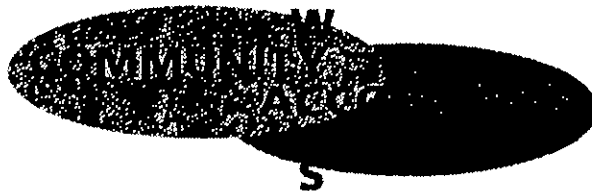


Well Women Centre

Charity number 1107523

A company limited by guarantee number 05206205

Annual Report and Financial Statements for the year ended 31 March 2017



West Yorkshire Community Accounting Service

Well Women Centre

Annual Report and Financial Statements for the year ended 31 March 2017

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Prepared by West Yorkshire Community Accounting Service

Well Women Centre

Trustees' report for the year ended 31 March 2017

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial year and up to and including the date the report was approved were:

Name	Position	Dates
Jane Bryant	Chair	
Klm Meadmore		Resigned 14 October 2016
Judith Hurcombe		Resigned 13 February 2017
Farzana Jumma		
Jayne Lane		Appointed 13 October 2016
		Resigned 8 September 2017
Yvonne Jones		Appointed 30 December 2016
		Resigned 1 May 2017
Katheryn Fisher		Appointed 13 February 2017
Company secretary	Sonja Peers	Resigned 8 December 2016
	Madeline Sutcliffe	Appointed 13 February 2017
Charity number	1107523	Registered in England and Wales
Company number	05206205	Registered in England and Wales

Registered and principal address

24 Trinity Church Gate
Wakefield
West Yorkshire
WF1 1TX

Bankers

Unity Bank Plc	Julian Hodge Bank Ltd	Nationwide BS	Ecology BS
9 Brindley Place	29 Windsor Place	5-11 Georges Street	7 Belton Road
Birmingham	Cardiff	Douglas	Silsden
B1 2HB	CF10 3BZ	Isle of Man	Keighley
		IM99 1AS	DB20 0EE

Independent examiner

E J Beverley FCCA

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity became a company limited by guarantee on 16 August 2004. It was registered as a charity in 1985 and re-registered following incorporation as a company on 10 January 2005. It is governed by a memorandum and articles of association as amended by special resolution dated 7 September 2011 and 31 January 2017. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1.

Well Women Centre

Trustees' report (continued) for the year ended 31 March 2017

Method of recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Group. Under the requirements of the Memorandum and Articles of Association the members of the Management Group are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

The Management Group consists of at least three Trustees, comprising:

- (a) the Honorary Officers elected at the Annual General Meeting;
- (b) up to nine Members of the Charity elected at the Annual General Meeting;
- (c) persons appointed in accordance with Article 31.

The company endeavours to maintain a balance of members both from internal volunteers/service users and women with relevant skills from external organisations. In an effort to maintain a broad skill mix, in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the Management Committee. The Management Group also works with local consultants with relevant skills should existing trustees lack these skills.

Objectives and activities

The charity's objects

To promote and protect the good health, both mental and physical of the women in Wakefield regardless of age, class, culture, race, religion, sexual orientation, or medico-social need.

Mission Statement

To provide a holistic approach to women's health and wellbeing with an emphasis on supporting and empowering. To provide these services in a safe, women-only environment.

The charity's main activities

We offer a range of services for women of Wakefield which include:

Twice weekly drop in service

Women can self refer into our drop in service where we listen to the needs of individual women and work with them to identify which service or services would be of most help for them.

A range of counselling therapies

This includes counselling for women with anxiety and depression, women with multiple complex needs or women who have experienced significant trauma. We also provide termination of pregnancy counselling.

Self-development and wellbeing groups and courses

We provide rolling termly programmes offering a variety of groups and courses which are developed in direct response to the presenting needs of women.

Intensive support services for women with multiple and complex needs

We now have 2 main support services where we provide intensive 1 to 1 case worker support including:

1. Working with women offenders and women at risk of offending.
2. Women who have multiple and or complex needs.

A range of complementary therapies

Our therapies work holistically to treat the whole person – emotionally, mentally and physically.

Support for young women.

This is delivered through our outreach programme offering group work and short term counselling to young women who are at risk of sexual exploitation.

Our services continue to be delivered predominantly from our main centre at Trinity Church Gate or within one of our designated outreach venues within the district.

Women who wish to access our services can do so through self referral, however many women are directed to us from their G.Ps, NHS workers, Mental Health workers, Third Sector workers and family or friend.

Well Women Centre

Trustees' report (continued) for the year ended 31 March 2017

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of health and well-being.

Achievements and performance

Originally established in 1985, the Well Women Centre continues to provide mental and physical health support and wellbeing services to women and girls in the Wakefield District. Our dedicated, women-only services bring together a range of effective ways of working with and supporting women and girls, often with multiple and complex needs.

WWC has a long track record of delivering outcomes that enable women and their families to turn their lives around and we have continued to build on this throughout the year.

This year, WWC has undergone some significant staff changes. A restructure has been carried out and a new leadership team developed. This has delivered increased efficiencies and has also allowed for the development of external relationships and tender opportunities key to the sustainability of the organisation. WWC continues to increase the reach of the service through collaboration rather than duplication.

We have successfully secured some core funding to support the training and development of the Senior Leadership Team.

We are working on developing and growing our reputation as sector leaders. Our team members have been asked to talk to other professionals, especially to teachers and education professionals, on how to work with girls to help identify symptoms of grooming and exploitation. These presentations are extremely well received and have an immediate impact.

We have sustained and enhanced our work within specific areas: counselling for women with complex needs; therapies to address trauma; childhood sexual abuse; domestic abuse and mothers apart from their children. Our BAMER worker has made strong links in the community, enabling women to access activities and support services for themselves and their families appropriately and effectively. Our work with girls and young women at risk of sexual exploitation continues to be a valuable service. We have also increased the number of targeted projects including raising awareness of Hate Crime and FGM.

We have provided support for 1130 women from our centre in Wakefield and across the District in a number of ways that include: signposting; telephone support; groups; courses; multi-agency work; advocacy and one to one support.

WWC has been working towards funding to begin a project with women involved in sex work in the district. Also, whilst we no longer offer our Evolve project, we are in the process of developing services for women in the Criminal Justice System with Wakefield Liaison and Diversion Team.

Much of the work we do is managed and delivered by a team of dedicated part time staff and volunteers. We remain committed to enhancing and increasing opportunities for women to develop new skills both through high quality employment and volunteering opportunities. Volunteers continue to play an integral part in the Well Women Centre.

By working in this way we are working towards better and more positive outcomes for women, their families and their communities.

Well Women Centre

Trustees' report (continued) for the year ended 31 March 2017

Financial review

The net expenditure for the year was £38,089, including net expenditure of £39,157 on unrestricted funds and net income of £1,068 on restricted funds.

Reserves policy

The charity's free reserves, excluding fixed assets, at the year end were £196,717. The trustees have designated £125,895 of this leaving £70,822 which they consider free reserves.

The trustees aim to maintain sufficient reserve funds to cover between 3 and 6 months operating expenditure.

Statement of trustees' responsibilities

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

Company law requires the trustees to prepare financial accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

select suitable accounting policies and 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 accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS102)), and in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed.......... (Trustee)

Name.....F. Juma.....

Date.....20/12/17.....

Well Women Centre

Independent examiner's report to the trustees of Well Women Centre

I report on the accounts of the charitable company for the year ended 31 March 2017, which are set out on pages 7 to 14.

Responsibilities and basis of report

As the charity's trustees of the charitable company (and also 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 charitable 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 your charity's accounts as carried out under section 145 of the Charities Act ('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 ACCA which is one of the listed bodies.

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

- 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.

Signed: E J Beverley Name: E J Beverley

Relevant professional qualification or body: FCCA

Date: 20.12.17

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Well Women Centre

Statement of Financial Activities

(Including summary Income and expenditure account)

for the year ended 31 March 2017

	Notes	2017 Unrestricted funds £	2017 Restricted funds £	2017 Total funds £	2016 Total funds £
Income from:					
Grants and donations	(2)	2,063	131,264	133,327	145,298
Service agreements		288,380	-	288,380	248,606
Earned income		2,674	-	2,674	16,401
Other income		39	-	39	366
Bank interest		1,337	-	1,337	944
Staff secondment		31,141	-	31,141	37,501
Total Income		325,634	131,264	456,898	449,116
Expenditure on:					
Salaries NI and pensions	(3)	270,944	79,699	350,643	317,411
Redundancies and settlements		6,000	-	6,000	-
Recruitment		892	-	892	1,996
Staff Health Care		1,472	-	1,472	1,071
Staff supervision		6,275	330	6,605	4,829
Staff expenses		3,835	878	4,713	5,514
Staff training		800	1,990	2,790	13,389
Volunteer expenses		2,304	-	2,304	4,005
Volunteer training		97	753	850	880
Rent		15,000	-	15,000	15,000
Utilities		13,139	4	13,143	11,586
Insurance		1,913	-	1,913	1,583
General running costs		18,625	4,424	23,049	22,110
Consultancy		20,658	1,016	21,674	1,295
Payroll charges		1,144	-	1,144	1,072
Legal and professional fees		9,241	410	9,651	300
Accounts and audit		3,943	-	3,943	1,344
HR service		3,363	-	3,363	3,234
IT contract		2,088	-	2,088	1,721
Marketing		7,268	319	7,587	1,240
Fundraising costs		216	-	216	3,390
Client costs		60	40	100	474
Group costs		4,337	5,027	9,364	19,157
Depreciation		4,945	-	4,945	6,751
Relocation costs		1,538	-	1,538	406
Grants given		-	-	-	2,000
Total expenditure		400,097	94,890	494,987	441,758
Net Income / (expenditure)		(74,463)	36,374	(38,089)	7,358
Transfers between funds		35,306	(35,306)	-	-
Net movement in funds		(39,157)	1,068	(38,089)	7,358
Fund balances brought forward		236,573	41,627	278,200	270,842
Fund balances carried forward	(4)	197,416	42,695	240,111	278,200

All incoming resources and resources expended derive from continuing activities.

Well Women Centre

Balance sheet

as at 31 March 2017

	2017	2017	2017	2016
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Fixed assets				
Tangible assets	(5) 699	-	699	128,644
Total fixed assets	<u>699</u>	<u>-</u>	<u>699</u>	<u>128,644</u>
Current assets				
Debtors and prepayments	(6) 23,378	-	23,378	13,183
Cash at bank and in hand	(7) 264,384	42,695	307,079	169,214
Total current assets	<u>287,762</u>	<u>42,695</u>	<u>330,457</u>	<u>182,397</u>
Current liabilities:				
amounts falling due within one year				
Creditors and accruals	(8) 91,045	-	91,045	32,841
Total current liabilities	<u>91,045</u>	<u>-</u>	<u>91,045</u>	<u>32,841</u>
Net current assets / (liabilities)	<u>196,717</u>	<u>42,695</u>	<u>239,412</u>	<u>149,556</u>
Net assets	<u>197,416</u>	<u>42,695</u>	<u>240,111</u>	<u>278,200</u>
Funds				
Unrestricted funds	71,521	-	71,521	236,573
Designated funds	(9) 125,895	-	125,895	-
Restricted funds	-	42,695	42,695	41,627
Total funds	<u>197,416</u>	<u>42,695</u>	<u>240,111</u>	<u>278,200</u>


For the year ending 31 March 2017 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with FRS 102 (effective January 2015).

The financial statements were approved by the board of trustees on

Date: 20/12/17

Signed: 

(Trustee)

Name: F. Juma

Well Women Centre

Notes to the accounts

for the year ended 31 March 2017

1 Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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). The charity constitutes a public benefit entity as defined by FRS 102.

Reconciliation with previous Generally Accepted Accounting Practice in preparing the accounts

The trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. They have determined that no such restatement is required.

As a consequence, there has been no change to the accounting policies since last year.

No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

Donated goods for resale are valued at the amount actually realised upon their sale.

Donated assets, facilities or services are valued at their estimated value to the charity. This is the price that the charity estimates it would pay in the open market for equivalent items; or services and facilities of equivalent utility to the charity.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Well Women Centre

Notes to the accounts continued for the year ended 31 March 2017

1 Accounting policies (continued)

Tangible fixed assets

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land: nil

Freehold buildings: over 50 years

Fixtures and equipment: over 3 years

Leasehold improvements: over 3 years

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

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

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

Leases

Rents under operating leases are charged on a straight line basis over the lease term or to an earlier date if the lease can be determined without financial penalty.

2 Grants and donations

	2017 Unrestricted funds £	2017 Restricted funds £	2017 Total funds £	2016 Total funds £
Womens Centre	-	13,914	13,914	32,825
WMDC	-	-	-	11,150
Big Lottery Fund Grant	-	89,397	89,397	70,346
DCLG challenge	-	-	-	13,700
WMDC (Creative)	-	-	-	5,758
SWYPFT (Creative)	-	791	791	6,344
NHS Wakefield CCG (Creative)	-	-	-	640
Comic Relief	-	9,663	9,663	-
Carers Wakefield	-	5,000	5,000	-
BME outreach	-	7,585	7,585	-
Nova	-	4,914	4,914	-
Young Lives Consortium	600	-	600	-
Staff Welfare	-	-	-	250
Donations	1,463	-	1,463	4,285
	<u>2,063</u>	<u>131,264</u>	<u>133,327</u>	<u>145,298</u>

Well Women Centre

Notes to the accounts continued

for the year ended 31 March 2017

3 Staff costs and numbers	2017	2016
	£	£
Gross salaries	316,115	283,341
Social security costs	16,431	18,521
Pensions	21,097	17,549
Employers NI allowance	(3,000)	(2,000)
	<u>350,643</u>	<u>317,411</u>

The average number employees during the year was 22.7, being an average of 12.1 full time equivalent (2016: 20, 12 FTE).

There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2017	2016
	£	£
Costs of the scheme to the charity for the year	21,097	17,549
Amount of any contributions outstanding at the year end	-	14
Amount of any contributions prepaid at the year end	-	-

4 Restricted funds	Balance b/f	Incoming	Outgoing	Transfers	Balance c/f
	£	£	£	£	£
Welfare fund	4,735	-	239	-	4,496
Staff Welfare	348	-	108	-	240
WMDC	3,162	-	11	-	3,151
Big Lottery Fund Grant	27,084	89,397	65,994	(29,824)	20,663
Creative	3,675	791	4,370	(96)	-
DCLG challenge	2,623	-	2,182	(441)	-
Womencentre	-	13,914	10,482	(3,432)	-
PCC (BME)	-	4,000	1,345	(378)	2,277
Next Generation CIC (BME)	-	1,625	1,431	(118)	76
Next Generation CIC (BME)	-	960	891	(69)	-
BEAM (BME)	-	1,000	791	(209)	-
Comic Relief	-	9,663	205	(420)	9,038
Nova	-	4,914	1,841	(319)	2,754
Carers Wakefield	-	5,000	5,000	-	-
	<u>41,627</u>	<u>131,264</u>	<u>94,890</u>	<u>(35,306)</u>	<u>42,695</u>

Fund name

Welfare fund

Purpose of restriction

Funds provided by the West Yorkshire Probation Service for meeting costs incurred by those beneficiaries of the charity who are in need.

Staff Welfare

Healthy Workforce Challenge.

WMDC

Funding for a Community Mental Health Pilot project.

Big Lottery Fund Grant

A 5 year Positive Impact Project

Creative

Co-funded Creative Minds project.

DCLG challenge

Towards the Free from Fear project.

Womencentre

Towards the Evolve service.

PCC (BME)

To offer women's support group to provide a safe space to talk about FGM.

Next Generation CIC (BME)

To offer the 'Action Mix' social and fitness group to women from BAMER communities.

Well Women Centre

Notes to the accounts continued for the year ended 31 March 2017

4 Restricted funds (continued)

Fund name	Purpose of restriction
Next Generation CIC (BME)	To offer the 'Shake your Mangoes' healthy lifestyles group to women from BAMER communities.
BEAM (BME)	To run a weekly girls group to support Lit Fest in a day event.
Comic Relief	To support core costs, including admin support, training and the opportunity to look at other funding streams.
Nova	To offer a 'Taste of Oasis' social group for women across the Wakefield District.
Carers Wakefield	To provide complementary therapies for carers across the Wakefield District.
	All transfers relate to management costs transferred to unrestricted.

5 Tangible assets

	Leasehold Improvements	Fixtures and equipment	Land and buildings	Total
Cost		£	£	£
At 1 April 2016	4,390	25,160	143,062	172,612
Disposals	-	-	(143,062)	(143,062)
At 31 March 2017	4,390	25,160	-	29,550
Depreciation				
At 1 April 2016	4,390	22,411	17,167	43,968
Depn reversed re. disposals	-	-	(17,167)	(17,167)
Charge for year	-	2,050	-	2,050
At 31 March 2017	4,390	24,461	-	28,851
Net book value				
At 31 March 2017	-	699	-	699
At 31 March 2016	-	2,749	125,895	128,644

6 Debtors and prepayments

	2017	2016
	£	£
Debtors	22,025	11,418
Prepayments	1,353	1,765
	<u>23,378</u>	<u>13,183</u>

7 Cash at bank and in hand

	2017	2016
	£	£
Unity Bank current a/c	114,251	94,650
Jullan Hodge a/c	55,266	54,481
Nationwide Building Society	62,767	-
Ecology	74,283	-
Debit cards	219	1,782
Cash in hand	92	87
Friends of Well Women Centre a/c	201	18,214
	<u>307,079</u>	<u>169,214</u>

Well Women Centre

Notes to the accounts continued for the year ended 31 March 2017

8 Creditors and accruals	2017	2016
	£	£
Creditors	22,763	16,243
Accruals	13,258	5,339
Deferred income	55,024	11,259
	<u>91,045</u>	<u>32,841</u>

9 Designated funds	Balance b/f	Incoming	Outgoing	Transfers	Balance c/f
	£	£	£	£	£
Property purchase	-	125,895	-	-	125,895
	<u>-</u>	<u>125,895</u>	<u>-</u>	<u>-</u>	<u>125,895</u>

Fund name Purpose of designation

Property purchase The sale proceeds of the sale of King Street have been designated for the purchase of another property by the trustees.

10 Trustee expenses

No trustee received any expenses during this year, in the previous year 1 trustee received travel expenses of £35.

11 Related party transactions

Key management personnel

The key management personnel of the charity comprises the Chief Executive Officer only. The total employee benefits of the key management personnel of the charity were £18,834 (2016: £18,598).

There were no related party transactions during the year.

12 Operating leases

Expected future minimum lease payments over the remaining life of the lease, analysed into the period in which the commitment falls due:

Within one year	MX2610N Copier, printer	Samsung 7100 Telephone
In the second to fifth years inclusive	£	£
	2,481	1,979
	<u>6,202</u>	<u>3,958</u>
	<u>8,683</u>	<u>5,937</u>

Well Women Centre

Statement of Financial Activities Including comparatives for all funds (including summary Income and expenditure account) for the year ended 31 March 2017

	2017 Unrestricted funds £	2016 Unrestricted funds £	2017 Restricted funds £	2016 Restricted funds £	2017 Total funds £	2016 Total funds £
Income						
Grants and donations	2,063	4,285	131,264	141,013	133,327	145,298
Service agreements	288,380	248,606	-	-	288,380	248,606
Earned income	2,674	14,101	-	2,300	2,674	16,401
Other income	39	366	-	-	39	366
Bank Interest	1,337	944	-	-	1,337	944
Staff secondment	31,141	37,501	-	-	31,141	37,501
Total Income	325,634	305,803	131,264	143,313	456,898	449,116
Expenditure						
Salaries NI and pensions	270,944	248,671	79,699	68,740	350,643	317,411
Redundancies and settlements	6,000	-	-	-	6,000	-
Recruitment	892	1,032	-	964	892	1,996
Staff Health Care	1,472	1,071	-	-	1,472	1,071
Staff supervision	6,275	4,529	330	300	6,605	4,829
Staff expenses	3,835	3,207	878	2,307	4,713	5,514
Staff training	800	2,189	1,990	11,200	2,790	13,389
Volunteer expenses	2,304	3,779	-	226	2,304	4,005
Volunteer training	97	340	753	540	850	880
Rent	15,000	15,000	-	-	15,000	15,000
Utilities	13,139	11,586	4	-	13,143	11,586
Insurance	1,913	1,583	-	-	1,913	1,583
General running costs	18,625	14,350	4,424	7,760	23,049	22,110
Consultancy	20,658	335	1,016	960	21,674	1,295
Payroll charges	1,144	1,072	-	-	1,144	1,072
Legal and professional fees	9,241	300	410	-	9,651	300
Accounts and audit	3,943	1,344	-	-	3,943	1,344
HR service	3,363	3,234	-	-	3,363	3,234
IT contract	2,088	1,721	-	-	2,088	1,721
Marketing	7,268	1,240	319	-	7,587	1,240
Fundraising costs	216	2,049	-	1,341	216	3,390
Client costs	60	310	40	164	100	474
Group costs	4,337	12,062	5,027	7,095	9,364	19,157
Depreciation	4,945	3,890	-	2,861	4,945	6,751
Relocation costs	1,538	406	-	-	1,538	406
Grants given	-	-	-	2,000	-	2,000
Total expenditure	400,097	335,300	94,890	106,458	494,987	441,758
Net income / (expenditure)	(74,463)	(29,497)	36,374	36,855	(38,089)	7,358
Transfers between funds	35,306	123,169	(35,306)	(123,169)	-	-
Net movement in funds	(39,157)	93,672	1,068	(86,314)	(38,089)	7,358
Fund balances brought forward	236,573	142,901	41,627	127,941	278,200	270,842
Fund balances carried forward	197,416	236,573	42,695	41,627	240,111	278,200