

REGISTERED COMPANY NUMBER: 04204432 (England and Wales)

REGISTERED CHARITY NUMBER: 1088623



Report and Financial Statements

31st March 2019



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REPORT OF THE TRUSTEES

FOR THE YEAR 2018/2019

INTRODUCTION:

Enrych is a national disability charity working through a partnership with our affiliated regional branches. We believe that people with disabilities should be able to choose how they live their lives and our aim is to provide them with the support they need to realise the choices they make regarding leisure, learning and social activity. The Trustees and the Leadership Team are working to raise the profile of Enrych within the disability sector and increase awareness of a service that is proving particularly effective in reducing social isolation and improving opportunities for people with disabilities to engage, connect and make their own contribution to society in general and their local communities.

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2019. The Trustees have adopted the provisions of the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015).

REFERENCE AND ADMINISTRATIVE DETAILS

Enrych is a company limited by guarantee with a company registration of 04204432 and is registered with the Charity Commission for England and Wales under number 1088623.

Details of the Trustees are provided on page 13. Principal places of business and professional advisers of the charity are shown on page 13.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by, and operates within, its governing document, the Memorandum and Articles of Association, which are registered with Companies House and the Charity Commission.

Recruitment and appointment of new Trustees

Trustees who held office during the year are detailed on page 13. There are currently four Trustee vacancies; two new Trustees have been appointed and will take up roles with effect from 1st April 2019. Two further vacancies will be filled in the new financial year. Trustees serve for a period of three years at the end of which they are eligible to be elected for a further three-year period. The Chair is selected from the existing Trustee Board and elected by the Trustees. The Trustee Board is responsible for the strategic direction of the organisation and ensuring it is financially and operationally sound in all its policies and practices. The Board holds the Chief Executive and team to account in this respect.

The appointment and induction of new Trustees is regularly reviewed and requires Trustees to demonstrate the way in which their expertise adds value to the work of the charity. The training requirements of current and new Trustees are reviewed regularly at Trustee meetings.

A Finance Committee, Chaired by Trustee Mrs Jennifer Searle and which comprises members of the Trustee Board, advises the Board on all financial matters.

Statement of Trustees' Responsibilities

Charity and Company law require the Trustees to prepare financial statements for each financial year, which give a true and fair view of the Charity's financial activities and its financial position at the end of the year. In preparing the statements Trustees will:

- Observe the methods and principles in the Charities SORP;
- Select and consistently apply suitable accounting policies;
- Make reasonable and prudent judgements;
- State whether applicable accounting standards and statements of recommended practice have been applied, subject to relevant departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the Charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

As far as the Trustees are aware:

- There is no relevant information of which the Charity's auditors are not aware;
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Organisational Structure and Purpose

Enrych operates a central office from which 5 full time and 3 part time staff provide operational, administrative and financial management services. Adults with disabilities receive personal support through Enrych Assist, a chargeable service funded through local authority framework agreements or personal budgets and Enrych Support, a volunteer service delivered regionally which facilitates and supports local activities through local fundraising initiatives.

Independent branches of Enrych, registered as independent charities and responsible for their own governance and accounting, operate across Leicestershire & Derbyshire, Berkshire, Buckinghamshire, Oxfordshire, and Swindon (which closed in February 2019). These branches are affiliated to Enrych through the central office, which provides them with central support services (e.g. Financial and HR related). The relationship is defined and managed via a branch agreement. Each Branch is managed by its own Trustees and management committees and has its own charity number. A Trustee from each of the Branches serves as Trustee on the Central Board. This ensures

the Central Board is kept informed about Branch activities and Branch Trustees use their local experience to contribute to the governance of Enrych nationally.

During the course of the year the organisation's Chief Executive, Mrs Gina King, retired and Ms Elizabeth Rickaby was appointed with effect from 25th February 2019.

Enrych delivers services to adults with disabilities to enable them to realise the choices they make about how they spend their time, supporting them to achieve goals, engage with their communities and participate in local events. As well as facilitating group activities it also provides personal one to one support to enable individuals to undertake general day to day activities. Enrych, however, does not provide personal care services.

Risk Management

Charities SORP requires Trustees to set a framework to identify and respond to risk and to provide a methodology for risk management and reporting. The risks considered relate to the operational performance of the charity and achievement of its aims and objectives. These are summarised as governance risks, operational risks, financial risks, external risks and compliance with law and regulations. The Trustees have established systems and procedures to evaluate actions required to manage and mitigate risk including providing methodology for risk assessment, management and reporting.

The Trustees confirm that the risks to which they believe the charity is exposed which they have identified have been reviewed and systems established to mitigate those risks. In order to identify relevant risks and appropriate controls the following matters were considered:

- The charity's objectives and strategies;
- The nature and scale of the charity's activities;
- External legislation and regulations;
- The operating structure of the charity; and
- Comparison with other similar size charities or those working in the same sector.

Reserves and Investment Policy

The charity aims to hold sufficient reserves to provide adequate financial stability and the means for it to meet its charitable objectives for the near future as well as being able to meet the costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc.). The total reserves as at 31 March 2019 were £146,858. The Charity's reserves policy is to maintain minimum sufficient funds to cover three months' running costs in their entirety, in addition to the cost anticipated in the event of closure.

Fund Raising

Enrych is committed to high standards with regard to fundraising activity and has complied with all laws relating to charities and fundraising. We are clear, honest and open about our activities and fund raising requirements. We are respectful towards all supporters, and with the work carried out to meet GDPR regulations have recognised our strong procedures with regards to fundraising information security. Enrych received no complaints about its fundraising activities during 2019.

OBJECTIVES AND ACTIVITIES

The principal objectives and activities of the charity are to enrich the lives of adults with disabilities by removing barriers to social inclusion and enabling them to connect with their communities. Enrych takes a person-centred approach ensuring services are flexible and customised, providing individuals with choice and flexibility in achieving individual goals and outcomes. As public funding for services for people with disabilities diminishes, the focus has tended to shift to fundamentals such as personal care and less on ensuring individuals can access pursuits that many of us take for granted and which make life more exciting and fulfilling. As individuals with disabilities demand and deserve more choice of opportunity and an ageing population results in more age-related disabilities, the need for an Enrych personal assistant service has never been greater. The objectives for the Trustees and the Leadership Team continue to focus on reaching more individuals with disabilities and providing effective support, which meets their broader support needs in enabling them to access meaningful and fulfilling activities.

PUBLIC BENEFIT

Enrych works in accordance with the Charity Commission's guidance, which requires clarity in the public benefit arising from the organisation's work and clearly identified public beneficiaries.

The Trustees are mindful of the need to demonstrate public benefit and undertake regular reviews of operational activity to ensure the organisation continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities. More details are given below but the general approach includes:

- Supporting adults with disabilities, including both physical and learning disabilities, to connect with their communities, engage in leisure and learning activities and achieve personal goals and outcomes;
- Creating opportunities for individuals to:
 - Increase self-confidence;
 - Develop independence;
 - Engage more fully within their local communities;
 - Participate in meaningful activity;
 - Improve fitness and emotional wellbeing levels;
 - Appoint a personal assistant or volunteer.

ACHIEVEMENT AND PERFORMANCE

Context

2018/2019 was a year of continuing austerity for local authorities combined with spending reductions by central government. The challenging economic climate continued to put pressure on charities to diversify funding streams and many of those providing funding reported increased applications to support vital services previously provided through statutory funding provisions. Enrych was not immune to this and, following a year which resulted in a financial deficit, started the new financial year with a clear imperative to return the charity to breakeven by the end of it. The Trustees are pleased to report that this was achieved with the charity returning a surplus on which it is well positioned to build in the new financial year.

Despite challenging economic times, Enrych continued to deliver and grow the services it provides. Over the year, across the Enrych family, we enriched the lives of almost 2,000 disabled people and their families (across all branches) thanks to our 86 Personal Assistants and 460 volunteers.

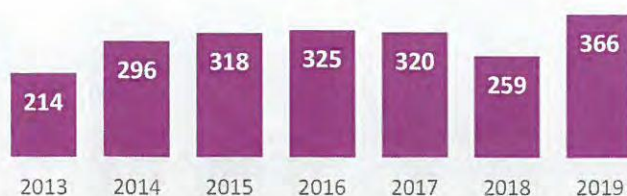


KEY OBJECTIVES AND ACHIEVEMENTS

Highlights

Enrych received a record number of referrals to its Assist service during the year, increasing by 41% from the previous year and reinforcing the growing need for the services provided by the Charity. We expect this trend to continue into the new financial year and beyond as more people need and become aware of the support Enrych can provide.

Total number of referrals to
Enrych Assist received year
on year



REPORT AND FINANCIAL STATEMENTS: ENRYCH 31 MARCH 2019

Across the Enrych family of charities we worked with almost 2,000 people during the year, supporting individuals with disabilities and relatives providing care to access local events, learn new skills, take up new hobbies (and rediscover old ones) and make new friends. We delivered a wide range of social events, including photography and art groups, fitness activities, visits and short breaks through our volunteer services. Enrych Assist enabled individuals to achieve personal goals such as writing books, improving fitness, overcoming low confidence and self esteem; in short we enriched lives through the partnerships we facilitated and activities we organised.

What our Beneficiaries say about us:

Enrych gave me support when I really needed it. I didn't feel alone. Enrych was a stepping stone on my road to recovery

Last year was one of the best years of my life and Enrych was part of this, thank you so much!

We are fortunate to have almost 100 Personal Assistants delivering our Assist service and around 460 volunteers supporting Enrych and the work we do. Without them, the great services our beneficiaries receive would not be possible. Enrych also benefits from an experienced and committed Board of Trustees and a skilled and passionate Leadership Team ensuring Enrych is well established for the next phase of its work.



FINANCIAL REVIEW AND PLANS FOR FUTURE PERIODS

It is pleasing to be able to report that Enrych has returned to a positive financial position during the year, finishing this reporting period with a surplus of £78,671. This has been achieved through a steady growth in Enrych Assist revenues, averaging 7% across the year; and, a consistent focus on increased efficiency and cost reduction.

Enrych Assist continues to grow in Leicestershire and Derbyshire and a new service based in Oxfordshire has been added. Central office functions have been consolidated to a single location in Coalville, Leicestershire and several functions have been brought in-house. This has resulted in not only reduced overheads but also increased efficiency and productivity together with a significant reduction in working capital requirements.

During the reporting period we received legacies totalling £49,571 and we continue to receive regular donations of approximately £1500 per month.

A rigorous focus on debtors and creditors during the year has resulted in a reduction of debtors by one third to just over £59,000 and a two-thirds reduction of creditors to just over £64,000. In addition, during the year our reserves have increased by £78,671 to a year-end figure of £146,858, reflecting the strong improvement in financial performance during the year.

In February 2019 a new Chief Executive was appointed. Ms Elizabeth Rickaby commenced work on formulating a new strategy to underpin sustainability and growth of the Charity. As with many Charities today, generating new income continues to be the Charity's biggest challenge and a key priority for the coming year will be to develop an Income Generation Strategy and Plan, which provides a healthy pipeline and ensures that funding streams are sufficiently diverse to underpin sustainability and growth.

Enrych will continue to deliver Assist services and plan for the launch of the new framework in Leicestershire as well as exploring framework and self-funding opportunities in other delivery areas.

FUTURE PLANS

As well as continuing with existing activity, Enrych will seek out new opportunities to enable people with disabilities to integrate within their communities and participate in local activities. We will champion the cause of people with disabilities to raise awareness of their support needs and encourage commissioners and funders to consider these when procuring services and progressing projects.

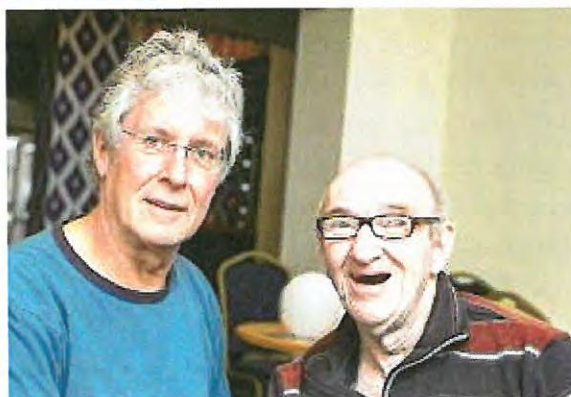
Our key priorities for the coming year will be to review our strategy and structure to ensure it is fit for purpose to enable the Charity to deliver its objectives in the short and longer term. We will increase awareness through enhanced marketing, social media activity and a new and improved website. With the growing prevalence of digitalisation in many aspects of life today, we want to explore investment in technology to enable Enrych to broaden its reach and scope as well as how it might be used to improve social inclusion for our beneficiaries. We want to provide people with disabilities with the choice and flexibility they deserve to ensure they can live rewarding and fulfilling

lives. However, we know that we cannot do this alone and as we approach the new financial year we are committed to building new partnerships that will help us provide those we serve with even greater choice and opportunity. The success of Enrych and the value it provides to its beneficiaries, could not be achieved without the committed teams of staff and volunteers who work tirelessly to overcome barriers to social inclusion for people with disabilities and working collaboratively to achieve improved and meaningful inclusion will be a key focus for the new year.



"My volunteer is very friendly and I am grateful for her time. I have no friends and only see my carers"

"Thank you, thank you for bringing me a volunteer. I now have something to look forward to every week"



At Enrych it's not just about supporting our service users to achieve greater independence. We work hard to ensure that we match them with individuals who not only provide them with high quality, personalised support but also share similar interests enabling them to re-engage with their communities and undertake activities that they enjoy.

CHAIRMAN'S REPORT

As we reach the end of another financial year, I'm proud to continue to Chair an organisation that makes such a positive difference to the lives of people with disabilities. Despite a climate of economic challenge and uncertainty, Enrych has continued to support more people through its Assist programmes and deliver more opportunities and activities through Enrych Support.



Our branches in Leicestershire & Derbyshire, Buckinghamshire, Berkshire and Oxfordshire continue to thrive and we look forward to welcoming our new Trustees, including two Trustees from Enrych Branches, onto our Central Board. We were also delighted to welcome Enrych Connect to the Enrych family during this year enabling us to broaden our remit to include digital inclusion across Leicestershire, further extending our scope whilst providing choice and flexibility to those we serve.

We were sorry to say goodbye to Gina King who decided to retire this year. Mrs King had made a significant impact on Enrych in the 6 years of her leadership and she will be missed. However, we were delighted to welcome Elizabeth Rickaby, who joined us in February.

In common with many of those operating in the Third Sector, Enrych has experienced some challenging times particularly through 2016 and 2017, but we are confident as we emerge from this year, having achieved better than the break-even objective we had when we entered it, that those times are behind us. Despite everything we have remained true to our mission and values and we are clear about our ongoing obligations, as defined by our Founder Leonard Cheshire, to deliver high quality support to people with disabilities in order that they can enjoy making choices about how they spend their time and be empowered to convert these into meaningful leisure, learning and social activity. Enrych is fortunate in having a committed Board of Trustees who use their experience and sound judgement to ensure that the Charity never loses sight of its mission and provide the governance required to keep it firmly focused on its purpose. However, despite approaching the new financial year in a much stronger position, we recognise how important it is not to give way to complacency if we are to continue to deliver the very best for our beneficiaries. The Trustees and I therefore look forward to steering Enrych through the next chapter in the history of this great Charity. We know that there are challenging times ahead but we approach the new financial year positively and with renewed commitment to putting the people we serve at the heart of our work and reaching and supporting even more individuals with disabilities.

Dr Stephen H Large
Chair

CHIEF EXECUTIVE'S REPORT

As we approach this financial year in a much stronger position, I am looking forward to a year in which Enrych can re-focus activity on developing and delivering a strategy for sustainability and growth. I am delighted to be able to do this with a Board of Trustees that provides the Charity with strong governance whilst maintaining a diverse and rich mix of skills and experience relevant and appropriate to the needs of people with disabilities today.

The work that we do at Enrych has never been more important than it is now. As more people in the UK today are living longer, the challenges associated with age-related disability and long term health conditions have never been greater. As the Government strives to achieve a fairer and more inclusive society through its Civil Society Strategy, many people with disabilities still experience isolation and loneliness particularly as ongoing funding cuts force continued reductions in statutory services. Almost on a daily basis we hear about strains on health services and insufficient access to timely mental health support, which in turn is leading to the emergence of alternative initiatives, e.g. social prescribing and wellbeing centres. At Enrych we are well positioned and ready to respond to these; enabling individuals with disabilities to make choices about how they spend their time and achieve inclusion and improved wellbeing. This year we will focus on delivering an Income Generation Strategy which will enable us to make the most of new opportunities to support more people through our Assist traded services and our Support volunteer service, both of which play such a vital role in providing our beneficiaries with choice and flexibility in terms of how and when they access services.

Our focus for the coming year will be on:

- developing our people so that we have the skills to meet the ever-changing needs of the beneficiaries we serve;
- improving our marketing and messaging so that more people with disabilities know about, and can access, our services and enjoy greater opportunities to engage with their communities and improve their wellbeing;
- working at both a national and community level to identify and establish collaborative partnerships which enable those we serve to achieve their aspirations, whatever these may be;
- working with our beneficiaries, commissioners and funders to ensure that people with disabilities can have enriched lives and take an active role in shaping services that affect them both locally and nationally.

We cannot do any of this without the support we receive from our staff, our volunteers, stakeholders and funders and I look forward to working with them all to deliver a sustainable and effective Enrych.

Liz Rickaby
Chief Executive

FINANCIAL STATEMENTS

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number: 04204432 (England and Wales)

Registered Charity number: 1088623

TRUSTEES AND MANAGEMENT

Trustees

Dr Stephen Large – Chairman

Jennifer M Searle – Hon Treasurer

Gary Anthoney

Miriam Jervis Surtees

Raymond Mulvey

Elizabeth M J Puszyk

Philip Allan

Jonathan Dunnakey - resigned 18 January 2019

Dr Heather J Smith - appointed 1 April 2019

Martin R Jeffery - appointed 1 April 2019

Sharon Patmore - appointed 6 June 2019

Company Secretary

Mr Philip Allan

Principal Officers

E Rickaby – Chief Executive

PRINCIPAL PLACE OF BUSINESS AND ADVISERS

Registered office

Marlene Reid Centre

85 Belvoir Road

Coalville

Leicestershire

LE67 3PH

Independent Examiner

ReesRussell LLP

37 Market Square

Witney

OX28 6RE

Investment Advisers

Charles Stanley & Company Limited

25 Luke Street

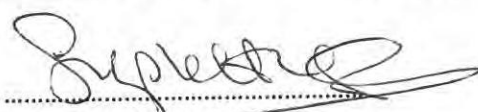
London

EC2A 4AR

Bankers

CafBank Limited

Approved by order of the board of trustees on 28.09.2019 and signed on its behalf by:



S H Large - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENRYCH (THE COMPANY)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2019, as set out on pages 15 to 31.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

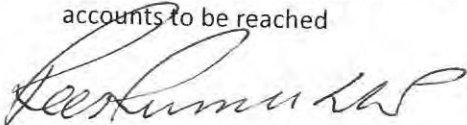
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW, which is one of the listed bodies

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached



ReesRussell LLP
37 Market Square
Witney
OX28 6RE

Date:  8 October 2019

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST
MARCH 2019**

		Unrestricted Fund	Restricted Fund	2019 Total Funds	2018 Total Funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	3	93,466		93,466	78,177
Charitable activities					
Providing services to adults with disability	5	771,641		771,641	695,919
Supporting other Branches		4,945		4,945	1,173
Investment Income	4	1,723		1,723	3,662
Total		871,775		871,775	778,931
EXPENDITURE ON					
Raising funds	6	6,199		6,199	33,373
Charitable Activities					
Providing services to adults with disability	7 to 11	792,678		792,678	819,804
Total		798,877		798,877	853,177
Net gains/(losses on investments)		5,773		5,773	2,445
NET INCOME/(EXPENDITURE)		78,671		78,671	(71,801)
RECONCILIATION OF FUNDS					
Total funds brought forward		68,187		68,187	139,988
TOTAL FUNDS CARRIED FORWARD	20	146,858		146,858	68,187

BALANCE SHEET AT 31ST MARCH 2019

	Notes	Unrestricted Fund £	Restricted Fund £	2019 Total Funds £	2018 Total Funds £
FIXED ASSETS					
Tangible Assets	14	1,671		1,671	338
Investments	15	72,094		72,094	67,937
		73,764		73,764	68,275
CURRENT ASSETS					
Debtors	17	59,119		59,119	90,035
Cash at Bank	16	68,032		68,032	33,638
		127,151		127,151	123,673
CREDITORS					
Amount falling due within one year	18	(54,057)		(54,057)	(123,761)
NET CURRENT ASSETS/(LIABILITIES)		73,094		73,094	(88)
TOTAL ASSETS LESS CURRENT LIABILITIES		146,858		146,858	68,187
NET ASSETS		146,858		146,858	68,187
FUNDS					
Unrestricted funds	20			146,858	68,187
TOTAL FUNDS				146,858	68,187

BALANCE SHEET AT 31ST MARCH 2019 - CONTINUED

The charitable company is entitled to exemption for audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2019.

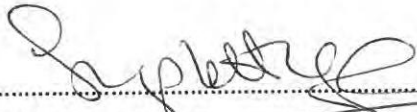
The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 28.09.2019 and were signed on its behalf by:


.....
S H Large - Trustee


.....
J M Searle - Trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2019

	2019 £	2018 £
Cash flows from operating activities:		
Net Income/(Expenditure) for the reporting period (as per SOFA)	78,671	(71,801)
Adjustments for:		
Depreciation charges (as per notes 9 & 14)	278	112
Interest received (as per SOFA)	(55)	(52)
Dividends received (as per SOFA)	(1,668)	(3,610)
Change in Market Value of investments (revaluation as per note 15)	(5,773)	(2,445)
Movement in debtors	30,916	66,062
Movement in creditors	(69,703)	(156,168)
Net cash provided by operating activities	32,666	(167,902)
Cash flows from investing activities:		
Proceeds from sale of property, plant and equipment	0	0
Payment for property, plant and equipment (as per note 15)	(1,612)	
Proceeds from sale of investments	1,616	79,575
Payment for purchase of investments		(21,049)
Interest received	55	52
Dividends Received	1,668	3,610
Net cash provided by (used in) investing activities	1,728	62,188
Change in cash and cash equivalents in the reporting period	34,394	(105,714)
Cash and cash equivalents at beginning of the period	33,638	139,352
Cash and cash equivalents at end of the period	68,032	33,638
Net change in cash for the reporting period	34,394	(105,714)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 21ST MARCH 2019

1. Statutory Information

Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with Charities SORP (FRS 102) '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 1st January 2015)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

The charity adopted SORP (FRS 102) in the last financial year.

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No adjustment was required. Governance costs, which were previously shown separately on the face of the Statement of Financial Activities, are included with support costs. This presentational change is in accordance with the new SORP.

Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. The following specific policies are applied to particular categories of income:-

- For Legacies or Bequests to be recognised, the charity will have either received the income by Cheque or Bank transfer, or been notified of the amounts and the settlement date in writing. If there are conditions attached to the bequest or legacy and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled in the reporting period.
Enrych currently has no processes for actively seeking legacies and bequests, the ones received in this reporting period were from past Trustees and past beneficiaries of the charity's activities.
- For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled in the reporting period

- Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.
- Income from Gift aid is claimed once a month, it is recognised once payment has been received from HMRC.
- Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.
- No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.
- Investment Income is earned through holding assets for investment purposes such as term deposit

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:-

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income
- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.
- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets

Depreciation calculated at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and Fittings	- 25% on reducing balance
IT and Office Equipment	- 25% on reducing balance

Taxation

The charity operates in such a way that it is exempt from corporation tax on its charitable activities.

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Branches of the charity

The accounts do not include the charity's branches, as they are separate legal entities.

Funds held on trust

The charity holds funds on behalf of clients receiving paid-for services, which are recorded solely on the balance sheet. These funds are paid by the charity to third parties on behalf of clients and are provided for this purpose by Leicestershire Social Services

3. Donations and Legacies

	2019	2018
	£	£
Legacies	49,571	
Donations and Gift Aid	17,861	50,038
Grants - Trusts		
Fundraising Campaign	26,034	28,139
	<u>93,466</u>	<u>78,177</u>

4. Investment Income

	2019	2018
	£	£
Dividends	1,668	3,610
Bank Interest	55	52
	<u>1,723</u>	<u>3,662</u>

5. Income from Charitable Activities

Incoming resources from charitable activities relates to grants and funds receivable from local councils, the lottery and Trusts in respect of the services provided by the charity.

6. Raising Funds

	2019	2018
	£	£
Fundraising Costs	5,179	32,335
Investment and management fees	1,020	1,038
	<u>6,199</u>	<u>33,373</u>

Included in Fundraising costs are costs for Professional fundraising Services of £2,200, Gift Aid software of £1,446 and data processing software of £1,533

7. Charitable Activities Costs

	2019	2018
	£	£
Direct Costs	618,487	661,378
Support Costs (see note 8)	174,191	153,747
Totals	<u>792,678</u>	<u>815,125</u>

8. Support Costs

	2019	2018
	£	£
Management	169,010	144,039
Finance	1,257	900
Governance	3,924	8,808
	<u>174,191</u>	<u>153,747</u>

9. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2019	2018
	£	£
Independent Examination	1,250	6,240
Depreciation - owned assets	278	112
	<u>1,528</u>	<u>6,352</u>

10. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31st March 2019 nor for the year ended 31st March 2018.

Trustees' Expenses

Two Trustees were reimbursed travel expenses for attending Trustee meeting on 16/03/19:

Total £108

No expenses reimbursed in the year ending 31st March 2018

11. Staff Costs

	2019	2018
	£	£
Wages and Salaries	213,501	258,858
Social Security Costs	14,770	18,515
Other Pension Costs	3,869	4,370
	<u>232,140</u>	<u>281,743</u>

The average monthly number of employees during the year was as follows:

2019: 86 (2018: 115)

No employees received emoluments in excess of £60,000

12. Comparatives for the Statement of Financial Activities

The figures shown in this note are for year ended 31st March 2018, to be used for comparison purposes.

	Notes	Unrestricted Fund £	Restricted Fund £	Total Funds £
Income and Endowments from				
Donations and legacies	3	50,038		50,038
Charitable activities				
Providing services to adults with disability	5	695,919		695,919
Other trading activities	3	28,139		28,139
investment income	4	3,662		3,662
other income		1,173		1,173
Total		778,931	0	778,931
Expenditure on				
Raising Funds	6	38,052		38,052
Charitable Activities	7 to 11			
Providing services to adults with disability		815,125		815,125
Total		853,177	0	853,177
Net gains/(losses) on investments		2,445		2,445
Net Income/(Expenditure)		(71,801)		(71,801)
Reconciliation of funds				
Total funds brought forward		139,988		139,988
Total Funds Carried Forward		68,187		68,187

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13. Funds Received and Expensed as Agent

During the year funds of £74,366 (2018: £809,780) were received and costs of £95,683 (2018: £907,149) were paid out by the charity as agent. An analysis of these funds given below:

Funds received	£
On behalf of Provider Managed Account clients	74,366
	<u>74,366</u>
Funds Expended	
On behalf of Provider Managed Account clients	95,683
	<u>95,683</u>

At the year-end £11,839.65 (2018: £33,156.02) was held as agent

14. Tangible Fixed Assets

	Fixtures & Fittings	IT & Office Equipment	Total
Cost			
At 1st April 2018	11,021		11,021
Additions		1,612	1,612
At 31st March 2019	<u>11,021</u>	<u>1,612</u>	<u>12,632</u>
Depreciation			
At 1st April 2018	10,683		10,683
Charge for the year	84	194	278
At 31st March 2019	<u>10,768</u>	<u>194</u>	<u>10,962</u>
Net Book Value			
At 31st March 2019	<u>253</u>	<u>1,418</u>	<u>1,671</u>
At 31st March 2018	<u>338</u>		<u>338</u>

15. Fixed Asset Investments

	Listed Investments
Market Value	£
At 1st April 2018	67,937
Additions	
Disposals	1,616
Revaluations	5,773
At 31st March 2019	<u>72,094</u>
Net Book Value	
At 31st March 2019	<u>72,094</u>
At 31st March 2018	<u>67,937</u>

Investments held outside the UK, included in the above figures: £31,222

**REPORT AND FINANCIAL STATEMENTS:
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16. Bank Accounts

	2019	2018
	£	£
Current Account	28,328	24,789
Savings Account	34,213	5,621
Investment Bank Capital and Income Accounts	5,493	3,228
	<u>68,034</u>	<u>33,638</u>

17. Debtors: Amounts falling due within one year

Debtors :	2019	2018
	£	£
Other debtors	7,762	38,901
Gift Aid repayment		7,035
Prepayments	51,357	44,099
	<u>59,119</u>	<u>90,035</u>

18. Creditors: Amounts falling due within one year

	2019	2018
	£	£
Trade creditors	11,930	14,470
Social Security and other taxes	7,311	6,653
Other Creditors	0	60,064
Net Wages	0	(846)
Pension	20	0
Accrued expenses	34,732	43,420
Attachment of Earnings	64	0
	<u>54,057</u>	<u>123,761</u>

19. Leasing Agreements

Minimum Lease payments under non-cancellable operating leases fall due as follows:

	2019	2018
	£	£
Within one year	<u>0</u>	<u>0</u>

At 31 March 2019 the charity had commitments contracted for but not provided for in these financial statements of £43,777

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20. Movement in Funds

	At 01-04-2018	Net Movement in funds	At 31-03-2019
	£	£	£
Unrestricted funds - General fund	68,187	78,671	146,858
Total Funds	68,187	78,671	146,858

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds - General fund	871,775	(798,877)	5,773	78,671
Total Funds	871,775	(798,877)	5,773	78,671

Comparatives for movement in funds
 These figures are for year ending 31st march 2018

	At 01-04-2017	Net Movement in funds	At 31-03-2018
	£	£	£
Unrestricted funds - General fund	139,988	(71,801)	68,187
Total Funds	139,988	(71,801)	68,187

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds - General fund	839,434	(903,096)	15,336	(48,326)
Total Funds	839,434	(903,096)	15,336	(48,326)

21. Related Party Disclosures

2019 – Nil. 2018 - A donation received from Philip Allan, a trustee for £40,000.

22. Income and Expenditure broken down by business stream for year-end 31st March 2019

	Assist Service		Support	Total
	Leics & Derby	Oxford		
	£	£	£	£
Income				
Donations, Grants & Legacies				
Bequests and Legacies Received	0	0	49,571	49,571
Donations Received	303	0	947	1,250
Gift Aid	0	0	16,610	16,610
Individual Donors (Fundraising Campaign	0	0	26,034	26,034
	303	0	93,163	93,466
Income from Charitable Activities				
Enrych Assist PA Service Income	659,572	112,069	0	771,641
Other Charitable Activities - Supporting Branches	0	0	4,945	4,945
	659,572	112,069	4,945	776,586
Investment Income				
Dividends Received	0	0	1,668	1,668
Interest Received	0	0	55	55
	0	0	1,723	1,723
Total Incoming Resources	659,875	112,069	99,831	871,775
Expenditure				
Raising Funds				
Costs of Fundraising	0	0	3,646	3,646
Investment management Charge	0	0	1,020	1,020
Rapidata charges	0	0	1,533	1,533
	0	0	6,199	6,199
Expenditure on Charitable Activities				
Social Security - Employer's NI (Assist Staff)	2,665	1,597	0	42,62
Pension - Nest Pension Costs ERS (Assist Staff)	917	0	0	917
Salaries (Assist Staff)	73,435	22,406	97	95,937
Motor vehicle & mileage (Assist Staff)	3,495	2,576	0	6,071
Social Security - P.A Employers N.I	5,052	747	0	5,799
Pensions - PA Nest Pension ERS Contribution	1,254	85	0	1,340
Salaries & Expenses - Assist PAs	411,084	69,276	0	480,360
Training & Recruitment	979	49	558	1,586
Advertising & promotion	1,053	110	768	1,931
Branch Expenses (Rechargeable to Branch)	0	0	1,075	1,075
Branch funding	0	0	9,133	9,133
DBS Checks Costs	1,197	711	115	2,022
Meeting room hire	282	218	83	582
Professional fees - Legal Advice	5,395	39	1,980	7,415
Sundry Equipment for PAs	58	0	0	58
	506,864	97,815	13,808	618,487

REPORT AND FINANCIAL STATEMENTS:
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	Assist Service		Support	Total
	Leics & Derby	Oxford		
	£	£	£	£
Supporting Costs				
Social security - Employer's NI (Management Team)	4,518	736	5,254	10,508
Pensions - Nest & TPT (Management Team)	1,269	207	1,476	2,952
Salaries (Management Team)	50,552	8,229	58,782	117,563
Motor vehicle & Mileage (Management Team)	2,546	220	2,242	5,008
Accounting Fees	5,336	1,734	1,758	8,828
Bad debts	353	0	0	353
Books and journals	0	0	24	24
Furniture/Fitting Depreciation	0	0	84	84
Insurance	565	92	656	1,313
IT & office equipment depreciation	186	0	7	194
IT support	474	0	90	564
Office equipment	297	1	10	308
Printing, postage and stationery	2,692	557	770	4,019
Rent, rates and services	8,353	352	2,513	11,218
Staff welfare	61	0	62	123
Subscriptions	15	77	403	496
Sundries	11	0	62	74
Telephone and internet	2,450	380	1,224	4,054
Website and rebranding	450	88	788	1,326
	80,130	12,673	76,207	169,010
Finance				
Bank charges and interests	541	88	629	1,257
	541	88	629	1,257
Governance Costs				
Audit and accountancy fees	538	88	625	1,250
Governance Cost	6	1	7	13
Hospitality & AGM	544	99	79	722
Trustee meetings & expenses	678	110	1,151	1,939
	1,765	298	1,861	3,924
Total Resources Expenses	589,299	110,874	98,704	798,877
Net Income / (Expenditure)	70,576	1,195	1,127	72,898

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR
ENDED 31ST MARCH 2019**

	Year End 31st Mar 2019 £	Year End 31st Mar 2018 £
Income		
Donations, Grants & Legacies		
Bequests and Legacies Received	49,571	0
Donations Received	1,250	41,428
Gift Aid	16,610	8,611
Individual Donors (Fundraising Campaign)	26,034	28,138
	93,466	78,177
Income from Charitable Activities		
Enrych Assist PA Service Income	771,641	695,919
Other Charitable Activities - Supporting Branches	4,945	1,173
	776,586	697,092
Investment Income		
Dividends Received	1,668	3,610
Interest Received	55	52
	1,723	3,662
Total Incoming Resources	871,775	778,931
Expenditure		
Raising Funds		
Costs of Fundraising	3,646	30,675
Investment management Charge	1,020	1,038
Rapidata charges	1,533	1,660
	6,199	33,373
Expenditure on Charitable Activities		
Social Security - Employer's NI (Assist Staff)	4,262	10,659
Pension - Nest Pension Costs ERS (Assist Staff)	917	2,460
Salaries (Assist Staff)	95,937	176,855
Motor vehicle & mileage (Assist Staff)	6,071	9,897
Social Security - P.A Employers N.I	5,799	4,464
Pensions - PA Nest Pension Employers Contribution Cost	1,340	0
Salaries & Expenses - Assist PAs	480,360	461,077
Training & Recruitment	1,586	4,679
Advertising & promotion	1,931	259
Branch Expenses (Rechargeable to Branch)	1,075	0
Branch funding	9,133	0
DBS Checks Costs	2,022	0
Meeting room hire	582	0
Professional fees - Legal Advice	7,415	5,604
Sundry Equipment for PAs (Car Seat Covers, RADAR Keys)	58	0
	618,487	675,954

REPORT AND FINANCIAL STATEMENTS:
ENRYCH 31 MARCH 2019

	Year End 31st Mar 2019	Year End 31st Mar 2018
	£	£
Supporting Costs		
Management		
Social security - Employer's NI (Management Team)	10,508	3,392
Pensions - Nest & TPT (Management Team)	2,952	1,910
Salaries (Management Team)	117,563	82,003
Motor vehicle & Mileage (Management Team)	5,008	4,949
Accounting Fees	8,828	12,925
Bad debts	353	(3,334)
Books and journals	24	0
Computer expenses	0	2,720
Furniture/Fitting Depreciation	84	112
Insurance	1,313	1,763
IT & office equipment depreciation	194	0
IT support	564	0
Office equipment	308	170
Printing, postage and stationery	4,019	6,535
Rent, rates and services	11,218	15,884
Staff welfare	123	224
Subscriptions	496	282
Sundries	74	0
Telephone and internet	4,054	4,607
Website and rebranding	1,326	0
	169,010	134,142
Finance		
Bank charges and interests	1,257	900
Governance Costs		
Audit and accountancy fees	1,250	6,240
Governance Cost	13	0
Hospitality & AGM	722	2,123
Trustee meetings & expenses	1,939	445
	3,924	8,808
Total Resources Expenses	798,877	853,177
Net Income / (Expenditure)	72,898	(74,246)

