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REGISTERED COMPANY NUMBER: 03034328 (England and Wales)
REGISTERED CHARITY NUMBER: 1045893

REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

**FOR** 

SOUTH WEST ACTION FOR LEARNING AND LIVING OUR WAY LTD



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### CHAIR OF THE TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2023

The year that is reported in these accounts was one of continuing transition out of COVID and into a new normal. It has taken some of our members time to rebuild their confidence and return to their usual routines but with the support of a brilliant staff team we have seen attendance at all the events that we run grow to levels greater than before the pandemic.

Demand for all SWALLOW's services is growing once again, and whilst we aim not to turn people away, we need to ensure that we do not overcommit ourselves, as we must ensure that the quality of our support that we provide does not suffer.

In these uncertain times in the wake of the pandemic, and with so many struggling with the cost of living, recruitment and retention of staff has been more than normally challenging for all organisations providing social care, but I am happy to report that the considerable efforts of Michelle and her colleagues have been rewarded with notable success.

We have also spent much of the year uncertain about finance: we were caught between the need to increase pay to retain and recruit staff, and the possibility that local authority funding formulae might not fully reflect inflationary cost increases. This left the Board contemplating the need to draw on reserves by the end of the year. In the event I am happy to report that this did not prove to be necessary, but it was a worrying time – for us as indeed it was for everyone.

Following a detailed review process, the Board approved a new Fundraising Strategy for SWALLOW. It also resulted in the appointment of a part-time trust fundraiser and a relaunch of the SWALLOW website. Celebrations for our 30th Anniversary Year started in 2023 with 30 short films covering all aspects of the charity's work – these can be viewed on the charity's website.

SWALLOW's two cafes – in Radstock and Peasedown St John have continued to play a hugely important role within their communities – providing safe and welcoming spaces and offering very reasonably priced nutritious food, which has become more and more important in the current cost of living crisis. During 2022 they were able to contribute to a fund for Ukraine through our fundraising at the cafes; and both cafes were inspected by the Food Standards Agency, each receiving a rating of '5', the highest rating. The St Nicholas Café opened for a community Jubilee event on 4th June, which was very successful. Sadly, there were some incidents of vandalism at the St Nicholas Café, but we have been working with the PCC to try and get CCTV installed. At Christmas there were lunches, hampers and a stall at the Christmas market in Bath: the resulting sales figures were impressive.

In June I was very happy to be able to welcome Mark Roper as a Trustee. He brings a wide range of experience to the work of the Board of Trustees. In April 2023 our Annual General Meeting was very successfully combined with our Evaluation Day, at which, I was proud to present Bev Craney with a surprise gift in recognition of her 25 years' dedicated work and leadership of the organisation.

### CHAIR OF THE TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2023

Finally: in March 2023 we were visited by a group of social workers from South Korea, who had learned about SWALLOWs great work. They were looking at how organisations in the UK work with people with learning disabilities following a decision by the South Korea government to move from residential care to care in the community. They were very impressed and further visits may follow. So, SWALLOW's fame – and I hope its example – has spread across the globe.

At SWALLOW we continue to plan for an exciting future and our long-term plan, subject to funding, is to offer more housing and activities for our members to benefit from.

Stephen Barran

Chair

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

## Objectives and principal activities

The charity's objects and principal activities are to benefit all local teenagers and adults with learning disabilities, providing supported housing, education and related services.

The main activities of the organisation are:

- 1. Supported housing
- 2. Outreach support in the community
- 3. Independent living skills training
- 4. Therapeutic courses and day activities
- 5. Supported employment and employment training, including craft and horticulture activities and the SWALLOW Community Café
- 6. Healthy living and fitness activities
- 7. Social activities to reduce social isolation
- 8. Information and advice
- 9. Youth Group for 13-18 year olds to aid transition from school to the adult world.

Each year the Trustees review the charity's objectives and activities to ensure that they continue to reflect our aims. In carrying out this review the Trustees have considered the Charity Commission's general guidance on public benefit.

All of our activities welcome all teenagers and adults with learning disabilities regardless of personal background, faith, gender or personal circumstances. We do make some charges towards activities, but these are often subsidised and concessions are offered where possible to those on low incomes to make them affordable to all.

#### **Volunteers**

SWALLOW has a dedicated team of volunteers who support the work of the charity in a variety of roles. Our Trustee Board and our members on the Management Committee all give their time for free and we have a growing number of people helping in all areas of our work, making a vital contribution.

#### **ACHIEVEMENT AND PERFORMANCE**

#### Charitable activities

The aim of the charity is to maximise the support offered to teenagers and adults with learning disabilities, and to give them the skills and opportunities that they need to live full and independent lives. SWALLOW uses its resources to achieve these aims. The Chairman's Report outlines the main achievements of the organisation this year.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### Fundraising activities

We have seen a modest rise in money from voluntary sources this year, however fundraising still continues to be difficult due to the economic climate and there being many demands on the funds available. The charity is very grateful for the support of the local community and to all those who have kindly donated to our work, especially the fantastic fundraising by staff and members in SWALLOW's 30th Anniversary year.

#### FINANCIAL REVIEW

## **Principal funding sources**

Most of the funding for SWALLOW services comes on an individual basis through personalised budgets for teenagers and adults with learning disabilities, which are set and approved by Bath and North East Somerset Council (B&NES), but what support each individual buys from providers is decided by that member in discussions with his/her carer. Some funding for supported housing comes from individuals' direct payments. This funding is directly related to the tenants and the support needs for which they have been assessed. SWALLOW also receives a grant from the local authority, through HCRG group, to cover costs associated with tenants' housing support needs and member led activities and support.

The rest of the cost is raised from voluntary sources such as charitable trusts, companies, fundraising events and individual donations.

#### Investment policy and performance

The Trustees keep our investment policy under constant review due to the rapidly changing financial market conditions. Our portfolio of deposits with a variety of banks on the Flagstone Platform, via CAF, have benefited from the increase in interest rates. Our investment in medium risk investment funds, made this year, has also made steady progress and is an important diversification of our reserves. Details of this investment are shown in the accounts.

#### Reserves policy

The Trustees have reviewed the need for reserves in line with the guidance issued by the Charity Commission and have determined the following policy, which will be reviewed annually:

The Trustees recognise that there is a voluntary income risk in the current economic climate, a social enterprise income risk in current market conditions, the ongoing changes within public sector funding and reduced donations arising from the volatility due to the pandemic and other world factors.

From discussions at the Trustee Board, it has been decided that SWALLOW may maintain reserves for a variety of purposes including, but not limited to, the following:

- a) To enable the services provided to teenagers and adults with learning disabilities to continue during any period of disruption in the charity's income;
- b) To cover set up costs for new service initiatives, prior to income being received:
- c) To cover necessary ongoing costs and finance any legal obligations if a major source of funding ceases, either voluntarily or compulsorily, causing parts of the business to cease.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### **FINANCIAL REVIEW**

#### **Unrestricted Reserves**

As part of its annual budget-setting, the Trustees will consider the level of unrestricted reserves it is appropriate for the charity to keep to meet its obligations, to hedge against possible risks and to fund its future plans. The Trustees have agreed that for the current year unrestricted reserves should be in the range of between £393,317 and £786,635, which represents 3 to 6 months of annual expenditure. The Trustees will continue to monitor the unrestricted reserves during the financial year.

#### **Restricted Reserves**

Restricted reserves are held when money raised in the previous year for specific charitable activities remains unspent at the year end and is carried over to be spent in future years.

#### **Accounting**

This year we have again undertaken a full audit of the Charity's accounts, as the income threshold of £1million set by the Charity Commission has been exceeded.

#### Review

At 31 March 2023, Unrestricted Reserves, as defined, amounted to £619,515 compared to a target range of three to six month's running costs, ie £393,317 and £786,635.

## Review of the charity's financial position

In the year to March 2023, covered by these accounts we have achieved a surplus of £7,834. This was a very positive result in light of the pressures on the organisation's finances due to the cost of living increases and is due to sound financial management and control.

#### **FUTURE STRATEGY**

As we look to the future and to the next 30 years, the need for the support that SWALLOW provides to teenagers and adults with learning disabilities will remain as vital as it is now, just like we were needed back in 1993. The environment in which the charity works has changed and many improvements in social care have been made, however, there is increased pressure on funding and a huge increase in demand.

SWALLOW has grown in response to need and now supports over 150 teenagers and adults with learning disabilities in a wide variety of ways but there is more still to be done and more people to be helped. SWALLOW's work is relevant and effective because it is member led – people with learning disabilities drive the direction of the charity and challenge the staff team to help them to achieve more.

Our strategy for growth is measured and steady – maintaining the quality of our services is key and to do this we need to recruit, train and manage a cohesive staff team, ensuring that the support at the core of the organisation is solid and unwavering.

Here are SWALLOW's plans for the year in each area, these are informed, as always, by the wishes of our members.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### **FUTURE STRATEGY**

**Supported Housing** - there continues to be high demand for our housing services and we are in discussions with the Local Authority regarding how SWALLOW can plan to meet demand in the future.

**Outreach** - this continues to be a vitally important part of the support we offer, we always try to respond to those who need one to one support in the community.

**Base House** - is SWALLOW's training house, based in Midsomer Norton, teaching teenagers and adults with learning disabilities independent living skills and also providing our members and their families and carers much needed respite. Demand is high for this unique service and we are looking at the possibility of securing a second location for Base House Two.

**Day Activities and Courses** - we have a vibrant timetable of weekly activities which are extremely popular including art courses and activity days which we hope to be able to grow to be able to cope with the demand for places.

**Employment** - our three strands of work skills are craft based, horticulture and the two community cafes, we also encourage supported employment opportunities within SWALLOW. This is an area of focus and we aim to help members towards their dream of meaningful employment.

The two SWALLOW Community Cafés -both cafes provide a warm and welcoming safe space offering very reasonably priced nutritious food, whilst giving SWALLOW members training and experience in catering. The cafes show the local community what people with learning disabilities can achieve.

**Social, Sports and Youth Activities** - these activities make a huge difference to our members' week, brightening up their lives and reducing social isolation - our members chose the activities that they would like to do and we respond by making them happen. We encourage movement and exercise to keep fit and have fun, vital for physical and mental health.

**Caring for the staff team** - SWALLOW has a fantastic team of individuals both working and volunteering for the charity. We will continue to value this team and to invest in their training and development to enhance skills and reward commitment. The staff team's empathy, care and dedication have helped the charity to become what it is today and as we look to the next 30 years, they remain vital to the organisation's future.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

# STRUCTURE, GOVERNANCE AND MANAGEMENT Governing document

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity on 17 March 1995. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £10. The total number of such guarantees at 31 March 2023 was 164 (2022 162).

#### Recruitment and appointment of the Board of Trustees

Members of the Board of Trustees, who are Directors for the purpose of company law and Trustees for the purpose of charity law, are elected at the AGM to serve for a period of 3 years after which they must be re-elected at the next AGM.

As the charity is user-led and works with teenagers and adults with learning disabilities, it is important that the Trustee Board members have empathy and understanding of the needs of SWALLOW's members. Trustees are recruited, as required, through a variety of media, both local and national. The aim is to recruit individuals with a broad range of skills to complement those we already have within the Trustee Board.

Trustees are asked to provide a list of their skills and update it each year so that skills gaps can be identified. Potential Trustees are given an NCVO pack outlining the roles and responsibilities of Trustees as well as attending a preliminary meeting to ensure that Trustees are aware of the commitment involved.

#### **Organisational structure**

The Trustee Board meets every eight weeks and is responsible for the strategic direction, financial viability and overall well-being of the Charity. Its aim is to ensure that the resources of the Charity are applied to the maximum benefit of the members. The Chief Executive, Fundraising and Finance Manager and the HR Manager also attend the Board Meetings.

As SWALLOW is a user-led organisation, we also have a Management Committee made up of thirteen members. This group also meets eight weekly and advises and guides the Trustee Board on members' wishes and needs. At least one Trustee attends each meeting and reports back to the Trustee Board.

The day to day running of the organisation is the responsibility of the Chief Executive. Reporting to the Chief Executive are the Fundraising and Finance Manager, the Registered Manager, who oversees our Supported Housing, Base House and Outreach, as well as the HR Manager and the Courses Manager..

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

## Induction and training of new trustees

New Trustees undertake an extensive and comprehensive induction and training programme, which includes:

- 1. Meetings with the Chair of Trustees, the Chief Executive and other senior members of staff
- 2. Visits to the Head Office, Redfield Road, The Hawthorns and Base House and the SWALLOW Community Café
- 3. Attending a Management Committee (members) meeting
- 4. Information pack including the governing documents and policies and procedures, recent financial information and strategic documents and action plan

#### Risk review

The Trustee Board, in compliance with the SORP, conducts an annual review of the major risks to which the charity is exposed. A risk register has been established and, where appropriate, systems or procedures have been established to mitigate the risks faced and a sub-committee of the Trustee Board has been formed to review the risk register on a regular basis and report back to the Board.

The organisation continually looks to review and monitor services in line with local authority and Care Quality Commission requirements, to ensure the highest quality is maintained.

In considering the major risks to the charity, the Trustees have recognised that the most influential one would be the loss of funding to its core business. In this respect, the Trustees are implementing a policy of diversification and are extending the activities of the Charity to include other related projects and opportunities for people with learning disabilities wanting to live independent lives. This will help the Charity to strengthen its financial position and continue to achieve the original objectives of the Constitution.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

## REFERENCE AND ADMINISTRATIVE DETAILS

### **Registered Company number**

03034328 (England and Wales)

### Registered Charity number

1045893

#### Registered office

The Old Engine House Old Pit Road Midsomer Norton Radstock BA3 4BQ

#### **Trustees**

S Barran (Chair of Trustees)

J W Freeman

A C German

S Hawkey

C Negus

M Roper (appointed 13.6.22)

J Souter

D M Vaughan

C P Winpenny

### **Company Secretary**

N Tew

#### **Auditors**

PG Owen Limited Chartered Accountants and Statutory Auditors 124 High Street Midsomer Norton Bath BA3 2DA

#### **Solicitors**

Thatcher and Hallam Island House Midsomer Norton BA3 2HJ

#### **Bankers**

CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

## REFERENCE AND ADMINISTRATIVE DETAILS Patron

J Cullum DL

#### **Hon Vice Presidents**

K F Atkinson A E F Quinn

#### **Senior Management Team**

B Craney

J Willcox

Registered Manager

M Cox

Human Resources Manager

Fundraising and Finance Manager

#### **RESULTS**

The Net Incoming Resources for the year to 31 March 2023 amounted to £7,834 (2022 £28,835). Restricted Reserves at 31 March 2023 amounted to £28,119 (2022 £23,863) and Unrestricted Reserves amounted to £619,515 (2022 £615,937).

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of South West Action for Learning and Living Our Way Ltd for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

#### **AUDITORS**

The auditors, PG Owen Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on 30th Olle 2017, and signed on its behalf by:

C P Winpenny - Trustee

### **Opinion**

We have audited the financial statements of South West Action for Learning and Living Our Way Ltd (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

#### Conclusions relating to going concern

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

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

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

#### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

## Opinions on other matters prescribed by the Companies Act 2006

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

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

#### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

#### Responsibilities of trustees

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

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

#### Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from commercial knowledge and experience of the charitable care sector:
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by;

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and

regulations; and

understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we;

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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 Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

R N Browning BA(Hons) FCCA FCA FAIA (Senior Statutory Auditor)

for and on behalf of PG Owen Limited

Chartered Accountants and

Statutory Auditors

124 High Street

Midsomer Norton

Bath

BA3 2DA

Date: 24th November 2023.



## STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FRO	<b>OM</b> 2	47,307	27,476	74,783	66,978
Charitable activities Activities to further charity's objective	5 es	1,371,385	-	1,371,385	1,259,534
Other trading activities Investment income	3 4	28,555 9,875	<u>-</u>	28,555 9,875	34,388 2,323
Total		1,457,122	27,476	1,484,598	1,363,223
EXPENDITURE ON Raising funds	6	4,538	-	4,538	4,993
Charitable activities Direct charitable expenditure	7				
Management and administration		1,314,762 134,244	17,736 <u>5,484</u>	1,332,498 139,728	1,204,516 124,879
Total		1,453,544	23,220	1,476,764	1,334,388
NET INCOME		3,578	4,256	7,834	28,835
RECONCILIATION OF FUNDS Total funds brought forward		615,937	23,863	639,800	610,965
TOTAL FUNDS CARRIED FORWA	RD	619,515	28,119	647,634	639,800

## BALANCE SHEET 31 MARCH 2023

FIVED ACCETS	Notes	Unrestricted funds	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS Tangible assets Investments	13 14	34,794 <u>102,180</u> 136,974		34,794 <u>102,180</u> 136,974	29,816 29,816
CURRENT ASSETS Debtors Cash at bank and in hand	15	90,838 4 <u>96,841</u>	28,119	90,838 5 <u>24,960</u>	70,199 6 <u>32,830</u>
CREDITORS		587,679	28,119	615,798	703,029
Amounts falling due within one yea	r 16	(105,138)		(105,138)	(93,045)
NET CURRENT ASSETS		4 <u>82,541</u>	<u>28,119</u>	5 <u>10,660</u>	609,984
TOTAL ASSETS LESS CURRENT LIABILITIES	•	619,515	28,119	647,634	639,800
NET ASSETS		6 <u>19,515</u>	<u>28,119</u>	6 <u>47,634</u>	6 <u>39,800</u>
FUNDS Unrestricted funds Restricted funds	18			619,515 28,119	615,937 23,863
TOTAL FUNDS				6 <u>47,634</u>	6 <u>39,800</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

C P Winpenny - Trustee

# CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2023

Notes	2023 £	2022 £
Cash flows from operating activities Cash generated from operations 1	3,364	51,351
Net cash provided by operating activities	3,364	51,351
Cash flows from investing activities Purchase of tangible fixed assets Purchase of fixed asset investments	(18,929) (100,000)	(18,142)
Interest received	7,695	2,323
Net cash used in investing activities	(1 <u>11,234</u> )	( <u>15,819</u> )
Change in cash and cash		
equivalents in the reporting period	(107,870)	35,532
Cash and cash equivalents at the beginning of the reporting period	632,830	597,298
Cash and cash equivalents at		
the end of the reporting period	5 <u>24,960</u>	6 <u>32,830</u>

# NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2023

## 1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Not income for the reporting paried (so par the	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities) Adjustments for:	7,834	28,835
Depreciation charges	13,951	10,475
Loss on disposal of fixed assets	-	267
Interest received	(7,695)	(2,323)
Gains on investments during year	(2,180)	-
(Increase)/decrease in debtors	(20,639)	13,347
Increase in creditors	12,093	750
Net cash provided by operations	3,364	<u>51,351</u>

## 2. ANALYSIS OF CHANGES IN NET FUNDS

Net cash	At 1.4.22 £	Cash flow £	At 31.3.23 £
Cash at bank and in hand	632,830	(1 <u>07,870</u> )	524,960
	632,830	(1 <u>07,870</u> )	524,960
Total	632,830	(1 <u>07,870</u> )	524,960

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

#### 1. ACCOUNTING POLICIES

#### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

## **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

#### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property - 25% on cost Equipment for houses - 25% on cost Office equipment - 25% on cost

#### **Taxation**

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

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## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

#### 1. ACCOUNTING POLICIES - continued

#### Fund accounting

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

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

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

#### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### **Fixed Asset Investments**

In line with the Charities SORP (FRS 102) fixed asset investments represents an investment portfolio intended to be held for more than 12 months, to generate income and capital growth for the charity.

These investments are valued at open market value as at the end of the accounting year with any revaluation gain/losses being charged to the Statement Of Financial Activity within that accounting year.

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

## 2. DONATIONS AND LEGACIES

DONATIONS AND LEGACIES	2023	2022
	£	£
Donations - miscellaneous	12,635	18,127
BANES Healthwatch	-	3,896
Cam Valley Rotary Club	-	500
The Sperring Charity	-	5,180
Bath Gospel Choir	225	-
Bath Half Marathon Sponsorship	1,607	2,855
Bath Half Marathon Fund	-	1,723
Glastonbury Festival Stewards	930	-
The Radstock Co-operative Society	750	-
The Medlock Charitable Trust	-	5,000
Chelwood Rotary	200	-
Sally Hicks	4,350	-
Garfield Weston Foundation	10,000	-
The Roper Family Charitable Trust	15,000	-
Virgin	-	700
Royal Mencap	-	7,275
The Football Fund	-	1,000
Westport	4,600	2,368
Maximus Employment Support	2,500	-
David Soloman Charitable Trust	1,000	_
John Cullum	-	2,000
PSJ Miners Welfare	-	200
Clark Foundation	540	_
Radstock Town Council	1,000	956
Westfield Parish Council	975	1,000
Midsomer Norton & Radstock Rotary Club	3,000	2,000
Radstock and Westfield Big Local Dragons' Den	500	500
The Society of Merchant Venturers	2,000	_
Christmas Raffle	1,510	1,398
Waitrose	350	-
Midsomer Norton Methodists Carol Service	1,100	_
Quartet Resilience Programme	-,	8,800
Stoke Park Group Friends	2,633	-
Wessex Water	2,906	_
BANES Wellness	2,000	_
Bath and West Community Energy Fund Grant	2,472	_
Midsomer Norton Town Council	<b>2</b> , <b>7</b> 1 <b>2</b>	1,500
WINGSOMO NORTH TOWN CONTON	<del>-</del>	1,500
	7 <u>4,783</u>	6 <u>6,978</u>

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

3.	OTHER TRADING ACTIVITIES
<b>U.</b>	

3.	Membership income Consultancy fees	IIVIIIES	2023 £ 1,254 27,301	2022 £ 1,560 32,828
	,		28,555	34,388
4.	INVESTMENT INCOM	E	2023	2022
	Gains on investments Bank interest		£ 2,180 <u>7,695</u>	£ - <u>2,323</u>
			<u>9,875</u>	<u>2,323</u>
5.	INCOME FROM CHAP	RITABLE ACTIVITIES	2022	2022
	Work skills Grants Fitness club Music workshop Arts and crafts Base house stays Drama and yoga course Young people income	Activities to further charity's objectives	2023 £ 564,473 146,522 194,153 90,771 3,735 740 34,407 151,516 51,044 779 26,968 28,396 77,881	2022 £ 606,633 138,039 158,482 119,422 2,974 320 35,173 65,383 40,148 468 16,082 29,376 47,034
	Grants received, include	led in the above, are as follows:	2023	2022
	B&NES Funding B&NES Supporting Pe B&NES Infection Conti		£ 25,588 47,087 <u>18,096</u> <u>90,771</u>	£ 25,355 47,087 <u>46,980</u> 1 <u>19,422</u>

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

### 6. RAISING FUNDS

Other trading activities		
•	2023	2022
	£	£
Bad debts	905	-

Fundraising events

905

4,993

4<u>,538</u> 4<u>,993</u>

## 7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (se note 8) £	
Direct charitable expenditure	482,099	850,399	1,332,498
Management and administration		139,728	139,728
	482,099	990,127	1,472,226

### 8. SUPPORT COSTS

SUPPORT COSTS	Manageme £	ent Totals £	Governance Finance £	costs
Direct charitable expenditure	850,399			850,399
Management and administration		1 <u>28,299</u>	<u>11,429</u>	139,728
	8 <u>50,399</u>	128,299	11,429	9 <u>90,127</u>
Management Accountancy & legal fees Auditors' remuneration			2023 £ 128,299 6,209 <u>5,220</u> 13 <u>9,728</u>	5,072 4,920

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## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

## 9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	5,220	4,920
Depreciation - owned assets	13,951	10,475
Deficit on disposal of fixed assets	<u>-</u>	267

### 10. TRUSTEES' REMUNERATION AND BENEFITS

No remuneration was paid to the Board of Trustees in the period.

## Trustees' expenses

During the year ended 31 March 2023 trustees' expenses amounted to £nil (2022 £nil)

### 11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	1,048,732	946,633
Social security costs	74,424	55,158
Other pension costs	28,766	25,685
	1 <u>,151,922</u>	1,027,476

The average monthly number of employees during the year was as follows:

	2023	2022
Support staff	38	36
Projects staff	16	16
Administration/support staff	16	13
	70	65

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

### 11. STAFF COSTS - continued

No employees received emoluments in excess of £60,000.

Staff costs were as follows:

Tollows.	Support	Projects	Administrati on	2023	2022
	£	£	£	£	£
Wages and salaries Social security costs	755,912 54,727	244,824 16,774	47,996 2,923	1,048,732 74,423	946,633 55,158
Pension costs	23,174	4,203	1,389	28,767	25,685
	833,813	265,801	52,308	1,151,922	1,027,476

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

## 12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVES FOR THE STATEMENT OF	F FINANCIAL A	4CIIVIIIE9	
	Unrestricted	d Restricted	l Total
	funds	fund	funds
	£	£	£
INCOME AND ENDOMMENTO FROM	2	~	2
INCOME AND ENDOWMENTS FROM			
Donations and legacies	36,059	30,919	66,978
Charitable activities			
Activities to further charity's objectives	1,259,534	-	1,259,534
Other trading activities	34,388	-	34,388
Investment income	2,323		2,323
Total	1,332,304	30,919	1,363,223
EXPENDITURE ON Raising funds	4,993	-	4,993
<b>A</b> 1 14 14 14 14 14			
Charitable activities Direct charitable expenditure	1,152,197	52,319	1,204,516
Direct charitable experiance	.,.02,.0.	02,010	1,201,010
Management and administration	121,191	3,688	124,879
Tatal	4 070 204	EC 007	4 224 200
Total	1 <u>,278,381</u>	_56,007	1,334,388
NET INCOME/(EXPENDITURE)	53,923	(25,088)	28,835
RECONCILIATION OF FUNDS Total funds brought forward	562,014	48,951	610,965
TOTAL FUNDS CARRIED FORWARD	615,937	23,863	639,800

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

### 13. TANGIBLE FIXED ASSETS

I ANOIDEE I IXED ACCETO				
	Improvements	sEquipment		
	to	for	Office	
	property	houses	equipment	
	Totals			
	£	£	£	£
COST				
At 1 April 2022	12,716	15,439	56,295	84,450
Additions	5,750	3,827	9,352	18,929
Disposals	-	-	(15,506)	(15,506)
·			,	,,
At 31 March 2023	18,466	19,266	50,141	87,873
DEPRECIATION				
At 1 April 2022	6,498	11,956	36,180	54,634
Charge for year	2,786	1,715	9,450	13,951
Eliminated on disposal	, -	, -	(15,506)	(15,506)
·	<del></del>		·	·
At 31 March 2023	9,284	13,671	30,124	53,079
NET BOOK VALUE				
At 31 March 2023	9,182	5,595	20,017	34,794
	<u> </u>			
At 31 March 2022	6,218	3,483	20,115	29,816
	<u> </u>	<u>= 0, 100</u>	<u>=====================================</u>	<u>=====================================</u>

### 14. FIXED ASSET INVESTMENTS

MARKET VALUE	Unlisted investments
Additions Revaluations	100,000 <u>2,180</u>
At 31 March 2023	1 <u>02,180</u>
NET BOOK VALUE At 31 March 2023	1 <u>02,180</u>
At 31 March 2022	

There were no investment assets outside the UK.

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## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

### 14. FIXED ASSET INVESTMENTS - continued

The market value of the investment held with LGT Wealth Management at 31 March 2023 was £102,180 (Cost £100,000).

4 =	DEDTODO	ANACHMITO EALL	INIO DILIE VALITIUMI ONIE VEAD
15.	DEBIORS:	AMOUNIS FALL	ING DUE WITHIN ONE YEAR

15.	DEBIORS. AMOUNTS FALLING DUE WITHIN ONE TEAR		
		2023	2022
		£	£
	Trade debtors	44,501	43,684
	Prepayments and accrued income	4 <u>6,337</u>	26,515
		9 <u>0,838</u>	7 <u>0,199</u>
16.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEA	R	
		2023	2022
		£	£
	Trade creditors	13,019	10,352
	Social security and other taxes	15,250	15,218
	Other creditors	9,820	9,382
	Accrued expenses	67,049	<u>58,093</u>

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105,138

93,045

## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

#### 17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	89,767	82,966
Between one and five years	<u>1,991</u>	<u>38,584</u>
	91,758	1 <u>21,550</u>

### 18. MOVEMENT IN FUNDS

		Net	
		movement	At
	At 1.4.22	in funds	31.3.23
	£	£	£
Unrestricted funds			
General Funds	575,937	3,578	579,515
Designated Funds	40,000		40,000
	615,937	3,578	619,515
Restricted funds			
Restricted Funds	23,863	4,256	28,119
TOTAL FUNDS	6 <u>39,800</u>	<u>7,834</u>	6 <u>47,634</u>

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

	Incoming Movemen		
	resources £	expended £	in funds £
Unrestricted funds General Funds	1,457,122	(1,453,544)	3,578
Restricted funds Restricted Funds	27,476	(23,220)	4,256
TOTAL FUNDS	1,484,598	(1 <u>,476,764</u> )	7,834

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# NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

### 18. MOVEMENT IN FUNDS - continued

## **Comparatives for movement in funds**

		Net	
		movement	At
	At 1.4.21	in funds	31.3.22
	£	£	£
Unrestricted funds			
General Funds	522,014	53,923	575,937
Designated Funds	40,000		40,000
	562,014	53,923	615,937
Restricted funds			
Restricted Funds	48,951	(25,088)	23,863
TOTAL FUNDS	6 <u>10,965</u>	<u>28,835</u>	6 <u>39,800</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming Movemer	<i>*</i>	
	resources £	s expended £	in funds £
Unrestricted funds General Funds	1,332,304	(1,278,381)	53,923
Restricted funds Restricted Funds	30,919	(56,007)	(25,088)
TOTAL FUNDS	1,363,223	(1,334,388)	28,835

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## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

#### 19. RELATED PARTY DISCLOSURES

A donation of £1,560 was received from John Cullum (Patron) to contribute towards the HIVE cafe rent.

#### 20. PURPOSE OF RESTRICTED RESERVES

Restricted Reserves amounting to £28,119 are being carried forward to be spent in the year ended 31 March 2024. This is made up as follows:

A donation of £621 from Radstock Town Council for pop up cafes.

A donation of £1,200 from Wesport for tutor costs for twice weekly zumba.

A donation of £500 from Radstock and Westfield Big Local Dragons' Den for a summer outing for members.

A donation of £2,000 from Quartet for funding of Boogie Nights.

A donation of £2,712 from Wessex Water for the garden maintenance project.

A donation of £2,472 from Bath and West Community Trust for energy efficiency course delivery.

A donation of £1,519 from The Society of Merchant Venturers for 30<sup>th</sup> Anniversary Evaluation Day and Barn Dance.

A donation of £2,342 from Stoke Park for Fun Club.

A donation of £1,000 from Radstock Town Council for event families eat for £1 at Radstock Cafe.

Donations totalling £13,753 relate to capital expenditure which will be allocated against restricted reserves over the useful economic life of the asset, in line with accounting policy for depreciation.

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	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations - miscellaneous	12,635	18,127
BANES Healthwatch	-	3,896
Cam Valley Rotary Club	-	500
The Sperring Charity	-	5,180
Bath Gospel Choir	225	- 2.055
Bath Half Marathan Sponsorship	1,607	2,855
Bath Half Marathon Fund	- 020	1,723
Glastonbury Festival Stewards The Radstock Co-operative Society	930 750	-
The Medlock Co-operative Society  The Medlock Charitable Trust	750	5,000
Chelwood Rotary	200	3,000
Sally Hicks	4,350	_
Garfield Weston Foundation	10,000	_
The Roper Family Charitable Trust	15,000	_
Virgin	-	700
Royal Mencap	_	7,275
The Football Fund	-	1,000
Westport	4,600	2,368
Maximus Employment Support	2,500	-
David Soloman Charitable Trust	1,000	-
John Cullum	-	2,000
PSJ Miners Welfare	-	200
Clark Foundation	540	-
Radstock Town Council	1,000	956
Westfield Parish Council	975	1,000
Midsomer Norton & Radstock Rotary Club	3,000	2,000
Radstock and Westfield Big Local Dragons' Den	500	500
The Society of Merchant Venturers	2,000	-
Christmas Raffle	1,510	1,398
Waitrose	350	-
Midsomer Norton Methodists Carol Service	1,100	- 0.000
Quartet Resilience Programme	-	8,800
Stoke Park Group Friends	2,633	-
Wessex Water BANES Wellness	2,906	-
	2,000	-
Bath and West Community Energy Fund Grant Midsomer Norton Town Council	2,472 	1,500
	74,783	66,978

	2023 £	2022 £
Other trading activities	4.05.4	4 500
Membership income	1,254	1,560
Consultancy fees	27,301	32,828
	28,555	34,388
Investment income		
Gains on investments	2,180	-
Bank interest	7,695	2,323
	9,875	2,323
Charitable activities	504 470	000 000
Domiciliary support	564,473	606,633
Housing benefit & rent	146,522	138,039
Work skills	194,153	158,482
Grants Fitness club	90,771	119,422
Music workshop	3,735 740	2,974 320
Arts and crafts	34,407	35,173
Base house stays	151,516	65,383
Drama and yoga course	51,044	40,148
Young people income	779	468
Orchard Hall activities	26,968	16,082
Courses	28,396	29,376
Café takings	77,881	47,034
- <b>J</b>		
	1,371,385	1,259,534
Total incoming resources	1,484,598	1,363,223

	2023 £	2022 £
EXPENDITURE	~	2
Other trading activities		
Bad debts	905	-
Fundraising events	3,633	4,993
	4,538	4,993
Charitable activities		
Wages	244,824	208,079
Social security	16,774	11,588
Pensions	4,203	3,595
Rent	128,682	129,966
Cleaning	7,761	8,692
Repairs	21,550	19,521
Members evaluation	1,301	1,703
Learning materials & Cafe cost	39,414	27,470
Travel and subsistence	17,590	<u>17,466</u>
	482,099	428,080
Support costs Management		
Wages	755,912	695,762
Social security	54,727	41,596
Pensions	23,174	22,090
Training & recruitment	16,586	16,988
	850,399	776,436

	2023 £	2022 £
Finance		
Wages	47,996	42,792
Social security	2,923	1,974
Pensions	1,389	-
Rates and water	-	5,002
Insurance	10,694	9,718
Light and heat	10,469	6,572
Telephone and postage	5,845	8,146
Printing and stationery	12,559	9,958
Sundries	15,449	14,050
Bank charges	2,375	1,764
Subscriptions and licences	4,649	4,169
Depreciation of tangible fixed assets	13,951	10,475
Loss on sale of tangible fixed assets		267
	128,299	114,887
Governance costs		
Auditors' remuneration	5,220	4,920
Accountancy & legal fees	6,209	5,072
	11,429	9,992
Total resources expended	1,476,764	1,334,388
Net income	7,834	28,835