diversity profile:

Board	Average age	Gender	Members from ethnic background	Disability
Group Board	62	M – 64% (7) F – 36% (4)	18% (2)	-
Discovery Board	57	M – 40% (2) F – 60% (3)	-	20% (1)
Committee members (independent and associate)	45	M – 33% (1) F – 66% (2)	66% (2)	-
Independent Panel Chairs	64	M – 50% (1) F – 50% (1)	-	-

It is acknowledged that our diversity profile has changed over the year with some resignations from the Board, but we remain focused, as recruitment allows, to encourage applications from under-represented groups.

We have a number of Non-Executives sitting on our Boards, Committees and Panels with direct or family lived experience of learning disabilities and autism.

Training for Board members

Board members are able to attend appropriate training at the expense of the organisation to help

Dimensions (UK) Limited

Chair's and Chief Executive Officer's Statement

them fulfil their Board role most effectively. This includes Safeguarding Adults, Fraud Awareness GDPR and Health & Safety.

Members Briefings are arranged on an ad-hoc basis on key topics. During 2024/25 this included regulatory changes, cyber security, and rents and service charge setting Standards. Effectiveness surveys and Non-Executive appraisal conversations also identify any learning and development needs either for individuals or Committees as a collective.

Shared responsibility

Members of the Board recognise their shared responsibility for the decisions of the Board and for ensuring that the financial affairs of Dimensions (UK) Limited are properly conducted. A Register of Members' and Senior Officers' Interests is in place and any new declarations sought both at each meeting of a Board, Committee and Panel, and during an annual review.

Attendance

The full Board met five times during the year (four full meetings, and one joint meeting with the Dimensions Council – a group of people with learning disabilities and autistic people who are supported by, or are tenants of Dimensions. The Dimensions Council speak up about national issues and work in partnership with the Board.) The Board followed an agreed agenda for the full meetings with various standing matters, including full reporting of financial performance , review of the strategic risk register, and annual review of the register of interests. Attendance at the Board was as follows:

Dimensions (UK) Ltd/ Outreach 3 Way /DPS Board	13-Jun-24	22-Aug-24	28-Nov-24	27-Mar-25
Nick Baldwin, Chair	Attended	Attended	Attended	Attended
Angela McNab	Apologies	Attended	Apologies	Attended
Huw John	Attended	Attended	Attended	Attended
Kevin Hogarth	Attended	Attended	Attended	Attended
Matt Campion	Apologies	Attended	Attended	Apologies
Noah Franklin	Apologies	Attended	Attended	Attended
Rachael Dodgson	Attended	Attended	Attended	Attended
Richard Crompton	Attended	Attended	Apologies	Apologies
Richard Webb	Attended	Attended	Attended	Attended
Shahana Khan	Apologies	Attended	Attended	Attended
Sherry Malik	Attended	Attended	Apologies	Attended

Going Concern

The Group is forecasting a small surplus for next year from its main operational activities and has sufficient cash facilities available to provide adequate resources for the Group's day-to-day operations.

On this basis and after making appropriate enquiries and reviewing the 2025/26 budget, completing the annual stress test activity and reviewing the refreshed 2027 Strategic plan the Board confirms (taking account of changes arising from the current economic/resourcing environment challenges), that it has a reasonable expectation that the Group has adequate resources to continue in its operational existence for the foreseeable future, being a period of twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going-concern basis in preparing the consolidated financial statements.

External Auditors

A resolution to re-appoint Crowe LLP will be proposed at the forthcoming annual general meeting.

Disclosure of information to auditors

The directors who held office at the date of approval of this directors' report confirm that, so far as they are each aware, there is no relevant audit information of which the company's auditor is unaware; and each director has taken all the steps that he or she ought to have taken as a director to make himself or herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Statement of Board's responsibilities in respect of the Board's report and the financial statements

The Board is responsible for preparing the Board's Report and the financial statements in accordance with applicable law and regulations.

Co-operative and Community Benefit Society law requires the Board to prepare financial statements for each financial year. Under those regulations the Board has elected to prepare the financial statements in accordance with UK Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

The financial statements are required by law to give a true and fair view of the state of affairs of the group and the association and of the income and expenditure of the group and the association for that period.

In preparing these financial statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the group's and the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless it either intends to liquidate the group or the association or to cease operations or has no realistic alternative but to do so.

Dimensions (UK) Limited Chair's and Chief Executive Officer's Statement

The Board is responsible for keeping proper books of account that disclose with reasonable accuracy at any time the financial position of the association and enable it to ensure that its financial statements comply with the Co-operative and Community Benefit Societies Act 2014, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. It is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and has general responsibility for taking such steps as are reasonably open to it to safeguard the assets of the association and to prevent and detect fraud and other irregularities.

The Board is responsible for the maintenance and integrity of the corporate and financial information included on the association's website www.dimensions-uk.org. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report was approved by the Board of Dimensions (UK) Limited on **14th August 2025** and signed on its behalf by:



.....
Jo Greenbank
Secretary
Dimensions (UK) Limited
1230 Arlington Business Park
Theale RG7 4SA

Opinion

We have audited the financial statements of Dimensions (UK) Limited (the “Parent”) and its subsidiaries (the “Group”) for the year ended 31 March 2025 which comprise the Group and Parent Statement of Comprehensive Income, the Group and Parent statement of changes in Equity, the Group and Parent Statements of Financial Position, the Consolidated Statement of Cash flows, 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 Group's and Parent's affairs as at 31 March 2025 and the Group and Parent's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Co-operative and Community Benefit Societies Act 2014, the Co-operative and Community Benefit Societies (Group Accounts) Regulations 1969, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing from April 2022.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or Parent's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board with respect to going concern are described in the relevant sections of this report.

Other information

The Board is responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial

statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Co-operative and Community Benefit Societies Act 2014 or the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the group; or
- a satisfactory system of controls over transactions has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Board

As explained more fully in the Board's responsibilities statement set out on page 30, the Board is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements such as the Co-operative and Community Benefit Societies Act 2014 (and related Directions and regulations), the Housing and Regeneration Act 2008 and other laws and regulations application to a registered social housing provider in England together with the Housing SORP. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statements items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the entity for fraud. The laws and regulations we considered in this context for the UK operations were requirements imposed by the Regulator of Social Housing, Care Quality standards, health, and safety, taxation, and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Board and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal audit and the Governance, Audit and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence, designing audit procedures over the timing of income, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-

Dimensions (UK) Limited

Independent Auditor's Report to the Members of Dimensions (UK) Limited

detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the members as a body in accordance with the Co-operative and Community Benefit Societies Act 2014 and the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the entity and the members as a body, for our audit work, for this report, or for the opinions we have formed.



Julia Poulter
Crowe U.K. LLP

Statutory Auditor
55 Ludgate Hill
London
EC4M 7JW

28th August 2025

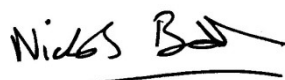
Dimensions (UK) Limited

Consolidated Statement of Comprehensive Income for the year ended 31 March 2025

	Notes	Group 2025 £'000	2024 £'000	Parent 2025 £'000	2024 £'000
Turnover	3	249,893	237,121	158,298	150,530
Operating costs	3,4	(248,900)	(235,670)	(159,067)	(151,813)
Operating surplus/(deficit)		993	1,451	(769)	(1,283)
Profit/(loss) on disposal of fixed assets	7	862	(68)	871	(66)
Interest receivable and similar income	8	281	418	280	418
Finance costs and similar expenses	9	(428)	(588)	(428)	(588)
Surplus/(deficit) for the year	10	1,708	1,213	(46)	(1,519)
Actuarial gain/(loss) in respect of pension schemes		906	(744)	906	(744)
Total comprehensive income/(expenditure) for the year		2,614	469	860	(2,263)

The consolidated results relate wholly to continuing activities. The accompanying notes on pages 34 to 68 form part of these financial statements.

These financial statements were approved by the Board on **14th August 2025** and were signed on its behalf by:



Nick Baldwin CBE
Chair



Supriya (Sherry) Malik
Director



Joanne Greenbank
Company Secretary

Dimensions (UK) Limited
Consolidated Statement of Changes in Equity

	Notes	Income and expenditure reserve £'000	Restricted reserves £'000	Total £'000
Balance at 1 April 2023		34,636	-	34,636
Total comprehensive expenditure for the year		469	-	469
		<hr/>	<hr/>	<hr/>
Balance as at 31 March 2024		35,105	-	35,105
Total comprehensive income for the year		2,614	-	2,614
		<hr/>	<hr/>	<hr/>
Balance as at 31 March 2025		37,719	-	37,719
		<hr/>	<hr/>	<hr/>

The accompanying notes on pages 34 to 68 form part of these financial statements.

Dimensions (UK) Limited
Parent Statement of Changes in Equity

	Notes	Income and expenditure reserve £'000	Restricted reserves £'000	Total £'000
Balance at 1 April 2023		21,506	-	21,506
Total comprehensive expenditure for the year		(2,263)	-	(2,263)
Balance at 31 March 2024		19,243	-	19,243
Total comprehensive income for the year		860	-	860
Balance at 31 March 2025		20,103	-	20,103

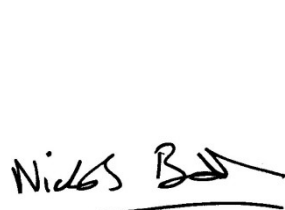
The accompanying notes on pages 34 to 68 form part of these financial statements.

Dimensions (UK) Limited
Consolidated Statement of Financial Position as at 31 March 2025

	Notes	Group		Parent	
		2025 £'000	2024 £'000	2025 £'000	2024 £'000
Fixed Assets					
Housing properties – cost less depreciation	13	28,704	24,969	28,704	24,969
Other fixed assets	14	9,703	10,441	6,631	8,182
		38,407	35,410	35,335	33,151
Current assets					
Assets held for sale	14	113	2,187	113	1,374
Debtors	15	28,227	31,254	19,644	22,087
Cash at bank and in hand		19,542	18,419	12,078	13,360
		47,882	51,860	31,835	36,821
Creditors: Amounts due within one year	16	(27,752)	(28,089)	(26,253)	(26,660)
Net current assets		20,130	23,771	5,582	10,161
Total assets less current liabilities		58,537	59,181	40,917	43,312
Creditors: Amounts falling due after more than one year	18	17,279	18,562	17,279	18,562
Pension liability	23	3,006	4,812	3,006	4,812
Provision for liabilities	31	533	702	529	695
Total net assets		37,719	35,105	20,103	19,243
Capital and reserves					
Non – equity share capital	19	-	-	-	-
Income and expenditure account		37,719	35,105	20,103	19,243
Total capital and reserves		37,719	35,105	20,103	19,243

The accompanying notes on pages 34 to 68 form part of these financial statements.

These financial statements were approved by the Board on **14th August 2025** and were signed on its behalf by:



.....
Nick Baldwin CBE
Chair



.....
Supriya (Sherry) Malik
Director



.....
Joanne Greenbank
Company Secretary

Dimensions (UK) Limited
Consolidated Statement of Cash Flow for the year ended 31 March 2025

	Notes	2025	2024
		£'000	£'000
Net cash inflow from operating activities	24	4,137	715
<hr/>			
Investing activities			
Interest received	8	281	418
Payments to acquire other tangible fixed assets	14	(263)	(2,888)
Payments to acquire and/or construct housing properties and/or their components	13	(3,787)	(2,364)
Receipts from sale of housing properties	7	974	-
<hr/>			
Net cash outflow from investing activities		(2,795)	(4,993)
Financing activities			
Finance commitment fees	9	(219)	(100)
<hr/>			
Net cash outflow from financing activities		(219)	(100)
<hr/>			
Increase/(decrease) in cash and cash equivalents		1,123	(4,378)
Cash and cash equivalents at 1 April		18,419	22,797
<hr/>			
Cash and cash equivalents at 31 March		19,542	18,419
<hr/>			

The accompanying notes on pages 34 to 68 form part of these financial statements.

I Legal Status

Dimensions (UK) Limited, the Parent, is registered under the Cooperative and Community Benefit Society Act 2014 and is a registered housing association.

Three of the subsidiaries of the Parent, Outreach 3 Way, Dimensions Cymru Limited and Dimensions Somerset SEV Limited (trading as “Discovery”), are registered charities and companies limited by guarantee. The fourth subsidiary, Dimensions Personalised Support Limited is a profit-making company that gift aids its profits back to the Parent organisation.

Dimensions meets the FRS 102 definition of a Public Benefit Entity. The principal purpose and activities of Dimensions (UK) Limited and its subsidiaries is the provision of person-centred support packages, with housing, for people with learning disabilities and autistic people.

2 Accounting policies

Basis of preparation

These financial statements have been prepared in accordance with UK Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 (FRS 102) and the Housing SORP 2018: Statement of Recommended Practice for Registered Social Housing Providers and comply with the Accounting Direction for Private Registered Providers of Social Housing 2022 (“the Direction”).

These financial statements have been prepared on a historical cost basis and are presented in Sterling (£). All amounts in the financial statements have been rounded to the nearest £1,000.

The Parent company has adopted the following disclosure exemptions:

- The requirement to present a statement of cash flows and related notes
- Categories of financial instruments
- Items of income, expenses, gains, or losses relating to financial instruments, and
- Exposure to and management of financial risks.

The principal accounting policies of the Group are set out below and have, unless otherwise stated, been applied consistently to all periods presented in these financial statements

Judgements made by the directors, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are discussed in this note.

Going concern

The financial statements have been prepared on a going concern basis which the directors consider to be appropriate for the following reasons.

The Group has a medium term refreshed strategy to 2027, which was approved in earlier this year by the Board. As well as considering the impact of a number of scenarios on the strategy, the Board also adopted a stress testing framework against the base plan. The stress testing impacts were measured against loan covenants and peak borrowing levels compared to agreed facilities, with potential mitigating actions identified to reduce expenditure. The Group has undertaken a series of further scenario testing including severe but plausible downsides in the worst-case assessment.

2 Accounting policies (continued)

The Board, after reviewing the group and association budgets for 2025/26 and the group's medium term financial position as detailed in the 2027 refreshed strategy, is of the opinion that, taking account of severe but plausible downsides, the group has adequate resources to continue in business for at least 12 months from the date of approval of these accounts. In order to reach this conclusion, the Board have considered:

- Care fee uplift – A strategic approach is taken to negotiate an annual increase in care and support fees with our commissioners, to ensure contracts remain financially viable. Monthly performance reviews are undertaken at contract level to monitor this;
- Rent and service charge receivable – Debtors balance have reduced from last year, with no significant increase in bad debts provisioning, resulting from close credit control and debt recovery;
- Liquidity – current available cash of £19m and unutilised credit facilities of £10m which gives significant headroom for committed spend and other forecast cash flows that arise;
- The group's ability to withstand other adverse scenarios such as higher interest rates and number of void properties.

Consequently, the Board is confident that the Group and Association will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

Group structure and basis of consolidation

The Group financial statements incorporate the financial statements of the Parent, Dimensions (UK) Limited, and its subsidiaries:

- Outreach 3 Way,
- Dimensions Somerset SEV Limited (trading as "Discovery")
- Dimensions Personalised Support Limited
- Dimensions Cymru Limited

All the Group members' results are presented as operations under common control.

Turnover and revenue recognition

Group turnover is made up of Care charges, Supporting People grants, Rental charges to residents, and grants from local and national funders in respect of the year. Group turnover also includes rental income and service charges and charges to managing agents.

Rental income is recognised from the point when properties under development reach practical completion or otherwise become available for letting, net of any voids.

2 Accounting policies (continued)

Income from Supporting People and support services

Care charges and Supporting People grants are recognised as they fall due under the contractual arrangements with Local Authorities and included in turnover when the services are provided. Charges for support services, if the services are provided within the tenancy agreement, are shown as 'Charges for support services'. Where support is provided under a contract separate from the tenancy agreement the related income is shown under 'Supporting People'.

Income received in advance for the provision of specified services is deferred until the criteria for income recognition are met.

Income from Managing agents

The Group owns properties in respect of supported housing schemes which are run by outside agencies. Where the agencies carry the financial risk, the Statement of Comprehensive Income includes only that income and expenditure which relates solely to the Group.

Value Added Tax

The Group charges Value Added Tax (VAT) on some of its income and is able to recover part of the VAT it incurs on expenditure. The financial statements include VAT to the extent that it is suffered by the Group and not recoverable from HM Revenue and Customs. The balance of VAT payable or recoverable at the year-end is included as a current liability or asset.

Management costs

Management costs include costs of running the Group, excluding those relating to the direct provision of services to people we support, contractors' costs for performing maintenance work, depreciation, and financing costs. Such Group central overhead costs are mainly allocated to operating units based on the budget central expenditure and in proportion to budget direct costs.

Apportionment of direct employee, administration, and operating expenditure

Direct employee, administration and operating costs have been apportioned to the relevant section of the Statement of Comprehensive Income on the basis of costs of the staff directly engaged on operations dealt with in these financial statements.

Debtors

Debtors are recognised at transaction price after any discount offered.

Creditors and provisions

Creditors and provisions are recognised where the organisation 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 after allowing for any trade discounts due.

2 Accounting policies (continued)

Employee Benefits

Short-term employee benefits, contributions to defined contribution plans and termination benefits are recognised as an expense in the period in which they are incurred.

Housing properties

Housing properties are properties held for the provision of social housing or to otherwise provide social benefit. Housing properties are principally properties available for rent and are stated within the Group's fixed assets at cost less accumulated depreciation and accumulated impairment.

Works to existing properties which replace a component that has been treated separately for depreciation purposes, along with those works that result in an increase in net rental income over the lives of the properties, thereby enhancing the economic benefits of the assets, are capitalised as improvements.

Government grants

Government grants include grants receivable from the Homes England, local authorities, and other government organisations. A grant which does not impose specified future performance conditions is recognised as revenue when the grant proceeds are received or receivable. A grant that imposes specified future performance-related conditions on the Group is recognised only when these conditions are met. A grant received before the revenue recognition criteria are satisfied is recognised as a liability. Grants due from government organisations or received in advance are included as current assets or liabilities.

Social housing grant and recycled capital grant fund

Social Housing Grant (SHG) is receivable from the Homes England and is utilised to reduce the capital costs of housing properties, including land costs.

These grants are recognised using the accrual model, as set out in FRS 102 and the Housing SORP 2018. The grants are recognised in income over the expected useful life of the housing property structure, even if the fair value of the grant exceeds the carrying value of the structure in the financial statements.

In the case of grants received specifically for components of a housing property the grant is recognised in income over the expected useful life of the component.

Government grants are classified as deferred income, at cost less accumulated amortisation.

Where SHG becomes repayable following the sale of a property it is credited to the recycled capital grant fund included in the balance sheet creditors. Any amounts not recycled within the allowable time frame are either extended via negotiation or repaid.

2 Accounting policies (continued)

Other grants

Grants received from non-government sources are recognised using the performance model. A grant which does not impose specified future performance conditions is recognised as revenue when the grant proceeds are received or receivable. A grant that imposes specified future performance-related conditions on the association is recognised only when these conditions are met. A grant received before the revenue recognition criteria are satisfied is recognised as a liability.

Depreciation of housing properties

Dimensions separately identifies the major components which comprise its housing properties, and charges depreciation, so as to write-down the cost of each component to its estimated residual value, on a straight-line basis, over its estimated useful economic life.

The Group depreciates the major components of its housing properties at the following annual rates:

	Years
Building/Structure (New)	100
Building/Structure (Existing)	80
Pitched Roof Coverings	80
Windows and doors	40
Electrical Installations	40
Bathrooms	20
Boilers	15
Kitchen and Utility Rooms	10
Housing properties awaiting development	60

The Group does not depreciate land. Sales of housing properties are recognised in the Statement of Comprehensive Income at the point the sale becomes unconditional and are separately disclosed after the operating surplus for the year.

Other tangible fixed assets

Other tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation on the cost of other tangible fixed assets has been provided evenly at the following annual rates and is charged over the expected economic useful lives to write them down to their estimated residual values as follows:

	Years
Other property	50
Building improvements	5
Household fixture and fittings	4
Plant machinery, fixtures, and motor vehicles	4-10
Office, computer equipment and software	3-10
Dilapidation commitments	Over the life of the lease

Freehold land is not depreciated.

2 Accounting policies (continued)

Housing buildings are depreciated from the date of practical completion. With regard to other fixed assets, depreciation is charged from the month of purchase or commissioning.

Gains or losses arising on the disposal of other tangible fixed assets are determined as the difference between the disposal proceeds and the carrying amount of the assets and are recognised as part of the surplus/deficit for the year.

Impairment

The group assess annually for any indicators of impairment across all fixed assets. Where impairment indicators are identified an assessment for impairment is undertaken comparing the asset's carrying amount to its recoverable amount. Where there is evidence of impairment, fixed assets are written down to their recoverable amount. Any such write-down is charged to operating expenditure.

Operating Leases

Dimensions leases properties, vehicles, and office equipment. These are classified as operating leases as the title and the substantial risks and rewards of ownership remain with the lessor and are not transferred to the Group.

Costs in respect of operating leases are charged to income and expenditure on a straight-line basis over the lease term.

Provisions for liabilities

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that the Group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Bank accounts of people we support

In certain cases, the Group and its employees support people we care for to manage their money in a Dimensions bank account specifically named and managed for that individual. These bank accounts do not relate to the Group and are therefore not dealt with in these financial statements. Dimensions UK act as appointee for a number of people we support and as part of that role we have opened individual bank accounts in which we hold funds on their behalf. At 31st March 2025, Dimensions UK held a total of £2.9m (2024: £2.9m) which is not included in the balance sheet of the Dimensions UK.

Related party transactions

Transactions between Group undertakings are disclosed in note 12.

Pension costs

The Group participates in the Social Housing Defined Contribution Scheme administered by the Pension Trust. Contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2 Accounting policies (continued)

In the past, Dimensions participated in SHPS Defined Benefit Schemes. The Group is able to identify its share of the underlying assets and liabilities of these schemes and accordingly the pension costs relating to the schemes are accounted for in accordance with the full requirements of FRS 102. Current service costs, net finance returns and actuarial gains and losses are all included in the statement of comprehensive income.

The Group also participates in The Royal County of Berkshire Pension Fund. This pension scheme provides benefits based on final pensionable earnings. The Group is also able to identify its share of the underlying assets and liabilities of these schemes and the pension costs relating to the schemes are also accounted for in accordance with the full requirements of FRS 102.

Dimensions Group participates in a defined benefit statutory scheme with the Somerset County Council Pension Fund and Barnsley Pension Fund, part of the Local Government Pension Scheme.

The schemes provide benefits to employees based upon final pensionable earnings. Barnsley and Somerset County Council are responsible for the scheme deficit and so the organisation is exempt from including the FRS 102 disclosures in these statutory accounts.

In addition, the Group operates defined contribution pension schemes. The costs under these schemes are charged to the income and expenditure account as incurred.

Borrowing facilities

The Group holds a committed revolving credit facility which is to be used for general corporate and working capital purposes which expires in April 2027. As at 31 March 2025 the Group had available £10m (2024: £10m) of undrawn committed borrowing facilities with a floating charge over the Group's assets; all conditions precedent had been met.

Designated funds

During the year, the Group paid off all outstanding monies designated towards social projects within Somerset. All designated are paid out within 12-24 months of being earmarked. As at year end, there were no more designated funds (£2024: £868k).

Restricted Reserves

Funds received where there are prescribed uses of those funds in relation to people we support or defined groups of people we support are accounted for separately together with the subsequent use of the funds. There were no restricted funds in the Group at the end of the reporting period (2024:Nil).

Significant judgements and estimates

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Impairment

Dimensions is required to review the carrying value of assets, at least annually, for any indicators of impairment. Where such indicators exist, carrying value is compared with higher of value in use or estimated net realisable value. Where the carrying value is lower, an impairment adjustment is made and charged to statement of comprehensive income. No impairment provisions were charged this year (2024: nil). There were no impairment provisions on non-social housing assets this year (2024: £130k released)

Capitalisation of property development costs

Management makes judgment in distinguishing items that qualify for capitalisation, rather than expensed, in both active and discontinued services. More especially, distinguishing the point at which a service is likely not to continue, allowing capitalisation of associated development costs requires judgement. After capitalisation, management monitors the asset and considers whether changes indicate that impairment is required.

The total amount capitalised in the year was £3,787k (2024: £2,364k).

Assets held for sale

Where asset disposal procedures cross year end, then it is likely that such assets may be classified as held for sale, in the event that management is committed to a plan to sell, the asset is available for immediate sale, an active programme to locate a buyer is initiated and the sale is highly probable. Such assets are transferred from the asset register and classified as held for sale.

The total amount held as asset for sale at year end 31 Mar 2025 was £113k (2024: £2,187k). Management considered trigger for impairment and reviews have been carried out to record asset at lower of cost and realisable value.

Dilapidations

Where Dimensions holds leases on properties, there may be a residual dilapidation charge at the end of the lease for returning the property to its original condition. These are provided for in full at the start of the lease, and are reviewed annually, based on a property-by-property review. Dilapidation provisions totalling £98k (2024: £296k) are held by the Group.

Debtors' provisions

Specific debtor provisions are based on management judgement having reviewed all debts. Typically, all debts over one year old (not subsequently paid) will be provided for. In addition, provisions are calculated on the following bases:

- Rent debtors – fifty per cent of arrears over eight weeks old and one hundred per cent for former tenants
- Other debtors – fifty per cent of debts (not otherwise provided for or subsequently paid) which are over six months old and one hundred per cent of debts which are over one years old.

Total provisions at 31 March 2025 amounted to £1,509k (2024: £1,490k) for the Group.

Group overhead allocation

Dimensions (UK) Limited

Notes to the Financial Statements for the year ended 31 March 2025

Group central overhead costs are mainly allocated to operating units based on the budget central expenditure and in proportion to budget direct costs.

Estimation uncertainty

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income, and expenses is provided below. Actual results may be substantially different.

Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technological obsolescence that may change the utility of certain software and IT equipment and changes to decent homes standards which may require more frequent replacement of key components.

Defined benefit obligation (DBO)

Management's estimate of the DBO is based on a number of critical underlying assumptions such as standard rates of inflation, mortality, discount rate and anticipation of future salary increases. Variation in these assumptions may significantly impact the DBO amount and the annual defined benefit expenses (as analysed in note 23).

3 Particulars of turnover, operating costs, and operating surplus

GROUP	2025			2024		
	Turnover £'000	Operating costs £'000	Operating surplus £'000	Turnover £'000	Operating costs £'000	Operating surplus £'000
Social housing lettings (note 4(a))	13,428	(12,787)	641	12,940	(12,221)	719
Other social housing activities: Charges for support services (note 4(b))	236,465	(236,113)	352	224,181	(223,449)	732
Total	249,893	(248,900)	993	237,121	(235,670)	1,451

PARENT	2025			2024		
	Turnover £'000	Operating costs £'000	Operating surplus £'000	Turnover £'000	Operating costs £'000	Operating surplus £'000
Social housing lettings (note 4(a))	11,217	(10,610)	607	10,975	(10,392)	583
Other social housing activities: Charges for support services (note 4(b))	147,081	(148,457)	(1,376)	139,555	(141,421)	(1,866)
Total	158,298	(159,067)	(769)	150,530	(151,813)	(1,283)

There were no non-social housing activities in the current or prior year.

4a) **Particulars of income and expenditure from social housing lettings)**

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Income				
Rents receivable*	6,845	6,929	5,516	5,696
Service income	5,885	5,344	5,004	4,613
Housing grant amortisation	355	395	355	395
Charges to Managing Agents	343	272	342	271
	<hr/>	<hr/>	<hr/>	<hr/>
Total income from social housing lettings	13,428	12,940	11,217	10,975
	<hr/>	<hr/>	<hr/>	<hr/>
Expenditure				
Care Management	2,898	2,685	1,849	1,942
Services	3,191	3,221	2,621	2,723
Routine and planned maintenance	3,235	3,084	2,816	2,767
Major repairs expenditure	720	313	686	238
Operating leases	1,900	1,994	1,795	1,853
Depreciation of housing properties	843	1,054	843	999
Impairment provision	-	(130)	-	(130)
	<hr/>	<hr/>	<hr/>	<hr/>
Operating costs on social housing lettings	12,787	12,221	10,610	10,392
	<hr/>	<hr/>	<hr/>	<hr/>
Operating surplus from lettings	641	719	607	583
	<hr/>	<hr/>	<hr/>	<hr/>

*Rents receivables are stated after deducting £454k (2024: £651k) for void losses.

All income and expenditure relates to supported housing and housing for people with learning disabilities and autistic people.

4(b) **Particulars of income and expenditure from other activities**

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Charges from care services- Grants	230,437	218,924	145,223	137,340
Charges for support services	1,287	2,197	633	1,073
Supporting People	411	491	1	74
Other	4,330	2,569	1,224	1,068
Total income from social care	236,465	224,181	147,081	139,555
Expenditure on social care				
Management	229,446	217,597	149,288	141,252
Services	3,028	3,247	1,982	2,103
Maintenance	427	497	104	279
Recharges	(1,011)	(983)	(5,776)	(4,469)
Operating leases	2,424	2,573	1,456	1,761
Depreciation	1,799	518	1,403	495
Impairment	-	-	-	-
Total expenditure on social care	236,113	223,449	148,457	141,421
Operating surplus on social care	352	732	(1,376)	(1,866)

Recharges relate to costs incurred by the parent that are subsequently recharged to the subsidiary entities.

5 Directors' emoluments

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Non-executive directors	143	130	143	130
Executive staff members	<u>1,281</u>	<u>1,143</u>	<u>1,281</u>	<u>1,093</u>
	<u>1,424</u>	<u>1,273</u>	<u>1,424</u>	<u>1,223</u>
Compensation for loss of office	<u>-</u>	<u>105</u>	<u>-</u>	<u>105</u>

No retirement benefits are accrued under defined benefit schemes. Amounts above include pension contributions of £102k (2024: £83k)

The Chief Executive Officer was the highest paid employee during the year, (same as prior year 2024).

The total emoluments payable to the Chief Executive Officer (including employer's NI and pension contributions, benefits in kind) were:

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Emoluments	<u>191</u>	<u>180</u>	<u>191</u>	<u>180</u>

The pension contributions paid by the organisation for the Chief Executive Officer were £13k (2024: £12k). The Chief Executive is a member of the Aviva Pension Scheme and is an ordinary member of the pension scheme and no enhanced or special terms apply. There are no further contribution to an individual pension arrangement for the Chief Executive

6 Staff numbers and costs

The average headcount and the average number of full-time equivalent persons employed by the Group and Parent during the year (including senior executives), analysed by category, were as follows:

Headcount	Group		Parent	
	2025	2024	2025	2024
	No.	No.	No.	No.
Care staff	6,669	6,687	5,197	5,250
Administration	<u>566</u>	<u>539</u>	<u>508</u>	<u>480</u>
	<u>7,235</u>	<u>7,226</u>	<u>5,705</u>	<u>5,730</u>

6 Staff numbers and costs (continued)

Full Time Equivalent	Group		Parent	
	2025 No.	2024 No.	2025 No.	2024 No.
Care staff	4,758	4,696	3,700	3,691
Administration	459	430	407	381
	<u>5,217</u>	<u>5,126</u>	<u>4,107</u>	<u>4,072</u>

Remuneration of staff (including benefits in kind and excluding employer's pension and employer's NI contribution) is in the following bands:

Staff remunerations	Group		Parent	
	2025 No.	2024 No.	2025 No.	2024 No.
£60,000 to £69,999	34	38	30	35
£70,000 to £79,999	16	14	15	14
£80,000 to £89,999	6	2	6	2
£90,000 to £99,999	6	9	6	9
£100,000 to £109,999	2	1	2	1
£110,000 to £119,999	1	1	1	1
£120,000 to £129,999	2	1	2	1
£130,000 to £139,999	1	1	1	1
£140,000 to £149,999	2	-	2	-
£150,000 to £159,999	-	1	-	1
£160,000 to £169,999	-	1	-	1
£170,000 to £179,999	1	-	1	-

Staff costs	Group		Parent	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Wages and salaries	175,547	160,669	138,868	128,590
Social security costs	15,707	13,802	12,592	11,156
Pension costs	<u>5,033</u>	<u>4,647</u>	<u>3,905</u>	<u>3,571</u>
	<u>196,287</u>	<u>179,118</u>	<u>155,365</u>	<u>143,317</u>

Included in the Group's payroll costs are redundancy payments of £117k (2024: £271k); for the parent: £33k (2024: £207k)

7 Profit on disposal of fixed assets

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Net proceeds from disposal of housing properties	974	-	974	-
Cost of sales	(74)	-	(74)	-
Incidental selling costs	-	-	-	-
Surplus on disposal of housing properties	900	-	900	-
Loss on replacement of housing components	(38)	(68)	(29)	(66)
(Loss)/Surplus on disposal of other fixed assets	-	-	-	-
Surplus/(Loss) for the year	862	(68)	871	(66)

8 Interest receivable and similar income

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Bank interest	281	418	280	418
	281	418	280	418

9 Finance costs and similar expenses

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Finance cost on pension scheme	209	212	209	212
Finance cost of undrawn credit facility	120	100	120	100
Finance cost on capital grant payable	99	276	99	276
	428	588	428	588

10 Surplus/(deficit) for the year

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
The surplus for the year is stated after charging/(crediting):				
Depreciation and impairment:				
Housing properties	843	891	843	-
Impairment of housing properties	-	(130)	-	(130)
Other fixed assets	1,799	591	1,403	495
Auditor's remuneration:				
Audit*	115	110	55	50
Operating leases rental	4,325	4,569	3,249	3,614

*The Group audit fee above includes non-recoverable VAT of £17k (2024: £16k)

11 Taxation status

The Group and Parent have charitable status, and their sources of income are exempt from income and corporation tax provided that they are applied for charitable purposes.

12 Investments in subsidiaries

As required by statute, the financial statements consolidate the results of Outreach 3 Way, Dimensions Cymru Limited, Dimensions Personalised Support Limited, and Dimensions Somerset SEV Limited (trading as "Discovery"), which were subsidiaries of the organisation at the end of the year. The organisation wholly owns the four subsidiaries and has the right to appoint members to the boards and thereby exercises control over them. All subsidiaries of Dimensions (UK) Limited are regulated entities except for Dimensions Personalised Support Limited.

Dimensions (UK) Limited is the ultimate parent undertaking.

Each subsidiary except Dimensions Personalised Support Limited, bears its direct employee, administration, and operating costs. Central overhead costs are apportioned to the parent and subsidiaries based on the total direct costs of providing social housing and other activities in each entity.

Costs apportioned to non-regulated entities were as follows:

	2025	2024
	£'000	£'000
Outreach 3 Way	975	863
Dimensions Cymru Limited	1,528	1,111
Dimensions Somerset SEV Limited (trading as "Discovery")	3,961	3,021

12 Investments in subsidiaries (continued)

At year end 31 March 2025, the following were due to/(from) subsidiaries:

	2025 £'000	2024 £'000
Dimensions Personalised Support Limited	(4,903)	(5,322)
Outreach 3 Way	1,638	436
Dimensions Cymru Limited	394	89
Dimensions Somerset SEV Limited (trading as "Discovery")	6,979	8,453
	<hr/>	<hr/>
	4,108	3,656
	<hr/>	<hr/>

13 Housing properties Group & Parent

	Housing properties available for letting £'000	Housing property under development £'000	Total £'000
Cost			
At 1 April 2024	34,202	1,437	35,639
Additions	1,389	2,398	3,787
Asset held for sale - derecognised	1,716	-	1,716
Disposals	(550)	-	(550)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	36,757	3,835	40,592
Depreciation and impairment			
At 1 April 2024	10,670	-	10,670
Depreciation charged during the year	843	-	843
Asset held for sale - derecognised	455	-	455
Disposed during the year	(80)	-	(80)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	11,888	-	11,888
	<hr/>	<hr/>	<hr/>
Net book value at 31 March 2025	24,869	3,835	28,704
	<hr/>	<hr/>	<hr/>
Net book value at 31 March 2024	23,532	1,437	24,969
	<hr/>	<hr/>	<hr/>

13 Housing properties Group & Parent (continued)

	2025	2024
	£'000	£'000
Housing property costs comprise:		
Freeholds	33,043	30,455
Long leaseholds	5,824	5,317
Short leaseholds	1,894	1,752
Transfer to asset held for sale	(169)	(1,885)
	<hr/>	<hr/>
	40,592	35,639
	<hr/>	<hr/>
Housing property costs comprise:	£'000	£'000
Components capitalised (note 13)	1,389	2,364
Major repairs expensed (note 4a)	714	313
	<hr/>	<hr/>
	2,103	2,677
	<hr/>	<hr/>

14 Tangible fixed assets

a) Other fixed assets GROUP	Property £'000	Office & computer equipment £'000	Household fixtures & fittings £'000	Assets under developm ents £'000	Total £'000
Cost					
At 1 April 2024	2,698	8,837	562	693	12,790
Derecognition of Asset held for sale	1,216	-	-	-	1,216
Additions	82	-	8	173	263
Asset transferred	-	601	-	(601)	-
Disposals	(16)	(1,038)	(20)	-	(1,074)
At 31 March 2025	3,980	8,400	550	265	13,195
Depreciation					
At 1 April 2024	565	1,531	253	-	2,349
Derecognition of Asset held for sale	403	-	-	-	403
Charged during the year	66	1,689	44	-	1,799
Disposals	(1)	(1,038)	(20)	-	(1,059)
At 31 March 2025	1,033	2,182	277	-	3,492
Net book value At 31 March 2025	2,947	6,218	273	265	9,703
Net book value At 31 March 2024	2,133	7,306	309	693	10,441

14 Tangible fixed assets (continued)

**b) Other fixed assets
PARENT**

	Property £'000	Office & computer equipment £'000	Household fixtures & fittings £'000	Assets under developm ents £'000	Total £'000
Cost					
At 1 April 2024	-	8,739	508	693	9,940
Additions	-	-	8	173	181
Asset transfer	-	601	-	(601)	-
Disposals	-	(1,029)	-	-	(1,029)
At 31 March 2025	-	8,311	516	265	9,092
Depreciation					
At 1 April 2024	-	1,527	231	-	1,758
Charged during the year	-	1,689	43	-	1,732
Disposals	-	(1,029)	-	-	(1,029)
At 31 March 2025	-	2,187	274	-	2,461
Net book value					
At 31 March 2025	-	6,124	242	265	6,631
Net book value					
At 31 March 2024	-	7,212	277	693	8,182

	2025		2024	
c) Asset held for sale	Group £'000	Parent £'000	Group £'000	Parent £'000
Cost	169	169	3,123	1,885
Accumulated Depreciation	(56)	(56)	(936)	(511)
Carrying value as at 31 March	113	113	2,187	1,374

Assets held for sale in prior year have all, except one, been disposed or taken off the market for future options appraisal.

15 Debtors

	Group		Parent	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Due within one year				
Rent and service charges receivable	443	423	392	396
Less: provision for bad and doubtful debts	(27)	(25)	(26)	(25)
	<hr/>	<hr/>	<hr/>	<hr/>
	416	398	366	371
Trade debtors	12,467	22,552	6,569	14,950
Other debtors	289	42	286	41
Prepayments and accrued income	15,055	8,262	12,423	5,335
Amounts owed by subsidiaries	-	-	-	1,390
	<hr/>	<hr/>	<hr/>	<hr/>
	28,227	31,254	19,644	22,087
	<hr/>	<hr/>	<hr/>	<hr/>

16 Creditors

Amounts falling due within one year	Group		Parent	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Trade creditors	4,568	2,686	4,062	2,363
Other creditors	3,745	2,930	3,686	2,930
Taxation and social security costs	5,191	4,635	4,536	4,086
Accruals and deferred income	14,248	17,535	10,366	11,933
Recycled capital grant fund <i>(note 17,18)</i>	-	303	-	303
Amounts due to group undertakings	-	-	3,603	5,045
	<hr/>	<hr/>	<hr/>	<hr/>
	27,752	28,089	26,253	26,660
	<hr/>	<hr/>	<hr/>	<hr/>

17 Recycled capital grant fund

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
At 1 April	2,164	4,661	2,164	4,661
Grants recycled	(934)	(2,773)	(934)	(2,773)
Interest accrued	99	276	99	276
	<hr/>	<hr/>	<hr/>	<hr/>
Balance at 31 March	1,329	2,164	1,329	2,164
	<hr/>	<hr/>	<hr/>	<hr/>
Amount due for repayment to Homes England (note 16, 18)	-	303	-	303
	<hr/>	<hr/>	<hr/>	<hr/>

Withdrawals from the recycled capital grant fund have been used for the purchase and development of new housing schemes for letting and for approved works to existing properties.

18 Creditors

Amounts falling due after more than one year

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Social housing grant received	15,950	16,701	15,950	16,701
Recycled capital grant fund	1,329	1,861	1,329	1,861
	<hr/>	<hr/>	<hr/>	<hr/>
	17,279	18,562	17,279	18,562
	<hr/>	<hr/>	<hr/>	<hr/>

The total accumulated amount of grant received at year end including amounts recognised in Statement of Comprehensive Income is £28.0m (2024: £28.6m)

Recycled capital grant funds are repayable in instalments due as follows:

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
In one year or less (note 16)	-	303	-	303
Between one and two years	1,329	301	1,329	301
Between two and five years	-	1,560	-	1,560
	<hr/>	<hr/>	<hr/>	<hr/>
	1,329	2,164	1,329	2,164
	<hr/>	<hr/>	<hr/>	<hr/>

19 Non-equity share capital

	Parent	
	2025	2024
	£	£
Allotted, issued, and fully paid		
Ordinary shares of £1 each at 1 April	10	9
New shares	-	3
Cancellations	-	(2)
Ordinary shares of £1 each at 31 March	10	10

The shares have limited rights and carry no entitlement to a dividend. They are not repayable and do not carry rights to participate in a winding up. They carry an entitlement to vote at the Organisation's General Meetings.

20 Financial commitments

As at year end, March 2025, Dimensions (UK) Group had no capital commitment (2024: £2.3m).

21 Operating lease commitments

At 31 March 2025, the Group had total commitments under operating leases as follows:

	Land & buildings		Other	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Amounts due in:				
Less than one year	1,640	1,740	242	270
Between two and five years	1,930	2,490	243	318
Over five years	3,857	4,184	-	-
	7,427	8,414	485	588

22 Social Housing Units / Bed Spaces

	2025	2024
	Number	Number
Under management at the end of the year:		
Owned by Dimensions but managed by other organisations	91	84
Owned and directly managed by Dimensions	575	608
	666	692

This states the number of social housing units available for letting, managed either directly by Dimensions or agencies at a fee. There were no additions of bed spaces during the year. There was an overall loss of 26 bed spaces due to properties disposed and reclassified during the year.

23 Pension liability

The Group participates in a number of defined contribution and defined benefit pension schemes. Further details of the main participating schemes are given below. The pension liability included on the balance sheet is analysed as follows:

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Amounts due in:				
Social Housing Pension Scheme - defined benefit liability	2,859	4,241	2,859	4,241
Royal County of Berkshire Pension Fund	147	571	147	571
	<hr/>	<hr/>	<hr/>	<hr/>
	3,006	4,812	3,006	4,812
	<hr/>	<hr/>	<hr/>	<hr/>

The People's Pension – auto enrolment scheme

The People's Pension is the qualifying workplace pension scheme used by Dimensions for auto-enrolment. The employer's contribution is currently 3% of qualifying earnings. Employees contributed 5%. The total charge to the Group for the year was £7,479k (2024: £6,592k).

As at 31 March 2025, 8,792 employees (2024: 9,053) were enrolled in the scheme.

The People's Pension Higher scheme

Group employees at the level of Locality Manager and above have access to a higher pension scheme. Members of this scheme are required to make a minimum contribution of 3%. The employer's contribution is 7%. The total charge to the Group for the year was £1,583k (2024: £1,490k). As at 31 March 2025, 366 employees (2024: 381) were members of the People's Pension Higher scheme.

NHS Pension Scheme (NHSPS)

The NHSPS is an unfunded, defined benefit scheme and contributions to the scheme are determined by the Secretary of State on the advice of the Government Actuary. The most recent actuarial valuation for the scheme was for the period 2004-2012. The latest valuation, as at 31st March 2016, shows a deficit of £19.4billion.

The scheme is a multi-employer scheme and the disclosures relating to Dimensions (UK) Limited's share of the pension surplus or deficit, are not required by FRS 102. It is not possible to identify the share of underlying assets and liabilities belonging to individual participating employers. Accordingly,

due to the nature of the scheme, the income and expenditure account charge for the period in respect of this scheme is derived from the employer contribution payable. During the year ended 31 March 2025, the employer's rate of contribution was paid at the rate recommended by the Actuary of 14.38%. The employees' contributions range between 5.25% and 12.5%. The total charge to the Group for the year was £920k (2024: £933k). As at 31 March 2025, 220 employees (2024: 304) were members of the NHSPS.

In accordance with FRS 102, a valuation of the Scheme liability is carried out annually by the scheme actuary as at the balance sheet date by updating the results of the full actuarial valuation. The latest assessment of the liabilities of the scheme is contained in the Scheme Actuary report, which forms part of the annual NHS Pension Scheme (England and Wales) Resource Account, published annually. These accounts can be viewed on the NHS Business Services Authority website. Copies can also be obtained from The Stationery Office.

Social Housing Pension Scheme

Dimensions participates in the Social Housing Pension Scheme (SHPS). The Scheme operated a single benefit structure, final salary with a 1/60th accrual rate, to 31 March 2007. From April 2007 the employer operated a career average re-valued earnings (CARE) scheme with a 1/80th accrual rate. From 1 April 2014, Dimensions stopped participating in the CARE scheme and active members were offered membership of the SHPS Defined Contribution (DC) scheme at an employer contribution rate of 8.5% and a minimum employee contribution rate of 3%. The multi-employer defined benefit schemes are closed to new members. At 31 March 2025, 10 employees (2024: 12) were members of SHPS.

The TPT valuation for the current year is a defined liability of £2,859k (2024: £4,241k liability) which resulted in an actuarial gain of £545k (2024: loss of £928k).

Dimensions has provided for this by holding a provision calculated under the accounting rules set out in FRS 102.

The deficit funding agreement remains in place. The additional costs that Dimensions had to fund for the past deficits identified are £1,045k (2024: £992k).

The total charge to Dimensions for the year in respect of current service was £Nil (2024: £Nil).

23 Pension liability (continued)

Royal County of Berkshire Pension Fund

Dimensions participates in a defined benefit statutory scheme, the Royal County of Berkshire Pension Fund, part of the Local Government Pension Scheme. The scheme provides benefits to employees based upon final pensionable earnings.

The most recent formal actuarial valuation of the scheme at 31 March 2025 showed that the actuarial value of the scheme's assets does not cover the accrued liabilities based on estimated fund pensionable salaries at retirement to the extent of £147k (2024: £571k) with an actuarial gain of £361k (£2024: £184k). Dimensions has provided for this by holding a provision calculated under the accounting rules set out in Financial Reporting Standard 102 (FRS 102).

During the year ended 31 March 2025, the employer's rate of contribution was paid at the rate recommended by the Actuary of 15.9%. The employees' contributions ranged between 5.25% and 12.5%. The contribution paid by Dimensions during the year was £107k (2024: £103k). At 31 March 2025, 4 employees (2024: 4) were members of the Royal County of Berkshire Pension Fund.

The FRS 102 disclosures are laid out in the statutory accounts.

Somerset County Council Pension Fund

Dimensions Group participates in a defined benefit statutory scheme, the Somerset County Council Pension Fund, part of the Local Government Pension Scheme. The scheme provides benefits to employees based upon final pensionable earnings. Somerset County Council are responsible for the scheme deficit and so the organisation is exempt from including the FRS 102 disclosures in these statutory accounts.

During the year ended 31 March 2025, the employer's rate of contribution was paid at the rate recommended by the Actuary of 11.3%. The employees' contributions ranged between 5.25% and 12.5%. The total charge to the Group for the year was £767k (2024: £823k). As at 31 March 2025, 167 employees (2024: 192) were members of the Somerset County Council Pension Fund. Further detailed disclosures are not provided as they are deemed immaterial.

Barnsley Pension Fund

Dimensions participates in a defined benefit statutory scheme, the Barnsley Pension Fund, which is part of the Local Government Pension Scheme. The scheme provides benefits to employees based upon final pensionable earnings. Barnsley are responsible for the scheme deficit and so the organisation is exempt from including the FRS 102 disclosures in the statutory accounts.

During the year ended 31 March 2025, the employer's rate of contribution was paid at the rate recommended by the Actuary of 12.8%. The employees' contributions ranged between 5.25% and 12.5%. The total charge to the Group for the year was £52k (2024: £59k). At 31 March 2025, 13 employees (2024: 16) were members of the Barnsley Pension Fund. Further detailed disclosures are not provided as they are deemed immaterial.

23 Pension liability (continued)

Royal County of Berkshire Pension Fund

The major assumptions used by the actuary were (in nominal terms):

	2025 % pa	2024 % pa	2023 % pa
Increases in salaries	3.90	3.90	3.90
Increases in pensions and deferred pensions	2.90	2.90	2.90
Discount rate	5.80	4.90	4.80
Retail price inflation	3.20	3.25	3.20

The assets in the scheme were:

	Actual asset allocation 2025	Actual asset allocation 2024
Public equities	57%	57%
Private equities	12%	12%
Infrastructure	12%	13%
Real estate	8%	9%
Credit	15%	12%
Cash	2%	1%
Longevity insurance	-4%	-4%
	<u>100%</u>	<u>100%</u>

The discount rate is used as a single net interest cost to be the expected return on assets.
The amounts recognised in the financial statements under FRS 102 are as follows:

Balance sheet disclosure

	2025 £'000	2024 £'000	2023 £'000
Present value of the defined benefit obligation	2,943	3,295	3,291
Fair value of fund assets (bid value)	(2,796)	(2,724)	(2,488)
	<u>147</u>	<u>571</u>	<u>803</u>
Net liability in balance sheet			

Analysis of the amount charged to operating surplus

	2025 £'000	2024 £'000
Current service cost	(16)	(16)
	<u>(16)</u>	<u>(16)</u>
Total operating charge		

23 Pension liability (continued)

Analysis of the amount charged to the statement of comprehensive income

	2025 £'000	2024 £'000
Net interest on the defined benefit liability	(25)	(36)
Administration expenses	(3)	(3)
	<hr/>	<hr/>
Total operating charge	(28)	(39)
	<hr/>	<hr/>

	2025 £'000	2024 £'000
Return/(loss) on fund assets in excess of interest	(72)	102
Experience (loss)/gain on defined benefit obligation	8	(11)
Change in financial assumptions	417	50
Change in demographic assumptions	48	43
	<hr/>	<hr/>
Remeasurement of the defined liability	401	184
	<hr/>	<hr/>

Reconciliation of opening and closing balances of the present value of the defined benefit obligation

	2025 £'000	2024 £'000
Opening defined benefit obligation	3,295	3,291
Service cost	16	16
Interest cost	159	156
Contributions by scheme participants	7	7
Change in demographic assumptions	(8)	(43)
Net change in assumptions and experience	(417)	(50)
Experience gain on defined benefit obligation	(8)	11
Estimated benefits paid net of transfers	(101)	(93)
	<hr/>	<hr/>
Closing defined benefit obligation	2,943	3,295
	<hr/>	<hr/>

23 Pension liability (continued)

Reconciliation of opening and closing balances of the fair value of fund assets

	2025 £'000	2024 £'000
Opening fair value of scheme assets	2,724	2,488
Interest on assets	134	120
Return on assets less interest	(72)	102
Employer contributions	107	103
Contributions by scheme participants	7	7
Actuarial gains/(losses)	-	-
Administration expenses	(3)	(3)
Estimated benefits paid (net of transfers)	(101)	(93)
	<hr/>	<hr/>
Fair value of scheme assets at end of year	2,796	2,724
	<hr/>	<hr/>

Reconciliation of opening and closing surplus

	2025 £'000	2024 £'000
At beginning of the year	(571)	(803)
Service cost	(16)	(16)
Interest cost	(25)	(36)
Employer contributions	107	103
Actuarial gain / (loss)	361	184
Administration expense	(3)	(3)
	<hr/>	<hr/>
Deficit in scheme at end of year	(147)	(571)
	<hr/>	<hr/>

Amounts for the current and previous periods

	2025 £'000	2024 £'000	2023 £'000	2022 £'000	2021 £'000
Defined benefit obligation	(2,943)	(3,295)	(3,291)	(4,873)	(4,966)
Scheme assets	2,796	2,724	2,488	2,461	2,114
Deficit	(147)	(571)	(803)	(2,412)	(2,852)

23 Pension liability (continued)

SHPS

The major assumptions used by the actuary were (in nominal terms):

	2025	2024
	% pa	% pa
Increases in salaries	3.79	3.78
Discount rate	5.85	4.91
Retail price inflation	3.09	3.14
Consumer price inflation	2.79	2.78

The mortality assumptions adopted at 31 March 2025 imply the following life expectancies:

	Life expectancy at age 65
	Years
Male retiring in 2025	20.5
Female retiring in 2025	23.0
Male retiring in 2045	21.7
Female retiring in 2045	24.5

The assets in the scheme were:

	Actual asset allocation	
	2025	2024
	£'000	£'000
Absolute Return	-	709
Alternative Risk Premia	-	576
Credit Relative Value	-	595
Liquid Alternatives	3,278	-
Distressed Opportunities	-	640
Emerging Markets Debt	-	235
Global Equity	1,980	1,810
Infrastructure	3	1,834
Insurance-Linked Securities	54	94
Liability Driven Investment	5,354	7,390
Investment Grade Credit	544	-
Long Lease Property	5	117
Net Current Assets	38	31
Private Debt	-	715
Opportunistic liquid credit	-	710
High Yield	-	3
Real asset	2,116	-
Credit	676	-
Private credit	2,164	-
Private Equity	16	15
Currency hedging	28	(7)
Cash	240	358
Property	886	729
Risk Sharing	-	1,063
Secured Income	295	542
	<u>17,677</u>	<u>18,159</u>

23 Pension liability (continued)

Balance sheet disclosure

	2025 £'000	2024 £'000
Present value of defined benefit obligation	20,536	22,400
Fair value of plan assets	(17,677)	(18,159)

Net liability in balance sheet

2,859	4,241
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Income Statement Disclosure

	2025 £'000	2024 £'000
Expenses	26	26
Net interest expense	183	176

Defined benefit costs recognised in SoCI

209	202
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Analysis of amount recognised in other comprehensive income

	2025 £'000	2024 £'000
Experience on plan assets (excluding amounts included in net interest cost – gain/ (loss))	(1,614)	(1,315)
Experience gains and (losses) arising on the plan liabilities	(575)	(25)
Change in financial assumptions – (loss)/gain	2,734	178
Change in demographic assumptions – (loss)	-	234

Remeasurement of the defined liability – gain/(loss)

545	(928)
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23 Pension liability (continued)

Reconciliation of opening and closing balances of the present value of the defined benefit obligation	2025 £'000	2024 £'000
Opening defined benefit obligation	22,400	22,486
Expenses	26	26
Interest expense	1,080	1,076
Net actuarial loss/(gain) due to changes in assumptions and scheme experience	(2159)	(387)
Benefits paid and expenses	(811)	(801)
Closing defined benefit obligation	20,536	22,400

Reconciliation of opening and closing balances of the fair value of fund assets	2025 £'000	2024 £'000
Opening fair value of plan assets	18,159	18,383
Interest income	897	900
Employer contributions	1,046	992
Experience on plan assets – gain/(loss)	(1,614)	(1,315)
Benefits paid and expenses	(811)	(801)
Fair value of scheme assets at end of year	17,677	18,159

The actual return on the plan assets (including any changes in share of assets) over the period ended 31 March 2025 was £415,000.

Reconciliation of opening and closing surplus	2025 £'000	2024 £'000
Deficit in plan at beginning of the year	4,241	4,103
Current service cost	-	-
Expenses	25	26
Net interest expense	183	176
Actuarial (gain)/loss	(545)	928
Employer contributions	(1,045)	(992)
Deficit in plan at end of year	2,859	4,241

23 Pension liability (continued)

Dimensions is aware of the Virgin Media v NTL Pension Trustees II Limited Court of Appeal judgement which may give rise to adjustments to pension scheme liabilities. On 5 June 2025, the Department for Works and Pensions announced that the Government will introduce legislation to deal with the issues arising from the Virgin Media v NTL Pension Trustees judgment which has increased uncertainty in the pensions industry. The legislation will “give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. Scheme obligations will otherwise be unaffected and the Government will continue to maintain its robust framework for the funding of defined benefit pension schemes in order to protect people’s hard-earned pensions.” As at the reporting date, the legal process is incomplete and therefore we are unable to quantify any potential liabilities.

24 Reconciliation of operating surplus to net cash inflow from operating activities

	GROUP	
	2025	2024
	£'000	£'000
Group operating surplus after exceptional items	993	1,451
Depreciation of tangible fixed assets	2,642	1,482
Interest on recycled capital grant fund	99	276
Impairment release	-	(130)
Difference between pension charge and cash contributions	223	162
Increase/(decrease) in debtors	3,027	(4,651)
Increase/(decrease) in creditors	(686)	2,603
Increase/(decrease) in provisions	(1,806)	(83)
Amortisation of government grant in the year	(355)	(395)
	<hr/>	<hr/>
Net cash (outflow)/inflow from operating activities	4,137	715
	<hr/>	<hr/>

25 Analysis of changes in net debt

	At 31		At 31
	March		March
	2024	Cashflow	2025
	£'000	£'000	£'000
Group			
Cash at bank and in hand	18,419	1,123	19,542
Total	18,419	1,123	19,542
	<hr/>	<hr/>	<hr/>

26 Reconciliation of net cash flow to movement in net funds

	GROUP	
	2025	2024
	£'000	£'000
Increase/(decrease) in cash in the year	1,123	(4,378)
Change in net funds	1,123	(4,378)
Net funds at 1 April	18,419	22,797
Net funds at 31 March	19,542	18,419

27 Incorporation

Dimensions (UK) Limited is registered with Homes England as a Registered Provider of Social Housing, is incorporated under the Co-operative & Community Benefit Societies and Credit Unions Acts 1965 to 2014 and is registered in England.

28 Related parties

There were no trustees who had related party transactions with the Group in the year ending 31 March 2025.

29 Off-balance sheet arrangements

The Dimensions Group became party to a £6.5m pension bond facility with HSBC plc on 1 April 2019, whereby the liability to HSBC is guaranteed by the Organisation. This is reviewed periodically, the most recent renewal being April 2025, when the value was reduced to £3.7 million.

30 Contingent liabilities

Dimensions has participated in the Social Housing Pensions Scheme (SHPS), which is a defined benefit scheme. We are aware that the Trustee of the Scheme that have performed a review of the changes made to the Scheme's benefits over the years and the result is that there is uncertainty surrounding some of these changes. The Trustees have been advised to seek clarification from the Court on these items. The process is ongoing, and the matter is unlikely to be resolved before the end of 2025 at the earliest, and it is too soon to calculate the impact of this issue, particularly on an individual employer basis, with any accuracy at this time. No adjustment has been made in these financial statements in respect of this potential issue

There were no other contingent liabilities as at year end 31 March 2025 which should have been provided for.

31 Provisions for liabilities

	Group		Parent	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Aggregate provisions for liabilities	533	702	529	696
	533	702	529	696

Group	Dilapidations	Income	Total
	£'000	adjustments	£'000
		£'000	
At 1 April 2024	267	435	702
Release of provision	(193)	-	(193)
Additions	24	-	24
Utilised	-	-	-
At 31 March 2025	98	435	533

The costs for dilapidations of offices are provided for. The prior year provision has been reassessed and some provision released. Provisions have been released for offices exited in the year. The various existing leases have various lease end dates, ending between the next financial year and 2026/2027. The individual reimbursements are expected to be made at the end of the relevant lease, upon exit from the property.

Income has been provided against where applicable. Some previous provisions relating to support services have been reversed during the year as it is now felt unlikely that a transfer in funds will materialise. New provisions have been added relating to disputed support hours. These outflows are expected to be incurred in the next financial year.

Parent	Dilapidations	Income	Total
	£'000	adjustments	£'000
		£'000	
At 1 April 2024	261	435	696
Release of provision	(191)	-	(191)
Additions	24	-	24
Utilised	-	-	-
At 31 March 2025	94	435	529

Better Lives for More People

Dimensions supports adults with learning disabilities, autistic people, individuals with complex health or forensic needs, and those with a history of behaviours of distress.

The people we support and their families are at the heart of everything we do. We want every person we support to have a great, ordinary, active life as part of their local community.

Find out more

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