

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

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FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

Registered Charity number: 274222

Company number: 1324318

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

RESTORE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

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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 2011. 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 decreased slightly during the year to £1,127,246 (2010: £1,147,047). The total resources expended were £1,098,718 (2010: £1,146,509), and after a small gain on Investment Assets of £1,906 the surplus for the year was £5,434 after transferring £25,000 to designated funds.

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.

This has been a successful year financially and we are particularly pleased at the success of our grant based fundraising. Our focus on challenging stigma and working closely with other organisations is demonstrated by the joint campaign with Refugee Resource, Oxfordshire Homeless Pathways and Aspire, and by the development of Mental Health First Aid provision.

We have held contracts with Oxfordshire County Council and the NHS in Oxfordshire for more than twenty years for the provision of recovery focused support for people with severe and enduring mental health problems. This funding has formed the main basis of our provision and success. We were successful in our tender for this funding and received a three year contract starting in March 2011. There is the potential for the introduction of personalisation to have a significant effect on this income.

A combination of fund-raising, prudent management and timing of donations have created the small 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

RESTORE has worked with 946 people, providing 3,863 coaching sessions, 3,160 sports sessions, and 15,028 training days. We enabled people to achieve 1,420 recovery goals. We supported 92 people to start paid or voluntary work.

Over the year we provided more than 75,000 hours of group support and development. We provided 3,863 individual support sessions. This is an increase on last year of over 600 sessions. We provided 3,160 sports sessions and 261 sports events through our lower intensity support service.

We have also seen a large increase in employment outcomes despite the closure of one project halfway through the year and the poor economic circumstances. We supported 47 people (6.9% of people using our higher intensity services) to get paid work. We also supported a further 48 people to start volunteering in a range of settings.

The number of people we work with has steadily increased over the past ten years. At the start of the decade we were working with approximately 100 people a year, we now work with nearly 1000 people a year. 71.6% of all our clients are on the Care Programme Approach and 84% of our high intensity clients are on the Care Programme Approach.

This year 21.7% (17% for high intensity services) of our clients came from a black / minority ethnic community. Nearly half of the people using our services are under 40 and about 95% are under 60. We currently provide services to a population that is 63.7% male. High intensity services are more balanced – 56% male and 43% female. About 45% of our higher intensity service clients live in Oxford City. This compares to 23% of the population.

Outcomes

Employment

This year we have seen an increase in employment outcomes. We supported 47 people (6.9% of people using our higher intensity services) to get paid work. The jobs we've supported people to gain included bar tender, bookseller, builders mate, business assessor, carers, catering worker, co-ordinator, data inputter, development officer, driver, gardener, leaflet dropper, lecturer, legal assistant, nursery nurse, sales assistant, support worker, teaching assistant, and warehouse operative.

We supported a further 48 people into voluntary work in a range of mainstream settings. Volunteering is a valuable contribution to wider society and can also act as a step towards paid employment.

We continue our approach of actively recruiting from people who have used our, or other secondary mental health services and, although not formally part of our impact and outcomes evaluation are proud of our success in enabling people who have used services to work for Restore. Currently over half of our staff have used a range of mental health services.

Recovery Plans

We have a recovery based model and work with everyone who uses our services to develop a personal recovery and employment plan. People develop personalised goals and are supported to track their progress against these goals. Different services use different planning processes and templates to support these. We use Wellness Recovery Action Planning (WRAP), PATH, and employment planning depending on what is appropriate for people. We support people to review their recovery and support plans every three months.

This year 721 people had a personal recovery plan (76.2%). This included 94.9% of people using higher intensity services. We are continuing to develop our recovery planning and are looking at ways of improving the coordination between CPA plans and recovery plans.

Recovery Outcomes

We support people to use a range of goal setting methods and enable people to monitor their success at meeting these goals. We categories these goals in a range of ways and look at how successful we are in enabling people to meet their goals. This year we enabled people to achieve 1,420 goals in a range of areas.

Recovery Outcomes	
Activities	52
Managing Social Interactions	136
Motivation	245
Physical Health and Self Care	41
Practical Work Skills	189
Quality of Life	209
Self management/effectiveness	291
Social Inclusion	92
Teamwork	217
	1,420

Wellbeing

We currently use an internationally verified wellbeing measure (the Personal Wellbeing Index) to measure the wellbeing of people using our services in seven domains. The people we supported showed an overall increase in wellbeing, and an increase in most of the wellbeing domains. The trajectory is the more significant and all areas except for future security showed an increase in wellbeing score – this may be due to significant economic uncertainty and public/political attitudes and rhetoric around people with disabilities and in receipt of benefits.

	BH	FM	ES	LEAP	IPS	Restore
Standard of Living	5.3	4.2	3.7	5.4	5.2	5.2
Personal Health	5.6	5.2	4.7	5.7	5.5	5.6
Achieving in Life	4.9	4.5	3.7	5.4	5.3	5.1
Personal Relationships	5.7	5.2	5.7	5.3	4.8	5
Personal safety	5.4	5.4	5.3	5.5	5.5	5.4
Community-Connectedness	5.6	5.6	5.3	6.3	6.2	6
Future Security	5	4.8	4	5.6	5.2	5.3

Diversity

We work with more people than ever and we work with a representative group of people in Oxfordshire. We monitor disability, gender, age, geographic location, and ethnicity and look at ways that we can improve access. We have just started to monitor sexual orientation and religious belief and will be tracking our progress in ensuring accessibility against these diversity areas in future. We benchmark our performance against the population in Oxfordshire.

The number of people we work with has steadily increased over the past ten years. At the start of the last decade we were working with approximately 100 people a year, we now work with nearly 1000 people a year. 71.6% of all our clients are on the Care Programme Approach and 84% of our high intensity clients are on The Care Programme Approach.

This year 21.7% (17% for high intensity services) of our clients came from a black / minority ethnic community. Nearly half of the people using our services are under 40 and about 95% are under 60. We currently provide services to a population that is 63.7% male. High intensity services are more balanced – 56% male and 43% female. About 45% of our higher intensity service clients live in Oxford City. This compares to 23% of the population.

We have taken a range of steps to ensure that our services are accessible to everyone in Oxfordshire. These include providing women only space in all services, spreading service provision locations across the county – and actively seeking funding for more county wide services. We have also commissioned specialist black and minority ethnic community accessibility training for all recovery group staff and have a specialist worker focusing on employment for clients from minority communities.

Clients

The number of people we work with has steadily increased over the past ten years. At the start of the last decade we were working with approximately 100 people a year, we now work with nearly 1000 people a year. This figure does not include people we train as mental health first aiders.

	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11
Clients	105	120	112	173	241	426	492	624	690	828	946

A large number of people use our sports and leisure service (Activate). This service started in 2008 and the work we do with this group is significantly lower intensity than with people using our other services (recovery groups and one to one coaching).

All services

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Clients	492	624	690	828	946
Starters	108	246	399	561	606
Leavers	116	254	207	277	571
Training Days	13,028	13,130	13,270	14,014	15,028
1 to 1	1,119	1,859	3,504	3,222	3,863

Higher intensity services

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Clients	492	624	610	581	677
Starters	108	246	449	405	588
Leavers	116	254	410	338	453
Training Days	13,028	13,130	13,270	14,014	15,028
1 to 1	1,119	1,859	3,504	3,222	3,863

Ethnicity

This year 21.7% of our clients came from a black and minority ethnic community. This is a 15.2% increase. The variable and low numbers of people from black and minority ethnic communities in Oxfordshire (205 people using our services in 2010/2011) mean that figures can vary considerably from year to year. For this reason we use a rolling three year average for analysing our performance, whilst also looking at the trend. This trend consistently shows improving performance in delivering services to people from minority communities.

We have compared the ethnicity of the people using our services (rolling three year average) with the ONS population estimates and with the ethnicity of Oxfordshire inpatients in 2006. This three year rolling average shows an increase in the percentages of people from black and minority ethnic communities

using our services from 16.6% to 21.3%. The figures for 2010-2011 are that 21.7% of our clients come from black and minority ethnic communities. The figures for our higher intensity services are marginally different. The three year rolling average is 17% and the 2010-2011 figure is 14.4%. The rolling average is above the population and inpatient figures and the 2010-2011 figure is in line with it.

All services

This three year rolling average shows an increase in the percentages of people from black and minority ethnic communities using our services from 16.6% to 21.3%. The figures for 2010-2011 are that 21.7% of our clients come from black and minority ethnic communities.

Census groups	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
White	90.9%	93.9%	88%	83.2%	83.1%
Mixed	0.4%	1.1%	2.6%	3.2%	3.5%
Asian or Asian British	2.3%	1.6%	4.3%	5.2%	4.9%
Black or Black British	4.9%	2.3%	3.9%	7.5%	7.7%
Other Ethnic Groups	1.5%	1.1%	0.9%	0.9%	0.8%

Census groups	3 year average (2008-2011)	2007 ONS Population Estimates ¹	Oxfordshire Inpatients (2006)
White	84.4%	91.8%	86.5%
Mixed	3.2%	1.6%	1.3%
Asian or Asian British	4.8%	3.0%	4.0%
Black or Black British	6.7%	1.5%	6.4%
Other Ethnic Groups	0.9%	2.1%	1.7%

Census groups	3 year average (2008-2011)	2007 ONS Population Estimates	Oxfordshire Inpatients (2006)
White: British	78.7%	85.5%	86.5%
All other categories	21.3%	14.5%	13.5%

Higher intensity services

The figures for our higher intensity services are marginally different. The three year rolling average is 17% and the 2010-2011 figure is 14.4%. The rolling average is above the population and inpatient figures and the 2010-2011 figure is in line with it.

Census groups	2008-2009	2009-2010	2010-2011
White	88.8%	87.3%	91.4%
Mixed	3.6%	3.3%	2.2%
Asian or Asian British	3.6%	4.4%	3.3%
Black or Black British	3.8%	3.8%	2.7%
Other Ethnic Groups	0.2%	1.3%	0.5%

Census groups	3 year average (2008-2011)	2007 ONS Population Estimates ²	Oxfordshire Inpatients (2006)
White	89.3%	91.8%	86.5%
Mixed	3.0%	1.6%	1.3%
Asian or Asian British	3.7%	3.0%	4.0%
Black or Black British	3.4%	1.5%	6.4%

¹ Source - Oxfordshire Data Observatory
(http://portal.oxfordshire.gov.uk/content/public/ODO/data/themes/equalities/DataProjSELG201005RacePaper_Septv2.pdf)

² Source - Oxfordshire Data Observatory
(http://portal.oxfordshire.gov.uk/content/public/ODO/data/themes/equalities/DataProjSELG201005RacePaper_Septv2.pdf)

Other Ethnic Groups	0.6%	2.1%	1.7%
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Census groups	3 year average (2008-2011)	2007 ONS Population Estimates	Oxfordshire Inpatients (2006)
White: British	83.0%	85.5%	86.5%
All other categories	17.0%	14.5%	13.5%

Age

Nearly half of the people using our services are under 40 and about 95% are under 60. A very small number are over 65. Age distributions for high and low intensity services are practically identical. These are substantially different from Oxfordshire's population.

Our main contract for services (with Oxfordshire Primary Care Trust/Oxfordshire County Council) was, until March 2011, for people from 18 to 65 only. From the start of March it is for people from 16 upwards with no upper limit. We are excited by the opportunity to make our service more accessible to both younger and older people and are actively looking at ways to expand the age diversity of provision.

The lack of change in the age distribution of people using our services over the last five years shows that we continue to offer services that new people want to be part of and we are not serving a stable and ageing population.

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Under 18	1%	0%	1%	0%	1%
Under 24	10%	8%	9%	9%	8%
Under 29	23%	20%	21%	23%	19%
Under 39	49%	45%	47%	52%	48%
Under 49	74%	75%	76%	78%	77%
Under 59	93%	94%	94%	95%	95%
Under 64	97%	97%	97%	98%	98%
Over 65	3%	3%	3%	2%	2%

Gender

In common with any mental health services we have a gender imbalance. We currently provide services to a population that is 63.7% male. High intensity services are more balanced – 56% male and 43% female. We are actively exploring ways of creating services that are more accessible to women, and have recently create women only days in all of our recovery groups. All coaching clients have the option of requesting a female member of staff.

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Male	75.1%	65.2%	62.0%	59.7%	63.7%
Female	24.9%	34.8%	38.0%	40.3%	36.3%

Geography

We aim to deliver services to people across Oxfordshire. A straightforward population comparison indicates that lower intensity services skew quite significantly towards Oxford City and higher intensity services also display a similar (but lower) skew. About 45% of our higher intensity service clients live in Oxford City (this includes forensic clients in secure accommodation). This compares to 23% of the population.

There are a range of reasons for this skew. A number of people who use our services have a history of homelessness or are currently homeless. All of these people are in Oxford City. A significant amount of mental health supported housing is in Oxford City. Historically services have been provide in Oxford City and people have tended to move to services, rather than services moving to people. There is more poverty

in Oxford City and mental illness is associated with poverty. We also provide support to people in forensic secure accommodation – all of which is in Oxford City.

We are actively working to ensure an equal distribution of services across the county and expect this position to be significantly better next year, following the re-commissioning of services in a way that better matches population –although we would anticipate the impact of historical provision and supported accommodation to have a substantial impact for some years to come.

District of Residence	ONS Mid 2009 population estimates	All services	Higher intensity services
Oxford City	23%	53%	45%
Cherwell Vale	22%	16%	19%
Vale of White Horse	20%	9%	10%
South Oxfordshire	19%	9%	11%
West Oxfordshire	16%	10%	14%

Disability

We continue to work predominantly with people with severe and enduring mental health problems. We do not collect figures on diagnosis, as we believe that these tend to offer little helpful information about people’s strengths, skills, and abilities.

However, we do collect information on whether people are on the care programme approach (CPA). This statutory process indicates that people are in contact with at least two statutory mental health professionals and have a care plan. It is a reasonable proxy for significant mental health problems. 71.6% of all our clients are on the Care Programme Approach and 84% of our high intensity clients are on The Care Programme Approach.

The current needs assessment estimates that there are 6,000 people in Oxfordshire with a severe and enduring mental illness. We are currently reaching about 15% of that population each year.

Services

Recovery

We provided therapeutic work services at five locations across Oxfordshire, this increased to seven locations in March at the start of the New Restore Keeping People Well Recovery Service. These services provide people with the opportunity to work together with other people in a social and supportive environment. People attend for training days, which are five hours long. This year we provided 15,028 training days.

Over the year we provided more than 75,000 hours of group support and development. This sits alongside the significant amounts of individual support provided by IPS and IAPT 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.

Coaching

Alongside our therapeutic work support we provide coaching in a variety of forms. The commonest uses an evidence based model called individual placement and support (IPS). IPS has proved successful at enabling people to start paid work. This year we provided 3,863 individual support sessions. This sits alongside significant individual work occurring via email and telephone that we do not currently collect information on. We are looking at ways of accurately collecting and reporting this information.

	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
One to One	975	1,119	1,859	3,504	3,222	3,863

Sports and leisure

A large number of people use our sports and leisure service (Activate). This service started in 2008 and the work we do with this group is significantly lower intensity than with people using our other services (recovery groups and one to one coaching).

Our sports and leisure service continues to prove very successful. We have provided 3,160 sports sessions over the year enabling people to take part in a range of diverse activities, including canoeing, walking, climbing, badminton, table tennis and yoga. We provided 261 sports events. In addition there were 406 individual sessions with clients and 36 mainstream sports providers were trained on working with people with mental health problems.

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 now have staff embedded in all of Oxfordshire's community mental health teams ensuring that employment support is available countywide.

This is the third year that we have been providing **Mental Health First Aid (MHFA)** training. This is an accredited training enabling people the help given to someone experiencing a mental health problem before professional help is obtained. This year we trained 199 people to be mental health first aiders.

	2008-2009	2009-2010	2010-2011
Mental Health First Aiders	62	211	199

Full Service Use Figures

		CIRS	NOX	SOX	IPS	LEAP	Total
Clients	Clients	181	119	83	363	552	946
	New Starters	181	119	83	240	148	606
	Leavers	165	63	56	176	265	571
	Training Days	10,139	1,075	3,814			15,028
	IAGS sessions /Goal setting meetings	724	320	281	1,947	591	3,863
Age	Under 18	0	2	0	1	3	6
	18-24	8	12	5	30	42	69
	25-29	18	9	6	33	69	108
	30-39	42	27	20	117	181	275
	40-49	45	33	23	106	153	266
	50-59	51	27	18	70	86	172
	60-64	13	5	6	6	6	33
	Over 65	4	4	5	0	12	17
Gender	Male	128	54	47	200	349	567
	Female	49	64	36	162	200	372
Ethnic Origin	White; British	143	101	80	289	384	700
	White; Irish	4	1	0	3	8	13
	White; Other White	7	5	0	18	22	39
	Mixed; White and Black Caribbean	1	0	0	4	7	11
	Mixed; White and Black African	0	0	0	0	4	4
	Mixed; White and Asian	1	0	0	2	4	7
	Mixed; Other Mixed	1	0	0	4	9	10
	Asian or Asian British; Indian	3	0	0	2	7	10
	Asian or Asian British; Pakistani	2	1	0	4	8	11
	Asian or Asian British; Bangladeshi	0	0	0	1	1	1
	Asian or Asian British; Other Asian	2	1	0	6	16	22
	Black or Black British; Caribbean	2	0	0	7	19	22
	Black or Black British; African	2	0	0	4	41	43
	Black or Black British; Other Black	0	0	0	3	4	5
	Chinese or Other Ethnic Group; Chinese	0	0	0	2	5	6
	Chinese or Other Ethnic Group; Other Ethnic Group	0	0	0	1	0	1
Did not wish to answer	13	10	3	13	13	41	
Work	Paid	4	7	0	43	0	47
	Voluntary / Placement	3	14	4	36	7	48
Training	Courses undertaken	TBC	TBC	TBC	TBC	TBC	TBC
	Qualifications/Certificates (accredited)	12	46	0		0	58

Previous Years

		2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Clients	Clients	492	624	690	828	946
	New Starters	108	246	399	561	606
	Leavers	116	254	207	277	571
	Training Days	13,028	13,130	13,270	14,014	15,028
	IAGS sessions /Goal setting meetings	1,119	1,859	3,504	3,444	3,863
Age	Under 18	3	0	5	2	6
	18-24	44	48	58	76	69
	25-29	69	77	80	113	108
	30-39	126	155	176	236	275
	40-49	122	187	200	220	266
	50-59	94	121	128	138	172
	60-64	19	18	21	23	33
	Over 65	17	18	18	20	17
Gender	Male	321	387	405	525	567
	Female	171	237	273	299	372
Ethnic Origin	White; British	407	569	443	609	700
	White; Irish	7	4	10	15	13
	White; Other White	15	10	19	31	39
	Mixed; White and Black Caribbean	2	0	1	5	11
	Mixed; White and Black African	3	3	4	4	4
	Mixed; White and Asian	0	1	2	5	7
	Mixed; Other Mixed	0	3	7	11	10
	Asian or Asian British; Indian	5	4	7	9	10
	Asian or Asian British; Pakistani	5	2	7	13	11
	Asian or Asian British; Bangladeshi	0	0	0	1	1
	Asian or Asian British; Other Asian	1	4	9	18	22
	Black or Black British; Caribbean	13	4	7	20	22
	Black or Black British; African	9	6	9	32	43
	Black or Black British; Other Black	1	4	5	7	5
	Chinese or Other Ethnic Group; Chinese	1	0	2	5	6
	Chinese or Other Ethnic Group; Other Ethnic Group	6	7	3	2	1
	Did not wish to answer	4	3	155	41	41
Work	Paid	27	47	57	27	47
	Voluntary / Placements	30	43	68	44	48
Training	Courses undertaken	127	427	202	330	
	Qualifications/Certificates (accredited)	15	116	74	8	58

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 three permanent sub-committees (Finance, Quality, and Human Resources) 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 Management Team.

RISKS

An exercise has been carried out to identify the major risks faced by RESTORE. The more significant risks are receiving attention and are 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 2011 the Board of Trustees comprised:

Alison Blight (Chair)

Peter Agulnik

Mike Alexander (Company Secretary)

Marian Allsopp

Keith Blois

Anne Brierly (appointed 19 January 2011)

Mandy Coleman

Emma Henrion (resigned 24 May 2011)

Anne James

Bob Minty (Treasurer)

Mary Robertson (appointed 19 January 2011)

Trustees retiring by rotation are Peter Agulnik, Mike Alexander and Keith Blois and they offer themselves for re-election. Anne Brierly and Mary Robertson have been appointed as trustees since the last AGM and are standing for confirmation of their appointment.

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 £296,907. This is an increase over last year and represents approximately four 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 fulfill 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

The trustees (who are also directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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
6 September 2011

Independent Auditor's Report to the members of Rehabilitation Services Trust for Oxfordshire Re-employment Limited

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the year ended 31st March 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. 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).

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on pages 14 to 15 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2011, 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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.

Ajay Bahl BA ACA (Senior Statutory Auditor)
For and on behalf of Wenn Townsend, Statutory Auditor
Oxford

.....2011

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 2006. 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 2011
(incorporating the income and expenditure account)

	Note	2011			2010	
		Unrestricted £	Restricted £	Designated		Total £
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	1	8,389	73,324		81,713	110,479
Activities for generating funds	2	10,617	-		10,617	10,605
Investment income		1,285	-		1,285	925
Rental Income		28,370	-		28,370	27,094
Incoming resources from charitable activities						
Grants receivable	3	863,005	69,151		932,156	933,756
Sale of goods and services		73,105	-		73,105	64,188
Total Incoming Resources		984,771	142,475		1,127,246	1,147,047
RESOURCES EXPENDED						
Costs of generating funds						
Costs of generating voluntary income		3,623	-		3,623	3,129
Charitable activities:						
Oxford City IRS		429,897	65,439		495,336	645,350
South & Vale IRS		205,303	14,194		219,497	252,256
West & Cherwell IRS		165,979	767		166,746	48,245
County Wide Services		109,474	62,468		171,942	157,925
Training		14,000	22,930		36,930	35,408
	4	924,653	165,798		1,090,451	1,139,184
Governance costs	5	4,644	-		4,644	4,196
Total Resources Expended		932,920	165,798		1,098,718	1,146,509
NET INCOMING (OUTGOING)						
RESOURCES BEFORE TRANSFERS		51,851	-23,323		28,528	538
Transfers between funds	13	- 25,000	-	25,000	-	-
NET INCOMING (OUTGOING)		26,851	-23,323	25,000	28,528	538
RESOURCES AFTER TRANSFERS		26,851	-23,323	25,000	28,528	538
Gain on investment assets		1,906	-	-	1,906	1,581
NET MOVEMENT IN FUNDS		28,757	-23,323	25,000	30,434	2,119
FUNDS AT 1 APRIL 2010		268,150	234,543	120,000	622,693	620,574
FUNDS AT 31 MARCH 2011		296,907	211,220	145,000	653,127	622,693

The notes on pages 22 to 28 form part of these financial statements

BALANCE SHEET - 31 MARCH 2011

	Note	2011	2010
		£	£
Fixed assets	8	230,891	254,823
Current assets			
Stocks		10,930	14,483
Debtors	9	77,575	105,944
Bank and cash balances		403,467	345,478
Investments	10	53,940	52,034
		<u>545,912</u>	<u>517,939</u>
Less Creditors falling due within one year	11	123,676	150,069
Net current assets		<u>422,236</u>	<u>367,870</u>
Net assets		<u><u>653,127</u></u>	<u><u>622,693</u></u>
The funds of the charity:			
Unrestricted Funds	12	296,907	268,150
Designated Funds	13	145,000	120,000
Restricted Funds	18	211,220	234,543
		<u>653,127</u>	<u>622,693</u>

These financial statements were approved and authorised for issue by the Trustees on 6 September 2011.

Bob Minty (Treasurer)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

1. VOLUNTARY INCOME

	2011			2010
	Unrestricted £	Restricted £	Total £	£
Grants				
Elder Stubbs Charity	-	16,000	16,000	16,000
RESPONSE (Formerly) Oxfordshire Group Homes	-	-	-	1,442
Feoffees of St Michael's and All Saints	-	10,000	10,000	10,000
Activate	-	6,450	6,450	2,735
Bartlett Taylor Trust	-	-	-	500
The Miss W E Lawrence 1973 Charitable Settlement	-	-	-	3,000
Ithaca	-	-	-	6,270
Gannett Foundation	-	-	-	15,000
Comic Relief	-	15,337	15,337	16,202
J.A. Clark Charitable Trust	-	-	-	11,628
Trust for Oxfordshire Environment	-	-	-	15,708
Banbury Charities	-	1,700	1,700	-
Ecominds (Big Lottery)	-	20,192	20,192	-
Awards for All (Big Lottery)	-	2,750	2,750	-
Donations	8,389	895	9,284	11,994
	<u>8,389</u>	<u>73,324</u>	<u>81,713</u>	<u>110,479</u>

2. ACTIVITIES FOR GENERATING FUNDS

	2011	2010
	£	£
Elder Stubbs Festival	4,110	4,692
Grant from Oxford City Council to fund Elder Stubbs Festival	2,000	1,352
Feoffees - Elder Stubbs Festival funding	2,000	2,000
Town Gardens Open Day	1,456	1,945
Fleet Meadow Open Day	942	326
North Oxfordshire Open Day	109	-
Other fundraising income	-	290
	<u>10,617</u>	<u>10,605</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

3. GRANTS RECEIVABLE

	2011			2010
	Unrestricted £	Restricted £	Total £	£
Oxfordshire Primary Care Trust/ Oxfordshire County Council	735,783	-	735,783	702,960
Berkshire Healthcare NHS Trust	30,363	-	30,363	27,935
Amber Care	-	-	-	5,472
Oxfordshire Primary Care Trust -IAPT	32,000	-	32,000	11,000
LSC - SO1 Employment Project	28,887	-	28,887	65,008
Activate! - SCHA	-	44,232	44,232	41,987
OEP - Challenging Discrimination	-	1,959	1,959	15,172
Migration Impact Fund - Mental Health First Aid	-	-	-	5,800
Oxfordshire Primary Care Trust - Mental Health First Aid	-	22,930	22,930	18,880
Skills4Jobs	-	-	-	3,441
Skilled for Health	-	-	-	11,859
OCVC/IES	-	-	-	24,167
Becoming Ordinary Conference	-	30	30	75
PSA16	35,972	-	35,972	-
	<u>863,005</u>	<u>69,151</u>	<u>932,156</u>	<u>933,756</u>

These grants receivable include some income arising from contracts for services

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	2011					Total £
	Oxford City £	South and Vale £	West and Cherwell £	County wide £	Training £	
Staff costs	321,707	181,090	139,056	103,336	33,313	778,502
Premises	80,531	11,442	5,046	20,856	-	117,875
Other direct costs	85,110	20,752	16,431	46,862	2,729	171,884
Support Costs	7,988	6,213	6,213	888	888	22,190
	<u>495,336</u>	<u>219,497</u>	<u>166,746</u>	<u>171,942</u>	<u>36,930</u>	<u>1,090,451</u>

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

5. GOVERNANCE COSTS

	Unrestricted	Designated	Restricted	Total	Total
	£	£	£	2011	2010
				£	
Trustee Indemnity Insurance	1,466	-	-	1,466	1,466
Trustee Meeting Costs (including facilitation fees)	1,731	-	-	1,731	1,283
Professional charges	1,447	-	-	1,447	1,447
	<u>4,644</u>	<u>-</u>	<u>-</u>	<u>4,644</u>	<u>4,196</u>

6. EXPENDITURE INCURRED

Expenditure incurred includes the following amounts

	2011	2010
	£	£
Staff costs		
Wages and salaries	700,857	713,759
Social security costs	61,773	64,895
Other pension costs	7,138	9,714
Recruitment Costs	1,843	1,493
Redundancy Payments	<u>11,234</u>	<u>15,580</u>
	782,845	805,441
Audit fee	1,447	1,447
Depreciation	28,940	43,311

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

The average number of employees (FTE) during the year was 30. (2010: 30)

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

8. TANGIBLE FIXED ASSETS

	Short leasehold buildings £	Motor vehicles £	Other equipment £	Total £
Cost				
At 1 April 2010	490,235	12,294	37,685	540,214
Additions	-	-	5,008	5,008
Disposals	-	-	-	-
At 31 March 2011	<u>490,235</u>	<u>12,294</u>	<u>42,693</u>	<u>545,222</u>
Depreciation				
At 1 April 2010	257,119	4,098	24,174	285,391
Charge for the year	17,013	4,098	7,829	28,940
Disposals	-	-	-	-
At 31 March 2010	<u>274,132</u>	<u>8,196</u>	<u>32,003</u>	<u>314,331</u>
Net book amount				
31 March 2011	<u>216,103</u>	<u>4,098</u>	<u>10,690</u>	<u>230,891</u>
31 March 2010	<u>233,116</u>	<u>8,196</u>	<u>13,511</u>	<u>254,823</u>

All tangible fixed assets were held for charitable purposes

9. DEBTORS

	2011 £	2010 £
Grants	69,217	102,908
VAT	-	-
Other debtors	8,358	3,036
	<u>77,575</u>	<u>105,944</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 2011

11. CREDITORS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
Trade creditors	5,501	5,786
Other creditors	63,564	49,615
Other taxes and social security	1,023	-
Deferred income	53,588	94,668
	<u>123,676</u>	<u>150,069</u>

12. ACCUMULATED FUNDS

	Unrestricted	Restricted
	£	£
At 1 April 2010	268,150	234,543
Net movement in funds per Statement of Financial Activities	28,757	-23,323
At 31 March 2011	<u>296,907</u>	<u>211,220</u>

13. DESIGNATED FUNDS

	South Oxfordshire Building	Service Development	Total	2010
			£	£
Brought forward	45,000	75,000	120,000	120,000
Transferred during year	-	25,000	25,000	-
Balance at 31 March 2011	<u>45,000</u>	<u>100,000</u>	<u>145,000</u>	<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.

14. CAPITAL COMMITMENTS

The charity had no capital commitments at 31 March 2011 or 31 March 2010

15. CONTINGENT LIABILITIES

There were no contingent liabilities at 31 March 2011 or 31 March 2010.

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

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 2011.

18. RESTRICTED FUNDS

	At 1 April 2010 £	Grants received £	Employment costs £	Other costs £	At 31 March 2011 £
National Lottery Charities Board	120,000			-8,000	112,000
Elder Stubbs Charity		16,000	-16,000		-
Feoffees of St Michael's and All Saints OBMH	19,635	10,000	-10,000	-6,006	13,629
Co-op Spectrum Gallery	180				180
Oxfam Employment Fund	589			-589	0
Activate! - SCHA		44,232	-34,287	-9,945	-
Activate! - Donations		6,450		-6,450	-
Becoming Ordinary Conference	3,365	30			3,395
Bartlett Taylor Trust	500				500
Ithaca	6,270				6,270
Gannett Foundation	8,196			-4,098	4,098
Comic Relief		15,337	-15,337		-
Oxford Economic Partnership		1,959		-1,959	-
Oxfordshire PCT - MHFA		22,930	-22,930		-
Banbury Charities		1,700		-767	933
Ecominds (Big Lottery)		20,192	-14,909	-5,283	0
Awards for All (Big Lottery)		2,750		-2,750	0
Other Donations		895			895
Miscellaneous capital grants	75,808			-6,488	69,320
	<u>234,543</u>	<u>142,475</u>	<u>-113,463</u>	<u>-52,335</u>	<u>211,220</u>

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 detailed:

	£
Co-op Spectrum Gallery	180
Becoming Ordinary Conference	3,395
Bartlett Taylor Trust	500
Ithaca	6,270
Other donations	895

Details of the funds are as follows:

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

- National Lottery Charities Board - capital grant for the Michael Young Building.
- 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! - SCHA. Sports promotion project funded by the Big Lottery Fund. Funding allocated by South East Coast Strategic Health Authority.
- Activate! - Donations. Additional restricted funding received to expand the project described above.
- Becoming Ordinary Conference. Balance of funding to host a service user conference on mental health in Oxford.
- Bartlett Taylor Trust. Funding to provide children's facilities in our Garden Café.
- Ithaca. On dissolution, this Oxford based Arts charity distributed some of their remaining balances to Restore for Art.
- Gannett Foundation. For the purchase of a minibus.
- Comic Relief. 3 year funding project to support our Garden Café and promote a user led co-operative.
- Oxford Economic Partnership. For the Potential@Work campaign to encourage employers to recruit and support employees with mental health problems.
- Oxfordshire PCT - Mental Health First Aid. 2 year Pilot project to deliver MHFA training to employers, carers etc.
- Banbury Charities - A donation by way of contribution to start up costs for the North Oxfordshire service
- Ecominds (Big Lottery) Grant funding for horticulture projects in Oxford and Didcot.
- Awards for All (Big Lottery) A single donation for canoeing activities allied to our Activate project.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Total £
Fund balances at 31 March 2011 are represented by:				
Tangible Fixed Assets	199,980	-	30,911	230,891
Current Assets	22,828	145,000	378,084	545,912
Current Liabilities	-11,588	-	-112,088	-123,676
	211,220	145,000	296,907	653,127

20. WINDING UP

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