

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

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FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

Registered Charity number: 274222

Company number: 1324318

**REHABILITATION SERVICES TRUST FOR OXFORDSHIRE
RE-EMPLOYMENT LIMITED**

RESTORE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

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REPORT OF THE TRUSTEES

The trustees all of whom are also directors of the charity for the purposes of the Companies Act, present their annual report and the audited financial statements for the financial year ended 31 March 2009. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities issued in March 2005 in preparing the annual report and financial statements.

REVIEW OF THE YEAR

Total incoming resources increased significantly during the year to £1,053,672 (2008: £823,557). The total resources expended were £1,007,282 (2008: £809,574), and after a small gain on Investment Assets of £3,967 a total surplus for the year of £50,357 (2008: £16,942) was transferred to reserves.

The principal funding sources during the year were Oxfordshire Primary Care Trust/Oxfordshire County Council, the Learning and Skills Council, Berkshire NHS Trust and the Big Lottery Fund. Their generous support and input are vital to our continuing growth and success.

The in-kind value of services provided by the Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust in previous years ceased with effect from April 2008. Instead we received an additional direct payment from the Oxfordshire Mental Health Pooled Budget amounting to £136,648. In turn, the cost of premises and services at our main site at Manzil Way, including rent, utilities and maintenance and other service user related expenditure such as meals and travel costs, previously borne by Oxfordshire and Buckinghamshire Mental Healthcare Trust, were paid directly by RESTORE.

A combination of successful fund-raising, prudent management and timing of donations have created the surplus on the year's activity. However, we need to continue to fundraise, and when applying for grant funding, seek full cost recovery and remain vigilant in the constant battle to prevent costs creeping up.

SERVICE USE FIGURES

Overview

RESTORE has worked with 690 people, providing 13,270 training days 3,313 individual support sessions, and 172 course places. We supported people onto 202 courses in mainstream settings and we enabled 74 people to gain useful qualifications. We supported 125 people to start paid or voluntary work.

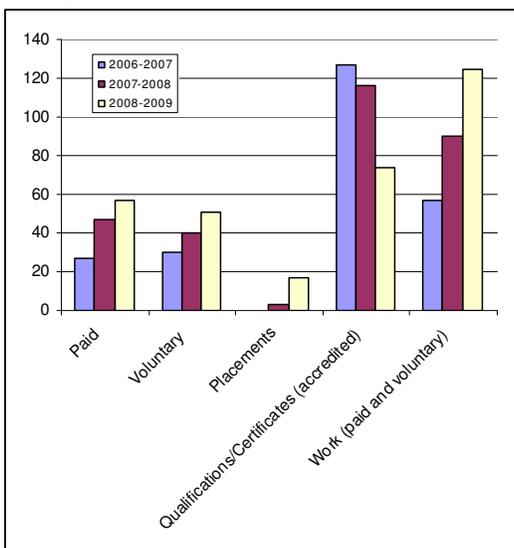
We have increased the number of people we supported to gain paid work by 21% and the numbers we supported to start volunteering by 28% compared to last year.

There is also an 11% increase in the numbers of people using our services (mostly represented by people using the Activate service). The amount of individual support sessions we provide has also increased by 88%. This represents an increasing focus on individual support within our services caused by the increasing emphasis we place on recovery and enabling people to move beyond mental health services. The number of training days we provide has increased only marginally and we seem to have reached some stability in demand for our therapeutic work services.

Our new project (Activate) supported 121 people to take part in 107 different sporting events and enabled 725 sporting sessions. We expect this service to grow over the next few years.

Training days are, on average, five hours long. This means that over the year we provided more than 66,350 hours of group support and development. This sits alongside the significant amounts of individual support provided by LEaP staff that focuses on employment and training, and the one to one support provided in therapeutic work projects enabling people to set personal goals and work towards achieving them.

Employment and Training



Part of our purpose is to provide support to people who want to enter employment (paid or voluntary), or undertake training and work placements.

We have enabled 18% of the people using our services to find paid or voluntary employment. This represents an increase from the 14% (90) of people who we enabled to find paid or voluntary employment last year.

This represents a steadily rising trend in our success in supporting people into work. We think this increase is due to our adoption of an evidence based employment support model (Individual Placement and Support) and the increasing amount of our activity that is focused on employment. We are supporting more people to get real jobs and less people to get qualifications.

	Beehive	Fleet Meadow	Elder Stubbs	LEAP	ALL
Paid	6	7	2	42	57
Voluntary / Placements	9	6	5	48	68
Courses undertaken	0	0	1	201	202
Qualifications/Certificates	9	0	7	58	74

Recovery and Rehabilitation

We provide people with a safe and supportive environment to continue their process of recovery. Our therapeutic work recovery services (Elder Stubbs, The Beehive, and Fleet Meadow) provided 13,270 training days (more than sixty six thousand hours of support) for 228 people. This support enables people to improve their mental and physical health, increase their social contacts, stay out of hospital, and move away from needing mental health services. Last year we started using an internationally validated quality of life scale to measure the impact of our services in order to evaluate how we were performing.

Personal Wellbeing Index (PWI)

	Beehive	Fleet Meadow	Elder Stubbs	LEaP	ALL
Increase	32%	45%	33%	55%	48%
Decrease	22%	26%	33%	23%	21%
No change	46%	29%	33%	23%	31%

We have started collecting information about the subjective quality of life of the people who use our services. We are using the Personal Wellbeing Index. It asks people to score their subjective quality of life on a 0 – 10 scale (with 0 being “completely dissatisfied” and 10 being “completely satisfied”) in different areas.

We counted the number of people who experienced an increase in their personal wellbeing (a 3% or more increase in their total score between quarters), a decrease in their personal wellbeing (a 3% or more decrease in their total score between quarters), or stayed the same (less than a 3% change in either direction). The overall figures conceal significant variation between services and we are investigating the reasons for this.

	Beehive	Fleet Meadow	Elder Stubbs	LEaP
Overall	5.4	4.9	5.7	4.5
Standard of Living	5.9	5.5	6.2	5
Personal Health	5.3	4.4	5.6	4.7
Achieving in Life	5.5	4.8	5.1	4.2
Personal Relationships	5.4	5.4	6	4.9
Personal Safety	5.5	5.6	6.2	5.4
Community-Connectedness	5.2	5.3	5.8	4.8
Future Security	5.2	5.1	6	4.5

Outreach

We have a group of staff who work across the county out of a variety of community and statutory settings. Their role is to promote the idea of employment to people with mental health issues, to challenge stigma and discrimination, and to support people into work, volunteering, and activity.

We measure outreach activity and are aiming to ensure that our services are available across the county. We have employment support sessions available from 33 GP surgeries across the county (42%) and in a range of community settings.

We are also concerned with enabling access to mainstream training and education. This requires training and support for staff and managers in a variety of education settings. We have provided further and higher education settings with 20 support meetings in this year. Institutions supported included Abingdon and Witney College, Oxford and Cherwell Valley College, St Clares, and the Open University. We also participate in the Oxford student mental health network.

This year we started providing Mental Health First Aid (MHFA) training. This is accredited training enabling people to help someone experiencing a mental health problem before professional help is obtained. This year we trained 62 people to be mental health first aiders and we aim to increase this next year.

Equality of Access

Age

	2005-2006	2006-2007	2007-2008	2008-2009
18-30	23%	24%	20%	21%
30-50	48%	50%	55%	55%
50-65	26%	23%	22%	21%
65+	3%	3%	3%	3%

The majority (55%) of our service users are in the 30 – 49 age band. The age profile of our services remains roughly stable, although the ages of people using our services continues to reduce. This means that we are not continuing to offer services to the

same people each year – but are rather serving the same group of people. On average people stay with us for about two years This change reflects our success in supporting people to move on and develop.

Gender

	Beehive	Fleet Meadow	Elder Stubbs	LEaP	ALL
Male	69%	67%	78%	53%	59%
Female	30%	33%	22%	45%	40%

We continue to provide a service to more men than women. This is gradually changing – we have seen a 15% increase in the percentage of women using our service – and we are now slightly less than 60% male. The service that is least referral based (LEaP) is significantly closer to balance. We are exploring partnerships and ways of addressing this

disparity.

Ethnicity

Census groups	2006-2007	2007-2008	2008-2009
White	90.9%	93.9%	88.3%
Mixed	0.4%	1.1%	2.6%
Asian or Asian British	2.3%	1.6%	4.3%
Black or Black British	4.9%	2.3%	3.9%
Other Ethnic Groups	1.5%	1.1%	0.9%

The relatively small numbers of people from black and minority ethnic communities in Oxfordshire (63 people using our services in 2008/2009) mean that figures vary from year to year. For this reason we use a rolling three year average for analysing our performance, whilst also looking at the trend.

We have compared the ethnicity of the people using our services (rolling three year average) with the census data and with the ethnicity of Oxfordshire inpatients in 2006 (the last year for which this data is available). This shows that, whilst we are providing services to a greater percentage of people from black and minority ethnic communities, we are failing to match the number receiving inpatient care. Our figures are, however, improving as a result of investment in this area of work.

Census groups	3 year average	2001 census	Oxfordshire Inpatients (2006)
White	91.2%	95.1%	86.5%
Mixed	1.4%	1.2%	1.3%
Asian or Asian British	2.7%	1.7%	4.0%
Black or Black British	3.6%	0.8%	6.4%
Other Ethnic Groups	1.2%	1.1%	1.7%

Full Service Use Figures

		BH	FM	ES	LEAP	ALL
Clients	Clients	112	61	55	470	690
	New Starters	61	31	34	363	399
	Leavers	73	32	34	171	207
	Training Days	6,414	3,148	3,708	-	13,270
	IAGS sessions /Goal setting meetings	432	198	212	2,662	3,504
Age	Under 18	0	0	0	5	5
	18-24	14	4	1	39	58
	25-29	5	5	8	63	80
	30-39	25	16	20	130	176
	40-49	36	16	11	134	200
	50-59	26	13	8	85	128
	60-64	4	4	7	6	21
	Over 65	1	3	0	9	18
Gender	Male	77	41	43	249	405
	Female	34	20	12	211	273
Ethnic Origin	White; British	86	47	39	355	443
	White; Irish	0	2	1	8	10
	White; Other White	4	3	2	15	19
	Mixed; White and Black Caribbean	0	0	0	1	1
	Mixed; White and Black African	1	1	1	4	4
	Mixed; White and Asian	0	0	0	1	2
	Mixed; Other Mixed	1	0	1	5	7
	Asian or Asian British; Indian	4	0	0	3	7
	Asian or Asian British; Pakistani	1	0	0	6	7
	Asian or Asian British; Bangladeshi	0	0	0	0	0
	Asian or Asian British; Other Asian	1	0	1	7	9
	Black or Black British; Caribbean	0	0	1	8	7
	Black or Black British; African	0	0	0	10	9
	Black or Black British; Other Black	0	1	0	4	5
	Chinese or Other Ethnic Group; Chinese	0	0	0	2	2
	Chinese or Other Ethnic Group; Other Ethnic Group	0	0	0	3	3
	Did not wish to answer	14	7	9	39	155
Work	Paid	6	7	2	42	57
	Voluntary	8	4	5	34	51
	Placements	1	2	0	14	17
Training	Courses undertaken	0	0	1	201	202
	Qualifications/Certificates (accredited)	9	0	7	58	74

Previous Years Comparison with 2008 – 2009.

		2006-2007	2007-2008	2008-2009
Clients	Clients	492	624	690
	New Starters	108	246	399
	Leavers	116	254	207
	Training Days	13,028	13,130	13,270
	IAGS sessions /Goal setting meetings	1,119	1,859	3,504
Age	Under 18	3	0	5
	18-24	44	48	58
	25-29	69	77	80
	30-39	126	155	176
	40-49	122	187	200
	50-59	94	121	128
	60-64	19	18	21
	Over 65	17	18	18
Gender	Male	321	387	405
	Female	171	237	273
Ethnic Origin	White; British	407	569	443
	White; Irish	7	4	10
	White; Other White	15	10	19
	Mixed; White and Black Caribbean	2	0	1
	Mixed; White and Black African	3	3	4
	Mixed; White and Asian	0	1	2
	Mixed; Other Mixed	0	3	7
	Asian or Asian British; Indian	5	4	7
	Asian or Asian British; Pakistani	5	2	7
	Asian or Asian British; Bangladeshi	0	0	0
	Asian or Asian British; Other Asian	1	4	9
	Black or Black British; Caribbean	13	4	7
	Black or Black British; African	9	6	9
	Black or Black British; Other Black	1	4	5
	Chinese or Other Ethnic Group; Chinese	1	0	2
	Chinese or Other Ethnic Group; Other Ethnic Group	6	7	3
	Did not wish to answer	4	3	155
	Work	Paid	27	47
Voluntary		30	40	51
Placements		184	3	17
Training	Courses undertaken	127	427	202
	Qualifications/Certificates (accredited)	15	116	74

OBJECTIVES

What guides our work?

What we believe

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

Our Values

Recovery: Our services are provided based on the belief that people can recover from the effects of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Collaboration and equality: Our services are provided based on the belief that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We are committed to employing people who have experienced mental health problems and to ensuring that people who use our services are involved in setting priorities and making decisions about the way we work and the things we do.

Inclusion: We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination. We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality: We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous improvement in our services. We are committed to professional integrity, objectivity, fairness, and ethical business practices.

Co-operation and partnership: Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to improve, develop, and expand services for people with mental health problems in Oxfordshire.

GOVERNANCE

RESTORE is a company limited by guarantee, its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity.

Trustees are recruited by a variety of means, including advertising in local and national press. The current Trustees select a slate of approved candidates for election to the Board of Trustees by interview and assessment of candidates against an agreed job description and person specification. Trustees are elected by the membership at the Annual General Meeting. There is a trustee induction process. This includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet four times a year to supervise the running of the charity and have two permanent sub-committees (General Purposes and Finance & Strategy) which meet at various times to assist in this task. Task groups are also established from time to time as required. Day to day decisions are taken by the

Chief Executive (Benedict Leigh) and the Senior Management Team (Keith Birnie, Andrew Crawford, and Pat Wood).

RISKS

An exercise has been carried out to identify the major risks faced by RESTORE. The more significant risks are receiving attention and are being monitored regularly by the Finance and Strategy Committee on behalf of the Trustees.

FUTURE PLANS

Trustees hold regular reviews of the strategic position of RESTORE and make plans so that we can continue to meet our objectives and the needs of people with mental health problems in Oxfordshire. We produce a development plan detailing these plans and the actions needed to implement them. The current development plan runs until the end of 2012. It has three main areas;

Focusing on People: We intend to support people through recovery from mental health problems by focusing on their strengths and skills, addressing individual needs, and providing opportunities for rehabilitation, training and employment.

Improving Services: We intend to improve our services, increase the availability of recovery focused support to people with mental health problems in Oxfordshire, and develop our specialist knowledge of working with people with mental health problems.

Spreading The Word: We intend to raise awareness of mental health issues, of the value of recovery, employment and work opportunities for people with mental health problems, and of our services in Oxfordshire.

TRUSTEES

At 31 March 2009 the Board of Trustees comprised:

Alison Blight (Chair)

Keith Blois

Liz Peretz (Vice-Chair)

Mandy Coleman

Marian Allsopp

Mike Alexander (Company Secretary)

Peter Agulnik

Bob Minty (Treasurer)

Anne James

Trustees retiring by rotation are Alison Blight and Mandy Coleman and they offer themselves for re-election. Peter Agulnik, Marion Allsopp, and Keith Blois retire by reason of age and, being eligible, offer themselves for re-election. Emma Henrion was appointed after the end of the year and is standing for confirmation at the 2009 AGM.

The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.

RESERVES

The level of Unrestricted Funds stands at £243,337. This is an increase over last year and represents approximately three months worth of our normal running costs funded from Unrestricted Reserves. Despite this modest rise, free reserves remain some way from the level at which trustees can be content that they can satisfactorily deal with all financial problems that might beset RESTORE. As changes to funding processes make them more and more complex so it is difficult to ensure that RESTORE has adequate long term funding. To ensure some continuity, which is particularly important for those with mental health problems, RESTORE needs to try to get the security of even larger reserves balances.

FUNDING

The Trustees are satisfied that the charity's assets attributable to each of its individual funds are available and adequate to fulfil its obligations in relation to those funds.

INVESTMENTS

The majority of RESTORE's cash is invested in a CAF Gold account. In addition a further amount is invested in the Schroders Charity Fixed Interest Fund.

VOLUNTEERS

RESTORE receives a significant amount of support from volunteers which is not evaluated in these financial statements. Its work would be the poorer without their invaluable support.

RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

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 and of the deficit or surplus of the company for the year. In preparing these financial statements, the Trustees should follow best practice and is required to:

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

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the company and which enable it to ascertain the company's financial position and to ensure that the financial statements comply with the Companies Act 1985, the Charities Act 1993 and regulations there under. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

We, the directors/trustees of the company who held office at the date of approval of these financial statements, as set out above, each confirm so far as we are aware that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors/trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITORS

Wenn Townsend have expressed their willingness to be re-appointed as auditors and a resolution to this effect will be proposed at the Annual General Meeting.

On behalf of the Board of Trustees

Bob Minty
Trustee
4 September 2009

AUDITORS' REPORT TO THE MEMBERS

We have audited the financial statements on Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the year ended 31 March 2009 on pages 12 to 18 which have been prepared under the historical cost convention and the accounting policies set out on page 12.

This report is made solely to the charity's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body, for our audit work, or for the opinions we have formed.

Respective responsibilities of the Trustees and the Auditors

As described on page 10, Trustees who are also directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purposes of company law, are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards. (United Kingdom Generally Accepted Accounting Practice)

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Report of the Board of Trustees is not consistent with the financial statements, if the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit or if information specified by law regarding Trustees' remuneration and transactions with the company is not disclosed.

We read the Report of the Trustees and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination on a test basis of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion, the financial statements give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the state of the charitable company's affairs at 31 March 2009 and of its incoming resources and application of resources, including its income and expenditure in the year then ended, have been properly prepared in accordance with the Companies Act 1985, and the information given in the Report of the Trustees is consistent with the financial statements.

WENN TOWNSEND

Chartered Accountants and Registered Auditors
Oxford
7 September 2009

PRINCIPAL ACCOUNTING POLICIES

Basis of preparation

These financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities issued in March 2005, applicable accounting standards and the Companies Act 1985. These accounting policies have remained unchanged from the previous year.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost net of depreciation.

Depreciation is calculated to write off the cost of all tangible fixed assets over their expected useful life. Leasehold buildings are depreciated in equal annual instalments over the term of the lease.

Motor vehicles are depreciated in equal annual instalments over three years.

Other equipment is depreciated using straight-line methods using rates which will write these assets off over periods of between 3 and 10 years.

Stock

Stock is stated at the lower of cost and net realisable value.

Investments

Investments are stated at market value at the balance sheet date. Investment Income is recognised on a receivable basis.

Incoming resources

- *donations and gifts*

All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

- *grants receivable*

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Where a third party pays for services/rent on our behalf the amount of the payment is treated as a grant received. The amount is recorded as expenditure and as income in the appropriate project.

Restricted funds

Monies received for a specific purpose are treated as a restricted fund and only monies expended for that specific purpose are set against such funds.

Resources expended

Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly to the fulfilment of the charity's objectives (direct charitable and project expenditure);
- expenditure incurred directly in the effort to raise voluntary contributions (cost of generating funds); and
- governance costs incurred in the governance of the Charity.

Items of expenditure involving more than one category are apportioned to categories by reference to the use to which the expenditure has been put. In doing this a number of estimates are made and oncosts of central overheads are included.

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources for which it was incurred.

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2009
(incorporating the income and expenditure account)

	2009				2008
<i>Note</i>	Unrestricted	Restricted	Designated	Total	
	£	£		£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	13,703	38,600		52,303	47,802
Activities for generating funds	5,860	-		5,860	7,834
Investment income	12,535	-		12,535	10,117
Rental Income	28,164	-		28,164	32,868
Incoming resources from charitable activities					
Grants receivable	843,589	47,420		891,009	708,995
Sale of goods and services	63,801	-		63,801	15,941
Total Incoming Resources	967,652	86,020		1,053,672	823,557
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	3,139	-		3,139	2,758
Charitable activities:					
Beehive	277,382	12,826		290,208	253,890
Elder Stubbs	148,935	30,088		179,023	158,237
South Oxfordshire	174,693	10,000		184,693	168,715
LEaP	283,310	64,504		347,814	223,666
	4 884,320	117,418		1,001,738	804,508
Governance costs	5 2,405	-		2,405	2,308
Total Resources Expended	889,864	117,418		1,007,282	809,574
NET INCOMING (OUTGOING) RESOURCES					
	77,788	-31,398		46,390	13,983
Gain on investment assets (unrealised)	3,967	-		3,967	2,959
Transfer to Designated Funds	-25,000	-	25,000	-	-
NET MOVEMENT IN FUNDS	56,755	-31,398	25,000	50,357	16,942
FUNDS AT 1 APRIL 2008	186,582	288,634	95,000	570,216	553,274
FUNDS AT 31 MARCH 2009	243,337	257,236	120,000	620,573	570,216

The notes on pages 15 to 18 form part of these financial statements.

BALANCE SHEET AS AT YEAR ENDED 31 MARCH 2009

	<i>Note</i>	2009 £	2008 £
Fixed assets	8	274,267	303,555
Current assets			
Stocks		12,268	13,471
Debtors	9	94,485	50,071
Bank and cash balances		324,992	231,314
Investments	10	50,453	46,486
		<u>482,198</u>	<u>341,342</u>
Less Creditors falling due within one year	11	135,892	74,681
Net current assets		<u>346,306</u>	<u>266,661</u>
Net assets		<u>620,573</u>	<u>570,216</u>
The funds of the charity:			
Unrestricted Funds	12	243,337	186,582
Designated Funds	13	120,000	95,000
Restricted Funds	18	257,236	288,634
		<u>620,573</u>	<u>570,216</u>

These financial statements were approved and authorised for issue by the Trustees on 4 September 2009

Bob Minty (Treasurer)

The notes on pages 15 to 18 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

1. VOLUNTARY INCOME

	2009			2008
	Unrestricted	Restricted	Total	
	£	£	£	£
Grants - Elder Stubbs Charity	-	16,000	16,000	16,000
RESPONSE (Formerly) Oxfordshire Group Homes	-	15,000	15,000	15,000
Feoffees of St Michael's and All Saints	-	7,500	7,500	7,500
Co-operative Retail Society	-	-	-	500
Other	-	-	-	400
Donations	13,703	100	13,803	8,402
	13,703	38,600	52,303	47,802

2. ACTIVITIES FOR GENERATING FUNDS

	2009	2008
	£	£
Elder Stubbs Festival	3,360	3,238
Grant from Oxford City Council to fund Elder Stubbs Festival	2,500	2,570
Town Gardens Open Day	-	1,660
Other fundraising income	-	366
	5,860	7,834

3. GRANTS RECEIVABLE

	2009			2008
	Unrestricted	Restricted	Total	
	£	£	£	£
Oxfordshire Primary Care Trust/Oxfordshire County Council	750,733	-	750,733	589,892
Berkshire Healthcare NHS Trust	29,238	-	29,238	19,500
LSC - Step Ladders	-	-	-	10,592
LSC - Learning Broker	13,271	-	13,271	89,011
Activate	-	31,205	31,205	-
Skills4Jobs	15,984	-	15,984	-
Skilled for Health	28,530	-	28,530	-
Oxfam Employment Fund	-	3,000	3,000	-
OCVC/IES	5,833	5,000	10,833	-
Becoming Ordinary Conference	-	8,215	8,215	-
	843,589	47,420	891,009	708,995

These grants receivable include some income arising from contracts for services

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	2009				2008
	Beehive	Elder Stubbs	South Oxfordshire	LEaP	Total
	£	£	£	£	£
Staff costs	170,997	129,877	126,288	259,411	686,573
Premises	47,910	16,265	20,428	37,785	122,388
Other direct costs	63,183	25,575	30,670	40,876	160,304
Support Costs	8,118	7,306	7,307	9,742	32,473
	290,208	179,023	184,693	347,814	1,001,738

Support costs are allocated in proportion to direct salary costs relating to the various charitable activities.

5. GOVERNANCE COSTS

	2009				2008
	Unrestricted	Designated	Restricted	Total	Total
	£	£	£	£	£
Trustee Indemnity Insurance	1,370	-	-	1,370	1,250
Professional charges	1,035	-	-	1,035	1,058
	2,405	-	-	2,405	2,308

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

6. EXPENDITURE INCURRED

Expenditure incurred includes the following amounts

	2009	2008
	£	£
Staff costs		
Wages and salaries	625,647	526,769
Social security costs	55,790	47,907
Other pension costs	7,636	7,742
	<u>689,073</u>	<u>582,418</u>
Audit fee	1,035	1,058
Depreciation	36,350	37,170

Salary costs of £2,500 are included in the cost of generating voluntary income.

The average number of employees (FTE) during the year was 27 (2008: 24).

No employee earned £60,000 pa or more in the current or preceding accounting period.

7. PAYMENTS TO TRUSTEES AND CONNECTED PERSONS

No trustee or person with a family or business connection with a trustee, received remuneration in the year, directly or indirectly, from the charity. No expenses were reimbursed to the trustees during the year.

8. TANGIBLE FIXED ASSETS

	Short leasehold buildings	Motor vehicles	Other equipment	Total
	£	£	£	£
Cost				
At 1 April 2008	485,398	12,148	23,887	521,433
Additions	1,872	-	5,190	7,062
Disposals	-	-	-	0
At 31 March 2009	<u>487,270</u>	<u>12,148</u>	<u>29,077</u>	<u>528,495</u>
Depreciation				
At 1 April 2008	196,568	12,148	9,162	217,878
Charge for the year	29,905	-	6,445	36,350
Disposals	-	-	-	0
At 31 March 2009	<u>226,473</u>	<u>12,148</u>	<u>15,607</u>	<u>254,228</u>
Net book amount				
31 March 2009	<u>260,797</u>	<u>-</u>	<u>13,470</u>	<u>274,267</u>
31 March 2008	<u>288,830</u>	<u>-</u>	<u>14,725</u>	<u>303,555</u>

9. DEBTORS

	2009	2008
	£	£
Grants	83,959	43,812
VAT	-	133
Other debtors	10,526	6,126
	<u>94,485</u>	<u>50,071</u>

10. INVESTMENTS

Investments comprise monies invested in the Schroders Charity Fixed Interest Fund and are stated at a valuation advised by Schroders

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

11. CREDITORS FALLING DUE WITHIN ONE YEAR

	2009	
	£	£
Trade creditors	22,290	2,111
Other creditors	24,787	8,023
Deferred income	88,815	64,547
	<u>135,892</u>	<u>74,681</u>

12. ACCUMULATED FUNDS

	Unrestricted	Restricted
	£	£
At 1 April 2008	186,582	288,634
Net movement in funds per Statement of Financial Activities	56,755	-31,398
At 31 March 2009	<u>243,337</u>	<u>257,236</u>

13. DESIGNATED FUNDS

	£
South Oxfordshire Building	45,000
Service Development	75,000
	<u>120,000</u>

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.

The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services. The fund was increased by £25,000 in this financial year.

14. CAPITAL COMMITMENTS

The charity had no capital commitments at 31 March 2009 or 31 March 2008

15. CONTINGENT LIABILITIES

There were no contingent liabilities at 31 March 2009 or 31 March 2008.

16. PENSIONS

The charity operates a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by trustees in a fund independent from the charity.

17. LEASING COMMITMENTS

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £30,000 which expires in 2029.

The charity leases a photocopying machine at an annual rental of £1,800 per annum expiring in 2010.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2009

18. RESTRICTED FUNDS

	At 1 April 2008 £	Grants received £	Employment costs £	Other costs £	At 31 March 2009 £
National Lottery Charities Board	136,000	-	-	-8,000	128,000
Oxfordshire County Council Response (formerly Oxfordshire Group Homes)	20,000	-	-	-10,000	10,000
Elder Stubbs Charity	-	15,000	-15,000	-	-
Feoffees of St Michael's and All Saints	-	16,000	-16,000	-	-
OBMH	-	7,500	-7,500	-	-
Co-op Spectrum Gallery	43,189	-	-	-12,726	30,463
Oxfam Employment Fund	465	-	-	-285	180
Activate!	-	3,000	-	-190	2,810
OCVC/IES CSIP Funding	-	31,205	-23,602	-7,603	-
Becoming Ordinary Conference	-	5,000	-5,000	-	-
Miscellaneous capital grants	-	8,215	-	-4,824	3,391
Other	88,980	-	-	-6,588	82,392
	-	100	-	-100	-
	288,634	86,020	-67,102	-50,316	257,236

All of the Restricted Funds are represented by the net book value of Fixed Assets with the exception of the following funds for which cash funds remain unspent as follows:

OBMH	12,795
Co-op Spectrum Gallery	180
Oxfam Employment Fund	2,810
Becoming Ordinary Conference	3,391

Details of the funds are as follows:

National Lottery Charities Board - capital grant for the Michael Young Building.
Oxfordshire County Council - capital grant for South Oxfordshire Building.
Response (formerly Oxfordshire Group Homes) - for employment support work.
Elder Stubbs Charity - to provide extra hours for staff at Elder Stubbs.
Feoffees of St Michael's and All Saints - Elder Stubbs supervisors salary.
OBMH - capital grant for establishing café and resource centre at Manzil Way.
Co-op Spectrum Gallery. Revenue grant to support art exhibitions at Manzil Way.
Oxfam Employment Fund. Revenue grant to support individuals into employment and training.
Activate! Sports promotion project funded by the Big Lottery Fund. Funding allocated by South East Coast Strategic Health Authority.
OCVC/IES. CSIP Funding for outreach work at Oxford & Cherwell Valley College.
Becoming Ordinary Conference. Balance of funding to host a service user conference on mental health in Oxford.

19. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Total £
Fund balances at 31 March 2009 are represented by:				
Tangible Fixed Assets	250,854	-	23,413	274,267
Current Assets	64,142	120,000	298,056	482,198
Current Liabilities	-57,760	-	-78,132	-135,892
	257,236	120,000	243,337	620,573

20. MEMEBERSHIP

In the event of the winding up of the Company members are liable to contribute an amount of no more than £1.