

Registered number
3631395

Celtic Harmony
Report and Unaudited Accounts
31 December 2017

THOMAS DAVID
Chartered Accountants

Celtic Harmony
Report and accounts
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Celtic Harmony

Registered number: 3631395

Charity Number: 1156199

Trustee Report

Celtic Harmony aims to enable children, young people and families to experience life as an ancient Briton, learning from our natural and cultural heritage to create a more sustainable tomorrow.

In 2017

1. We said we would build phase one of the Prehistory Centre Portal and complete the plastering, finishing and decorating of the five new roundhouses to the building regulations and company standard.

The **plastering of the new roundhouses** was completed, by a master plasterer, volunteers and a group of nine students from North Herts College. The inclusive workshops supported by Hertfordshire Community Foundation, developed skills, confidence and promoted an active lifestyle as participants from a range of backgrounds, learnt how to plaster and could see the visual results of their work.

We completed **Phase 1 of the Prehistory Centre** laying the foundations and creating the shop, office and volunteer area. The Prehistory Centre can now grow in a modular way as funds become available and the new operational facilities will enable the volunteering and education programme to develop.

It was decided that the completion of the **Accessibility Trail and the Mound Arena** took priority over the funding of phase 2 of the Prehistory Centre, to enable the new roundhouses to be used for day trips and overnight educational experiences, increasing charity's impact and resilience. The Mound Arena and Accessibility Trail now links the new roundhouses to create a mini hilltop feel and connects the reconstructed settlement to the Prehistory Centre.

2. We said we would further develop Prehistory programmes and resources for schools. Pilot a new Prehistory Day and a Prehistory Residential, an immersive experience in ancient Britain including a sleepover in a Roundhouse. Launch a programme of free Prehistory Inset days to build teacher's knowledge about Stone to Iron Age Britain and develop a teacher focus group. These will be measured by the schools curriculum requirements and feedback received from schools.

14,448 school children and their adult helpers took part in the Celtic Harmony education programme in 2017. A new 'Prehistory Day' was successfully launched enabling pupils to experience life from Stone to Iron Age in one day. 'The children learnt so much and were extremely excited and passionate about the day! Our guide for the day was extremely accommodating and friendly, and added just the right amount of enthusiasm to the sessions.. again due to a very well planned day.' Mr Chesterman, St Andrews C of E primary school, December 2017.

Thirty three pupils from Shenley Primary took part in a Prehistory Explorer residential experience, learning primitive skills and sleeping overnight in the newly insulated roundhouses. *'The Celtic Harmony Prehistory trip promoted independence, teamwork, communication and organisation skills gained by simply staying away from home. The excellent leaders, great information, good food and sleeping arrangements combined to create a fantastic experience'*, Katy Longley, Headteacher of Shenley Primary.

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Twenty seven teachers took part in three INSET training days to increase their knowledge on the Prehistory topic and develop skills in creating practical activities for learning in school. 'Very very useful. Has given me loads of ideas for teaching' Tom Robinson, Woolenwick School.

3. **We said we would** develop the active work experience as a contracted provision, recruiting 17 participants on the STRIVE project and delivery eight engagement courses in the first year and extending existing courses with colleges and educational institutions into year two measured by success & retention of participants.

Celtic Harmony works in partnership with other voluntary organisations and Hertfordshire County Council to support people who are not in work to develop their skills through a mentoring programme to get active in volunteering/training. The **Celtic Harmony Mentor** has worked with 11 participants with complex needs who have achieved a range of outcomes from increased confidence to volunteering and work.

As part of Strive, Celtic harmony delivered three conservation engagement activity programmes that run once a week for six weeks with a range from two to four participants on each programme with positive feedback, regular requests to repeat the activities, further progression in volunteering and work. "I've been able to experience a range of activities from conservation work to art and craft. It has been a fantastic opportunity to work outdoors in a beautiful, natural environment. The people are welcoming and encouraging" Maxine Strive participant.

669 hours of **work experience** provision took place with a range of participants including North Herts College, Pinewood SEN School Academy Trust and St Elizabeth Centre for people with epilepsy and other complex needs.

Volunteers gave over 1,400 volunteer hours of their time to the maintenance of facilities, woodland conservation and preparation of education resources.

25 young people from the **community group** Children's Integrated Play Schemes (Chips) took part in a day trip with their carers and 6 participants and 3 carers from Ashness Care took part in a Bushcraft residential during the summer.

Some of the group had never stayed out of a city before and were quite overwhelmed, in a positive sense by the countryside, lack of artificial lighting, making wood fires and cooking over them, seeing and hearing the wild-life, the physicality and art of drawing a bow and being in the outdoors, story-telling, pottery, bat-watching and experiencing the traditional and rustic facilities of a Bronze Age village during the overnight stay. All organised and guided by the excellent staff at Celtic Harmony. The overall impact was experienced as therapeutic and relaxing. All the comments were very positive..."it's really nice here isn't it?". "It's nicer than London" and, "when can we come back...".
Nicholas Purchase, Director Ashness Care

4. **We said we would** develop a system and resources for implementing the impact measurement framework.

We worked in partnership with the Institute for Social Innovation and Impact at the University of Northampton to measure the impact of school day trip and residential visits.

Celtic Harmony

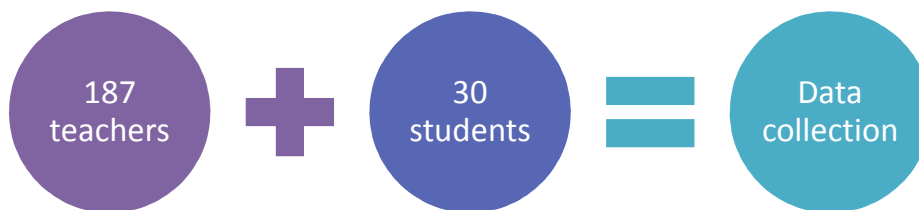
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187 teachers from 114 schools who participated with their pupils in a range of Prehistory Day trips between June and December 2017, filled in an evaluation questionnaire at the end of their experience.

What data was collected



'The teachers considered the programmes to be an interesting, engaging, and empowering experience for all pupils, including those with special needs. The opportunity to spend time outdoors while learning was also perceived as an asset of the programmes. The teachers perceived the instructors to be knowledgeable and accommodating for all pupils. The delivery was assessed to be very interactive and thus suitable for school-age pupils to remain engaged and focused throughout the day. In the teachers' view, the programmes offered many learning and practising opportunities for transferable skills, such as teamwork.

Amongst all other aspects of the programmes, the teachers appreciated how the programmes made impact on pupils. The first way to impact the pupils was to offer versatile, informative, and authentic experience of the Celtic times. The second way to make an impact was the tailoring of the programme in a manner that it was interactive and required active participation from pupils.

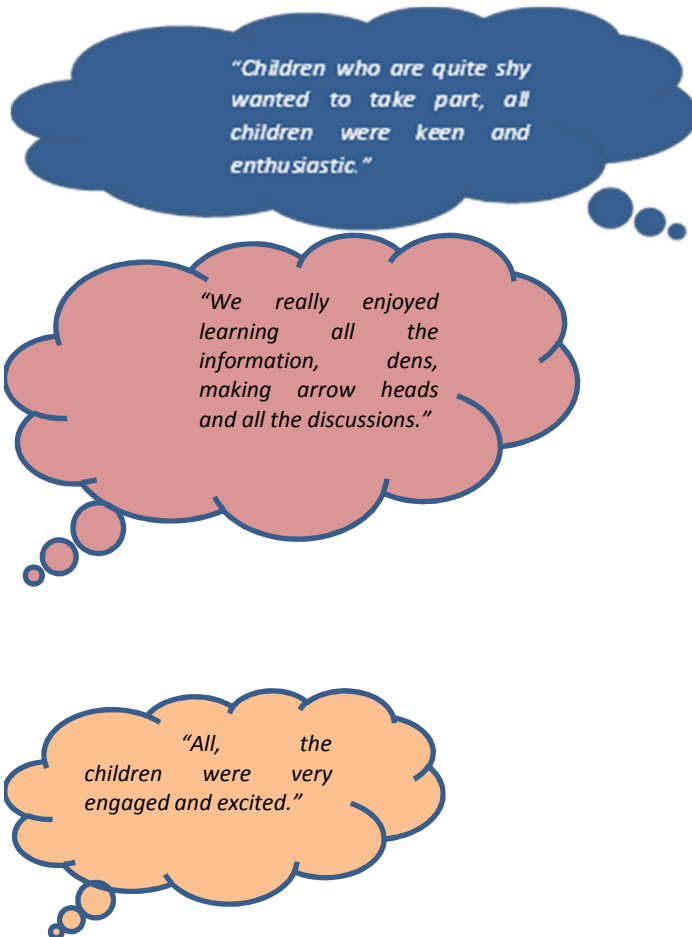
The third was to impact the pupils was to teach the history of the ancient times in a manner accessible to the pupils' age. The final way of making an impact was an inclusive delivery supported by instructors' positive attitude towards pupils.

While the teachers were very impressed with the programmes and the opportunities that they.'



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What are the benefits of the Celtic Harmony experience



Residential Trip Impact

Shenley School participated in a residential experience and the impact report presents an evaluation of their 2 day 1 night residential trip for 33 primary school aged children and 4 teaching staff in July 2017. Pupils that took part in this programme were presented with different statements about their school performance, social contacts, and abilities to cope with everyday problems before taking part in the programme and at the departure. They were also asked at the arrival and departure about their mood. When leaving, the pupils were also asked to evaluate their experience with two statements concerning their stay at the site and learning experience.

'Pupil evaluations show that for there was a slight increase in their self efficacy following their residential, 86% 'enjoyed staying overnight with classmates' and 93% 'enjoyed learning about the past through outdoor activities'. 73% agreed with the statement 'I do well at school' following the trip, compared to 57% before, reflecting increased confidence. Pupils were also positive about most of the activities undertaken and felt that the instructors' performance was excellent.'

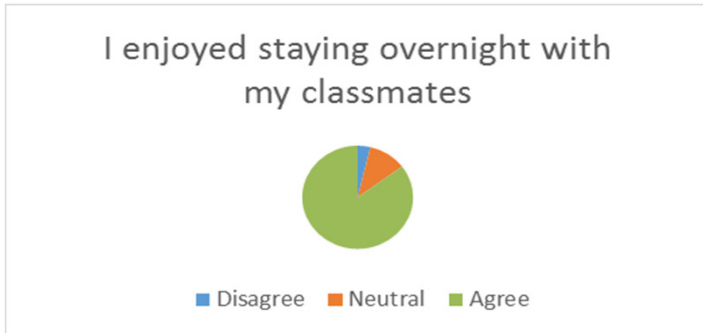
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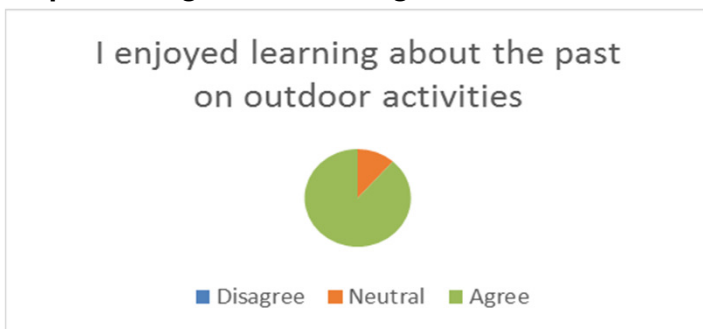
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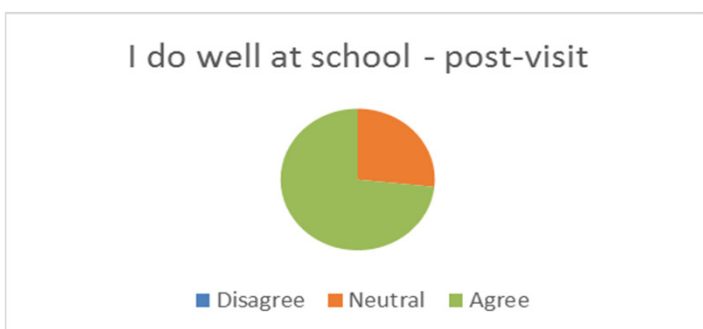
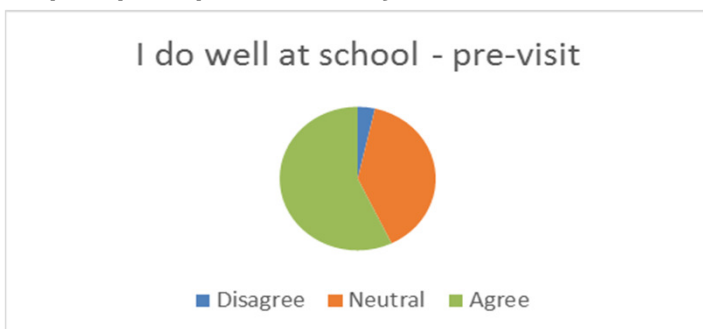
Pupils' thoughts on the residential aspect



Pupils' thoughts on learning from outdoor activities



Pupils' perception of ability at school



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In 2018, we will

1. Complete accessibility route and utility connection linking the new roundhouses to the Prehistory Centre by 30 April 2018. Secure the funding for phase 2 by 30 November 2018.
2. Launch the Prehistory Residential, secure 150 children booked onto residential and 150 places funded for disadvantaged trips for 2018 and a further 300 for 2019 by 30 October 2018. Develop a new two night residential programmes for older KS2 and KS3 children and pilot a new day trip, 'Science of Herbs' by 30 April 2018. Work in partnership with the Council for Learning Outside the Classroom to launch a two Prehistory Inset days to build teacher's knowledge about Stone to Iron Age Britain and deliver by 30 October 2018.
3. Continue to run the regular volunteering programme and offer Family Volunteer Days, Work placements, Engagement activities to individuals and community groups from May to October 2018.
4. Launch the Family Summer Sleepovers in the newly insulated roundhouses between 28 July and 12 August.
5. Continue to develop the Impact Measurement Framework to record and interpret impact of the Charity's work in partnership with University of Northampton report by 15 December 2018.

We would like to thank the trusts and organisations that have supported Celtic Harmony in the past year:

Funding for

The Mound Arena, Accessibility Trail and Prehistory Centre Phase 1

- Rural Development Programme for England under Eastern Plateau £48,725

Roundhouses and Work Experience programme involved in building roundhouses

-Tesco Bags of Help £1,000

- Hertfordshire Community Foundation £1,000

- East Herts District Council: £5,560

The Access for all Roundhouses £10,000 supported by The National Lottery to enable people to explore the settlement by providing lighting and seating in the roundhouses.

- Donor Tommy Phipps provided in-kind support through equipment and machinery hire to complete the roundhouses and toilet facility.

Strive in Herts part of the Building Better Opportunities programme, supported by the Big Lottery Fund and the European Social Fund. £36640

Santander £1,500 contribution towards the Internship programme

Governance and Training:

Hertfordshire Community Foundation workforce development £200

Local Sustainability Fund £34,990

Celtic Harmony**Registered number: 3631395****Charity Number: 1156199****Trustee Report****Financial Review**

Celtic Harmony generated a net income of £68,659 for the year ending December 2017 (£37,633 in 2016). The increase is due to the increased number of school day trips and residential experiences, new work experience courses and grant development. Expenditure increased to £222,057 (£199,582 in 2016) as the permanent staff team developed further providing a strong education team to deliver the high quality education programme and coordinate the accompanying administration.

Turnover in 2017 was £326,289 (£266,826 in 2016). The main areas of income were School day trips, 14,448 school children and their adult helpers visited and generated an income of £180,952 (£154,550 in 2016) ; £40,638 SLA contracts for Hertfordshire County Council ; grants/donations £100,475 (£58,522 in 2016).

Governance**Charity Trustees and Company Directors**

The charity trustees are the company directors of Celtic Harmony and have all served in office during

I Davis
J Grocott
K Fitzpatrick Matthews
L Parrella
C Holt-Parrella

The day to day running is carried out by a dedicated team of staff led by Clare Holt-Parrella (Communications Director) and Luca Parrella (Heritage Director).

Officers

Mr L Parrella Heritage Director and Company Secretary

Registered Office

Celtic Harmony Office, 9 The Limberlost, Welwyn, Hertfordshire, AL6 9TS

Education Centre

Celtic Harmony Camp, Iron Age settlement, Brickendon Lane, Brickendon, Hertfordshire SG13 8NY.

Advisors

Accountants Thomas David 6-7 Castle Gate Castle Street Hertford, Herts SG14 1HD

Solicitors: Matthew Arnold & Baldwin LLP, 21 Station Road, Watford WD17 1HT

Bankers: Barclays Bank, 12/12a, Howard Centre, Howards Centre, Welwyn Garden City, Hertfordshire AL8 6HA

Celtic Harmony

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Trustee Report

The format and content of the report and financial statements comply with the Companies Act 2006, the Charities Act 2011 and the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2005).

Structure, Governance and Management

Governing Document

The company is governed by its Memorandum and Articles of Association.

Charitable Objects

The main charitable objects of the charity as set out in the Memorandum and Articles of Association are

To advance the education of the public in the ancient cultural heritage of Britain and learn how to live in harmony with natural heritage today including the conservation, protection and improvement of the natural environment, and in such other ways as the trustees deem

The promotion of community participation in healthy recreation, in particular but not exclusively through the provision of courses in longbow archery.

Recruitment and Training of Trustees

The Charity's Trustees are appointed at a meeting of the Trustees on the basis of nominations made by current Trustees with regard to personal competence, the necessary range of specialist skills, knowledge of the charity and availability. New Trustees are inducted into the workings of the Charity, including the Charity's policy and procedures, at an induction organised by the directors. On appointment new Trustees receive full information about the Charity and a pack outlining their responsibilities, they also go through child protection screening.

Organisational Management

Responsibility for the overall management and control of the charity lies with the Trustees who meet quarterly and at other times as required by the charity's business.

Group Structure

The charity has a wholly owned subsidiary, Celtic Harmony Trading Limited, whose activities include catering and the shop, this year the trading branch donated £3,000 into the charity.

Risk Management

The Charity's Trustees are responsible for the management of the risks faced by the Charity.

The key controls used by the Charity include:

- Agendas and minutes for trustee and management meetings
- Strategic planning, budgeting and management accounting
- Organisational structure and lines of reporting
- Clear authorization and approval levels
- Vetting procedure to safe guard the vulnerable
- Use of professional advice and independent consultants when relevant

Celtic Harmony**Registered number: 3631395****Charity Number: 1156199****Trustee Report****Public Benefit**

Over 14,000 school children, families and community groups with a range of abilities and disabilities stepped into ancient Britain in 2017 benefitting from a unique hands-on experience. In addition a summer archery programme and events at the Celtic Harmony were organised for disadvantaged young people and special needs schools.

The Trustees confirm that they have complied with the duty outlined in section 17(5) of the Charities Act 2011 to have due regard to the guidance issued by The Charity Commission on public benefit.

Provision of Information to Accountant

To the best of the directors knowledge at the time the accounts are approved:

- there is no relevant accounting information of which the charitable company's accountant is
- the directors have taken all steps that they ought to have taken to make themselves aware of any

These accounts have been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board of Trustees on

And signed on their behalf by:

Clare Holt-Parrella and Luca Parrella
Co-founders and Trustees

Celtic Harmony

Chartered Accountants' report to the board of directors on the preparation of the unaudited statutory accounts of Celtic Harmony for the year ended 31 December 2017

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Celtic Harmony for the year ended 31 December 2017 which comprise of the Income and Expenditure Account, the Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at icaew.com/membershandbook.

This report is made solely to the Board of Directors of Celtic Harmony, as a body, in accordance with the terms of our engagement letter dated 17 May 2017. Our work has been undertaken solely to prepare for your approval the accounts of Celtic Harmony and state those matters that we have agreed to state to the Board of Directors of Celtic Harmony, as a body, in this report in accordance with AAF 2/10 as detailed at icaew.com/compilation. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Celtic Harmony and its Board of Directors as a body for our work or for this report.

It is your duty to ensure that Celtic Harmony has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Celtic Harmony. You consider that Celtic Harmony is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Celtic Harmony. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

Thomas David
Chartered Accountants
6-7 Castle Gate
Castle Street
Hertford
Herts
SG14 1HD

8 April 2018

Celtic Harmony
Income and Expenditure Account
for the year ended 31 December 2017

	2017 £	2016 £
Turnover	326,289	266,826
Cost of sales	(35,149)	(29,629)
Gross profit	<hr/> 291,140	<hr/> 237,197
Administrative expenses	(227,357)	(199,582)
Operating profit	<hr/> 63,783	<hr/> 37,615
Interest receivable	8	18
Interest payable	(432)	-
Net income	<hr/> 63,359	<hr/> 37,633
Restricted Surplus	<hr/> <u>63,359</u>	<hr/> <u>37,633</u>

Celtic Harmony**Registered number:** 3631395**Balance Sheet****as at 31 December 2017**

	Notes	2017 £	2016 £
Fixed assets			
Tangible assets	3	108,641	40,468
Investments	4	100	100
		<u>108,741</u>	<u>40,568</u>
Current assets			
Stocks		2,237	7,835
Debtors	5	4,345	5,626
Cash at bank and in hand		<u>43,866</u>	<u>41,121</u>
		50,448	54,582
Creditors: amounts falling due within one year	6	(11,502)	(6,431)
Net current assets		<u>38,946</u>	<u>48,151</u>
Total assets less current liabilities		<u>147,687</u>	<u>88,719</u>
Creditors: amounts falling due after more than one year	7	(58,008)	(63,008)
Net assets		<u>89,679</u>	<u>25,711</u>
Capital and reserves			
Income and expenditure account		89,679	25,711
Shareholders' funds		<u>89,679</u>	<u>25,711</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

L A L M Parrella

Director

Approved by the board on 6 April 2018

Celtic Harmony
Notes to the Accounts
for the year ended 31 December 2017

1 Accounting policies

Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Freehold buildings	over 50 years
Leasehold land and buildings	over the lease term
Plant and machinery	over 5 years
Fixtures, fittings, tools and equipment	over 5 years

Investments

Investments in subsidiaries, associates and joint ventures are measured at cost less any accumulated impairment losses. Listed investments are measured at fair value. Unlisted investments are measured at fair value unless the value cannot be measured reliably, in which case they are measured at cost less any accumulated impairment losses. Changes in fair value are included in the profit and loss account.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost is determined using the first in first out method. The carrying amount of stock sold is recognised as an expense in the period in which the related revenue is recognised.

Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Celtic Harmony
Notes to the Accounts
for the year ended 31 December 2017

Creditors

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Taxation

A current tax liability is recognised for the tax payable on the taxable profit of the current and past periods. A current tax asset is recognised in respect of a tax loss that can be carried back to recover tax paid in a previous period. Deferred tax is recognised in respect of all timing differences between the recognition of income and expenses in the financial statements and their inclusion in tax assessments. Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date and that are expected to apply to the reversal of the timing difference, except for revalued land and investment property where the tax rate that applies to the sale of the asset is used. Current and deferred tax assets and liabilities are not discounted.

Provisions

Provisions (ie liabilities of uncertain timing or amount) are recognised when there is an obligation at the reporting date as a result of a past event, it is probable that economic benefit will be transferred to settle the obligation and the amount of the obligation can be estimated reliably.

2 Employees	2017 Number	2016 Number
Average number of persons employed by the company	<u>6</u>	<u>8</u>

3 Tangible fixed assets

	Land and buildings £	Plant and machinery etc £	Motor vehicles £	Total £
Cost				
At 1 January 2017	136,776	25,201	13,259	175,236
Additions	<u>100,147</u>	<u>4,239</u>	<u>-</u>	<u>104,386</u>
At 31 December 2017	<u>236,923</u>	<u>29,440</u>	<u>13,259</u>	<u>279,622</u>
Depreciation				
At 1 January 2017	104,598	22,848	7,322	134,768
Charge for the year	<u>33,081</u>	<u>1,648</u>	<u>1,484</u>	<u>36,213</u>
At 31 December 2017	<u>137,679</u>	<u>24,496</u>	<u>8,806</u>	<u>170,981</u>
Net book value				
At 31 December 2017	<u>99,244</u>	<u>4,944</u>	<u>4,453</u>	<u>108,641</u>
At 31 December 2016	<u>32,178</u>	<u>2,353</u>	<u>5,937</u>	<u>40,468</u>

Celtic Harmony
Notes to the Accounts
for the year ended 31 December 2017

4 Investments

	Investments in subsidiary undertakings £
Cost	
At 1 January 2017	100
At 31 December 2017	<u>100</u>

5 Debtors

	2017 £	2016 £
Trade debtors	-	1,281
Amounts owed by group undertakings and undertakings in which the company has a participating interest	<u>4,345</u>	<u>4,345</u>
	<u>4,345</u>	<u>5,626</u>

6 Creditors: amounts falling due within one year

	2017 £	2016 £
Trade creditors	-	1,938
Other taxes and social security costs	-	2,429
Other creditors	<u>11,502</u>	<u>2,064</u>
	<u>11,502</u>	<u>6,431</u>

7 Creditors: amounts falling due after one year

	2017 £	2016 £
Other creditors	<u>58,008</u>	<u>63,008</u>

8 Controlling party

The company is controlled by the board of directors.

9 Other information

Celtic Harmony is a private company limited by guarantee and incorporated in England. Its registered office is:
 9 The Limberlost
 Welwyn
 Hertfordshire
 AL6 9TS

Celtic Harmony
Detailed income and expenditure account
for the year ended 31 December 2017

	2017 £	2016 £
Sales	326,289	266,826
Cost of sales	(35,149)	(29,629)
Gross profit	<u>291,140</u>	<u>237,197</u>
Administrative expenses	(227,357)	(199,582)
Operating profit	<u>63,783</u>	<u>37,615</u>
Interest receivable	8	18
Interest payable	(432)	-
Profit before tax	<u>63,359</u>	<u>37,633</u>

Celtic Harmony
Detailed income and expenditure account
for the year ended 31 December 2017

	2017 £	2016 £
Sales		
Sales	326,289	266,826
Cost of sales		
Purchases	22,036	21,240
Decrease in stocks	5,598	(2,635)
Other direct costs	7,515	11,024
	35,149	29,629
Administrative expenses		
Employee costs:		
Wages and salaries	69,868	66,051
Directors' salaries	50,000	31,579
Pensions	227	255
Temporary staff and recruitment	269	5,346
Travel and subsistence	3,797	3,364
Motor expenses	901	3,562
	125,062	110,157
Premises costs:		
Rent	-	7,440
Rates	166	272
Light and heat	598	750
	764	8,462
General administrative expenses:		
Telephone and fax	3,183	2,902
Postage	1,450	1,254
Stationery and printing	257	564
Subscriptions	883	2,915
Bank charges	509	743
Insurance	4,005	4,749
Equipment expensed	783	-
Software	-	2,573
Repairs and maintenance	1,570	2,004
Depreciation	36,213	13,803
	54,033	31,507
Legal and professional costs:		
Accountancy fees	1,220	1,236
Consultancy fees	18,315	14,872
Advertising and PR	27,963	33,348
	47,498	49,456
	227,357	199,582