

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)

Charity Registration No. 1025967

Company Registration No. 02818814 (England and Wales)

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2018

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Munira Thobani	Chair
	Stephen Eckles	Vice Chair
	Anoop Ghai	Treasurer
	Dr Zenobia Nadirshaw	
	Shaheen Dar	
	Raj Boyjoonauth	Resigned 16/04/18
	Prabha Patel	
	Ramon Chiratheep	Appointed 30/05/17

Director and Company Secretary	Sandra Machado	Resigned 30/05/17
	Lakhvir Randhawa	Appointed 30/05/17

Charity number: 1025967 (England and Wales)

Company number 02818814

Principal address and Registered Office
Vine House
1 & 2 Factory Yard
Hanwell
London
W7 3UG

Auditors
HW Fisher & Company
Acre House
11-15 William Road
London
NW1 3ER

Bankers
National Westminster Bank Plc
275-277 High Street
Hounslow
Middlesex
TW3 1ZA

Bank of Scotland
Pentland House
8 Lochside Avenue
Edinburgh
EH12 9DJ

Solicitors
Russell-Cooke
2 Putney Hill
Putney
London
SW15 6AB

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
CONTENTS

	Page
Trustees' Annual Report	1 - 9
Statement of Trustees' Responsibilities	10
Independent auditors' report	11 - 13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the accounts	17 - 31

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

The Trustees present their report and accounts for the year ended 31 March 2018 which also contains the Directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011 and "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 (FRS102)".

Structure, governance and management

Board of Trustees (Directors)

The Board of Trustees comprise of 8 members, who give their time voluntarily and are responsible for the governance, performance monitoring and strategic direction of the organisation. The Board meets 6 times a year to review and monitor the work. The Trustees are members of EACH. Board members come from diverse professional backgrounds and have expertise at a senior level in relevant areas such as financial management and accountancy, business strategy and organisational development, health and social care, clinical governance, housing and communications.

The day to day running of the charity rests with the Chief Executive who is supported by members of the Executive Management Team. Responsibility to review the management accounts and annual financial statements and resources of the organisation is delegated to the Finance and Resource Subcommittee which reports to the Board. There are three additional sub-committees covering Quality Governance, Policy & HR and a Service User sub- committee.

Recruitment and Appointment of the Board of Trustees

The Trustees are also Directors of the Charity for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must stand down and have the option of being re-elected at the Annual General Meeting. They receive no benefits from the charity.

Due to the nature of work that the organisation is involved in and the communities that it serves, the Board seeks to ensure that the experiences and needs of its service users are appropriately reflected through the diversity, experience and skills of its board members.

The organisation operates an open recruitment process advertising in the Guardian newspaper. Prospective candidates are asked to provide their CV and a letter expressing interest. An information pack outlining the organisation's Strategic Plan, roles and responsibilities of board members and a copy of the annual report is provided to ensure full understanding of the organisation's work. An interview panel comprising of three board members including the Chairperson selects prospective candidates. They are invited to attend a full board meeting as an observer before they make a commitment.

Changes to the Board of Trustees

Since the previous report, Raj Boyjoonauth stepped down as a member of the board during the year and on behalf of the board I would like to thank him for his contributions towards the success of the Charity.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

Induction and Training of Trustees

Board members are inducted and familiarised with the aims and objectives of the Charity through a comprehensive induction which covers the following areas:

- Role and responsibilities of Trustees.
- Operational framework for the Charity including the Memorandum and Articles.
- Risk Management.
- The current financial position of the Charity as set out in the latest published accounts.
- Future plans and objectives as set out in the 3 year Strategic Plan.

In addition, members participate in open days, project launches and training events covering a number of topics related to EACH's work and its operational functions. Along with the Senior Management Team, Board members meet once a year for a separate strategic planning and review day.

Evaluation and performance monitoring

Trustees are responsible for ensuring that EACH meets its overall strategic aims and objectives as set out in the three year Strategic Plan; reviewing annual performance and effectiveness; assessing, reviewing and monitoring risk, ensuring quality standards and meeting requirements of Companies House, Charities Commission regulations and other legal obligations.

There are four sub-committees – Finance and Resource, Quality Governance, Policy & HR and a Service User sub-committee. The Finance and Resource sub-committee sets and reviews the annual budget, reviews monthly management accounts, oversees risk management issues, allocates and oversees resources and meets all financial requirements as per the financial policy and procedures. The Quality Governance sub committee reviews quality standards to ensure compliance with best practice, clinical governance, health and safety, and oversees regular audits. The Policy and HR sub-committee is responsible for reviewing policies and procedures, work force development, and staffing. The Service User sub-committee has been set up to take forward service user involvement and development at EACH as well as review services and policies. All committees make recommendations to the board and implement work plans as delegated by the Board.

Senior Management Team

The Senior Management Team (SMT) comprise the Chief Executive, Deputy Chief Executive and Director of Finance & Resources Manager. The SMT are responsible for delivering the three-year Strategic Plan and priorities which underpin and inform the key operational activities of EACH. The Operational Management Team consists of the Operations Manager, Clinical lead and Project Manager/Co-ordinators, meeting bi-monthly to ensure the effective delivery and provision of all services as per the requirements of funders and commissioners. The Strategic Plan is reviewed annually by the Trustees and the Senior Management Team.

The charity operates from the head office in Ealing and three other branches in Harrow, Brent, Hounslow and additionally through satellite provision.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

Staff

EACH has a diverse workforce employing 20 full time equivalent staff members, with a range of experience, knowledge and skills. The organisation is committed to ensuring that staff have the opportunity to develop their skills and competencies through training, peer support and access to other learning opportunities such as through attending conferences, workshops and participating in forums in their areas of work.

The charity is grateful to its staff for their hard work and commitment towards the excellent service that was provided over the year.

Volunteers

The organisation supported 38 volunteers. Volunteers contributed 2,207 hours to the charity over the last year through counselling hours, key working, admin and peer support. Volunteers' contribution is equivalent of £22,512 to the charity.

The charity would also like to extend special thanks to all volunteers who have contributed significantly throughout the year.

Key Management Personnel

1. Lakhvir Randhawa – Chief Executive
2. Clarissa Stoneman – Deputy Chief Executive
3. Femi Adebajo – Finance & Resources Director

Objectives and activities

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Relieve mental or physical stress, or illness from alcohol related or other problems of individuals and their families, in particular those from ethnic minorities, through the provision of education, advice and counselling

Our aim which is carried out for the public benefit is to:

To be the leader in the development and provision of inclusive services that empower and meet the needs of individuals and families from diverse communities affected by drugs and alcohol misuse, mental health and domestic violence concerns.

Public Benefit

The trustees' confirm they have referred to the Charity Commission guidance on public benefits.

Our activities deliver public benefits by:

- Providing quality and effective treatment to enhance positive outcomes for service users
- Developing services targeting socially excluded groups, particularly BAMER (Black, Asian, Minority Ethnic and Refugee) communities, young people and women
- Promoting and highlighting best practice

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

- Empowering service users to realise their potential and maximise the opportunities available to them to do so
- Developing a skilled and competent workforce

Ensuring a robust organisation able to grow and change to meet the challenges of the future.

Criteria for measuring success

The following are the criteria used by the charity to measure success of projects or any activity engaged in during the year:

1. The Key performance indicators (KPIs)-
 - KPIs established at the commencement of the project between the funder and EACH (quantity, and quality, scope, time frame and safety standards etc).
 - Data monitoring system deployed to gather quantitative and qualitative data that can be used for continuous improvements and future funding applications.
2. Acceptability and satisfaction –
 - Clients' satisfaction measured through service users' consultations and feedback. The feedback gathered can be used to help shape future policy shifts or influence securing future funding for the same or related projects.
 - Staff satisfaction and good team working measured from responses from staff during appraisals and management supervisions.
 - Implication of the project on EACH's reputation.
3. Sustainability – Assessed based on ability to deliver within set budgets.
4. Organisational objectives –
 - Alignment of the project with the charity's business plan and values.
 - How the project can reaffirm EACH's Unique selling point (USP).

Risk Identification

Risk Management is conducted at a strategic and operational level. The Board reviews EACH's Risk Management document annually to identify, prevent or reduce the impact and likelihood of unforeseen risks as reported by the Finance and Resource sub-committee. Where risks have been identified, contingency plans are in place to mitigate risks. The Risk Management incorporates the key areas that have to be addressed which includes organisational risks (dealing with vulnerable clients), financial risks (contracts, economic climate, organisational sustainability, commissioning and funding changes), employer's risks (health and safety for staff, service users and the public), meeting legal and other statutory requirements; reputational risks (complaints, organisational effectiveness, service delivery).

The organisation adheres to the NICE Clinical guidelines which provide a robust framework to meet clinical standards as the basis of our work. The continuing review of policies and operating procedures, implementation of the Drugs and Alcohol National Occupational Standards (DANOS), adoption of the QuADS (Quality Assurance for Drugs and Alcohol) and the QAF (Quality Assurance Framework), BACP requirements ensure a consistent quality of delivery for all operational aspects of the charity.

OVERVIEW

EACH recognises that a range of services and approaches are essential to engage individuals and families who are affected by problems arising from substance misuse, domestic violence and mental health issues, particularly those individuals and groups who are vulnerable, marginalised and hard to reach.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

EACH's services are offered within a holistic approach that is culturally sensitive and person centred to reflect the individual, multiple and diverse needs of our service users.

The main services that are undertaken to further our charitable purpose for the public benefit, accessible to individuals of all ages and all communities are the following:

Substance misuse services in the community

Structured therapeutic interventions, both brief and long term which follow a client-centred and goal oriented approach to enable individuals to address their substance misuse and mental health issues, are provided. Counselling is delivered in a number of community languages, including Hindi, Urdu, Gujarati, Punjabi, and Tamil.

Abstinence based programmes are undertaken for those individuals wishing to maintain and achieve abstinence. Structured psycho-educational groups on relapse prevention, managing emotions, and better health are provided to assist those contemplating change and to help individuals in their recovery.

Volunteering opportunities to enable services users build their confidence and skills through voluntary work placements in the organisation and through a Peer Volunteer support programme. This helps service users make positive life style changes and sustain their commitment to change and reintegrate back into the community.

Generic and specialist family support, mental health, and substance misuse floating support services provide support to people at risk of losing their homes and to help maintain their tenancies. This work is undertaken through a combination of home-visits by staff who support service users with life skills such as budgeting, cooking, understanding benefits, helping them access treatment and employment, education and training including other community-based provision, and through accommodation based support such as hostels and women's refuges.

Mental health services

Support to people in recovery is provided through targeted counselling and support service to the BME community in Hillingdon and Harrow, and through a user-led resource centre in Hounslow. The latter was located at School Road April to December, with a scaled down service provided from January 2017 onwards at a different location (the Star Centre) due to reduction in funding from the council.

Services for women

EACH's women-only services have continued to be provided within a holistic approach to address their multiple and interconnected issues relating to mental health, substance misuse and domestic violence and abuse. Services include a specialist domestic violence counselling and support service for victims and survivors, and for women with multiple/complex needs and women-only support groups.

Services for young people and families

For young people from the age of 11 years a range of interventions are provided. These include motivational support, cognitive behaviour therapy, counselling, advice and information on harm reduction and the associated risks of substance misuse as well as group based activities and workshops on anger management, offending behaviour, knife and gun crime.

Support is provided at the Brent Youth Offending Service and in collaboration with other young people's services and professionals.

Information and advice is provided to families, partners, parents and carers affected by substance misuse, with sign-posting to appropriate services.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 March 2018

Achievements and Performance in 2017- 2018

Service Users Engaged in EACH's Counselling and Support Services

During the year EACH supported a total of 1134 service users of which 452 were male (40%) and 669 (60%) were female; 71% were from BME (Black and Minority Ethnic) communities. Of the total number of men, 44 presented to our Create Wellness programme, primarily for alcohol and drugs, 161 (36%) men accessed the floating support service to support their housing tenancy needs (including 41 due to mental health), and 69 accessed (15%) mental health projects. 63 also made use of employment, training and education support. Of the 669 women who accessed our services, the majority (41%) did so due to domestic violence and abuse and related issues, including to address inter-related, complex needs of substance misuse, mental health and domestic violence. 15% accessed our support to address housing related needs through our generic and mental health floating support, and 14% to gain ETE skills. 63 women were supported within mental health projects. 3781 counselling sessions and 3526 key working support sessions were delivered to service users. 971 group sessions, including workshops, were delivered, and 99 community outreach sessions to inform, educate and engage service users provided. The majority of clients, 529, seen were aged 30 to 49, with 126 young people supported in the youth offending service in Brent, 117 of the latter being young males.

Drugs & Alcohol services

Abstinence based Create Wellness Structured Day Programme and counselling

The abstinence based programme and counselling delivered as part of our Create Wellness Social Enterprise was delivered in Ealing through a mixture of spot purchasing by Ealing Council and self-funding by individuals. This was accessed by 78 people for people seeking to address their alcohol and drug issues, and mental health concerns.

Young people – Brent

EACH's work with Brent Youth Offending Service continued to do well with two staff members based within the YOS, providing specialist support to young people. 137 young people were referred to the service and 126 supported through primarily one to one individual support, including key-working and structured counselling. The majority were from BME communities (71%) and males represented 93% of all seen.

Floating support services – Substance Misuse, Mental Health, Women and Families, Offender Management and Generic

The Floating Support Services in Brent and Ealing supported a total of 284 clients across mental health, generic, women and families, and substance misuse/offender management. 94% of clients within the generic service maintained their tenancy, with 63% of the out of hospitals service doing so.

Services for Women

Ascent Project - pan London VAWG services

EACH has continued to deliver its specialist VAWG services under Ascent, a project of the London VAWG (Violence against Women and Girls) consortium established in April 2013. The latter is made up of over 25 organisations funded by London Councils to deliver a range of services for survivors of domestic and sexual violence. EACH delivered counselling and group work under the Advice and Counselling strand of Ascent in 8 boroughs – Brent, Hounslow, Harrow, Hillingdon, Kingston, Richmond, Merton and Wandsworth. Over the year, across the 8 boroughs, 181 women and young girls affected by sexual violence and abuse were

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

provided with specialist counselling and support and 150 women-only support group sessions were delivered. Out of 181 women and young girls, 134 (74%) reported an increased level of understanding to make safe choices and 142 (78%) an increased knowledge of safe choices.

Pukaar: Specialist counselling service for women affected by violence and abuse – Hillingdon

EACH continues to receive funding from the London Borough of Hillingdon to provide a specialist BME counselling and support service for women affected by domestic violence and abuse. The project supported 78 women with advice, information, one-to-one counselling and group work. Of the 78 women who engaged in counselling, 100% reported increased self-esteem and confidence, and 83% reported increased knowledge of choices, with better coping skills and personal recovery.

Mental Health services

Tamil mental health project – Hillingdon

EACH provided a specialist mental health counselling service to the Tamil Community in Hillingdon, working primarily through satellites at a Community Mental Health Team and a GP surgery. Support was provided in mother tongue to help 15 people recover from the emotional and physical impact of the conflict in Sri Lanka (PTSD), domestic violence and alcohol.

Mental Health – Project 10 @ Star Centre, Hounslow

The mental health service (Project no 10 @ the Star Centre) has continue to operate with a reduced level of funding by LB Hounslow; it supported 57 service users through drop in sessions, 65% being male. The service provides a 'safe space' for service users who are in contact with statutory services to help re-ablement through social activities, e.g. gardening, support and opportunities, including over Christmas and New Year.

Connect and Change – BME Mental Health Counselling and Engagement

Funded by City Bridges, Connect & Change undertook a programme of outreach to engage members of the BME community with mental health issues through workshops and information sessions, and therapeutic interventions comprising one to one counselling and group work. The project supported 63 people in the therapeutic work and delivered 16 workshops within the community.

Employment, Training and Education – North-West London

Project Stride, an Employment, Training and Education service funded by the Big Lottery continued to provide support to people in recovery (mental health, domestic violence, and substance misuse) to gain the confidence, motivation and skills to access work related activities through one to one coaching and workshops. 160 people benefitted from the project; 58% of those supported were female, and 57% overall from the BME communities.

Towards the latter part of the year, EACH commenced support to people from the BME communities with common mental health issues to develop the motivation and capability to access employment. Much of the work is undertaken in the community and within accessible, user friendly environments. Work is also undertaken with BME employers to encourage them to take on this client group. Commencing in January 2018, the project engaged 70 people, providing keyworking sessions to them through 8 community locations. This work builds upon Project Stride and is intended to work primarily on an outreach basis.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

2017-18 AT A GLANCE

This year continued to be a challenging one for the organisation with the need to stabilise after the loss of significant funding related to substance misuse and floating support services. EACH focussed on new developments that capitalised on its expertise of working with marginalised groups on mental health, substance misuse, and domestic violence, which coupled with its long standing presence in NW London, provided a platform to develop new partnerships and secure funding for new initiatives.

New Developments

Brent Floating Support Services – Generic, and Specialist

EACH entered into two different partnerships in Brent to provide floating support services. Working with Thames Reach, it was successful in attaining a generic floating support service, with particular reference to ensuring black men are supported. A women and families specific floating support service was developed as a result of a partnership with De Paul, with this entailing refuge based support to women fleeing domestic violence, including a specialist refuge for Asian women. The 2 services commenced November 2017 onwards, supporting 77 people over the 4 months.

IPS Works – Employment Support to BME Communities with Mental Health

Working in a new partnership with Twining Enterprise, EACH extended its footprint to cover 9 NW London boroughs, providing support to people with common mental health issues within the BME communities to build their motivation and capabilities to enter employment. Part of this work includes encouraging BME employers to offer employment opportunities to people that the project supports.

Partnerships

- EACH has continued its successful partnership with Ascent Project (pan London Violence against Women and Girls (VAWG) service).
- During this year, 3 additional partnerships with Thames Reach, DePaul, and Twining Enterprise were successfully established.

Quality Governance

- Internal audits have informed the work of the Quality Sub-committee to ensure that service improvements are undertaken and to provide oversight of clinical governance
- A number of key clinical and organisational policies were reviewed and adapted.
- Staff benefited from a range of internal and external trainings
- Service user sub-committee led on a range of activities such as service user consultations, policy reviews and participated in employee recruitment process.
- EACH retained its ISO 9001 quality management certification during the year and will endeavour to sustain the quality mark.
- EACH retained its Investors in People accreditation status during the year.

EACH Counselling and Support **(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2018

FINANCIAL REVIEW

The year-end financial statement shows a decrease in the net assets of the Charity by £154,061 from £523,417 in 2016/17 to £369,356 in 2017/18 representing a decrease of 29.43%. In the 2017/18 financial year, the revenue of the charity income increased by 8.84% from £803,688 in 2016/17 to £874,764 in 2017/18 mainly due to the new projects that started during the financial year which is in line the organisation's income projection.

Reserves policy

The trustees of EACH have examined the Charity's requirements for reserves in light of the main risks to the organisation and have accordingly established a policy whereby unrestricted funds to cover for a minimum of 3 months operational costs are set aside as reserves to meet its recurrent expenditure and liabilities. This will be realised from the general reserves which is reviewed on a yearly basis. An amount of £132,858 is earmarked as designated funds for the purposes of staffing (£25,000), office improvement and office relocation (£9,274), quality standards (£13,412) and new projects and strategic development (£85,172).

Plans for the future

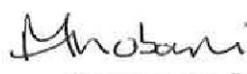
In 2018- 2019 EACH will:

- Diversify income streams from Corporates, Foundations and Individuals to provide key services that support service user's recovery and health and well-being.
- Recruit new members to the Board of Trustees and provide relevant induction and training
- Build upon our social enterprise model by offering an affordable community rehabilitation offer so individuals and family members can either self-fund and/or Local Authority Substance misuse teams spot purchase places.
- Seek funding to extend and enhance our community engagement and counselling and support services to BME communities, women and girls and young people affected by substance misuse, mental health and domestic violence.
- Pilot test new social enterprise activities related to addictions and to new markets
- Continue to build and sustain strategic alliances and partnerships
- Ongoing review and audit of clinical practice to ensure quality assurance
- Review and ensure continued updating of our social media and website
- Focus on further service user involvement within the organisation

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

On behalf of the Board of Trustees



Munira Thobani
Chair

10/9/2018

EACH Counselling and Support **(A COMPANY LIMITED BY GUARANTEE)**

The Charity's trustees (who are also the directors of EACH Counselling and Support for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- 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 Charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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 the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 March 2018

Opinion

We have audited the accounts of Each Counselling and Support (the 'charity') for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, 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 accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2018 and of its incoming resources and application of resources, 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 accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical 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 accounts is not appropriate; or
- the Trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity'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 accounts are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts or a material misstatement of the other information. If, based on the

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 March 2018

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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Trustees are responsible for assessing the charity'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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the accounts 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

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 March 2018

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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://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 members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 members as a body, for our audit work, for this report, or for the opinions we have formed.



Suresh Mehta (Senior Statutory Auditor)

for and on behalf of HW Fisher & Company

Chartered Accountants

Statutory Auditor

Acre House

11-15 William Road

London

NW1 3ER



EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE
ACCOUNT FOR THE YEAR ENDED 31 March 2018

	Not e	Unrestricted funds	Designated funds	Restricted funds	Total funds 2018	Total funds 2017
		£	£	£	£	£
Income						
Voluntary Income	3	26,351	-	392,699	419,050	310,748
Charitable activities	4	26,972	-	424,011	450,983	489,078
Investment Income		4,731	-	-	4,731	3,862
Total income		58,054	-	816,710	874,764	803,688
Expenditure on:						
Charitable activities: General advocacy and support	5	212,115	-	816,710	1,028,825	947,723
Total expenditure		212,115	-	816,710	1,028,825	947,723
Net expenditure before transfers		(154,061)	-	-	(154,061)	(144,035)
Gross transfers between funds	17	75,000	(75,000)	-	-	-
Net (expenditure) for the year		(79,061)	(75,000)	-	(154,061)	(144,035)
Reconciliation of funds:						
Total funds brought forward		315,559	207,858	-	523,417	667,452
Total funds carried forward		236,398	132,858	-	369,356	523,417

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

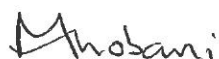
EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
 BALANCE SHEET AS AT 31 March 2018

Company registration number: 2818814

	Note	2018		2017	
		£	£	£	£
Fixed assets:					
Tangible assets	13		1,504		2,144
Current assets:					
Debtors	14	127,483		35,772	
Cash at bank and in hand		398,339		660,458	
Total Current assets		525,822		696,230	
Liabilities:					
Creditors: Amounts falling due within one year	15	(157,970)		(174,957)	
<i>Net current assets</i>			367,852		521,273
<i>Total assets less current liabilities</i>			369,356		523,417
Total net assets			369,356		523,417
The funds of the Charity:					
Designated funds	17		132,858		207,858
Other charitable funds			236,498		315,559
<i>Total unrestricted funds</i>			369,356		523,417
Total funds	18		369,356		523,417

The notes at pages 17 to 31 form part of these accounts.

These financial statements were approved by the Management Committee on 10th September 2018 and signed on its behalf by:



Munira Thobani
Chair



Stephen Eckles
Vice- Chair

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 March 2018

	Note	Total Funds 2018 £	Total Funds 2017 £
Cash flows from operating activities:			
Net cash used in operating activities	19	(259,863)	(156,027)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(2,256)	-
Net cash used in investing activities		(262,119)	(156,027)
Change in cash and cash equivalents in the reporting period		(262,119)	(156,027)
Cash and cash equivalents at the beginning of the reporting period		660,458	816,485
Cash and cash equivalents at the end of the reporting period		398,338	660,458

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

I Accounting Policies

- a) EACH Counselling and Support is a private company limited by guarantee incorporated in England and Wales. The registered office is Vine House, 1 & 2 Factory Yard, Hanwell, London, W7 3UG.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

b) 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) and the Companies Act 2006.

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.

The accounts are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

c) Preparation of the accounts on a going concern basis

We have set out in the Trustee's report a review of financial performance and the charity's reserves position (page 9) and we have a reasonable expectation that we have the resources to continue in operational existence for the foreseeable future. We believe there are no material uncertainties that call into doubt the charity's ability to continue as a going concern. The accounts have therefore been prepared on the basis that the charity is a going concern.

d) Income

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

Unrestricted income is deferred when this is received and relates to a period following the year end. Restricted income is deferred only when this relates wholly to a future period, as specified by the funder.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

I Accounting Policies (Continued)

e) Fund accounting

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

Designated funds are donations where the donor has not specified a use, but the trustees have allocated these donations to specific projects being undertaken by the Charity.

Restricted funds are donations where the donor has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

f) Expenditure and irrecoverable VAT

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. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of attracting voluntary income and the costs of fundraising.
- Expenditure on charitable activities includes the costs of the delivery of its activities and services for its beneficiaries.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Rental costs under operating leases are charged against income on a straight line basis over the term of the lease.

g) Allocation of support costs

All support costs are allocated activities based on the time spent on those by staff.

h) Tangible fixed assets

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. A full year depreciation is charged in the year of acquisition of fixed assets. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 3 years.

All leases of buildings and equipment are considered to be operating leases, and rentals are charged to resources expended when incurred. No assets are held under hire purchase agreements.

All fixed assets acquired specifically for projects under restricted funds, are written off in the year of purchase.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain the current value.

i) Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

I Accounting Policies (Continued)

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

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

l) 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.

m) Financial instruments

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

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements

3. Legal status of the Charity

The Charity is constituted as a company limited by guarantee.

Registered Address for the Charity is Vine House, 1 & 2 Factory Yard, Hanwell, W7 3UG.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

3 Voluntary Income

	Unrestricted funds	Designated funds	Restricted funds	Total funds	Total funds
	2018	2018	2018	2018	2017
	£	£	£	£	£
Grants	21,390	-	392,699	414,089	310,662
Gifts in Kind	4,961	-	-	4,961	86
	26,351	-	392,699	419,050	310,748

Grants (unrestricted):

	2018 £	2017 £
Grant: Big Potential	19,290	10,590
Citizens Advice Bureau	2,100	-
Angelou Foundation	-	1,618
	21,390	12,208

Grants (restricted):

	2018 £	2017 £
Others		
London Councils (Ascent)	90,489	80,023
Big Lottery	152,647	152,647
City Bridges Trust	50,600	4,258
Henry Smith Foundation	49,400	10,826
Big Lottery/ESF BBO IPS	17,838	-
London Borough of Harrow		
Harrow Outcomes Based Grant	1,725	20,700
London Borough of Hillingdon		
Hillingdon DV	30,000	30,000
	392,699	298,454
	414,089	310,662

Gifts in kind include nil (2017: nil) for legal assistance and £4,961 (2017: £86) for general advocacy.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

4 Income from charitable activities

	Unrestricted funds	Designated funds	Restricted funds	Total funds	Total funds
	2018	2018	2018	2018	2017
	£	£	£	£	£
Advice, Information & Counselling	-	-	424,011	424,011	421,141
Other Income	26,972	-	-	26,972	67,937
	26,972	-	424,011	450,983	489,078

Contracts (Restricted income):

	2018 £	2017 £
Brent Youth Offending Service (MOPAC)	75,672	75,672
LB Brent –Generic Floating Support	75,323	-
LB Brent –DV & Families Floating Support	54,175	-
LB Ealing Supporting people	170,612	127,760
LB Hounslow Supporting People	-	107,093
LB Hounslow Mental Health User-led	39,900	102,287
Hillingdon PCT-Community Safety and Drug Strategic Partnership	-	-
NHS Hillingdon	8,329	8,329
	424,011	421,141
Total Income from charitable activities	424,011	421,141

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 March 2018

5 Analysis of expenditure relating to general advocacy and support

	Note	2018 £	2017 £
Staff costs		790,261	709,806
Recruitment		5,301	4,092
Travel		3,105	4,757
Volunteer expenses		1,384	3,055
Training & development		19,952	22,099
Share of Support	6	201,365	196,465
Share of governance cost	6	7,457	7,449
		<u>1,028,825</u>	<u>947,723</u>

Expenditure was £1,028,825 (2017: £947,723) of which £212,115 was unrestricted (2016: £228,128), £816,710 was restricted (2016: £719,595) and £75,000 was designated (2016: 150,000).

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 March 2018

6 Analysis of support costs and governance costs

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are all allocated against the charitable activities based on the time spent on those activities.

Support costs	Support Cost 2018 £	Governance 2018 £	Total 2018 £	Total 2017 £	Basis of allocation
Premises	102,888	-	102,888	85,150	% of income
Communications	25,692	-	25,692	33,677	Direct % of income
General office & finance staff	47,980	-	47,980	46,730	Staff time
Legal & Professional	20,630	-	20,630	27,019	Usage
Depreciation	2,896	-	2,896	2,814	Usage
Bank Charges	1,279	-	1,279	1,075	Transaction
Audit fees	-	7,200	7,200	7,200	Governance
Board meetings	-	94	94	224	Governance
Annual report/AGM	-	163	163	25	Governance
	201,365	7,457	208,822	203,914	

7 Net (expenditure) for the year

This is stated after charging:

	2018 £	2017 £
Depreciation	2,896	2,814
Auditor's remuneration	7,200	7,200
Operating lease rentals	2,817	2,817
	12,913	12,831

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2018 £	2017 £
Wages and salaries	656,456	613,522
Social security costs	54,795	56,125
Sessional Fees	53,726	11,190
Pension	25,284	28,969
	790,261	709,806

The key management personnel of the Charity comprise the Director, Deputy Director and Finance & Resources Manager. No employee earned between £60,000 and £69,999 (2017: 1). Remuneration of key management personnel was £177,713 (2017: £168,125).

9 Staff Numbers

The average monthly head count was 47 staff (2017: 27) and the average monthly number of full time equivalent employees (including casual and part time staff) during the year was as follows:

	2018 Number	2017 Number
Charitable activities	26	16
Support	6	4
Total	32	20

10 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2018 £	2017 £
Contributions payable by the company for the year	25,284	28,969

The expense has been allocated to unrestricted expenditure on the same basis as wages and salaries.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

11 Related party transactions

None of the trustees (or any persons connected with them) received any remuneration during the year, (2017: nil). No Trustees were reimbursed expenses in the year, (2017: one, £25). There were no other related party transactions in the year.

12 Corporation tax

As a charity, EACH Counselling and Support is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

13 Tangible fixed assets

	Office Equipment £
Cost:	
As at 1 April 2017	39,780
Additions	2,256
As at 31 March 2018	42,036
Depreciation:	
As at 1 April 2017	37,636
Charge for year	2,896
As at 31 March 2018	40,532
Net book value	1,504
As 31 March 2018	
As at 31 March 2017	2,144

All assets are used for charitable purposes.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 March 2018

14 Debtors

	2018	2017
	£	£
Trade debtors	99,052	10,926
Other debtors	-	198
Prepayments and accrued income	28,431	24,648
	127,483	35,772

15 Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	15,874	11,604
Other creditors	-	-
Taxation and Social Security	17,457	11,670
Accruals and deferred income	124,639	151,683
	157,970	174,957

	2018	2017
	£	£
Deferred income brought forward	115,598	80,488
Released in the year	(115,598)	(80,488)
Deferred in the year		
- Big Lottery	65,199	58,274
- LB Brent YOS	37,668	18,750
- Henry Smith Foundation	-	38,574
	102,867	115,598

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

16 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 April 2017	Incoming resources	Resources expended	Transfers	Funds as at 31 March 2018
	£	£	£	£	£
Big Lottery (a)	-	152,647	152,647	-	-
LB Brent YOS (MOPAC) (b)	-	75,672	75,672	-	-
City Bridges Trust (c)	-	50,600	50,600	-	-
London Councils (Ascent) (d)	-	90,489	90,489	-	-
LB Hounslow MH User-led (e)	-	39,900	39,900	-	-
LB Harrow Outcomes Based Grant (f)	-	1,725	1,725	-	-
LB Hillingdon DV (g)	-	30,000	30,000	-	-
NHS Hillingdon Tamil (h)	-	8,329	8,329	-	-
LB Ealing Generic FSS (i)	-	170,612	170,612	-	-
Henry Smith Foundation (j)	-	49,400	49,400	-	-
LB Brent Floating Support (k)	-	75,323	75,323	-	-
LB Brent –DV & Families FSS (l)	-	54,175	54,175	-	-
Big Lottery/ESF –BBO IPS (m)	-	17,838	17,838	-	-
	-	816,710	816,710	-	-

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

16. Analysis of movements in restricted funds (Continued)

All the above restricted funds were utilised for the purposes for which they were intended as follows:

- a) To provide Education, Training and Employment support for residents of the London Boroughs of Brent, Ealing and Harrow funded by Big Lottery.
- b) To provide counselling and support to young offenders within the criminal justice system.
- c) To provide Mental Health counselling and group support for BME communities in Brent.
- d) To deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and support groups for women and girls, experiencing domestic and sexual violence and abuse in eight outer London Boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond Upon Thames funded by the London Councils.
- e) To provide User-led Mental Health Services for mental health service users in the London Borough of Hounslow.
- f) To provide counselling and support services for victims of trauma, violence and abuse specifically to people from the Somali, Tamil and South Asian Communities in the London Borough of Harrow
- g) To provide counselling and support services for BME women experiencing domestic violence and abuse in the London Borough of Hillingdon.
- h) To provide counselling and support to the Tamil community affected by mental health issues in Hillingdon.
- i) Provision of generic, mental health and substance misuse/offender floating support services in the London Borough of Ealing.
- j) To provide group support and counselling for women with complex needs who reside in the London borough of Ealing.
- k) Provision of generic floating support services in the London Borough of Brent in partnership with Thames Reach Charity.
- l) Provision of women (Domestic Violence) and families floating support services in the London Borough of Brent in partnership with DePaul UK.
- m) Providing support to people in 9 North West London boroughs with common mental health issues within the BME communities to build their motivation and capabilities to enter employment in partnership with Twinnings Enterprises.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

17 Analysis of movements in designated funds

	Balance as at 1 April 2017	Incoming resources	Resources expended	Transfers	Funds as at 31 March 2018
	£	£	£	£	£
Staffing contingency	25,000	-	-	-	25,000
Office improvements/ relocation	20,858	-	11,584	-	9,274
Quality standards	13,412	-	-	-	13,412
New projects development	148,588	-	63,416	-	85,172
	207,858	-	75,000	-	132,858

The designated funds which are to be utilised within 3 years have been set-aside as follows:

Staffing Contingency

The staffing contingency fund represents the potential cost of providing locum cover in the case of maternity or long-term sick leave.

Office Improvements

This fund represents the potential cost of relocation and/or refurbishment of our existing offices and associated capital expenditure.

New Projects & Strategic Development

This fund has been set aside for new project development, research and to fund core strategic developments

Quality Standards

This fund represents expenditure earmarked for meeting the charities legal and statutory responsibilities and maintaining quality standards and for training and professional development.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

18 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Funds as at 31 March 2018 are represented by:				
Tangible fixed assets	1,504	-	-	1,504
Current assets/(liabilities)	234,994	132,858	-	367,852
	236,498	132,858	-	369,356

19 Reconciliation of net movement in funds to net cash flow from operating activities

	2018 £	2017 £
Net movement in funds	(154,061)	(144,035)
Add back depreciation charge	2,896	2,814
(Increase)/Decrease in debtors	(91,711)	59,649
(Decrease)/ increase in creditors	(16,987)	(74,455)
Net cash used in operating activities	(259,863)	(156,027)

20 Commitments under operating leases

	2018 £	2017 £
Within one year - property	2,000	42,250
Between two and five years - property	241,913	50,483
	243,913	92,733

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 March 2018

21. SECTION 37 STATEMENT: LONDON COUNCILS GRANT

Under the terms of our grant from London Councils and Section 37 of The Local Government and Housing Act 1989 we are required to present the following information:

Grant-aid of £90,490 received in 2017-2018 from the London Councils Grants to deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and group work for women and girls, experiencing domestic violence and abuse in eight outer London boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond upon Thames.

	Grants(£)	Spent(£)
<i>Salary Costs</i>	79,683	79,683
<i>Training/Group (inc Volunteers)</i>	2,880	2,880
<i>Running Costs</i>	7,927	7,927
Total	<u>90,490</u>	<u>90,490</u>