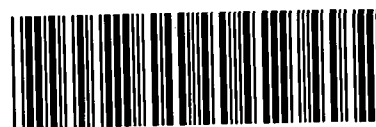

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

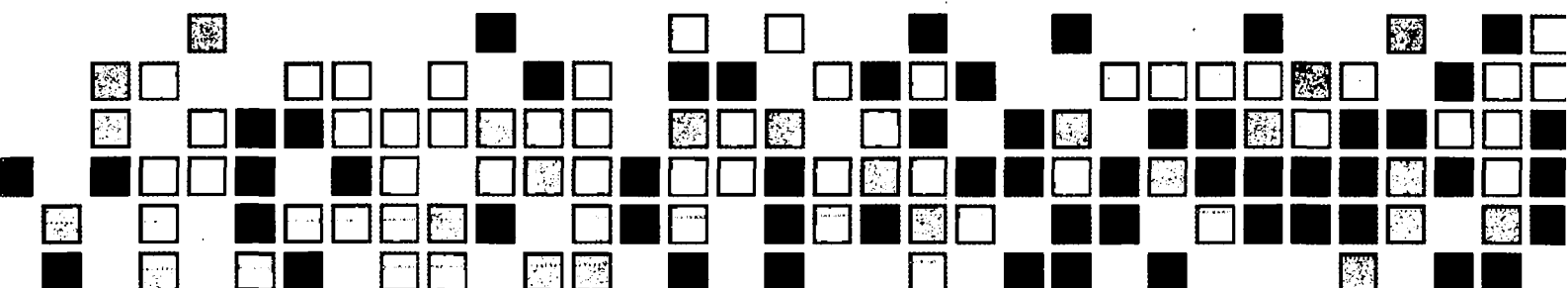
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

WEDNESDAY



A07 *A7K6INCI* #159
05/12/2018
COMPANIES HOUSE

STREETS[®]
CHARTERED ACCOUNTANTS



LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

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LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2018**

Trustees

H Spencer
R Millett
G Bratby
J Allen
D Smith
D Wakefield
M Shah
J Hughes

Company registered number

02908711

Charity registered number

1046933

Registered office

22 Market Place, Gainsborough, Lincolnshire, DN21 2BZ

Company secretary

L Whitelam

Chief executive officer

H Walton

Independent auditors

Streets Audit LLP, Tower House, Lucy Tower Street, Lincoln, LN1 1XW

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP
FOR THE YEAR ENDED 31 MARCH 2018

The Trustees present their annual report together with the audited financial statements of the group and the charity for the year running from 1 April 2017 to 31 March 2018. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the company and the group qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

CHAIRMAN'S INTRODUCTION

I am pleased to report that we have had another successful year. This in spite of the continued uncertainty of the future of Government funding for supported housing. It is almost 3 years now since the Government embarked on a review of its "Supporting People" programme and as yet we still do not have any firm indication as to how they propose to amend the way they support this element of our activity at LEAP. However, we have continued to make progress in all areas of the Charity's work maintaining the quality of our premises and people support provision at a high standard as well as continuing to be encouraged by the successful growth of our sister Charity - Housing and Tenancy Support Services (HATS).

The Board of Trustees continue to give great importance to all aspects of Governance and in the year, we have embarked on a programme to achieve accreditation under the national quality standard – PQASSO. The first element of which will be the Trustees successfully completing their assessment under this quality standard. LEAP continues to grow its provision and in the Financial Year 2018/19 we are planning to start our first major new build development in Lincoln – hopefully I will be reporting on the success of this in next year's report but much preparatory work has been undertaken in this year. None of this progress would be possible without our excellent management and staff, together with the invaluable expertise and professionalism of the Trustees. I would like to mention in particular my Vice Chair, Jane Allen, our Chair of HATS, Hannah Spencer and the Chair of Finance Committee, Roger Millett – all of whom undertake their roles as Chairs of these important committees with considerable skill. In addition, during the year in question, we set up a new committee for marketing and fundraising and I am delighted and grateful that Jill Hughes from our Board of Trustees has agreed to Chair those meetings and drive that very important aspect of our activity forward.

In conclusion, LEAP continues to deliver quality service provision to all of our clients and to build on our excellent reputation for the work we do here in Lincoln, with an increasing level of activity and importance now in Gainsborough through our sister Charity HATS.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Its governing document is the Memorandum and Articles of Association. A review of the Objects within the Memorandum and Articles of Association was undertaken in 2013 and approved by the Charity Commission.

It is also influenced by Government policies towards social housing and regulated by the Regulator of Social Housing.

The Board of Trustees has agreed its strategic objectives with a view to maintaining the financial health, on-going relevance and viability of its activities as well as ensuring the charity's community impact and regularly

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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

revisits these at the start of any major projects and continuously through its Risk Assessment procedures.

Recruitment and appointment of new trustees

LEAP continues to enjoy a stable Board of Trustees with no resignations and no new trustees in this financial year.

The Board will continue to actively monitor and review the knowledge and skill set of Trustees through an annual Knowledge and Skills Audit relevant to the Charity's Business Plan and Strategy. The Chair of the Board of Trustees will also hold annual individual Knowledge and Skills reviews. This meeting will review contribution over the past year and discuss training and development needs as appropriate are available to all Trustees. There are succession plans as discussed by the Chair(s) and Vice Chair in line with the Board Rotation Policy. Induction training and on-going support is provided to all Trustees as appropriate.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The responsibilities of the Board of Trustees includes determination of the strategic direction of the Charity; agreement of the policy and operational frameworks; and stewardship on all matters concerning corporate governance, finance, risk management and operations.

The Trustees held quarterly Board Meetings throughout the financial year in support of their duties to guide and monitor the Charity's affairs. The work of the Board is supported by the Finance and Audit Committee and The Fundraising and Marketing Committee which also meets a minimum of quarterly. The senior management team meets monthly to closely review and manage the day to day activities.

Graham Bratby has undertaken the role of Chair of the Board of Trustees for the past five years. Graham is a consistent member of the Board having been involved with the charity since its inception. Graham's leadership, wealth of skills and experience provides a strong foundation for the Board and for LEAP.

The Chief Executive, Heidi Walton, leads the Charity and continues to manage the day to day affairs of the organisation. She works with the Board supporting the development of the strategic framework and acts as the Responsible Officer in respect of the implementation of strategy and the operational management of LEAP. She also implements decisions of the Board and contributes and advises on development proposals. Heidi also develops operational policies and procedures and subject to Board approval, is responsible for the implementation, reporting and review.

The Operations Manager, Val Moore, is responsible for the daily management of the team of Support Workers, and clients. The role of the Support Worker is to provide clients with individualised packages of support.

The Estates Manager, Kim Bescoby, is responsible for LEAP's property portfolio and maintaining them to a high standard.

LEAP employs a Finance Manager, to manage and facilitate the smooth running of all financial and accounting functions.

The views of Clients are critical to the continuous development of the Charity and a range of mechanisms including the Participation Group, customer satisfaction surveys and house meetings are used to provide valuable feedback.

Key management remuneration

The Trustees consider the role and responsibilities of key management personnel and review the remuneration

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

package in line with similar entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk Management

LEAP's Risk Register is reviewed regularly and revised at least annually. Responsibility for the Register rests with the Board. Control measures and action plans have been developed for each of the identified risks and these are monitored on a quarterly basis by the Board.

There are no 'significant' risks at present, 7 risks were scored as 'contingency' risks with a further 19 scored as 'low' risk in March 2018.

OBJECTIVES AND ACTIVITIES

Objectives of the Charity, principal activities and organisation of work

The administrative information of the Charitable Company is set out on Page 1 of the accounts.

The Charity's objects and its principal activities continue to be that of promoting the social inclusion of any young person at risk by assisting in the provision of social housing and support services.

Mission statement

To promote social inclusion for the public benefit by preventing young people from becoming socially excluded by managing housing and social housing and providing assistance to help house vulnerable homeless young people. To provide associated support services for these young people.

Objectives

We aim to:

- Provide affordable social housing for vulnerable young people
- Offer quality support services focusing on developing and encouraging independent living skills
- Encourage independence in young people by promoting high quality sustained opportunities into education, training and employment
- Provide a range of accommodation and support services to meet the requirements of all vulnerable young people
- To support young people to move on to independent, long-term accommodation
- Improve the health and wellbeing of young people
- Safeguard vulnerable young people at risk of harm
- Maintain suitable accommodation at the highest level possible
- Increase the provision of supported accommodation and, thus, expand the work of the Charity
- Harness, through partnerships, the skills and resources of private, statutory and voluntary organisations for the benefit of vulnerable young people
- Secure financial resources to support delivery of these objectives

Public benefit

Through our actions we will aim to:

- Reduce street homelessness amongst vulnerable young people
- Reduce institutionalisation for our most vulnerable young people
- Improve community cohesion and reduce barriers between young people and local residents thus promoting social inclusion

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

- Reduce tenancy breakdowns and evictions which in turn reduces legal costs to social housing providers
- Offer excellent training opportunities to all employees improving the local skills base
- Reduce anti-social behaviour within the local community
- Deliver a quality service whilst evidencing good value for money
- Improve the local housing stock through physical improvement and better management
- Provide a value-for-money service to the Local Authority as a preferred provider of housing and support services for vulnerable young people who are identified as homeless or at risk of homelessness
- Reduce crime and improve community safety
- Providing a variety of volunteering opportunities and training to improve employability skills

Value for Money

- Trustees with a wealth of experience volunteer time to ensure that LEAP has strong governance and leadership
- Trustees expenses were not claimed by any Trustee during this financial year
- Bad debts for the year stood at 0.48% (target set at 2%) evidencing the active collection of all moneys due.
- 98.5% of young people who left LEAP moved on in a planned way
- 63.5% of all the young people housed entered in to some form of Education, Training or Employment
- Providing placement opportunities to university students and Lincolnshire Police providing essential experience and knowledge of working with young people within homelessness services
- Tendering process

ACHIEVEMENTS AND PERFORMANCE

Property Portfolio

Property	No. Bedspaces	Description
Dispersed Houses	18	5 HMO houses dispersed across the city
Barlow House	5	All self-contained units
Homer House	18	24/7 hostel type facility
TOTAL	41	

Rental income for the bedspaces is negotiated annually through Housing Benefits.

Contracts

Lincolnshire Support Partnership

LEAP continues to hold a sub-contract to deliver support to vulnerable young people. The main Lincolnshire County Council (LCC) Contract is held by Nacro who act as the lead for the countywide contract.

As an LCC Children's Service contract, the age range of the young people eligible for the service has reduced to 16 and 17 year olds and care leavers up the age of 21. A Children's Service Placement Team assesses all young people for suitability and places the young people with the service. LEAP holds 27 of the 55 general needs contracted bedspaces for the City of Lincoln. On the whole the Lincolnshire Support Partnership is meeting the targets set by LCC and the relationship continues to grow in strength.

The 3 year contract was due to expire in July 2018 although we have received confirmation that it will be extended by a further two years taking us to July 2020. It is worth noting that there have been amendments to the contract from July 2018 which includes a reduction in the number of General Need's bedspaces throughout the county. LEAP's allocation of 27 bedspaces will reduce to 19 although the contract value is being maintained. Reduction in bedspaces whilst maintaining the contract value reflects the complexity of the young people being accommodated.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

Training, Activities and Volunteers Programme

Three year's funding through the Lloyds Foundation with an end date of January 2018 has been granted a three year extension to 2021. The programme has been revised to offer improved accredited training to our young people. The modules are all around basic independent living skills and two employees have undertaken training to be able to deliver the accredited course.

We continue to have one regular volunteer who helps to deliver the Healthy Living Programme through cookery classes. Working with young people in small groups, they cook a variety of healthy and nutritious meals on a budget. The young people always look forward to these sessions which add value to the service we offer.

A variety of activities are delivered most days from the Drop In centre ranging from arts and crafts to games of pool, DVD nights and much more. The activities held continue to be popular amongst our young people and are an extremely important resource for the reduction in isolation and improved social and communication skills.

The programmes are funded through a variety of sources including income generated from the photovoltaic cells located on the roof top of Homer House; year on year grant and a range of in-house fund raising events.

Marketing and Fundraising

Within the strategic plan, marketing and fundraising was a key area for development for this financial year. As a result a Marketing and Fundraising Committee was formed, a marketing and fundraising strategy produced and a graduate intern appointed. Marketing through social media has evidenced growing success with organic growth alone whilst the target for fundraising was to double the income year on year. This financial year has achieved more than five times the previous year's income.

Review of Performance

Detailed performance and monitoring information is collected on a weekly, monthly, quarterly and annual basis facilitating robust review against clear organisational and personal targets. Trustees review this data on a quarterly basis and have been pleased and encouraged by the continued exemplary performance throughout the year. Below are some of the headlines:

Performance Indicator	Target	2016/17	2017/18
Rents Receivable	85%	89%	92%
Rooms available for let	99%	98%	99%
Rooms Utilised	85%	88%	92%
Bad debt write offs as a %rent debt	2.0%	0.9%	0.5%
% of planned move-on from service	90%	97%	99%

Student Placements

LEAP has a partnership arrangement with the University of Lincoln offering a variety of placement opportunities to students primarily undertaking a Social Work degree course or those training to be a Mental Health nurses. We have also commenced taking students undertaking a degree course in Health and Social Care.

HATS: Housing and Tenancy Support

HATS was set up in 2015 as a subsidiary of LEAP and became a registered charity in 2016. Based in Gainsborough, the service has evidenced its long-term viability turning over a small surplus at the end of its third year and gained itself a strong positive reputation within the town. Like LEAP, HATS specialises in Homelessness services for vulnerable people but unlike LEAP, HATS does not have an age restriction.

During this financial year HATS leased a further four houses (10 bedspaces) meaning that the charity now

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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

manages 10 houses and 27 bedspaces.

Housing Benefit levels that had been in dispute have been written off in the year. This amounted to £33,048. However, going forward Housing Benefit levels have now been agreed.

Due to the success of HATS and the need to gain a more permanent base, LEAP purchased a building and refurbished it to meet the requirement of HATS. The premises opened in December 2017 and provides an office and community hub as well as accommodation for a further three residents. A formal opening took place in April which was well attended by local stakeholders. HATS leases the building from LEAP under a formal Service Level Agreement.

The Chief Executive continues to oversee HATS. HATS now employs three members of staff to manage the day to day operations.

Strategic Review

LEAP continues to operate in a dynamic and challenging environment. The impact of Government policy changes; austerity measures and general uncertainty around future funding streams, presents a new paradigm for LEAP. The 2016-19 Strategic Plan has been closely monitored on a quarterly basis and great progress towards meeting the milestones are being achieved in most areas.

Other Income

Homer House offers a combination of purpose built accommodation, recreational areas and office space located in one half of the building. The remainder of the building is leased to the NHS offering a secure tenant to the Charity until 2025. This arrangement offers a number of advantages in respect of the provision of seamless and complementary services as well as providing an additional source of financial security to the Charity.

Homer House is also home to two mobile masts located on the roof. Lease negotiations took place last year securing the income until 2020.

The Community Hub and accommodation in Gainsborough is leased to HATS bringing in additional funds for the next five years.

Renewable energy from the solar panels located on the roof at Homer House continue to generate an income to support LEAP's activities as well as producing electricity and hot water which provides additional cost savings to the charity.

Targets Outcomes set for 2017/2018

- Undertake feasibility study for the development of a Commercial Operation to deliver surpluses to support the charities: This is a long-term plan for which initial discussions have taken place.
- Increase donations by 50%: Achieved and more! In fact the donations for the year increased from under £2,000 the previous year to over £10,000 and the aim is to keep increasing this year on year.
- Undertake a refurbishment of one of the Lincoln town houses: The house located on Manby Street received a makeover making the house a much nicer environment for the young people housed there.
- Identify land to build new accommodation with the Homes England funding and gain planning consent: Land has been identified on Gaunt Street at nil consideration from the City of Lincoln Council. Transfer of ownership to take place once planning approval is gained.
- Obtain valuations for all LEAP's assets as per the new requirements under the Charities Commission: A valuation of all LEAP assets was undertaken in July 2017.
- Take on a Marketing and Fundraising Officer Intern and build on the LEAP brand: The Intern commenced employment in October 2017 on a years fixed term contract.
- Implement a new "fit-for-purpose" website: Quotes for the new website received and approved.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

Discussions taking place about taking this forward.

Targets for 2018/19

- Continue to develop ideas for a commercial arm to support the charity.
- Increase donations by 50%.
- Meet the approved refurbishment plan for 2018/19 including the refurbishment of property on Francis Street and commence refurbishment of the bathrooms at Barlow House.
- Develop and launch the new website.
- Commence build on Gaunt Street of 6 one bed flats and 3 two bed flats in line with Homes England bid.
- Commence work towards PQASSO accreditation, a charity based quality mark endorsed by the Charity Commission.

Policy/Procedure Review

Operational Policies and Procedures continue to operate successfully and are regularly updated and reviewed in line with new legislation and the needs of the organisation. NatWest Bank PLC Mentor Services also assist in matters of Employment Law and Health & Safety Policies and Procedures. This process is on-going and improving performance. The Board has responsibility for overseeing the policy review programme.

FINANCIAL REVIEW

Results for the year

The Board of Trustees have great pleasure in commending this report of LEAP's activities and highlights for the year ending 31st March 2018. LEAP continues to grow and develop as a Charity at the heart of the community it serves striving to provide the highest quality services and support to the most vulnerable young people who deserve the opportunity to take up their rightful place in Society.

Reserves Policy

Following the annual review of the Reserves Policy, Trustees determined that a free reserves equivalent to 50% of the current year's operational expenditure should be established. Free reserves are unrestricted funds, net of tangible fixed assets, which are available to spend freely to fund charitable objectives. The reserves are to be held to facilitate continuation of the Charity should a major source of income unexpectedly cease.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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TRUSTEES' REPORT FOR THE GROUP (continued)
FOR THE YEAR ENDED 31 MARCH 2018

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees (who are also directors of Housing and Tenancy Support Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the accounts comply with the Trust Deed, Charities Regulations and the Companies Act 1985. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware:

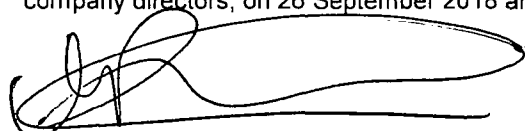
- there is no relevant audit information (of which the charitable company's auditors are unaware); and
- the Trustees have taken all steps that they ought to have taken to make them aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

AUDITORS

To evidence good practice and value for money, the Trustees undertook a formal tendering process inviting submissions from suitably qualified companies able to provide audit services and, as a result, appointed Streets Audit LLP for three years from April 2018.

This report is prepared in accordance with special provisions of Part VII of the Companies Act 1985 relating to small companies.

This report, incorporating the Group Strategic Report, was approved by the Trustees, in their capacity as company directors, on 26 September 2018 and signed on their behalf by:



G Bratby
Trustee

J Allen
Trustee



LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINCOLNSHIRE EMPLOYMENT
ACCOMMODATION PROJECT LIMITED**

OPINION

We have audited the financial statements of Lincolnshire Employment Accommodation Project Limited (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 March 2018 set out on pages 13 to 34. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2018 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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.

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, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

CONCLUSIONS RELATING TO GOING CONCERN

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

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

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINCOLNSHIRE EMPLOYMENT
ACCOMMODATION PROJECT LIMITED**

OTHER INFORMATION

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

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in 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:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements 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 financial statements 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 Group Strategic Report.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LINCOLNSHIRE EMPLOYMENT
ACCOMMODATION PROJECT LIMITED**

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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



Robert Anderson (Senior Statutory Auditor)

for and on behalf of

Streets Audit LLP

Chartered accountants and statutory auditor

Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Date: 19/6/18

Streets Audit LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND
EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2018**

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
INCOME FROM:					
Donations and legacies	2	10,773	26,072	36,845	34,063
Charitable activities		854,401	-	854,401	666,824
Income from charitable subsidiary	3	-	-	-	65,547
Investments	4	130,564	-	130,564	135,711
TOTAL INCOME		995,738	26,072	1,021,810	902,145
EXPENDITURE ON:					
Raising funds		-	-	-	46,853
Charitable activities		922,374	26,600	948,974	782,641
TOTAL EXPENDITURE	5,6,7	922,374	26,600	948,974	829,494
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		73,364	(528)	72,836	72,651
NET MOVEMENT IN FUNDS		73,364	(528)	72,836	72,651
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,481,073	528	1,481,601	1,408,950
TOTAL FUNDS CARRIED FORWARD		1,554,437	-	1,554,437	1,481,601

The notes on pages 17 to 34 form part of these financial statements.

All income and expenditure is derived from continuing activities. All gains and losses recognised in the year are included above.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 02908711

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2018

	Note	£	2018 £	£	2017 £
FIXED ASSETS					
Tangible assets	10	2,093,639		2,003,011	
Investment property	11	941,380		941,380	
			<u>3,035,019</u>		<u>2,944,391</u>
Total tangible assets			<u>3,035,019</u>		<u>2,944,391</u>
CURRENT ASSETS					
Debtors	12	34,549		25,361	
Cash at bank and in hand		363,573		457,486	
		<u>398,122</u>		<u>482,847</u>	
CREDITORS: amounts falling due within one year	13	(158,817)		(159,395)	
NET CURRENT ASSETS			<u>239,305</u>		<u>323,452</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>3,274,324</u>		<u>3,267,843</u>
CREDITORS: amounts falling due after more than one year	14		(1,719,887)		(1,786,242)
NET ASSETS			<u>1,554,437</u>		<u>1,481,601</u>
CHARITY FUNDS					
Restricted funds	15		-		528
Unrestricted funds:					
Unrestricted funds	15	1,388,086		1,314,722	
Revaluation reserve		<u>166,351</u>		<u>166,351</u>	
Total unrestricted funds			<u>1,554,437</u>		<u>1,481,073</u>
TOTAL FUNDS			<u>1,554,437</u>		<u>1,481,601</u>

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 26 September 2018 and signed on their behalf, by:


G Bratby

J Allen



The notes on pages 17 to 34 form part of these financial statements.

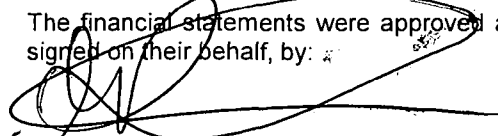
LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 02908711

COMPANY BALANCE SHEET
AS AT 31 MARCH 2018

	Note	£	2018 £	2017 £
FIXED ASSETS				
Tangible assets	10	2,089,641	1,996,291	
Investment property	11	941,380	941,380	
Total tangible assets			3,031,021	2,937,671
Investments			-	1
			3,031,021	2,937,672
CURRENT ASSETS				
Debtors	12	41,638	45,523	
Cash at bank and in hand		307,476	411,439	
		349,114	456,962	
CREDITORS: amounts falling due within one year	13	(150,319)	(149,879)	
NET CURRENT ASSETS			198,795	307,083
TOTAL ASSETS LESS CURRENT LIABILITIES			3,229,816	3,244,755
CREDITORS: amounts falling due after more than one year	14		(1,719,887)	(1,786,242)
NET ASSETS			1,509,929	1,458,513
CHARITY FUNDS				
Restricted funds			-	528
Unrestricted funds:				
Unrestricted income funds	15	1,343,578	1,291,634	
Revaluation reserve		166,351	166,351	
Total unrestricted funds			1,509,929	1,457,985
TOTAL FUNDS			1,509,929	1,458,513

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 26 September 2018 and signed on their behalf, by:


G Bratby

J Allen



The notes on pages 17 to 34 form part of these financial statements.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2018

	Note	2018 £	2017 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	17	(216,346)	2,323
Cash flows from investing activities:			
Dividends, interest and rents from investments		338,834	135,711
Purchase of tangible fixed assets		(157,777)	(6,441)
Net cash provided by investing activities		181,057	129,270
Cash flows from financing activities:			
Repayments of borrowings		(58,624)	(56,261)
Net cash used in financing activities		(58,624)	(56,261)
Change in cash and cash equivalents in the year		(93,913)	75,332
Cash and cash equivalents brought forward		457,486	382,154
Cash and cash equivalents carried forward	18	363,573	457,486

The notes on pages 17 to 34 form part of these financial statements.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

1. ACCOUNTING POLICIES

1.1 General Information

As set out in the Trustee's Report, Lincolnshire Employment Accommodation Project Limited is an incorporated registered charity in England & Wales. The principal office of the charity is 22 Market Place, Gainsborough, Lincolnshire, DN21 2BZ.

The principal objective of the charity is set out in the Trustees' report.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015 as amended by update Bulletin 1) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Lincolnshire Employment Accommodation Project Limited 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 Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the company alone as permitted by section 408 of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charity.

1.3 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

1. ACCOUNTING POLICIES (continued)

1.4 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the company has been notified of the executor's intention to make a distribution. Where legacies have been notified to the company, or the company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' Report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

1. ACCOUNTING POLICIES (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

1.6 Basis of consolidation

The financial statements consolidate the accounts of Lincolnshire Employment Accommodation Project Limited and all of its subsidiary undertakings ('subsidiaries').

The company has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

1.7 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Fixtures and fittings	-	25% straight line
Computer equipment	-	33.33% straight line

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

1. ACCOUNTING POLICIES (continued)

1.8 Revaluation of tangible fixed assets

The company has adopted the revaluation model to revalue items of property, plant and equipment whose fair value can be measured reliably. The revaluations shall be made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Revaluation gains and losses are recognised in other comprehensive income and accumulated in equity.

1.9 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

1.10 Interest receivable

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

1.11 Debtors

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

1.12 Cash at bank and in hand

Cash at bank and 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.

1.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.14 Financial instruments

The company 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.

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

1. ACCOUNTING POLICIES (continued)

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.16 Significant judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Tangible fixed assets are recognised at cost or valuation, less accumulated depreciation and any impairments. Depreciation takes place over the estimated useful life, down to the assessed residual value. The carrying amount of the charity's fixed assets is tested as soon as changed conditions show that a need for impairment has arisen.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Donations	10,773	-	10,773	1,885
Grants	-	26,072	26,072	32,178
	<hr/>	<hr/>	<hr/>	<hr/>
Total donations and legacies	10,773	26,072	36,845	34,063
	<hr/>	<hr/>	<hr/>	<hr/>
Total 2017	1,885	32,178	34,063	
	<hr/>	<hr/>	<hr/>	

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

3. OTHER TRADING ACTIVITIES

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
HATS income	-	-	-	65,547
	-	-	-	65,547
<i>Total 2017</i>	65,547	-	65,547	

During the year ended 31 March 2017, the trading subsidiary Housing and Tenancy Support Limited (HATS) obtained charitable status. Prior to this, income from the subsidiary has been classified as trading income.

4. INVESTMENT INCOME

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Rents received from NHS	111,795	-	111,795	118,824
Telephone mast income	18,697	-	18,697	16,519
Deposit account interest	72	-	72	368
	130,564	-	130,564	135,711
<i>Total 2017</i>	135,711	-	135,711	

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

5. DIRECT COSTS

	Housing Support £	General Needs £	Corporate Overheads £	Total 2018 £	Total 2017 £
Rent, rates and water	58,395	1,676	-	60,071	33,684
Insurance	9,431	850	-	10,281	8,522
Light and heat	27,280	1,753	-	29,033	20,685
Telephone	717	-	-	717	397
Property Repairs	72,796	5,305	-	78,101	42,855
Household	27,329	1,621	-	28,950	18,237
TV Licences	2,826	140	-	2,966	1,909
Client Broadband	2,290	-	-	2,290	209
Housing benefits and bad debt write off	39,241	-	-	39,241	3,395
Professional fees	930	-	-	930	780
Mortgage Interest	23,724	-	30,953	54,677	59,397
Property Impairment	21,236	-	-	21,236	38,272
Salaries	218,428	115,858	-	334,286	345,037
National insurance	10,313	7,033	-	17,346	20,063
Pension cost	2,623	1,644	-	4,267	3,401
Depreciation	42,911	281	-	43,192	39,716
	<u>560,470</u>	<u>136,161</u>	<u>30,953</u>	<u>727,584</u>	<u>636,559</u>
<i>Total 2017</i>	<u>375,805</u>	<u>232,243</u>	<u>28,511</u>	<u>636,559</u>	

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

6. SUPPORT COSTS

	Housing Support £	General Needs £	Corporate Overheads £	Total 2018 £	Total 2017 £
Telephone	4,765	2,266	-	7,031	7,492
Household and Cleaning	705	-	-	705	884
Client Broadband	1,503	-	-	1,503	1,003
Sundry expenses	4,353	1,948	-	6,301	5,114
Employee costs	4,740	3,936	-	8,676	4,172
Computer costs	19,414	3,935	-	23,349	13,160
Bank charges	634	139	-	773	625
Auditors' remuneration	2,160	-	5,790	7,950	6,074
Professional fees	7,022	2,729	-	9,751	4,665
Travel costs	4,402	494	-	4,896	4,289
Donations	3,603	10,178	-	13,781	3,787
Wages and salaries	87,234	37,386	-	124,620	86,820
National insurance	5,296	2,270	-	7,566	5,183
Pension cost	1,238	529	-	1,767	880
Depreciation	2,721	-	-	2,721	1,934
	149,790	65,810	5,790	221,390	146,082
<i>Total 2017</i>	82,995	57,937	5,150	146,082	

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff costs 2018 £	Depreciation 2018 £	Other costs 2018 £	Total 2018 £	Total 2017 £
	-	-	-	-	46,853
Costs of raising funds	-	-	-	-	46,853
Housing Support	325,132	45,632	339,496	710,260	458,800
General Needs	164,720	281	36,970	201,971	290,180
Corporate Overheads	-	-	36,743	36,743	33,661
Charitable activities	489,852	45,913	413,209	948,974	782,641
	489,852	45,913	413,209	948,974	829,494
Total 2017	475,291	42,439	311,764	829,494	

8. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2018 £	2017 £
Depreciation of tangible fixed assets: - owned by the charitable group	45,913	42,439
Auditor's Remuneration	7,950	7,250

During the year, no Trustees received any remuneration (2017 - £NIL).

During the year, no Trustees received any benefits in kind (2017 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2017 - £NIL).

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

9. STAFF COSTS

Staff costs were as follows:

	2018 £	2017 £
Wages and salaries	458,906	445,764
Social security costs	24,912	25,246
Other pension costs	6,034	4,281
	<u>489,852</u>	<u>475,291</u>

The average number of persons employed by the company during the year was as follows:

	2018 No.	2017 No.
Total staff	27	27

No employee received remuneration amounting to more than £60,000 in either year.

Remuneration and benefits received by 3 members of key management personnel (including employer's NIC) totalled £121,566 (2017: £116,355)

10. TANGIBLE FIXED ASSETS

Group	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2017	2,065,877	99,265	59,991	2,225,133
Additions	156,596	-	1,181	157,777
Impairment charge	(21,236)	-	-	(21,236)
At 31 March 2018	<u>2,201,237</u>	<u>99,265</u>	<u>61,172</u>	<u>2,361,674</u>
Depreciation				
At 1 April 2017	71,657	91,318	59,147	222,122
Charge for the year	41,743	3,081	1,089	45,913
At 31 March 2018	<u>113,400</u>	<u>94,399</u>	<u>60,236</u>	<u>268,035</u>
Net book value				
At 31 March 2018	<u>2,087,837</u>	<u>4,866</u>	<u>936</u>	<u>2,093,639</u>
At 31 March 2017	<u>1,994,220</u>	<u>7,947</u>	<u>844</u>	<u>2,003,011</u>

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

Cost or valuation at 31 March 2018 is as follows:

Group	Land and buildings £
At cost	-
At valuation:	
31 March 2018	<u>2,201,237</u>
	<u><u>2,201,237</u></u>

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

Group	2018 £	2017 £
Cost	2,374,765	2,218,169
Accumulated depreciation	(302,021)	(254,526)
Net book value	<u><u>2,072,744</u></u>	<u><u>1,963,643</u></u>

The land and buildings were revalued at 31 March 2017 by Lambert Smith Hampton and JH Walter on an open market existing use basis.

Company	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2017	2,065,877	88,994	59,528	2,214,399
Additions	156,596	-	1,181	157,777
Impairment charge	(21,236)	-	-	(21,236)
At 31 March 2018	<u>2,201,237</u>	<u>88,994</u>	<u>60,709</u>	<u>2,350,940</u>
Depreciation				
At 1 April 2017	71,657	87,561	58,890	218,108
Charge for the year	41,743	513	935	43,191
At 31 March 2018	<u>113,400</u>	<u>88,074</u>	<u>59,825</u>	<u>261,299</u>
Net book value				
At 31 March 2018	<u><u>2,087,837</u></u>	<u><u>920</u></u>	<u><u>884</u></u>	<u><u>2,089,641</u></u>
At 31 March 2017	<u><u>1,994,220</u></u>	<u><u>1,433</u></u>	<u><u>638</u></u>	<u><u>1,996,291</u></u>

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

Cost or valuation at 31 March 2018 is as follows:

	Land and buildings £
Company	
At cost	-
At valuation:	
31 March 2018	2,201,237
	2,201,237

The land and buildings were revalued at 31 March 2017 by Lambert Smith Hampton and JH Walter on an open market existing use basis.

11. INVESTMENT PROPERTY

	Long term leasehold investment property £
Group and Company	
Valuation	
At 1 April 2017 and 31 March 2018	941,380

The 2018 valuations were made by the directors, on an open market value for existing use basis.

Independent valuations of investment property were agreed at 31 March 2017 and were undertaken by Lambert Smith Hampton and JH Walter on a market value basis. The directors have considered that the valuations remain appropriate at 31 March 2018 and accordingly have obtained not to get the properties independently revalued.

12. DEBTORS

	Group		Company	
	2018	2017	2018	2017
	£	£	£	£
Due after more than one year				
Amounts owed by group undertakings	-	-	10,000	15,000
Due within one year				
Trade debtors	26,358	16,720	20,472	16,882
Amounts owed by group undertakings	-	-	5,000	5,000
Prepayments and accrued income	8,191	8,641	6,166	8,641
	34,549	25,361	41,638	45,523

LINCOLNSHIRE EMPLOYMENT ACCOMMODATION PROJECT LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

13. CREDITORS: Amounts falling due within one year

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Bank loans and overdrafts	66,355	58,623	66,355	58,624
Trade creditors	17,123	22,332	14,102	16,653
Other taxation and social security	445	-	-	-
Other creditors	7,198	6,307	7,198	6,307
Accruals and deferred income	67,696	72,133	62,664	68,295
	<u>158,817</u>	<u>159,395</u>	<u>150,319</u>	<u>149,879</u>

14. CREDITORS: Amounts falling due after more than one year

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Bank loans	<u>1,719,887</u>	<u>1,786,242</u>	<u>1,719,887</u>	<u>1,786,242</u>

Included within the above are amounts falling due as follows:

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Between two and five years				
Bank loans	<u>222,056</u>	<u>222,056</u>	<u>222,056</u>	<u>222,056</u>
Over five years				
Bank loans	<u>1,497,831</u>	<u>1,564,186</u>	<u>1,497,831</u>	<u>1,564,186</u>

Creditors include amounts not wholly repayable within 5 years as follows:

	<u>Group</u>		<u>Company</u>	
	2018	2017	2018	2017
	£	£	£	£
Repayable by instalments	<u>1,497,831</u>	<u>1,564,186</u>	<u>1,497,831</u>	<u>1,564,186</u>

The bank loan is payable by quarterly instalments at a rate of 3 months LIBOR.

The bank loan is secured on the charity's freehold and investment property.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

15. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2017 £	Income £	Expenditure £	Balance at 31 March 2018 £
Designated funds				
Property Development Fund	150,000	-	-	150,000
General funds				
General Funds	1,164,722	995,738	(922,374)	1,238,086
Revaluation Reserve	166,351	-	-	166,351
	<u>1,331,073</u>	<u>995,738</u>	<u>(922,374)</u>	<u>1,404,437</u>
Total Unrestricted funds	<u>1,481,073</u>	<u>995,738</u>	<u>(922,374)</u>	<u>1,554,437</u>
Restricted funds				
Lloyds Foundation	-	21,109	(21,109)	-
Talent Match	528	4,963	(5,491)	-
	<u>528</u>	<u>26,072</u>	<u>(26,600)</u>	<u>-</u>
Total of funds	<u><u>1,481,601</u></u>	<u><u>1,021,810</u></u>	<u><u>(948,974)</u></u>	<u><u>1,554,437</u></u>

Property Development Fund: The Trustees have designated the sum of £150,000 to be set aside for the future purchase and refurbishment of properties for use by the Charity in the furtherance of its objectives.

General Funds: The general funds represent the free funds of the Charity which are not designated for particular purposes.

Revaluation Reserve: This fund represents the difference between the cost of the properties and a previous revaluation.

Lloyds Foundation: The grant received from Lloyds Foundation funds the salary of the Training and Activities Coordinator, including recruitment costs, activities costs, equipment and promotional costs.

Talent Match: Talent match is the grant received from Princes Trust which funds the salary of the Talent Match Area Ambassador, including recruitment costs, activities costs, equipment and promotional costs.

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**NOTES TO THE FINANCIAL STATEMENTS
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15. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 April 2016 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2017 £</i>
General funds					
General Funds	551,762	869,967	(793,979)	536,972	1,164,722
Revaluation reserve	166,351	-	-	-	166,351
Property purchase deposit	154,723	-	-	(154,723)	-
Designated fund	-	-	-	150,000	150,000
	<u>872,836</u>	<u>869,967</u>	<u>(793,979)</u>	<u>532,249</u>	<u>1,481,073</u>
Restricted funds					
Homer House enhancements	135,306	-	-	(135,306)	-
Homer House purchase	400,000	-	-	(400,000)	-
Lloyds Foundation	808	20,476	(24,341)	3,057	-
Talent Match	-	11,702	(11,174)	-	528
	<u>536,114</u>	<u>32,178</u>	<u>(35,515)</u>	<u>(532,249)</u>	<u>528</u>
Total of funds	<u>1,408,950</u>	<u>902,145</u>	<u>(829,494)</u>	<u>-</u>	<u>1,481,601</u>

SUMMARY OF FUNDS - CURRENT YEAR

	<i>Balance at 1 April 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2018 £</i>
Designated funds	150,000	-	-	150,000
General funds	1,331,073	995,738	(922,374)	1,404,437
	<u>1,481,073</u>	<u>995,738</u>	<u>(922,374)</u>	<u>1,554,437</u>
Restricted funds	528	26,072	(26,600)	-
	<u>1,481,601</u>	<u>1,021,810</u>	<u>(948,974)</u>	<u>1,554,437</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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15. STATEMENT OF FUNDS (continued)

SUMMARY OF FUNDS - PRIOR YEAR

	<i>Balance at 1 April 2016 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2017 £</i>
General funds	872,836	869,967	(793,979)	532,249	1,481,073
Restricted funds	536,114	32,178	(35,515)	(532,249)	528
	<u>1,408,950</u>	<u>902,145</u>	<u>(829,494)</u>	<u>-</u>	<u>1,481,601</u>

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Tangible fixed assets	2,093,639	-	2,093,639
Investment property	941,380	-	941,380
Current assets	398,122	-	398,122
Creditors due within one year	(158,817)	-	(158,817)
Creditors due in more than one year	(1,719,887)	-	(1,719,887)
	<u>1,554,437</u>	<u>-</u>	<u>1,554,437</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £
Tangible fixed assets	2,003,011	-	2,003,011
Investment property	941,380	-	941,380
Current assets	482,319	528	482,847
Creditors due within one year	(159,395)	-	(159,395)
Creditors due in more than one year	(1,786,242)	-	(1,786,242)
	<u>1,481,073</u>	<u>528</u>	<u>1,481,601</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

17. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2018	Group
	£	2017
		£
Net income for the year (as per Statement of Financial Activities)	72,836	72,651
Adjustment for:		
Depreciation charges	45,913	42,427
Impairment of fixed asset	21,236	-
Dividends, interest and rents from investments	(338,834)	(135,711)
Increase in debtors	(9,188)	(1,763)
(Decrease)/increase in creditors	(8,309)	24,719
Net cash (used in)/provided by operating activities	(216,346)	2,323

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2018	Group
	£	2017
		£
Cash in hand	363,573	457,486
Total	363,573	457,486

19. RELATED PARTY TRANSACTIONS

There have been no related party transactions as required to be disclosed under SORP 2015 during the year ended 31 March 2018.

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NOTES TO THE FINANCIAL STATEMENTS
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20. PRINCIPAL SUBSIDIARIES

Housing and Tenancy Support Limited

Subsidiary name	Housing and Tenancy Support Limited
Company registration number	1169714
Charity registration number	09644783
Basis of control	The subsidiary operates through an independent Board of Trustees.
Equity shareholding %	100%
Total assets as at 31 March 2018	£ 67,364
Total liabilities as at 31 March 2018	£ 22,855
Total funds as at 31 March 2018	£ 44,509
Gross income for the year ended 31 March 2018	£ 208,271
Expenditure for the year ended 31 March 2018	£ 186,850
Surplus for the year ended 31 March 2018	£ 21,421