

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD



A COMPANY LIMITED BY GUARANTEE
(Number: 2543666) and

A REGISTERED CHARITY
(Number 1010556)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

CONTENTS	Page
Trustees Report	02-07
Examiner's Report	08-08
Statement of Financial Activities	09-09
Balance Sheet	10- 10
Notes to the Financial Statements	11-13

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

REFERENCE AND ADMINISTRATIVE DETAILS

NAME OF THE CHARITY: Al-Hasaniya Moroccan Women's Project

CHARITY NUMBER: 1010556

COMPANY NUMBER: 2543666

REGISTERED OFFICE AND OPERATIONAL ADDRESS:

Bays 4-5 Trellick Tower, Golborne Road, London, W10 5PA.

KEY MANAGEMENT PERSONNEL - DIRECTORS AND TRUSTEES

The directors of the Company are also its trustees for the purposes of charity law and are referred to throughout this report as the trustees.

The trustees who served during the period and up to the date this report was approved were:

Fatima Mourad

Ismail Chibi Bennani

Meriem Agassim

Saad Souissi

Saeida Rouass

Sapana Agrawal

Nadia Elbhiri (Company secretary)

KEY MANAGEMENT PERSONNEL - PRINCIPAL OFFICERS: Nadia El-Bhiri and Souad Talsi

INDEPENDENT EXAMINER: Abdul Jamal, Chartered accountant 28 Fairlop Road, London, E11 1BN.

BANKERS: HSBC plc, 152 Portobello Road, London, W11 2DZ. STRUCTURE, GOVERNANCE

AND MANAGEMENT GOVERNING DOCUMENT

The organisation is a charitable company limited by guarantee, incorporated on 26th September 1990 and registered as a charity on the 14th April 1992. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

TRUSTEES' RESPONSIBILITIES

Company law requires the trustees to prepare Financial Statements for each financial year that give a true and fair view of the situation of the Company and of the surplus or deficit of the Company for that year. In preparing those Financial Statements the Directors are required to:

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate

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

RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE

Under the company's Articles are known as members of the Management Committee. As required by the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

The organisation's remit inevitably focuses on women and children as the main target group to support, however recent development of clients' care and indeed the aftermath of Grenfell has meant that the board of trustees revise its responsibilities towards this client group and indeed include other members of the family. In this respect both our activities and the diversity within the board of trustees do reflect the community we seek to serve inclusively.

TRUSTEES INDUCTION AND TRAINING

Most trustees are already familiar with the practical work of the charity having been part of the committee for several years. Equally through regular communication they are kept informed of the organisation's developments and changes. Additionally, new trustees are invited to attend meetings to familiarise themselves with the structure of the organisation and the context within which it operates. They are also encouraged outside and beyond the scope of board of trustee's meetings to spend time with the staff to observe the way services are rendered to users. Every trustee is offered an induction pack.

RISK MANAGEMENT

The management committee has conducted a review of the major risks to which the charity is exposed. Where appropriate systems or procedure have been established to mitigate the risks, the charity faces.

The charity has policies in place to safeguard all those who use the service. The continued implementation of the PQASSO (Practical Quality Assurance Systems for Small Organisations) quality assurance ensures a consistent quality of delivery for all aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity. In addition, the charity is also working with women's Aid Federation to update its quality assurance.

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

ORGANISATIONAL STRUCTURE

The management committee meets quarterly and is responsible for the strategic direction and policy of the charity. The committee has members from a variety of backgrounds relevant to the work of the charity.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Centre Manager who traditionally is also the company secretary. This role is also supported by the finance officer. Together they are responsible for ensuring that the charity delivers the services specified and that the key performances indicators as agreed by funders and the trustees. The Centre manager also has the responsibility for the day to day operational management of the centre, individual supervision of the staff team. A trustee is appointed as line manager to Centre Manager and they meet on fortnightly basis. They meet to discuss short term goals and any challenges, oversee development of project and ensure the overall well-being of the staff. The named trustee is also the chair of the Staffing and finance sub-committee that meets on monthly basis. She reports to the subcommittee on matters relating to the overall development of centre and if there are challenges these are dealt with as an emergency or relayed to the board of trustees for decision/discussion. This is part of our good practice procedure.

It has and continues to be a challenge to specifically raise funding for the role of CEO. We are therefore grateful to funders for their contribution to allow the committee to formally create the role of CEO. This role has largely been delivered informally by our long-term member of staff and founder. With her support we have no doubt that the necessary funds will be raised to hire a full time CEP to carry this organisation forward.

The Trustees and Principal Officers noted on page 1 constitute the Key Management Personnel of the Charity, as defined by applicable accounting standards. As such, financial transactions with these personnel are disclosed in Note 6 to the Financial Statements.

OBJECTIVES AND ACTIVITIES

The company's principal activities are to:

- Promote the health and education and to relieve poverty among Moroccan women and their families in need and women and their families in need whose mother tongue is Arabic, in the greater London area.

The main objectives and activities for the year continued to focus upon the promotion of access to mainstream services and the prevention of poverty and hardship. The strategies employed to assist the charity to meet these objectives include the following:

- Providing a range of services, which are reflective of the relevant quality standards and address the potential problems related to social exclusion.
- Focusing on limiting the harm that comes with poverty and social exclusion, not only for the individual but also for their family, friends and the wider community.
- Focusing on partnerships with local authorities to facilitate workshops on relevant religious issues to foster dialogue and clarity to achieve an equitable, wholesome and integrated community.
- Working in partnership with other agencies to ensure the widest range of services is available that best matches the needs of the user groups we serve.

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

ACHIEVEMENTS AND PERFORMANCE (Forward by the chair)

The organisation continues to achieve and reach a wide range of women and their families who are often disadvantaged by social economic factors. This disadvantage has become even more stark as families and children start to feel the impact and pressure of the pandemic to their everyday life. As restrictions are put in place, our Charity has had to ensure services continue to be provided to those vulnerable and in need.

Innovation, creativity and facilitated funding applications by our partners and supporters, resulted in our ability to meet the demands of restrictions and working from home to continue to deliver essential services to our service users. Our IT advanced systems ensured to be able to stay connected to our service users throughout. They in turn have been supported to learn to maintain that connection through IT support delivered by their respective project leader and be able to use their mobile phones to effectively communicate and stay connected. We also had contingency plans in place for meeting with service users in person when this was safe and appropriate to do so. At times work needed to be completed on the doorsteps of service users when delivery food. Contact was also eased through Zoom.

Whilst financial prudence has always been exercised, thanks largely to the teamwork in place, this year the pandemic meant that we had to deliver projects and support entirely differently to how we had worked in previous years. As the pandemic continued beyond the expected 12 months, and so did solitude, isolation and loneliness, these became the norm, and almost the ordinary way of life. A year where loved ones could not embrace each other, hugged, or even touched for fear of causing them harm. A year where uncertainty, fear of the unknown and despair reigned over our world and across the cultural, religious, class, ethnic and age divide.

2020 was also a year of extreme challenge; a year that tested humanity's ultimate strength and might. An unparalleled strength and solidarity that became the order of the day across our communities, to support and ensure those who are vulnerable and in need are not left in despair.

As a minority within a minority, we knew from the outset that our community and client group will be especially affected. Lack of language fluency, cultural taboos, lack of information and the multiple flows of false information all added to the confusion, fear, and utter vulnerability so many felt. We knew the challenge was real and the fear great, and remains so, on every level possible. Whether it is the older members of our community fearing to die and be cremated; or the children losing out on their education as parents cannot support their e-schooling; or vulnerable women with mental health becoming worse, or, those on limited leave to remain and suffer increased violence at home on all fronts in disturbing silence.

Coming together as trustees and staff was the key to our solid plan that remains consolidated, strong, and thoroughly successful as we continue to serve this client group, that is not only marginalised but also dreadfully under the radar and where Covid-19 has had a particularly brutal impact.

I am deeply grateful to everyone within our tiny yet great organisation, for ensuring that isolation is not loneliness; and as we continue to serve the vulnerable, elderly, disabled and support those with enduring and severe mental health and ensure our children do well learning from home, none of this would be possible without the wonderful support we have received from our funders, supporters and last but not least, a very special thank you to Councillor Gerard Hargreaves, the Mayor of the Royal Borough of Kensington and Chelsea, for making our remote Silver Sunday an inclusive and happy event.

It has become even more important to continue to provide services to both women and their

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

families but also our elderly men. This has meant that we remain open 7 days a week to provide these essential services. Although there is a financial increase in our spending, our view is that this is a necessary community service. I was delighted again this year to be able to join our elderly community to celebrate the SilverSunday for our all-senior citizens who came from across London.

Our ethos of never turning anyone away continues, and although it impacted on our finances previously, applications for funding and indeed the generosity of donors and local community groups has helped us to provide a service delivery to be proud of as well as absorb the extra costs that the pandemic has thrown at us.

We continue to see a large increase in women experiencing domestic violence cases and where progressively men have also come to see us for help. The two tend to have no recourse to public funds as newly arrived spouses and often than not, tend to be outside the remit of our current funding criteria. As our policy of turning no way away, we have managed to secure small fundings to support this client group as well as campaigned with other groups doing similar work calling for more unrestricted resources and to stop the "post code lottery". We are grateful that funding has been provided to address the high number of cases of women and men across London who come to our doors for support, albeit a temporary relief.

We remain grateful having our base, with its familiar sheltered entrance, it is a building that is often impacted with heavy rain. Often when it rains outside, it also rains inside. This means that we are having to frequently ensure the building is fit for purpose for the wonder team of staff and volunteers to provide outstanding service to its community. Thanks to Tudor Trust grant providing the finance to keep this listed building fit for purpose.

PUBLIC BENEFIT

In planning and developing the above activities the trustees have considered the Charity Commission guidelines on public benefit to help support the focus of our work which are needs led of the three stands of work; The Domestic Violence Project, Mental Health Projects and The Elderly Project.

Our ethos of providing one to one advocacy, advice and support yet ensuring policy influence through networking, meeting and events continue to be an integral part of our work. All three stands due to the pandemic has seen an increase in increased liaison and collaboration children and adult social services.

For our elderly who often reluctant to work with other agencies primarily due to language and cultural barriers, we have found that there has been a significant increase in the time spend working with agencies around safeguarding concerns to help deliver services that are dignified and respectable to individual autonomy.

We work hard to ensure that our services empower and support our service users to improve their lives, now more than ever. Our programmes continue to run with the full consultation of our user involvement team which is made up of service users.

FUTURE PLANS

- Continue to meet the needs of our diverse multicultural community with passion and drive to improve outcomes
- Continue to work in partnership within the tri-borough and beyond thanks to funding secured in order to complement and enhance service delivery to all service users.
- Continue with the Digitalisation of case management to able greater efficiency and remote working

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

- Increase our number of trustees.
- Ensure that service users are well informed on Covid-19 issues and measures.
- Work more closely with local organisations to better serve our community during the pandemic.
- Explore a quality mark audit to upgrade our quality assurance Accreditation
- Secure long-term funding of CEO

FINANCIAL REVIEW

Against the backdrop of limited resources and increased demand on our resources, it has proven to be a continuing challenge to meet these demands and we are grateful to all our volunteers who have made it possible for us to continue to serve and support and offer the same unparalleled good value for money services, our users are accustomed to.

The charity with its ethos of financial prudence and full support of its management committee, staff and volunteers and the support of funders has generated a reasonable income for the period.

RESERVES POLICY

The Charity's policy is to achieve and then maintain a balance of 'free reserves' at a level that would equate to 13 weeks of total expenditure. 'Free reserves' is the balance in the Unrestricted Funds available for general purposes.

The balance of 'free reserves' at the end of the year was £31,819 (£29,491 in the previous year) which fell short of the desired reserve by £35,999 or about 7 weeks (this was a week higher than the previous year) of total expenditure.

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities issued by the Charity Commission in January 2015 (updated with effect from January 2016), and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

To be approved by the Trustees on 31st December 2021 the following date and signed on their behalf by:



..... Fatima Mourad, Chair

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

INDEPENDENT EXAMINER'S REPORT

TO THE DIRECTORS OF AL-HASANIYA MOROCCAN WOMEN'S PROJECT

The report on the accounts of the charity for the year ended 31 March 2021 which are set out on pages 09-13.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of the 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 the examination of your charity's accounts as are 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

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

Accounting records were not kept in respect of the Company as required by section 386 of 2006 Act; or

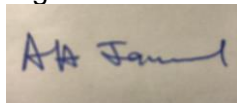
The accounts do not accord with those records; or

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

The accounts have not been prepared in accordance with the methods and principles of 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 proper understanding of the accounts to be reached.

Signed



Abdul Jamal

Date: 31st December 2021

Chartered Accountant

a@jamal.co.uk
28 Fairlop Rd, London E11 1BN

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 31 MARCH 2021 (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

		2021		2020	
		TOTAL FUNDS		TOTAL FUNDS	
		£	£	£	£
	Notes	Unrestricted Funds	Restricted Funds		
INCOME					
Grants	4		392231	392231	261383
Rebate	5	10000		10000	
Donations and Fundraising		3800		3800	496
Bank interest		27		27	116
Total income		13828	392231	406059	261995
 EXPENDITURE					
<i>Charitable expenditure</i>					
Running Costs and Centre Manager		1500	97298	98798	59047
Mental Health Project			22699	22699	22775
Grenfell Project			14832	14832	14101
The Saturday Club			12454	12454	10021
Domestic Violence - Angelou Project			33258	33258	31461
Domestic Violence - Out of Remit			23237	23237	16049
Older Peoples' Outreach Project			17143	17143	19383
Older People's Ayam Zaman			3730	3730	7958
Older People's Iftar fi Dar Ramadan			14586	14586	0
Older Peoples' Luncheon Club			11383	11383	9874
Inspire Well Women Project			10689	10689	14570
EWB - BME Project			8464	8464	6483
Total resources expended		1500	269773	271273	211723
Net income		12328	122459	134787	50273
TOTAL FUNDS AT START OF YEAR		49491	93853	143344	93071
TOTAL FUNDS AT END OF YEAR		61819	216312	278131	143344

Movements in reserves and all recognised and losses are shown above.

The charity's incoming resources and resources expended all relate to continuing activities.

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

BALANCE SHEET AT 31 MARCH 2021

	Notes	2021	2020
		£	£
Debtors and prepayments		2956	1303
Cash at bank and in hand		<u>293775</u>	<u>155340</u>
NET CURRENT ASSETS		<u>296731</u>	<u>156644</u>
CREDITORS	2	(18600)	(13300)
<i>(due for payment within 1 year)</i>			
NET ASSETS		<u>278131</u>	<u>143344</u>
FUNDS			
Restricted	3	216312	93853
Unrestricted - General		31819	29491
- Designated	7	<u>30000</u>	<u>20000</u>
		<u>61819</u>	49491
		<u>278131</u>	<u>143344</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

For the year ended 31 March 2021 the Company was entitled to exemption under section 477 of the Companies Act 2006. Furthermore, no notice has been deposited under section 476 by members of the Company requiring it to obtain an audit of its accounts for the year in question.

The Directors acknowledge their responsibility for:

- (i) ensuring the Company keeps accounting records which comply with section 386, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of its financial year, and of its profit and loss for the financial year in accordance with section 396, and which

Approved by the trustees on 31 December 2021 and signed on their behalf by:



.....
FATIMA MOURAD, CHAIR

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Financial Statements have been prepared in accordance with the Companies Act 2006, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (issued in January 2015 and updated with effect from January 2018) - (the Charities SORP (FRS102)), as modified for smaller charities.

The Financial Statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their Financial Statements in accordance with FRS102 noted above, rather than Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn. Al-Hasaniya Moroccan Women's Project meets the definition of a public benefit entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes that follow.

(b) Fund accounting

Unrestricted Funds are receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Restricted Funds are subjected to restrictions on their expenditure imposed by the donor.

Designated Funds are unrestricted funds but earmarked by the trustees for particular purposes.

(c) *Income* is included in the Statement of Financial Activities when the Charity is entitled to the income, any performance

conditions have been met, it is probable that the income will be received and the amount can be reliably measured. Income from government and other grants is recognised in accordance with the above policy except where the amounts have

been deferred. Income from donations are recognised in full when receivable and there is unconditional entitlement

(d) *Expenditure* is recognised in the Statement of Financial Activities when liability is incurred.

Expenditure includes VAT that cannot be recovered, and is reported as part of the expenditure to which it relates.

The value of services provided by volunteers has not been included in the Financial

(e) *Volunteers statements*.

(f) Equipment and other tangible fixed assets are only capitalised where the cost is £500 or more tangible Fixed Assets

2. CREDITORS

Sundry Creditors

2021

18600

18600

2020

13300

13300

3. MOVEMENTS IN RESTRICTED FUNDS

	<i>At start of year</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers</i>	<i>At end of year</i>
Running Costs, CEO & Centre Manager	18023	151786	93698		
Governance costs - accountancy			3600		
	<u>18023</u>	<u>151786</u>	<u>97298</u>		<u>72512</u>
Mental Health Project	12306	39150	22699	(7224)	21533
Inspire Well Women Project	9978	20740	10689		20029
Grenfell Project	(2000)	9608	14832	7224	0
Saturday Club	15877	20000	12454		23423
UN ECOSOC	623		0		623
Domestic Violence - Angelou Project	15963	39500	33258		22205
Domestic Violence - Angelou Out of Remit	362	33650	23237		10775
Older People's Outreach Project	6016	18402	17143		7275
Older People's Ayam Zaman	7050	15130	3730		18450

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

Older People's Iftar fi Dar Ramadan	0	17500	14586	2914
Older People's Luncheon Club	1553	14000	11383	4170
EWB - BME Project	2503	12765	8464	6804
3 E's Project	1126			1126
Chibani and Nour Project	586			586
NOTES TO THE ACCOUNTS Contd		YEAR ENDED 31 MARCH 2021		

Creche	3608			3608
Youth Project - rates refund	279			279
	93853	392231	269773	0 216312

4 RESTRICTED GRANTS

Running Costs, CEO & Centre Manager

RBKC Corporate Services	37830			
The Tudor Trust	38261			
City of London	36800			
Lloyds Bank Foundation	37895			
Donations	1000		151786	

Mental Health Project

RBKC Corporate Services	23000			
City of Westminster Charitable Trust	10000			
Westminster City Council	5000			
K & C Foundation (Greenshoots)	1000			
Donation	150		39150	

Inspire Well Women Project

Midaye			20740	
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Grenfell Project

RBKC			9608	
------	--	--	------	--

Saturday Club

John Lyons Charity			20000	
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Domestic Violence - Angelou Project

Advance (Angelou)	39250			
Donations	250		39500	

Domestic Violence - Out of Remit Project

The Blue Thread	10000			
Women's Aid Federation	21150			
SafeLives Ltd	2500		33650	

Older People's Outreach Project

RBKC Corporate Services	16272			
Charities Aid Foundation - Covid	2130		18402	

Older People's Ayam Zaman

K & C Foundation - OPO	13000			
Charities Aid Foundation - Covid	2130		15130	

Older People's Iftar fi Dar

K&C Foundation			17500	
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Older Peoples' Luncheon Club

The Grove Trust			14000	
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EWB - BME Project

The BME Health Forum	11400			
Dalgarno	1365		12765	

392231

AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

5 REBATE

The rebate of £10,000 was from RBKC for rent.

NOTES TO THE ACCOUNTS Contd

YEAR ENDED 31 MARCH 2021

STAFF COSTS AND 5 NUMBERS	2021	2020
Salaries and wages	169735	140995
Social security costs	<u>10236</u>	<u>7940</u>
	<u>179971</u>	<u>148936</u>

6 No employee received emoluments of more than £60,000 in this or the previous year.

The average weekly number of staff employed during the year, calculated on the basis of full-time equivalents, was:

No.

No.

6.8

4.8

RELATED PARTIES, INCLUDING KEY MANAGEMENT PERSONNEL

There were no related party transactions in either this or the previous year except those for key management personal as noted below.

The key management personnel of the Charity were the trustees and the Principal Officers who held the posts of Centre Managers.

None of the Directors received any remuneration or reimbursed expenses during this or the previous year.

	2021	2020
The Principle Officers' salary benefits were	<u>38793</u>	<u>25507</u>

7 DESIGNATED FUND £30,000 - UNRESTRICTED

£12,000 is for Staff Costs eg Maternity Leave, £8,000 for contingencies relating to Covid19 and £10,000 is for Building works.