Trustees' Report and Accounts Year Ended 31 July 2020

Company Registration No. 03257274 Charity Commission No. 1155725

Trustees' Annual Report for the year ended 31 July 2020

Reference and Administrative details

Name of Charity: The Gestalt Centre Charity No. 1155725 Company No. 3257274 **Directors/ Trustees:** Stuart Renshaw Gilead Yeffett Jon Wilkinson (Resigned on 04/02/2020) David Willcock (Resigned on 04/02/2020) Sean Leonard Arnold (Appointed on 04/02/2020) Victora Bytel (Appointed on 04/02/2020) Rachel Suk Yee Liu (Appointed on 04/02/2020) Dinaz Trudeau (Appointed on 04/02/2020) **Richard Thomas** (Appointed on 04/02/2020) **Company Secretary:** Elina Stamou **Registered Office:** The Gestalt Centre 15-23 St Pancras Way London NW1 OPT Auditors: Mercer & Hole **Gloucester House** 72 London Road St Albans, Hertfordshire AL1 1NS

The Gestalt Centre Trustees' Annual Report for the year ended 31 July 2020

Structure, Governance and Management

The Trustees present their report and financial statements for the year ended 31 July 2020. The Trustees are also registered with Companies House as Directors of The Gestalt Centre and in accordance with the Articles of Association do not receive any remuneration from The Gestalt Centre other than refund of travel expenses. The annual report and audited financial statements for the year ended 31 July 2020 have been prepared under the provisions of the Statement of Recommended Practice (SORP FRS 102 effective 1 January 2015) and comply with all other statutory requirements.

Governing Document:

The Gestalt Centre is governed by its Memorandum and Articles of Association and is constituted as a Limited by Guarantee Company registered with Companies House on 1 October 1996, Registration Number 03257274, and as a Charity Registered with the Charity Commission on 10 February 2014, Registration No. 1155725.

Appointment of Trustees:

The choice of Trustees is decided according to the knowledge and experience needed to govern the Gestalt Centre. A suitable Trustee would need to be professionally qualified and meet Gestalt Centre as well as Charity Commission requirements for experience and capability. Trustees are appointed following recommendation or advertisement, completion of an application and attendance at an interview with the existing Trustees and senior management. Details of training workshops and charity law updates are circulated via email.

Our Vision

A world in which meaningful and fulfilling relationships lead to wellbeing and positive change in people's lives

Our Purpose

The Gestalt Centre promotes the mental and psychological well-being of people, groups and organisations through Gestalt humanistic education, training and practice.

Our Values

We believe in and experience in our work, the transformational power of Gestalt practice

- o a positive force for change
- o can enable people to live life more fully
- o can help people to manage conflict
- o and develop creativity

As an organisation, we greatly value

- o the Gestalt approach and practice
- o enhanced awareness of self and others
- o different voices, both our own and others

 the view that we are all connected and therefore together responsible for our communities

About Us

The Gestalt Centre is a hub for inspiring learning, therapy and a meeting space in the heart of London

- A centre of excellence for counselling and psychotherapy training and programmes for organisations
- ♦ A centre for therapy
- ♦ A place to work and meet for organisations and professionals
- ♦ A vibrant community of therapists and organisational practitioners

Gestalt is a life-changing approach to life, counselling and psychotherapy. It enables people and organisations to manage change, develop meaningful relationships and lead fulfilling lives by creatively utilising their own resources, skills and strengths.

The Gestalt Centre is a registered charity located in Camden, in the heart of London. 40 years of excellence in counselling, psychotherapy, personal and professional development courses, including UKCP and BACP accredited programmes.

Gestalt Centre Strategy 2020-22

Strategic Approach

- o Staying tuned into developments around us
- o Responding to challenges and opportunities as they arise with awareness and creativity
- Evolving as an organisation, in response to the changing pandemic context and to thrive in the post pandemic world. Guided by our purpose and the Gestalt principles, we'll be rethinking and evolving the way we operate and our offer. This includes new programmes, blended learning and practice and digital growth.

Strategic Intentions

- 1. People and teams: keeping well, connected and involved
- 2. Become, proactively, anti-racist and anti-discriminatory organisation and increase diversity at the Gestalt Centre
- 3. Upgrade our systems and develop our offer with digital growth in mind
- 4. Further develop the Gestalt Centre communities, such as graduates and short programmes alumni, members, practitioners and our online community
- 5. Provide further opportunities for emotional and psychological support at the Gestalt Centre, in the post pandemic world
- 6. Celebrate the Gestalt Centre 40th anniversary
- 7. Leading voice and centre for Gestalt theory and practice
- 8. Finance and business development for upgrades, growth and sustainability

Gestalt Centre Programmes and Activities and Performance in 2019/20

PROFESSIONAL DEVELOPMENT AND SUPPORT PROGRAMMES FOR THERAPISTS AND HEALTHCARE PROFESSIONALS

This year we run a series of short courses and programmes for a total of 157 therapists and healthcare professionals.

- Certificate in Couples and Relationships Therapy
- Working with Bereavement and Loss Webinar
- Free Fall: Writing as Creative Therapy
- Speaking and Not Speaking

SUPPORTING MENTAL HEALTH AND WELLBEING OF PEOPLE, TEAMS AND ORGANISATIONS

Gestalt's emphasis on awareness, creativity, relationship-building and change, makes it ideal for leaders, managers, HR and OD professionals and coaches to stretch their professional skills and develop their careers while they help create healthy and 'people centred' teams and organisations. It can also be helpful to people working closely with the public such as doctors, nurses and health professionals, care workers, social workers and teachers. Here, Gestalt is invaluable for improving empathy and rapport with clients, raising awareness of the self and others, understanding people's motivations and helping them to make positive changes.

We run 15 courses and programmes for 147 professionals and their organisations in 2019-20

These programmes utilise the transformative power of the holistic, humanistic and relational gestalt approach, expertly combining theory with experiential learning and skills practice.

Gestalt in Organisational Development

A dynamic programme that helps professionals enhance their ability to shape organisational dynamics, generate meaningful engagement, grow outstanding teams, enable and facilitate effective change and organisational success.

- o understanding, tools and practice to deepen awareness
- delve into organisational dynamics and people
- insightfully explore organisational ecosystems
- o tackle rigid patterns and blocked processes
- create strategies for effective meaningful change, organisational growth and high performance.

Group Facilitation programme and Certificate

Enable people to work successfully with groups and teams whether they are a people-focused professional or work in a therapy-related role.

Conflict, Challenge and Confrontation in Groups and Organisations

Conflict and confrontation in teams and organisations can be very destructive. However, it can also lead to innovation and meaningful transformation. It can be a sign of healthy, resilient and collaborative team dynamics that embrace and make the most of difference. The course enables participants to deepen understanding of conflict sources, dynamics and approaches, gain awareness and develop skills and capacity to work effectively with conflict and challenge. This includes skills and confidence to create and manage constructive difference of opinion that makes for high functioning teams.

THERAPY AT THE CENTRE

Low cost therapy

At the Gestalt Centre we run a low cost therapy service where people access therapy they can afford.

In 2019-20, over 100 people accessed the service.

Personal development groups

Whether you're considering a career in counselling or therapy or work in 'people focused' professions such as therapeutic settings, organisational work, education, health and social care, these safe and supportive group sessions offer the opportunity to help work through personal issues and challenges in life and work, develop greater awareness of how you relate to yourself and others and foster your capacity to be imaginative and creative.

Moreover, these personal development groups are an opportunity to gain insight into Gestalt and experience a Gestalt therapy group.

Therapy and wellbeing

110 therapists delivered 19,161 hours of therapy in 2019

A range of therapeutic and health practices that support emotional and psychological wellbeing take place at the Gestalt Centre. Therapists and healthcare practitioners hire a room with us and access a welcoming and supportive environment for their practice and their clients.

Financial Review

The year was significantly impacted by the onset of Covid-19. However, the financial position of the charity at the end of the year remained strong despite significant interruption to income streams.

Prior to the first wave of the pandemic which brought about restrictions that came into effect at the end of March, the financial position was better than the previous year. However, the period of April to July saw a closure of the centre for three months, followed by two months of very limited activity on reopening.

The primary impact of the closure was on room rental activity. Income from practitioners and corporate clients was negligeable for the period impacted. Income from short courses was also very small, although some courses were run online, and this helped mitigate the effect.

Income from students in the psychotherapy and counselling programmes remained in-line with expectations. In the summer of 2019, long before the onset of the pandemic, we had strong interest in our courses and commitments to training, along with advance fee payments.

The charity went into the year with a healthy cash balance, and due to a significant level of prepayments for the 2020/21 Academic Year by the student cohort, the cash balance remained healthy at the year end. This gave rise to a degree of comfort despite the continued disruption being wrought by Covid-19. However, this comfort was mitigated by our medium term projections, eighteen to twenty-four months out, that identified risks if room rental and short course income was prevented from returning to normal levels, due to the pandemic.

In light of this risk a loan of £120,000 was secured post year-end under the Resilience & Recovery Loan Fund scheme (RRLF) for social enterprises and charities, along with a £30,000 grant. This cash injection was sought to cover our income shortfall due to the pandemic and to provide us with the opportunity to develop alternative opportunities to cover for the possible non recovery of formerly strong income streams.

This all being said, we acknowledge with gratitude the decision to build cash reserves in recent years. And it is the continuation of this prudent financial regime, the continued enthusiasm of students to train, the practitioner's commitment to continue working with and supporting us, the unwavering commitment and resourcefulness of Gestalt Centre colleagues and our renewed strategy, that leaves us optimistic about the future beyond 2021.

Reserves Policy

The Trustees define free reserves in accordance with Charity Commission guidelines in that they are generally unrestricted funds less tangible fixed assets.

The Trustees have reviewed the Centre's Reserves Policy and it is their stated intention that reserves should be at the equivalent of four months operating expenses, currently approximately £265,000.

Reserves have improved over the previous financial year and have now reached the desired level. The Trustees' emphasis will be on maintaining reserves whilst expanding the Centre in line with the strategic plan – a combination of improving income on current programmes, increasing room rentals, seeking new funding streams and continued rigorous cost controls.

Trustees have agreed to review the level of free reserves annually at Board meetings to ensure the appropriateness of the agreed level and any action required to increase/decrease reserve.

Gestalt Centre Governance and Management

Trustees present the Gestalt Centre report and financial statements for the year ended 31 July 2020. The Trustees are also registered with Companies House as Directors of The Gestalt Centre and in accordance with the Articles of Association do not receive any remuneration from the Gestalt Centre other than refund of travel expenses.

Trustees' responsibilities

The trustees, who are also directors of The Gestalt Centre for the purposes of company law, are responsible for all governing and financial documents and ensure that they are prepared and presented 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 that period. In preparing these financial statements, the trustees are required to:

- o select suitable accounting policies and then apply them consistently
- \circ ~ observe the methods and principles in the Charities SORP FRS102 ~
- o 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

Organisational Management

The Trustees have overall responsibility for strategy and governance, they oversee and advise the management of the Gestalt Centre and delegate the day to day running to the executive team, headed by the Chief Executive Officer. A meeting is held each term with the Trustees, Chief Executive Officer, Faculty Directors and other members of the leadership team as and when appropriate. Additional meetings are held when necessary.

The Executive team meet once a month to discuss and decide on the management of the organisation, operations, programmes and services and finance. Executive team members communicate regularly with all teams across the organisation to ensure participatory and timely decision making. Faculty teams meet once a term to discuss and decide on training matters. An annual strategy meeting is held with the Trustees, the Executive, staff and tutors to discuss the year and plan forward.

Risk Management

The Executive and Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate,

systems or procedures have been established to mitigate the risks the charity faces. The Gestalt Centre organisational strategy and plan are developed and delivered with potential risks and opportunities in mind. Internally, risks are minimised with the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. Implementation of UKCP, UACP, BACP and Gestalt Centre standards ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Small company provisions

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

Signed: Shul lan

Stuart Renshaw (on behalf of the trustees):

Date: 22.4.202)

Independent Auditor's Report to the Members of The Gestalt Centre

Opinion

We have audited the financial statements of The Gestalt Centre (the 'charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020, 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements. Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 7, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date 23.4.21

Steve Robinson Mercer & Hole Chartered Accountants and Registered Auditors 72 London Road St Albans Herts AL1 1NS

Mercer & Hole is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities

(including income and expenditure account) for the year ended 31 July 2020

Income and Expenditure	Notes	Unrestricted £	2020 Total £	2019 Total £
Income				
Donations and voluntary income Income from charitable activities Investment income Total income	3 4	851,825 - 851,825	- 851,825 - 851,825	835,044 - 835,044
Expenditure				
Charitable activities Total expenditure	5	781,641 781,641	781,641 781,641	761,137 761,137
Net income/(expenditure)		70,184	70,184	73,907
Net movement in funds		70,184	70,184	73,907
Reconciliation of funds Total funds brought forward Total funds carried forward	17 17	239,057 309,241	239,057 309,241	165,150
				239,007

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

All income and expenditure derives from continuing activities.

All comparative income and expenditure was unrestricted.

Balance Sheet

31 July 2020

	Notes	2020 Total £	2019 Total £
Fixed assets			
Tangible assets	12	72,934	95,080
Current assets Debtors	13	375,934	344,619
Cash at bank and in hand	10	643,537	384,510
Liabilities:		1,019,471	729,129
Creditors: Amounts falling due within one year	14	783,164	585,152
Net current (liabilities)/assets		236,307	143,977
Total assets less current liabilities		309,241	239,057
Net assets		309,241	239,057
The funds of the charity:			
Unrestricted income funds	16	309,241	239,057
Total charity funds	16	309,241	239,057

Approved by the trustees on 22.04.2021 and signed on their behalf by

2 lan

Stuart Renshaw (Trustee)

Notes on pages 12 to 18 form part of these accounts

Company Registration No. 03257274

Notes to the accounts for the year ended 31 July 2020

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared 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 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these accounts are rounded to the nearest \pounds .

The Charity 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 note(s).

b) Going concern

At the time of approving the accounts, The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

c) Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at ratesImprovement to property10% reducing balanceComputer equipment33% reducing balanceFixtures, fittings and equipment20% reducing balance

d) Income

Income represents amounts receivable for goods and services. Items of income are recognised and included in the accounts when all of the following criteria are met: the charity has entitlement to the funds; and any performance conditions attached have been met.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Notes to the accounts

for the year ended 31 July 2020

f) Goodwill

Acquired goodwill, being the amount paid in connection with the acquisition of the business in 1996, was written offf in equal annual instalments over its estimated useful economic life of three years.

g) Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

h) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

j) Debtors

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

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

I) Financial instruments

The trust 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 the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

2. Company Status

The Company is limited by guarantee and has no share capital. 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. The Company obtained charitable status on 10 February 2014. The Company is incorporated in England & Wales and the registed office is: 15-23 St Pancras Way, London, NW1 0PT.

Notes to the accounts

for the year ended 31 July 2020

3.	Income from charitable activities	2020 £	2019 £
	Fees receivable Room hire Other income	648,980 185,644 17,201 851,825	567,341 291,594 2,675 861,610
4.	Investment income	2020 £	2019 £
	Bank Interest		
5.	Charitable activities	2020 £	2019 £
Ţ	Rent and room hire Payroll Administration expenses Building expenses University fees Bank charges Depreciation Other expenses Professional fees Governance costs Bad Debts Expense Impairment	141,705 442,645 34,216 46,169 24,531 3,498 17,719 42,928 16,023 5,498 - 6,709 781,641	154,135 424,655 27,388 55,207 62,400 3,766 18,389 29,028 10,521 4,957 91 - 790,537

6. Related parties

There were no related party transactions during the year (2019: none).

7. Trustees remuneration and expenses

During the year the trustees' remuneration was £nil (2019: £nil) and re-imbursed expenses were to two (2019: one) trustees for travel expenses of £455 (2019: £157).

Notes to the accounts

for the year ended 31 July 2020

8. Taxation

As of 10 February 2014 the Company is a Registered Charity and from that date no taxation is payable on its income. The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. Net income

10.

Stated after charging:	2020 £	2019 £
Auditors remuneration Depreciation on fixed assets Operating lease rentals - land & buildings - other	5,400 24,618 143,253 6,186	4,800 18,389 146,951 7,184
. Staff costs	2020 £	2019 £
Wages and salaries Social security costs Pension costs	417,279 21,295 5,372 443,945	383,374 33,478 7,803 424,655
Average number of employees	11	11

No employees received total emoluments (excluding employer pension costs) of more than £60,000 (2019: none).

Notes to the accounts for the year ended 31 July 2020

11. Intangible fixed assets	Goodwill £
<u>Cost</u> At 1 August 2019 Additions	11,750 -
At 31 July 2020	11,750
<u>Depreciation</u> At 1 August 2019 Charge for the year	11,750 -
At 31 July 2020	11,750
<u>Net book value</u> At 31 July 2020	
At 31 July 2019	

12. Tangible fixed assets	Improvement to property £	Fixtures, fittings and computer £	Total £
<u>Cost</u>	-	5	-
At 1 August 2019	161,908	72,884	234,792
Additions	=	2,282	2,282
Disposals	(**	6,709	6,709
Impairment			
At 31 July 2020	161,908	68,457	230,365
<u>Depreciation</u> At 1 August 2019 Charge for the year Eliminated on disposal	73,254 16,191 -	66,458 1,528 -	139,712 17,719 -
At 31 July 2020	89,445	67,986	157,431
<u>Net book value</u> At 31 July 2020	72,463	471	72,934
At 31 July 2019	88,654	6,426	95,080

Notes to the accounts

for the year ended 31 July 2020

13. Debtors	2020 £	2019 £
Trade debtors Other debtors Prepayments and accrued income	360,458 - - - 375,934	303,655
14. Creditors		
Amounts falling due within one year	2020 £	2019 £
Trade creditors Taxation and social security Loan Accruals Deferred Income	38,130 13,441 160,651 570,942 783,164	27,003 18,272 - 114,307 <u>399,004</u> 558,586

Fee income is deferred and released evenly across the academic period to which it relates.

All income deferred in the previous year has now been released. All income deferred at the year end was received in the year.

15. Contingent Liabilites

There were no contingent liabilities at the year end.

16. Analysis of movements in funds

	Balance 1 August 2019	Income	Expenditure	Transfers	Funds 31 July 2020
	£	£	£	£	£
Unrestricted funds	239,057	851,825	(781,641)	-	309,241
	239,057	851,825	(781,641)	-	309,241

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Notes to the accounts for the year ended 31 July 2020

17. Lease Commitments

The minimum annual rentals payable under non-cancellable operating leases are as follows:

Operating leases which expire: Land and buildings	2020 £	2019 £
Less than one year	154,685	154,685
Between two and five years	464,055	618,740
In over five years	154,685	154,685
	773,425	928,110
Other		
Less than one year	1,798	1,798
Between two and five years	2,997	4,796
In over five years	-	-
	4,795	6,594

18. Control

The charity is under the control of the board of trustees.