

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

Registered office address:

Manzil Way, Cowley Road, Oxford, OX4 1YH

Telephone: 0845 250 0518

Fax 01865 455 834

Email: restore@restore.org.uk

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016

Registered Charity number: 274222

Company number: 1324318

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

RESTORE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016

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PROFESSIONAL ADVISERS

Auditors:	Wenn Townsend, Chartered Accountants, Oxford.
Bankers:	Barclays, Templar Square, Oxford National Westminster, High Street, Oxford CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, Kent
Insurance Brokers:	Norris & Fisher, 34a Hiltlingbury Road, Chandlers Ford Towergate Insurance, 81-83 The Broadway, Didcot
Solicitors	Knights, West Way, Oxford Blake Morgan LLP, West Way, Oxford

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 ending 31st March 2016. The Financial Statements of the Charitable Company have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

OBJECTIVES

Restore is an Oxfordshire-based mental health charity that supports people to take control of their recovery, develop skills and lead meaningful lives. We offer recovery groups, training and employment coaching to make this possible.

For over a decade the values of RESTORE have been relevant: recovery, collaboration and equality, inclusion, quality, co-operation and partnership. They are as extant today and represent values that can be understood at all levels from the Oxford Mental Health Partnership to our newest members.

RESTORE is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a new partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Floating Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and RESTORE. RESTORE has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

Mission:

Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision:

Work towards a time when people with mental health problems are fully empowered to live meaningful lives

Values

Five new values have been identified:

Recovery

Enabling people to recover from illness and manage their own mental health and wellbeing

Support

Providing the opportunities to help ourselves and each other

Hope

Offering a positive future where everyone can fulfil their potential

Empowerment

Helping people to believe in themselves and what they can achieve

Respect

Accepting without judging as each person is unique

REVIEW OF THE YEAR

Total income and endowments have increased during the year to £1,649,576 compared with £1,449,652 the previous year. Expenditure also increased to £1,666,545 (2015: £1,428,469). The deficit for the year was £15,950.

Our principal funding source during the year was the Oxford Health (OH), the NHS Provider Trust that acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with OH is for at least a five year period from September 2015. We have also had support from a variety of other organisations, individuals and grant providers. The generosity of some remains a very humbling appreciation of our service.

RESTORE worked with 1,190 people, providing 2,859 individual support sessions and 24,541 training days. We supported 68 people to get paid work, 71 people to keep their jobs and 61 people to start volunteering or undertake work placements.

Grants receivable which includes income from OMHP has increased from £957,446 last year to £1,162,907, significantly due to the opening of The Oxfordshire Recovery College towards the end of the financial year.

RESTORE'S fundraisers generated an 11.3% growth in grants and donations from £252,176 to £280,772 this year. Unfortunately sales income has fallen by 25% although cost of sales has commensurately decreased by 29% giving rise to a reduction in gross profit of £17,079. A sales strategy is being developed to increase sales including additional merchandising and exploring the possibility of online sales.

The number of staff employed by RESTORE has increased significantly during the year, mainly due to the opening of The Oxfordshire Recovery College and the employment of additional recovery workers at several of RESTORE's projects.

The Annual Review will be published separately in October 2016.

GOVERNANCE

RESTORE is a company limited by guarantee and 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. The charity constitutes a public benefit entity as defined by FRS 102.

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 management of the charity and have four permanent sub-committees (Finance, Quality, Human Resources and External Relations). They all meet quarterly as a minimum to assist the Executive Group. Task groups are also established from time to time as required (e.g. Property Management). The day-to-day management decisions are taken by the Chief Executive (Martin Realey) and the Executive Management Team.

KEY MANAGEMENT PERSONNEL

As at the date of the signing of this Report the Executive Team were:

- Chief Executive Officer – Martin Realey
- Acting Operations Director – Mary Robertson
- Finance Director – Rosemary Cox
- Director of Volunteering & Training – Jeanne Humber

The Executive Team's remuneration is considered annually by the Trustees.

PRINCIPLE RISKS AND UNCERTAINTIES

RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are three main areas of risk:

- Planning and strategic risks
- Health and Safety risk management
- Risks in association to the mental health of people using our services

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

PUBLIC BENEFIT

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit in reviewing the activities of the charity. They ensure the activities of RESTORE meet the requirement for public benefit.

FUTURE PLANS

Trustees hold regular reviews on 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. They produced 'The Restore Vision' detailing these plans and the actions needed to

implement them. The current strategic plan runs until the end of 2021. Within the strategic review the operational plan is reviewed annually.

At the present time The Trustees are unaware of any factor which would affect future financial performance or position.

TRUSTEES

At 31 March 2016 the Board of Trustees comprised:

Anne James (Chair)

Mark Adams

Anne Augustine

Godfrey Cole (Company Secretary)

Stuart Haigh (Appointed 21 October 2015)

Julie Kerry (Retired 21 October 2015)

Louise Lewis

Bob Minty (Treasurer)

Sam Mostyn (Appointed 21 October 2015)

Mary Robertson (Resigned after the end of the financial year on 11 September 2016)

Bob Wilkes

Unless otherwise stated all trustees served throughout the year.

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

As at 31 March 2016 the level of Unrestricted Funds stood at £490,309. This is a slight increase over last year and represents approximately 4.25 months of our normal running costs, or just over 6 months if the Designated Funds of £220,000 are treated as Unrestricted. Despite this modest rise, reserves remain some way from the level at which trustees can feel comfortable that they can satisfactorily deal with any financial problem that might beset RESTORE.

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

Currently the investment in the Schroder's Charity Fixed Interest Fund is valued at £71,562.

VOLUNTEERS

The year saw further growth in volunteering with an increase in volunteer hours from 13,781 in 2014/2015 to 15,117 in the year to 2016.

Members are still being supported to become volunteers where the move is beneficial to both the individual and RESTORE.

Volunteering numbers exclude the voluntary support of trustees to our work.

RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The trustees 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 (FRS 102)
- 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.

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.

In preparing the accounts the trustees have considered, whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, that no restatement of comparative items was required.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

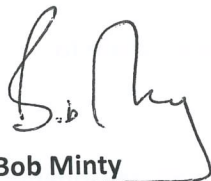
We the directors/trustees of the company who held office at the date of approval of these financial statements, as set out above, each confirm so far as we are aware that:

- The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.
- There is no relevant information of which the company's auditors are unaware; and
- We have taken all the steps that we ought to have taken as 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
Treasurer and Trustee

Date.....24/10/2016.....

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 2016 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows 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) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 page 6 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 and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 2016, 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 (applicable to smaller entities); 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: or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report.



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

Date.....24/10/16.....

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2016

(incorporating the income and expenditure account)

	Note	2016			2015	
		Unrestricted £	Designated	Restricted £	Total £	Total £
INCOME AND ENDOWMENTS						
Income from donations and legacies	1	192,647	-	88,125	280,772	252,176
Income from other trading activities	2	19,285	-	-	19,285	17,764
Income from investments		1,436	-	-	1,436	2,462
Rental Income		60,931	-	-	60,931	54,880
Income from charitable activities						
Grants receivable	3	1,162,907	-	-	1,162,907	957,446
Sale of goods and services		124,245	-	-	124,245	164,924
Total Income and Endowments		1,561,451	-	88,125	1,649,576	1,449,652
EXPENDITURE						
Expenditure on raising funds						
Cost of fundraising		83,981	-	-	83,981	53,704
Cost of goods sold		58,905	-	-	58,905	82,506
Expenditure on charitable activities						
Coaching	4	337,414	-	34,074	371,488	330,549
Recovery		841,914	-	75,986	917,900	817,491
Volunteer & Training		130,696	-	5,331	136,027	144,219
Recovery College		94,406	-	3,838	98,244	-
		1,404,430	-	119,229	1,523,659	1,292,259
Net gains on Investments	9	1,019	-	-	1,019	8,283
NET INCOME (EXPENDITURE) FOR THE YEAR		15,154	-	(31,104)	(15,950)	29,466
NET MOVEMENT IN FUNDS FOR THE YEAR		15,154	-	(31,104)	(15,950)	29,466
FUNDS AT 1 APRIL 2015		475,155	220,000	98,819	793,974	764,508
FUNDS AT 31 MARCH 2016		490,309	220,000	67,715	778,024	793,974

See Note 20 for comparative figures for funds

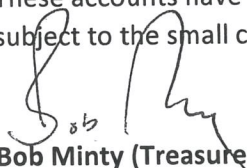
REHABILITATION SERVICES TRUST
FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

FINANCIAL STATEMENTS FOR THE
YEAR ENDED 31 MARCH 2016

BALANCE SHEET - 31 March 2016

	Note	2016	2015
		£	£
Fixed assets	7	96,897	143,249
Current assets			
Stocks		12,359	9,310
Debtors	8	45,475	63,685
Bank and cash balances		582,207	580,206
Investments	9	71,562	70,543
		<u>711,603</u>	<u>723,744</u>
Less Creditors falling due within one year	10	(30,476)	(73,019)
Net current assets		<u>681,127</u>	<u>650,725</u>
Net assets		<u><u>778,024</u></u>	<u><u>793,974</u></u>
The funds of the charity:			
Unrestricted Funds	11	490,309	475,155
Designated Funds	11	220,000	220,000
Restricted Funds	11	67,715	98,819
		<u><u>778,024</u></u>	<u><u>793,974</u></u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.


Bob Minty (Treasurer):

Registered Charity Number: 274222

Registered Company Number: 1324318

Date: 24/10/2016

STATEMENT OF CASH FLOWS

	2016	2015
	£	£
Cash flows from operating activities (see below)	16,326	71,732
Cash flows from investing activities		
Interest	1,397	2,462
Purchase of fixed assets	(15,722)	(18,473)
Net cash provided by investing activities	2,001	55,721
Cash flows from financing activities		
Receipt of endowments	-	-
Net cash provided by financing activities	-	-
	<u>2,001</u>	<u>55,721</u>
 Change in cash and bank balances during the year		
At the beginning of the year	580,206	524,485
At the end of the year	582,207	580,206
	<u>2,001</u>	<u>55,721</u>
 Cash flows from operating activities		
Net income for the year	(15,950)	29,466
Depreciation	62,074	59,366
Gains on investments	(1,019)	(8,283)
Interest	(1,397)	(2,462)
Loss on the disposal of fixed assets		3,467
(Increase)/decrease in stocks	(3,049)	5,460
(Increase)/decrease in debtors	18,210	8,962
Increase/(decrease) in creditors	(42,543)	(24,244)
	<u>16,326</u>	<u>71,732</u>

PRINCIPAL ACCOUNTING POLICIES

The charity constitutes a public benefit as defined by FRS102.

Basis of preparation and assessment of going concern

The Financial Statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

The Trustees consider that there are no material uncertainties about the trust's ability to continue as a going concern.

Reconciliation with previous generally accepted accounting practice

In preparing the accounts the trustees considered, whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, that no restatement of comparative items was required.

Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Consolidated Accounts

The accounts of Koinonia Trust have not been consolidated as they are not considered to be material and the company has not operated during the year.

Pension costs

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are written off against profits in the year they are payable.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

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 or anticipated period of occupation if shorter.

Motor vehicles are depreciated at 25% on the reducing balance.

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 fair value at the balance sheet date. Investment Income is recognised on a receivable basis.

Income and Endowments

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.

Expenditure

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 raising funds)
- expenditure on goods purchased for resale. 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 on-costs 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2016

1. INCOME FROM DONATIONS AND LEGACIES

Grants & Donations	2016		2015	
	Unrestricted £	Restricted £	Total £	Total £
Batchworth Trust	-	15,000	15,000	10,000
Blake Morgan LLP	2,500	-	2,500	-
Development Donation	10,000	-	10,000	10,000
Clover Trust	-	5,000	5,000	-
Elder Stubbs Charity	17,000	-	17,000	16,962
St Michael's and All Saints Church	-	12,000	12,000	12,000
Garfield Weston Foundation	-	-	-	10,000
GSK Impact Award	40,000	-	40,000	-
Healthwatch	-	-	-	2,250
Henry Smith Charity (Café)	-	27,300	27,300	26,700
Koinonia Trust	10,000	-	10,000	35,000
Langford Garden project	-	2,800	2,800	24,000
Lloyds Bank	-	-	-	3,000
Lord Mayors Trust	2,803	-	2,803	-
McCormick uk ltd	-	-	-	3,000
OLN Project- Provision of Mental Health First Aid	-	-	-	11,134
Oxford City Council	-	-	-	4,500
Oxford City Council Elder Stubbs Festival	-	3,819	3,819	2,258
Sanctuary	-	5,000	5,000	-
Sainsbury's community donation	4,076	-	4,076	-
St. Edwards School	8,685	-	8,685	-
Other Grants & Donations	97,584	17,206	114,790	81,372
	192,647	88,125	280,772	252,176

2. INCOME FROM OTHER TRADING ACTIVITIES

Events Income	2016	2015
	£	£
	19,285	17,764
	19,285	17,764

3. GRANTS RECEIVABLE

	2016		2015	
	Unrestricted £	Restricted £	Total	Total
Oxfordshire Primary Care Trust/Oxfordshire county Council	1,110,501	-	1,110,501	904,123
Non Oxfordshire Contracts	37,451	-	37,451	39,039
DWP FSF Employment Service -JCP client service	-	-	-	4,498
South Oxfordshire District Council Employment Coaching Contract	-	-	-	9,786
Abingdon & Witney College - Volunteering	5,958	-	5,958	-
Department of Health - HSCVF Ward based Opportunities Project	8,997	-	8,997	-
	1,162,907	-	1,162,907	957,446

These grants receivable are for income arising from contracts for services

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2016				2015	
	Coaching	Recovery	V & T	Rec College	Total	Total
	£	£	£		£	£
Staff costs	274,183	559,094	99,170	71,707	1,004,154	844,142
Property Costs	26,713	57,070	10,119	7,285	101,187	81,032
Direct Costs	31,095	66,429	11,778	8,480	117,782	51,383
Outsourced		150,928			150,928	147,929
Administration Costs	23,109	49,369	8,753	6,303	87,534	104,939
Depreciation and loss on disposal	16,388	35,010	6,207	4,469	62,074	62,834
	<u>371,488</u>	<u>917,900</u>	<u>136,027</u>	<u>98,244</u>	<u>1,523,659</u>	<u>1,292,259</u>

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

5. EXPENDITURE INCURRED

Expenditure incurred includes the following amounts:

	2016	2015
	£	£
Staff costs		
Wages and salaries	887,551	757,360
Social security costs	69,091	80,249
Other pension costs	16,850	4,481
	<u>973,492</u>	<u>842,090</u>
Audit fee	4,000	4,000
Depreciation	62,074	59,293

The average number of employees (FTE) during the year was 57. (2015: 45)

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

The total paid to key management personnel during the year was £175,264 (2015:£161,410)

6. 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.

7. TANGIBLE FIXED ASSETS

	Short	Other	Motor	Total
	leasehold	equipment	Vehicles	
	buildings			
	£	£	£	£
Cost				
At 1 April 2015	426,616	77,089	-	503,705
Additions	-	4,597	11,125	15,722
Disposals				-
At 31 March 2016	<u>426,616</u>	<u>81,686</u>	<u>11,125</u>	<u>519,427</u>
Depreciation				
At 1 April 2015	303,524	56,932	-	360,456
Charge for the year	40,591	18,702	2,781	62,074
Disposals				0
At 31 March 2016	<u>344,115</u>	<u>75,634</u>	<u>2,781</u>	<u>422,530</u>
Net book amount				
31 March 2016	<u>82,501</u>	<u>6,052</u>	<u>8,344</u>	<u>96,897</u>
31 March 2015	<u>123,092</u>	<u>20,157</u>	<u>-</u>	<u>143,249</u>

All tangible fixed assets were held for charitable purposes

8. DEBTORS

	<u>2016</u>	<u>2015</u>
	£	£
Debtors		
Trade Debtors	30,763	40,930
Prepayments	2,767	2,767
Other Debtors	11,945	19,988
Total Debtors	<u>45,475</u>	<u>63,685</u>

9. INVESTMENTS

Schroder

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

Movement on investments during the year comprise:

	<u>2016</u>	<u>2015</u>
	£	£
At 1 April 2015	70,543	62,260
Increase in market value during the year	1,019	8,283
At 31 March 2016	<u>71,562</u>	<u>70,543</u>

10. CREDITORS FALLING DUE WITHIN ONE YEAR

	<u>2016</u>	<u>2015</u>
	£	£
Trade creditors	737	33,311
Other creditors	15,789	20,454
Deferred income	13,950	19,254
	<u>30,476</u>	<u>73,019</u>

Deferred income comprises grant income specifically restricted to future periods:

	<u>2016</u>	<u>2015</u>
	£	£
Balance at beginning of year	19,254	52,758
Released during the year	(5,569)	(48,389)
Income deferred during the year	265	14,885
Balance at end of year	<u>13,950</u>	<u>19,254</u>

11. ACCUMULATED FUNDS

	Unrestricted	Designated	Restricted
	£	£	£
At 1 April 2015	475,155	220,000	98,819
Net movement in funds for the year	15,154	-	(31,104)
At 31 March 2016	<u>490,309</u>	<u>220,000</u>	<u>67,715</u>

See note 12 See note 13

12. DESIGNATED FUNDS

	£
South Oxfordshire Building	120,000
Service Development	25,000
Property Fund	<u>75,000</u>
	<u>220,000</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 Property Fund is created to cover future exceptional revenue and capital property expenditure.

13. RESTRICTED FUNDS

	At 1 April 2015 £	Grants received £	Employment costs £	Other costs £	At 31 March 2016 £
Capital Funds					
Represented by the net book value of tangible fixed assets					
National Lotteries Board re MY building	48,000	-	-	(24,000)	24,000
Development Donation	1,250	-	-	(1,250)	-
Other capital grants	43,671	1,500	-	(6,807)	38,364
	<u>92,921</u>	<u>1,500</u>	<u>-</u>	<u>(32,057)</u>	<u>62,364</u>
Operating Funds					
Represented by cash reserves					
Batchworth Trust	-	15,000	(15,000)	-	-
Clover Trust	-	5,000	(5,000)	-	-
Feoffees of St Michael's and All Saints	-	12,000	(12,000)	-	-
Henry Smith Charity (Café)	-	27,300	(27,300)	-	-
Ithaca	5,898	-	-	(1,547)	4,351
Langford Garden Project	-	2,800	(2,800)	-	-
Oxford City Council Elder Stubbs Festival	-	3,819	-	(3,819)	-
Sanctuary	-	5,000	-	(5,000)	-
Other	-	15,706	-	(14,706)	1,000
	<u>5,898</u>	<u>86,625</u>	<u>(62,100)</u>	<u>(25,072)</u>	<u>5,351</u>
	<u>98,819</u>	<u>88,125</u>	<u>(62,100)</u>	<u>(57,129)</u>	<u>67,715</u>

Details of the funds are as follows:

National Lottery Charities Board - capital grant for the Michael Young Building

Development Donation- Anonymous donation for project development

Ithaca. On dissolution, this Oxford based Arts charity distributed some of their remaining balances to Restore for Art. A collaborative Art/Poem book Dark Arts was produced this year at a total cost of £1,547

Batchworth Trust - To provide employment coaching in the city

Clover Trust - Salary for Gardening Facilitator

St.Michael's & All Saints Church - Woodworking at Elder Stubbs

Henry Smith - Garden Café manager salary costs to support members

Langford Garden Project - Salary for Gardening Facilitator

Oxford City Council Elder Stubbs Festival

Sanctuary - Volunteer Coaches for The Orchard