

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD  
CONTINENCE)**

**(A COMPANY LIMITED BY GUARANTEE)**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**CONTENTS**

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	Page
<b>Reference and administrative details of the Company, its Trustees and advisers</b>	<b>1</b>
<b>Trustees' report</b>	<b>2 - 10</b>
<b>Independent examiner's report</b>	<b>11</b>
<b>Statement of financial activities</b>	<b>12</b>
<b>Balance sheet</b>	<b>13 - 14</b>
<b>Statement of cash flows</b>	<b>15</b>
<b>Notes to the financial statements</b>	<b>16 - 29</b>

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2020**

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<b>Trustees</b>	L G Montgomery, Chair Dr E M Fleming D J Gordon (appointed 30 July 2019) E G D James, Treasurer C Lindsay (appointed 30 July 2019) J W Cains (appointed 21 January 2020) K L Tomlin R M W Jones (resigned 1 May 2019) M Lyttle (resigned 30 July 2019) M McGraw (resigned 1 May 2019) D J Whitehouse (resigned 21 January 2020)
<b>Company registered number</b>	02580579
<b>Charity registered number</b>	1002424
<b>Registered office</b>	36 Old School House Britannia Road Kingswood Bristol BS15 8DB
<b>Patrons</b>	Professor Sir Eric Thomas
<b>President</b>	Dr Anne Wright, Lead Consultant, Children's Bladder Service, Evelina Hospital, Guy's and St Thomas' NHS Foundation Trust
<b>Accountants</b>	Bishop Fleming LLP Chartered Accountants 16 Queen Square Bristol BS1 4NT
<b>Bankers</b>	National Westminster Bank Plc 40 Queens Road Clifton Bristol BS8 1RF  Triodos Bank Deanery Road Bristol BS1 5AS

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2020**

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The Trustees present their annual report together with the financial statements of the ERIC (Education and Resources for Improving Childhood Continence) for the year 1 April 2019 to 31 March 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**Policies and objectives**

The principal activity of ERIC is to provide information and support to all children and parents on the problems of childhood bedwetting, daytime wetting and soiling and potty training, and to educate and support health, social care and education professionals. The Aims and Objectives of ERIC are guided by its three-year Strategy (2017-2020). These, in turn, dictate the work plans of the operation of ERIC.

ERIC is the only organisation of its type nationally and internationally. ERIC is a member of the Paediatric Continence Forum, a campaigning group of health professionals and patient representatives that engages with the Government and policymakers to raise awareness of childhood bladder and bowel problems and to improve NHS services in this area of child health. We are members of the NHS England led Bowel and Bladder National Project and the Health Conditions in Schools Alliance.

The Memorandum of Association defines the objects for which the charity was established as the relief of sickness, by:

- a) the conduct and promotion of research into the incidence, causes, needs, management and treatment of children and young persons with enuresis and other problems of bladder or bowel control and the public dissemination of the results of such research.
- b) the provision of advice, information, treatment, and support services to those suffering from enuresis and other problems of bladder or bowel control, and their families or carers, to assist in the management and alleviation of those problems and their effects upon daily life.
- c) the provision of advice and information to those providing treatment, counselling or support services for children and young person's suffering from enuresis and other problems of bladder or bowel control to promote the development, availability and effectiveness of such services; and
- d) increasing public awareness and understanding of enuresis and other problems of bladder or bowel control, and the reduction of the social stigma associated with these problems.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Review of the year's activities**

**Personnel**

At 31 March 2020, there were 13 members of staff (3 full-time, 10 part-time). The staff team was supported by 7 regular volunteers along with support on an adhoc basis from occasional volunteers and the Professional Advisory Committee.

**Organisation Development**

We continue to review the effectiveness and productivity of the organisation, streamlining processes where possible and investing in our digital technology. In February 2020, a grant from The Clothworkers Foundation enabled us to replace old computers with laptops for all staff, enabling more flexible and remote working practices. Trustees, advisors, staff, and volunteers met in January to review ERIC's Strategic Plan and agree priorities for April 2020 to March 2023. It was agreed at the event to amend ERIC's charitable objects to include the public health and environmental impacts of children's bowel and bladder conditions.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Review of the year's activities (continued)**

**Key aim 1 -To improve the social environment for children, teenagers, and their families in relation to bowel and bladder control.**

We work hard to raise awareness of children's continence and the challenges faced by young people and their families and have continued to grow our social media presence during this period. We encourage conversation, action and support between parents, carers, health, education, and early years professionals. At the end of March 2020 there were:

- 4399 Twitter followers (an increase of 8% on the previous year)
- 5370 Facebook followers (an increase of 28% on the previous year).
- 386 followers of the ERIC Instagram account (an increase of 91% on the previous year)
- Our bi-monthly e-newsletter has 3969 subscribers (a decrease of 22% on the previous year owing to needing to unsubscribe inactive subscribers).
- Our Health Unlocked online peer to peer support community has 4140 all time members (an increase of 49% on the previous year).

In May 2019, ERIC launched their first animated film 'Become a Bedwetting Detective.' The film outlines the clues that children and their families need to look out for to work out why night-time wetting is happening and tips to help stop this issue. To date it has been viewed over 7,000 times on ERIC's YouTube channel alone.

In July and August 2019, over 300 parents and carers of children with bowel and bladder issues answered ERIC's survey into the impact of continence problems on school attendance. The results revealed the number of days children are having to miss school and of the high number of parents forced to take unpaid leave, work part time, and even give up work all together. In summary, 89% of children affected by bowel and bladder conditions take time off school, 32% had more than 2 weeks off and a staggering 14% had more than a month off school last year. The results influenced the strategy for ERIC's Help at School project.

In September 2019, one action was taken forward in collaboration with Bladder and Bowel UK. We launched new guidance 'Managing Bladder and Bowel Issues in Nurseries, Schools and Colleges.' The formation of this resource was in response to requests from families, schools and health care professional for comprehensive, best practice guidance and practical information on bladder and bowel issues for school leaders, proprietors, governors, staff, and practitioners. The guidance received wide coverage in a variety of publications including The Times Educational Supplement and The Journal of Community Nursing.

Later that same month, ERIC were featured within a Channel 4 news item about school readiness and the increase in children starting school without being fully toilet trained.

In October 2019, ERIC launched a new resource: ERIC's Guide for Children Living with Complex Bladder and Bowel Problems. Designed and written by ERIC Nurse Brenda Cheer, this leaflet helps to reduce isolation and normalise the problems these children face and the interventions they need to undertake. It also signposts to other support organisations.

In January 2020, 'Through my Eyes' a helpline caller's poem about the effect soiling accidents can have on a family from their child's perspective was featured on the ERIC website, social media channels and newsletter.

In February 2020, ERIC's communications manager was interviewed by Radio Scotland about childhood constipation. We also launched Engaged: Bristol a peer to peer support project enabled by a Big Lottery Awards for Grant. Unfortunately, just as the project was gaining momentum in the community it had to be paused due to Covid 19. It is hoped to resume as an online project in the autumn. During 2019 ERIC's CEO became actively involved in the NHS England led National Bladder and Bowel Programme, becoming Chair of the Paediatric Work Stream. She also Chairs the Children and Young People Strand of BABCON, the Bristol Health Partners led Bladder and Bowel Confidence Health Integration Team. Progress with both programmes has been delayed due to Covid 19 and we look forward to reporting further in next year's report.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Review of the year's activities (continued)**

**Key aim 2 - To enable children, teenagers, and families to make informed choices about bowel and bladder health.**

ERIC's information and helpline services provide vital support to parents and carers. The number of contacts increased to 2459 in the year to March 2020, more than 20% higher than the previous year.

In the year to March 2020 helpline users who responded to a survey following contact told us:

100% said we understood their child's needs well.  
74% said they understand more about the problem they had called about.  
83% said they felt ERIC gave them a strategy for tackling the problem they contacted us about.  
100% said they would recommend the Helpline to others.

We also gather feedback three months after the contact is made to measure longer term impact. 74% of respondents told us their child's issue was either resolved, improved or being effectively managed. 100% rated the service they received from ERIC as excellent (89%) or good (11%).

The ERIC website continues to be a crucial means of delivering our information to families and young people affected by bowel and bladder problems and the health and education professionals who care for them. During 2019/20:

- 86,536 information leaflets were downloaded
- 2,598 items were bought from the shop
- 971 online donations were made

Overall traffic to the website continued to grow rapidly showing that more families and professionals are becoming aware of ERIC. This increase in visitors has been driven by a sharp rise in families and early years professionals looking for reliable and trusted information on potty training. In 2019/20 more than 670,000 people visited our website, an increase of over 50% on the previous 12-month period. The growing share of website visitors using mobile devices (including tablets) to access our resources has been a key driver in our plans to make all our future digital resources accessible by on smart phones.

**Key aim 3 - To increase early intervention into childhood bowel and bladder issues**

Building on positive findings from pilot work in 2017/18 and 2018/19 we concluded our early interventions project in Bristol which aimed to develop and implement new early interventions approaches to raise awareness and support early years practitioners, teachers and families in enabling children to go to the toilet independently by the time they go to school.

The ERIC team delivered 25 workshops, training 171 Early Years practitioners in deprived wards across Bristol. Before and after questionnaires evaluated the impact of the training and the resulting change in knowledge and understanding. Close to 100% of the participants who completed the post-training survey rate themselves as knowing, understanding, or feeling confident in the key areas of potty training.

After feedback from Early Years staff, we recognised the value of including parents in the scheme, adding workshops aimed at parents. Sixty-five parents attended workshops between June and October 2019. All the participants in the post-event evaluation survey said the training was either good or excellent, and that they would recommend it.

Alongside the project the ERIC Team agreed a new Instagram campaign 'Let's Go Potty'. The brand has been copyrighted and a website sub-site created. The Covid pandemic delayed further activity but this was re-started during the summer.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Review of the year's activities (continued)**

**Training for Healthcare Professionals**

ERIC delivered 25 seminars in 2019/20, training a total of 773 healthcare professionals. Many of the tailored seminars were delivered to Flying Start in Wales which is a Welsh Government funded programme targeted at children under 4 and their families who live in specific disadvantaged areas of Wales. Overall, 87% of the attendees rated the training as Excellent and 13% rated it as Good.

We also delivered our second Roadshow event on 6th June 2019 in Powys. The format was a series of short workshops which was very well received with 89% of attendees rating it as Excellent. One attendee commented "I went to the training under the assumption that it was not going to tell me anything more than I already knew. How wrong was I, it was a fun way of learning about sensitive issues, and I learnt so much about soiling and enuresis that this was a fab day"

January 2020 saw the introduction of a new course called Train the Trainer. The aim of this three-day course is to provide the skills and confidence necessary for the attendee to train groups in their area. Due to Covid 19 we have only run two of these courses but there has been a lot of interest and we will look to continue in the future both online and face to face.

**Fundraising**

The support of trusts and foundations, large and small, is vital to ERIC's work and the families who come to us for help. We are enormously grateful for their help in enabling children and young people to overcome and manage distressing, life-ruining continence conditions.

We value each funders' unique contribution and on behalf of all the families we support, thank you to all our trusts and foundation partners.

Helpline Development Project – we are grateful to the support of the Trustees of the Garfield Weston Foundation for awarding ERIC a multi-year grant of £60,000 to support the development of our core project. Feedback from families that use the service has showed clearly that we need to keep pace with the way people are choosing to access support and information in the digital age. With the support of Garfield Weston, we will be enhancing our provision of digital services and upgrading the systems and processes our team uses to increase capacity and improve the experience of parents using the Helpline. Through this work we will also be increasing the role that volunteers can play in providing support to the families that come to us for help.

The James Tudor Foundation awarded a grant of £10,000 to support a new project working with Teenagers to co-produce information and resources in a format that they would be likely to access. This project has been deferred until such time as the Covid risks are significant reduced.

A comparable situation has arisen in relation to ERIC's Help at School project. A grant of more than £14,000 awarded by the John James Foundation has been deferred in part until such time as it is safe to return to schools and the community for outreach work around healthy bladders and bowels and toilet hygiene.

ERIC's individual giving programme raised £72,000 which included £23,000 from a successful Radio 4 Appeal, which highlighted the impact of bedwetting on children and their families.

ERIC has attracted an increase in donations from across the board including users of the helpline service, those who have bought from the online shop and contributions from the summer and Christmas appeals. This is in part due to better communications raising awareness of the impact of bladder and bowel conditions on children and families and making it easier for people to donate via the ERIC website and Facebook.

Donations by direct debit have exceeded £10,000 for the first time, a rise of 21% on the previous year. We are grateful to everyone who donated or fundraised to ensure that ERIC can continue to support children and young people with bladder and bowel conditions.



**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Review of the year's activities (continued)**

**ERIC's Online shop**

Selling children's continence products continues to generate surplus funds towards ongoing core costs. The difference between buying from ERIC and other online suppliers is the support given to customers to select the best product for them. If we feel products are not the right solution, we will refer customers to our confidential helpline for support about the bladder or bowel condition they are dealing with.

**GOING CONCERN**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**FINANCIAL REVIEW**

**Income**

Total income for the year was £588,096. 40% of income was generated from Trading, 15% from Training & Conference and 45% from Fundraising and other activities.

**Expenditure**

Total expenditure for the year was £554,123. 36% of expenditure was for Trading stock, 54% was for other charitable activities, and 10% for fundraising expenditure.

**Summary**

A net surplus of £33,973 was recorded.

**RESERVES POLICY**

ERIC revised its reserves policy in June 2019. ERIC seeks to build its reserves to meet three months operating costs. However, in the interim will hold at least £114,500 which will meet one month's running costs, including enough funds to carry out its legal responsibilities for redundancy payments to members of staff. This figure has been reviewed by trustees on a quarterly basis. The cash balances of the charity were invested in fixed rate deposits with Scottish Widows.

**MATERIAL INVESTMENTS POLICY**

Under the Memorandum and Articles of Association the charity has the power to invest in any way that the trustees see fit.

**RISK MANAGEMENT**

During the year, the Trustees identified in detail the strategic, business and operational risks the charity faces, prioritised these risks and identified actions needed to offset these. Work has continued to address the key risk areas and a system of monitoring put into action on a 3-monthly basis, at Board meetings. The charity did not have a risk strategy for a health pandemic, however the plans in place enabled ERIC to react quickly

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

ERIC was established on 4 November 1988 under the auspices of the Children's Society and was registered as an independent charity by the Charity Commission with effect from 1 April 1991, Charity number 1002424. ERIC was registered as a Company Limited by Guarantee on 7 February 1991, Company registration number 2580579. ERIC's registered office is 36 Old School House, Britannia Road, Bristol, BS15 8DB.

The charity is governed by its Memorandum and Articles of Association. At the year-end, there were seven trustees of whom all are directors of the charity. The trustees form the Board of Trustees. The paid employees who form the staff team report to the Board of Trustees via the Director. The staff team is responsible for carrying out all areas of the charity's activities.

**Methods of appointment or election of Trustees**

New trustees are recruited by open advertisement in line with the charity's policy on equal opportunities or co-opted to fill specialist roles e.g. people with medical or marketing experience. They are formally voted in at the next Annual General Meeting.

**Organisational structure and decision-making policies**

The Board of Trustees administers the charity and meets at least four times a year. Where appropriate Trustees have a designated responsibility for areas e.g. safeguarding, finance, HR, legal issues. There is a finance sub-committee which meets every two months. The Chief Executive, appointed by the trustees, manages the operations of the charity.

**Policies adopted for the induction and training of Trustees**

New trustees are given an induction pack and are encouraged to undertake external training events where these will facilitate the undertaking of their role. All trustees are given opportunities for training on new regulations or changes within the voluntary sector.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Plans for future periods**

ERIC starts the new budget year in a good position. Over the past four years we have seen our surpluses grow as a result of maintaining close control of operating costs and focussing on the priorities set in ERIC's three -year strategy.

A new strategy for 2020-2024 has been developed however, the impact of the Covid 19 pandemic has forced us to focus on the core and immediate needs of parents and families. This is within the context of preserving funds, reviewing costs, and seeking new funding opportunities. In summary:

Lockdown resulted in a drop in income from ERIC's enterprise activities i.e. our on-shop and training for healthcare professionals. This impacted significantly on core costs, resulting in the need to furlough the majority of ERIC's staff.

ERIC launched a fundraising campaign which at end of September 2020 stood at more than £8,200, exceeding its original target of £7,500. We also received emergency funding from Charities Aid Fund which enabled us to keep our helpline and information service open to families throughout.

Training has not yet resumed as we are currently re-purposing into webinar-based learning. There is a great deal of interest and we are hopeful that when available there will be a strong uptake.

Meanwhile, ERIC's biennial paediatric continence conference for healthcare professionals will be delivered in October as an e-Conference. This is ambitious and as far as we are aware the only conference planned to go ahead in 2020 in the continence sector! 350 delegates have booked to attend – 200 more than we normally see at a face-to-face conference. The surplus income we predict will be in slight excess of our original budget.

The online shop has operated normally since May and sales are recovering, currently around 20% down on pre-covid levels. This income along with the Covid Job Retention Scheme enabled staff to return to work in July on flexible furlough terms. We plan to be fully operational by 1 November and our rolling budget on track to retain a small surplus at the year end.

Since returning to work the ERIC team have worked flexibly from home and have re-started projects such as revamping resources so they can easily be downloaded and translated into other languages.

Interns from local universities have supported the development of new digital campaigns and resources putting the team in the best position for when they fully back at work in November.

Already we are looking ahead and have prepared a first draft budget for the 2021/22 financial year. This will be kept under regular review.

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also the directors of the Company 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. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**E G D James**

Treasurer & Trustee

Date: 11 November 2020

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2020**

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**Independent examiner's report to the Trustees of ERIC (Education and Resources for Improving Childhood Continence) ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

**Responsibilities and basis of report**

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:   
Joseph Scaife  
**Bishop Fleming LLP**  
Chartered Accountants  
16 Queen Square  
Bristol  
BS1 4NT

Dated: 16 November 2020  
FCA DChA

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>					
Donations and legacies	3	135,254	127,168	262,422	210,167
Charitable activities	4	-	325,549	325,549	329,561
Investments		-	125	125	109
<b>Total income</b>		<b>135,254</b>	<b>452,842</b>	<b>588,096</b>	<b>539,837</b>
<b>Expenditure on:</b>					
Raising funds	5	-	56,873	56,873	48,726
Charitable activities	6	130,450	366,800	497,250	475,977
<b>Total expenditure</b>		<b>130,450</b>	<b>423,673</b>	<b>554,123</b>	<b>524,703</b>
<b>Net income</b>		<b>4,804</b>	<b>29,169</b>	<b>33,973</b>	<b>15,134</b>
Transfers between funds	14	11,315	(11,315)	-	-
<b>Net movement in funds</b>		<b>16,119</b>	<b>17,854</b>	<b>33,973</b>	<b>15,134</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		7,038	133,826	140,864	125,730
Net movement in funds		16,119	17,854	33,973	15,134
<b>Total funds carried forward</b>		<b>23,157</b>	<b>151,680</b>	<b>174,837</b>	<b>140,864</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 16 to 29 form part of these financial statements.

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:02580579**

**BALANCE SHEET**  
**AS AT 31 MARCH 2020**

	<b>Note</b>	<b>2020 £</b>	<b>2019 £</b>
<b>Fixed assets</b>			
Tangible assets	11	<b>4,144</b>	-
		<b>4,144</b>	-
<b>Current assets</b>			
Stocks		<b>22,269</b>	17,719
Debtors	12	<b>72,009</b>	72,648
Cash at bank and in hand		<b>234,862</b>	142,482
		<b>329,140</b>	232,849
Creditors: amounts falling due within one year	13	<b>(158,447)</b>	(91,985)
<b>Net current assets</b>		<b>170,693</b>	140,864
<b>Total assets less current liabilities</b>		<b>174,837</b>	140,864
<b>Net assets excluding pension asset</b>		<b>174,837</b>	140,864
<b>Total net assets</b>		<b>174,837</b>	140,864
<b>Charity funds</b>			
Restricted funds	14	<b>23,157</b>	7,038
Unrestricted funds	14	<b>151,680</b>	133,826
<b>Total funds</b>		<b>174,837</b>	140,864

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:02580579**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 MARCH 2020**

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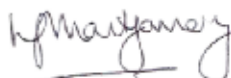
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**L G Montgomery**

Date: 11 November 2020

The notes on pages 16 to 29 form part of these financial statements.



**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

	2020 £	2019 £
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>96,705</b>	(5,868)
<b>Cash flows from investing activities</b>		
Bank interest received	125	109
Purchase of tangible fixed assets	(4,450)	-
<b>Net cash (used in)/provided by investing activities</b>	<b>(4,325)</b>	<b>109</b>
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	-	-
<b>Change in cash and cash equivalents in the year</b>	<b>92,380</b>	<b>(5,759)</b>
Cash and cash equivalents at the beginning of the year	<b>142,482</b>	148,241
<b>Cash and cash equivalents at the end of the year</b>	<b>234,862</b>	142,482

The notes on pages 16 to 29 form part of these financial statements

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

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**1. General information**

The charity is incorporated and its registered office is 36 Old School House, Britannia Road, Kingswood, Bristol, BS15 8DB.

**2. Accounting policies**

**2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

ERIC (Education and Resources for Improving Childhood Continence) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

**2.2 GOING CONCERN**

The charity has cash resources and the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

The COVID-19 pandemic has impacted the charities activities. The company has utilised Government support schemes to continue to fund the majority of its expenses.

They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**2. Accounting policies (continued)**

**2.3 INCOME**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Company, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

**2.4 EXPENDITURE**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**2. Accounting policies (continued)**

**2.4 EXPENDITURE (continued)**

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 INTEREST RECEIVABLE**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 TANGIBLE FIXED ASSETS AND DEPRECIATION**

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Computer equipment	- 33% straight line
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**2.7 STOCKS**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**2.8 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.9 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

**2. Accounting policies (continued)**

**2.10 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.11 FINANCIAL INSTRUMENTS**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 PENSIONS**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.13 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 Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs 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.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Income from donations and legacies**

	<b>Restricted funds 2020 £</b>	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Donations	135,254	127,168	<b>262,422</b>	210,167
Total 2019	121,448	88,719	210,167	

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**3. Income from donations and legacies (continued)**

Grants and donations (of £10,000 or more) have been received from the following organisations:-

Garfield Weston Foundation - £60,000  
 John James for Bristol Children - £14,682  
 James Tudor Foundation - £10,499  
 St James Place - £10,000  
 The Brook Trust - £10,000

**4. Income from charitable activities**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Conference, seminar and other income	90,044	<b>90,044</b>	109,866
Literature, alarm, bedding, clothing income	235,505	<b>235,505</b>	219,695
	<u>325,549</u>	<u><b>325,549</b></u>	<u>329,561</u>
Total 2019	<u>329,561</u>	<u>329,561</u>	

**5. Expenditure on raising funds**

**COSTS OF RAISING VOLUNTARY INCOME**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
General fundraising costs	74	<b>74</b>	132
Voluntary income - wages and salaries	50,530	<b>50,530</b>	43,475
Voluntary income - NI	3,395	<b>3,395</b>	2,516
Voluntary income - pension costs	2,874	<b>2,874</b>	2,603
	<u>56,873</u>	<u><b>56,873</b></u>	<u>48,726</u>
Total 2019	<u>48,726</u>	<u>48,726</u>	

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2020 £</b>	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Conference, Seminars and exhibitions	10,917	57,069	<b>67,986</b>	80,721
Information, education and support	58,954	-	<b>58,954</b>	57,369
Campaign activity expenditure	-	33,630	<b>33,630</b>	28,077
Other charitable expenditure	60,579	75,704	<b>136,283</b>	114,636
Shop	-	200,397	<b>200,397</b>	195,174
	<u>130,450</u>	<u>366,800</u>	<u><b>497,250</b></u>	<u>475,977</u>
Total 2019	<u>115,515</u>	<u>360,462</u>	<u>475,977</u>	

**Summary by expenditure type**

	<b>Staff costs 2020 £</b>	<b>Depreciation 2020 £</b>	<b>Other costs 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Conference, seminars and exhibitions	31,576	306	36,104	<b>67,986</b>	80,721
Information, education and support	56,464	-	2,490	<b>58,954</b>	57,369
Campaign activity expenditure	15,674	-	17,956	<b>33,630</b>	28,077
Other charitable expenditure	63,478	-	72,805	<b>136,283</b>	114,636
Shop	34,907	-	165,490	<b>200,397</b>	195,174
	<u>202,099</u>	<u>306</u>	<u>294,845</u>	<u><b>497,250</b></u>	<u>475,977</u>
Total 2019	<u>186,154</u>	<u>-</u>	<u>289,823</u>	<u>475,977</u>	

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**7. Analysis of expenditure by activities**

	Activities undertaken directly 2020 £	Total funds 2020 £	Total funds 2019 £
Conference, seminars and exhibitions	67,986	<b>67,986</b>	80,721
Information, education and support	58,954	<b>58,954</b>	57,369
Campaign activity expenditure	33,630	<b>33,630</b>	28,077
Other charitable expenditure	136,283	<b>136,283</b>	114,636
Shop	200,397	<b>200,397</b>	195,174
	<u>497,250</u>	<u><b>497,250</b></u>	<u>475,977</u>
Total 2019	<u>475,977</u>	<u>475,977</u>	

**8. Independent examiner's remuneration**

The independent examiner's remuneration amounts to an independent examiner fee of £1,450 (2019 - £1,450).

**9. Staff costs**

	2020 £	2019 £
Wages and salaries	<b>232,418</b>	210,555
Social security costs	<b>13,907</b>	12,563
Contribution to defined contribution pension schemes	<b>12,573</b>	11,630
	<u><b>258,898</b></u>	<u>234,748</u>

The average number of persons employed by the Company during the year was as follows:

	2020 No.	2019 No.
Full-time	<b>3</b>	3
Part-time	<b>10</b>	8
	<u><b>13</b></u>	<u>11</u>



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

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**9. Staff costs (continued)**

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel received aggregate remuneration of £49,997 (2019: £51,508).

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 March 2020, no Trustee expenses have been incurred (2019 - £NIL).

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**11. Tangible fixed assets**

	<b>Computer equipment £</b>
<b>Cost or valuation</b>	
Additions	4,450
At 31 March 2020	<u>4,450</u>
<b>Depreciation</b>	
Charge for the year	306
At 31 March 2020	<u>306</u>
<b>Net book value</b>	
At 31 March 2020	<u><u>4,144</u></u>
At 31 March 2019	<u><u>-</u></u>

**12. Debtors**

	<b>2020 £</b>	<b>2019 £</b>
Trade debtors	64,287	67,320
Other debtors	3,375	5,044
Prepayments and accrued income	4,347	284
	<u><u>72,009</u></u>	<u><u>72,648</u></u>

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**13. Creditors: Amounts falling due within one year**

	<b>2020</b>	2019
	<b>£</b>	£
Trade creditors	<b>20,106</b>	9,381
Other taxation and social security	<b>8,683</b>	12,448
Other creditors	<b>318</b>	739
Accruals and deferred income	<b>129,340</b>	69,417
	<b>158,447</b>	91,985
	<b>2020</b>	2019
	<b>£</b>	£
Deferred income at 1 April 2019	<b>66,414</b>	57,225
Resources deferred during the year	<b>127,590</b>	66,414
Amounts released from previous periods	<b>(66,414)</b>	(57,225)
	<b>127,590</b>	66,414

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**14. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2020 £
<b>Unrestricted funds</b>					
General Funds	133,826	452,842	(423,673)	(11,315)	151,680
<b>Restricted funds</b>					
Information and Helpline	7,038	111,366	(95,247)	-	23,157
Early Intervention Project	-	23,888	(35,203)	11,315	-
	7,038	135,254	(130,450)	11,315	23,157
<b>Total of funds</b>	<b>140,864</b>	<b>588,096</b>	<b>(554,123)</b>	<b>-</b>	<b>174,837</b>

Information and Helpline fund was established with grants towards providing direct one-to-one support from our telephone and email helpline.

ERIC Early Interventions Project was set up to support children 0-5 in the Early Foundation stage to establish good toileting practice and prevent long-term health conditions.

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2019 £
<b>Unrestricted funds</b>					
General Funds	125,730	418,389	(409,188)	(1,105)	133,826
<b>Restricted funds</b>					
Information and Helpline	-	94,016	(86,978)	-	7,038
Early Intervention Project	-	27,432	(28,537)	1,105	-
	-	121,448	(115,515)	1,105	7,038
<b>Total of funds</b>	125,730	539,837	(524,703)	-	140,864

**15. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	4,144	-	4,144
Current assets	19,013	310,127	329,140
Creditors due within one year	-	(158,447)	(158,447)
<b>Total</b>	23,157	151,680	174,837

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**15. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Current assets	7,038	225,811	232,849
Creditors due within one year	-	(91,985)	(91,985)
<b>Total</b>	<b>7,038</b>	<b>133,826</b>	<b>140,864</b>

**16. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2020</b> £	2019 £
Net income for the period (as per Statement of Financial Activities)	<b>33,973</b>	15,134
<b>Adjustments for:</b>		
Depreciation charges	<b>306</b>	-
Dividends, interests and rents from investments	<b>(125)</b>	(109)
Loss on the sale of fixed assets	-	619
Decrease/(increase) in stocks	<b>(4,550)</b>	7,352
Decrease/(increase) in debtors	<b>639</b>	(22,822)
Increase/(decrease) in creditors	<b>66,462</b>	(6,042)
<b>Net cash provided by/(used in) operating activities</b>	<b>96,705</b>	(5,868)

**17. Analysis of cash and cash equivalents**

	<b>2020</b> £	2019 £
Cash in hand	<b>234,862</b>	142,482
<b>Total cash and cash equivalents</b>	<b>234,862</b>	142,482

**ERIC (EDUCATION AND RESOURCES FOR IMPROVING CHILDHOOD CONTINENCE)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**18. Analysis of changes in net debt**

	At 1 April 2019 £	Cash flows £	At 31 March 2020 £
Cash at bank and in hand	142,482	92,380	234,862
	<u>142,482</u>	<u>92,380</u>	<u>234,862</u>

**19. Operating lease commitments**

At 31 March 2020 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	17,336	14,516
Later than 1 year and not later than 5 years	1,175	15,176
	<u>18,511</u>	<u>29,692</u>