

Brook Young People

**Report of the trustees and financial statements for
the year ended 31 March 2019**

Contents

Trustees' Annual Report

Administrative details	2
Introduction	4
Structure, Governance and Management	4
Public benefit disclosure	6
Objectives and activities	7
Volunteers	8
Achievements and performance	8
Financial review	9
Investments	10
Key risks and uncertainties	10
Plans for future periods	10
Pension liabilities	11
Reserves	11
Going concern	12
Statement of trustees' responsibilities	13
Independent auditor's report to the members of Brook Young People	14

Financial Statements

Consolidated statement of financial activities	17
Consolidated balance sheet	18
Charity only balance sheet	19
Consolidated cash flow statement	20
Notes to the financial statements	21

Administrative details

Charity name	Brook Young People
Trading name	Brook
Registration	Limited Company registered in England and Wales no. 2466940 Charity registered in England and Wales no. 703015 Charity registered with the Office of the Scottish Charity Regulator no. SC045788
Registered office	81 London Road, Liverpool, L3 8JA
Chief Executive	Helen Marshall
Company Secretary	Sally Hutchings
Auditors	Haysmacintyre LLP 10 Queen Street Place, London, EC4R 1AG
Bankers	Lloyds Bank 273-275 Kentish Town Road, London, NW5 2LP
Solicitors	Penningtons Manches LLP 125 Wood Street, London, EC2V 7AW

Trustees

The following people have been trustees (and directors as defined by the Companies Act 2006) during the period this report relates to:

Scott Bennett (Chair)

Jo Youle (Deputy Chair)

Leon Ward (Deputy Chair)

Alice Birch *(retired 12/09/2018)*

Duy Hoang *(retired 06/06/2018)*

Chris Martin

Karim Mohamed *(retired 06/06/2018)*

Laura Russell *(appointed 06/06/2018)*

Tim Tod

Joanna Walker *(retired 12/06/2019)*

Senior Management

At the date of report, the Executive Team comprises:

Helen Marshall, Chief Executive

Louise Carrington, Director of Operations

Jo Oxlade, Director of Business Development

Simon Theobald, Director of Finance

Barry Williams, Director of Strategy

Introduction

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2019.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

Structure, Governance and Management

Company structure and ownership

During 2018/19 Brook Young People (Brook) had two subsidiaries. One active subsidiary - Brook Jersey (registered with the Jersey Charity commissioner no. 118), and one dormant subsidiary - Brook Scotland (company no. SC159534; charity no. SC023964).

Brook Jersey is an incorporated 1862 association with its own governing document. During the year, Brook was a corporate member of Brook Jersey and had representation on its board of trustees. Brook Jersey separated from Brook on 1 April 2019. It is now fully independent, operating under a licence agreement with Brook.

Governing document and constitution

Brook is constituted as a limited company and is a registered charity. Brook is governed by its Articles of Association (updated June 2019). The business of the charity is managed by the board of trustees.

The board of trustees

The composition of the Brook board is skills-led. All trustees are appointed by the board, and Brook's members are the same group of people as its trustees.

The Articles of Association allow any person who is willing to act as a trustee, accepts membership of the charity, and who is not disqualified from acting as a trustee or a company director to be appointed as a trustee by a decision of the Board.

The board consists of a minimum of six and a maximum of fifteen trustees and meets formally at least four times per year. Trustees serve for fixed terms of three years unless they cease to be a trustee during this period. Trustees are eligible for re-appointment for a second term by the board, with the maximum period of office being two terms. The second term may be extended by one additional year in exceptional circumstances or to achieve a stable retirement cycle of trustees. The board may co-opt up to three additional trustees who hold office for a period of 12 months and who may be co-opted up to three times.

Induction and training of trustees

Potential trustees are identified via a range of mechanisms to ensure there is diversity of skills, backgrounds and experience on the board. All trustees are required to declare conflicts of interest, complete automatic disqualification self-declarations and checks are obtained as appropriate. Trustees complete a full induction process within which they agree to Brook's key policies and our statement of good governance. The induction process marks the beginning of an ongoing process of trustee training and development.

Management and decision making

The board delegates authorities to its committees and to the Chief Executive within a written Scheme of Delegation. Brook has two board committees:

- The **Risk, Finance and Audit Committee** ensures that Brook manages its finances and risks effectively and efficiently in support of its charitable objectives. It provides assurance that Brook meets its statutory and other obligations. This committee was suspended from September 2018 with its responsibilities being delivered by the full board. It will be reinstated in September 2019.
- The **Quality and Assurance Committee** reviews the performance of the organisation and ensures that a high quality of service is provided to Brook's clients, overseeing clinical effectiveness and safeguarding.

The Board delegates all other matters including the day-to-day running of the organisation to the Chief Executive working within the framework of all decisions made by the Board and by Committees deciding under delegated authorities.

Brook's Executive Team comprises the Chief Executive, Director of Operations, Director of Business Development, Director of Strategy and Director of Finance.

In September 2018 the board of trustees reviewed and adopted the Charity Governance Code. The trustees examined the seven principles that make up the Code and Brook's application of them. Where improvements could be made, the board agreed actions to increase compliance. Progress against these actions will be reviewed in 2019/20.

Pay and remuneration

Brook operates a *Pay and Benefits Policy*. In July 2018, following consultation with staff, new contracts of employment were implemented for all employees. As part of this, the organisation moved from a pay band structure to spot-rate salaries.

Salaries are routinely tested against the jobs market to ensure that account is taken of experience, qualifications, and demonstrable ability to perform the job. The starting salary may also be influenced by external factors such as market conditions or availability of specialist skills. In line with the principles of equal pay enshrined within the Equal Pay Act 1970 and supported by Brook's commitment to equal pay and equality of opportunity, all salary offers are made with equal pay considerations in mind. Salaries are agreed with staff prior to the commencement of employment.

Brook considers its key management personnel comprises the trustees, the Executive Team (detailed above) and the Medical Director.

None of the trustees of the charity received any remuneration from the group for their services as trustees. Expenses were reimbursed as detailed in Note 8.

Relationships with related parties

Brook holds one third of the issued share capital in MK Community Shop (Westcroft) Ltd (Company number 02929244). Brook holds two 'A' Ordinary shares with a nominal £1 value each. In 2018/19 it was proposed that the charity shareholders each increase their shareholding to £1,000 to increase Westcroft's working capital. A shareholders' agreement is currently in development.

Brook receives one third of the annual net profits of MK Community Shop (Westcroft) Ltd as a Gift Aid payment. This is treated as a restricted fund used only to support the activities of Brook's Milton Keynes service. Income received is included in Note 15 to the accounts.

Other than the shareholding there are no other financial relationships between the parties.

Public benefit disclosure

Brook has a duty to report on our public benefit and we have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

Throughout our activities we promote the health and wellbeing of young people holistically, and seek to ensure that they are healthy, happy and safe from harm. The main activities Brook undertakes for the public benefit are:

- **Clinical services**, providing free and confidential information, contraception, pregnancy testing, advice and counselling, and testing and treatment for sexually transmitted infections. Our support services and programmes help young people make positive and healthy lifestyle choices and improve their wellbeing.
- **Education and training**, in schools and community venues, to support emotional development and the learning of core life skills, with specific programmes that address the needs of the most vulnerable young people. Our training for professionals is designed to improve young people's experience of health and education.
- **Campaigning and advocacy**, in partnership with young people, to fight for a society that has a positive attitude to young people, sexuality and identity. Participation at Brook is a process through which young people can be heard, influence decisions and effect real change.

Objectives and activities

Our charitable purpose

To promote the health, particularly sexual health of young people and those most vulnerable to sexual ill health, through providing information, education and outreach, counselling, confidential clinical and medical services, professional advice and training.

Our vision

We believe that young people should have access to great sexual health services and wellbeing support.

Our values

- Trailblazing
- Trustworthy
- Collaborative
- Courageous

Our strategic aims and strategies for achieving them

Our Strategic Plan covers the period 2017-2020. We have four strategic aims which further our charitable objects by ensuring that Brook meets the needs of the young people we serve, through the provision of high-quality services shaped by our service users within the context of a sustainable business model.

- To deliver high quality wellbeing, relationships and sexual health services.
- To develop the confidence of professionals working with young people.
- To advocate and campaign for improved health outcomes for young people.
- To ensure that young people's voices are heard through our work.

These aims are supported by strategic objectives. Our business plan for 2018/19 detailed the milestones, timescales and responsibilities associated with each objective, through which we set out to achieve our strategic aims.

Assessing our success and impact

We measure our success through a Key Performance Indicator framework. Progress against each of our milestones and a RAG rated report of delivery against our Key Performance Indicators is reported to the Executive Team every quarter and to the board of trustees every six months.

As part of our continuing learning journey, we have developed and implemented new evaluation designs and plans. Based on our theories of change, these have improved our understanding of young people's experiences when visiting our clinics or attending our education sessions. They have also enabled us to robustly measure the short-term impact of our school-based RSE programmes.

Volunteers

Brook values young people's rights to be kept at the centre of decisions that affect them. We created standardised volunteering roles and procedures to bring a benefit to both Brook and volunteers, with 50 volunteers supporting key tasks and services that significantly enhanced our offer, including volunteer counsellors in supported placements. By involving our Champions in the development of our 2019/20 business plan they have helped shape our key organisational objectives for the coming year.

Achievements and performance

Significant charitable activities undertaken

Each year we assess our progress against our strategic aims. Further details are available in our Success Report, published on our website. Key highlights include:

- We launched online booking to increase accessibility to our clinical services, representing a first step in the nationwide digital transformation of our clinical services.
- *Let's talk. Period*, our nationwide project in partnership with Plan International UK, launched in October 2018, funded by Department for Digital, Culture, Media and Sport (DCMS) Tampon Tax Fund. The project will provide 4,600 disadvantaged girls and young women with period products and education, including young carers, young asylum seekers, and those living in supported housing.
- Following years of lobbying, we celebrated the introduction of mandatory relationships and sex education (RSE) in all secondary schools in England from September 2020.
- We launched a new organisation-wide approach to collecting feedback from young people using iWantGreatCare, a leading independent patient feedback tool. In six months we collected 6,054 reviews across our clinical and education services:
 - 98.68% of young people are likely to recommend our clinical services;
 - The ability of our clinical staff to provide timely information about care and treatment was marked 4.92 / 5 stars;
 - Involving young people appropriately in decisions about their health was rated 4.85 / 5 stars;
 - Treating young people well, with dignity and respect was marked 4.89 / 5 stars.
- Protecting young people remains at the core of our work. Our safeguarding data is now more robust than ever through our improved digital patient record system and review of our safeguarding training.
- In February 2019 we achieved Matrix Quality Standard, an internationally recognised standard for information, advice and guidance, for our education work.
- We launched Brook Quality, an assurance scheme specifically designed for schools as they navigate a whole-school approach to RSE, providing a comprehensive framework that sets out the key areas that leaders and teachers will need to consider in order to provide young people with the best experience of life within the school community.

- We successfully delivered the Contraception Expansion project in partnership with Bayer UK. Through training of our staff and refurbishment of our clinical services, we are fully equipped to provide a greater number of young people with advice, support and provision of the full range of contraceptive methods available, including long acting reversible contraception.
- We provided oral evidence in Parliament to support the successful campaign to make upskirting a criminal offence, and responded to the Health and Social Care Select Committee's sexual health inquiry, answering questions about young people's needs, commissioning arrangements and RSE.

Achievement against objectives

- 787,803 young people helped
- 76,107 clinical client visits
- 123,070 young people helped through our education and wellbeing work
- 588,626 people supported by our online help and advice pages
- 5,947 professionals trained
- Education programmes delivered in 43% of English local authorities

Financial review

Financial position at year end

Our accounts for 2018/19 are presented on pages 17 to 36. Our income for the year totalled £9,163,320 (2018: £10,352,137), comprising £8,384,846 (2018: £10,062,578) unrestricted income and £778,474 (2018: £289,559) restricted income.

Our expenditure for the period totalled £9,654,952 (2018: £10,911,961), comprising £8,749,001 (2018: £10,602,760) unrestricted expenditure and £905,951 (2018: £309,201) restricted expenditure. This resulted in a net movement of funds (after the transfer of £433,002 to Common Youth) of (£491,632), (2018: (£559,824)).

Principal funding sources

Brook is primarily funded by:

1. Local Authorities: £3,364,824
2. Primary Care Trusts: £4,354,250
3. Charitable foundations: £81,138
4. Corporate sources: £1,363,109

Brook's services are commissioned by local authorities as part of their Public Health responsibilities. These funds enable the majority of our charitable activities including our clinical services. We seek grants, sponsorships and donations, and earn income by selling services and resources to enable non-commissioned activity, including our online information

and support, participation activities, campaigning and advocacy, and investment in service development.

Significant events that have affected financial performance

The commissioning environment in which Brook operates has continued to be challenging with our primary funders, local authorities, experiencing significant budget cuts. This has resulted in mid-contract reductions, and services being retendered with reduced contract values.

We secured social investment funding from Social and Sustainable Capital to continue our organisational growth, with a particular focus on education and training.

We successfully exited from one vacant property in May 2018, and are in the late stages of an assignment of the lease on the other property, which is expected to complete in 2019/20.

Investments

Brook does not hold material financial investments. We have clear procedures for the investments of funds, with clear approval and authority limits. We assess the ethical acceptability of any proposed investment in terms of its fit with Brook's objectives, policies and values, and the potential for any actual or perceived conflict of interest.

Key risks and uncertainties

The Executive Team records the organisation's strategic risks in Brook's strategic risk register, which is reported to the Board every six months. As at March 2019, there were two 'red' rated risks on our strategic risk register:

- Financial and operational challenges associated with the external commissioning landscape.
- Our future viability is jeopardised by an ongoing financial deficit.

Mitigating actions are monitored by the Executive Team and Board. These include:

- Robust assessment of tender opportunities, including financial viability, with appropriate contribution to overhead costs;
- Tendering as lead provider where feasible, and diversification of tendering;
- Accounts show a steady reduction in the financial deficit, with a surplus projected for 2019/20;
- Robust budget and reforecast processes based on realistic assumptions;
- Delivery of income generation strategy.

Plans for future periods

2019/20 will be the third year of our three-year strategic plan for 2017-2020. Our plan, which is available on our website, details how Brook is transforming to become more responsive to

young people's needs, as well as striving to increase accessibility and raise the quality of young people's wellbeing, relationships and sexual health services. It reinforces a stronger digital emphasis, enabling us to broaden our reach through interactive online services, and we are looking forward to expanding our partnerships with schools and community groups and equipping even more professionals to empower young people to make informed decisions.

Our business plan for 2019/20 sets out the performance indicators and measures by which we will deliver our objectives. Key activities for the year ahead include:

- Exploring how Brook can work within communities to help keep young people safe, with a focus on young people least likely to engage with mainstream provision
- Actions to increase the engagement of young men with our services.
- Increased use of digital tools and the development of online services.
- The evaluation and roll-out of our new waiting room experience.
- The delivery of our period poverty project, *Let's talk. Period.* and a new campaign on intimate health in partnership with Canesten.
- The development of our new strategic plan for 2020-23.

Pension liabilities

The charity has a potential liability to the Pensions Trust (see Note 20). The present value at 31 March 2019 was £15,431 (2018: £30,494). In addition, Brook pays into a stakeholder scheme on behalf of its other employees.

Reserves

Brook's *Managing Resources Pillar Policy* states:

We will maintain a minimum level of unrestricted reserves equivalent to three months total operating costs, subject to regular review to ensure the policy remains appropriate to the organisation's development.

Reserves held

At 31 March 2019, Brook held £1,520,523 (2018: £2,012,155) total funds in reserve. Of these funds:

- £261,794 are restricted and not available for general purposes;
- £483,338 are designated;
- £775,391 are available as free reserves.

Three months' operating costs, and therefore our minimum level of unrestricted reserves is £2,000,000. Such minimum reserves provide a temporary buffer against planned and unplanned peaks and troughs of income and expenditure and mitigate financial risk.

At £775,391 our unrestricted reserves level is below this minimum threshold. We have implemented a number of cost saving and other initiatives as part of a wider multi-year plan to reshape the charity's operations and deliver surpluses in future years. It is expected that the charity will have unrestricted reserves above the minimum level by 2020/21.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern

Statement of trustees' responsibilities

The trustees (who are the directors of Brook for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and have chosen to adopt United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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 judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). 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. In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees confirm that they have complied with the duty in section 7 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The trustees report, which incorporates the strategic report on pages 4 to 12 was approved and signed on behalf of the trustees:

Signature

A handwritten signature in black ink, appearing to read 'Scott Bennett'.

Name Scott Bennett

Date 12 September 2019

Independent auditor's report to the members of Brook Young People

Opinion

We have audited the financial statements of Brook Young People for the year ended 31 March 2019 which comprises the Consolidated Statement of Financial Activities, Consolidated and Charity Balance Sheets, Consolidated Statement Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the 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 2019 and of the group's and parent charitable company's net movement in funds, including the 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the 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 UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 13, 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.

Auditor's 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can 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 auditor's report.

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.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. 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.

Opinions 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' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the parent charitable company; 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.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink, appearing to read 'L Stokes'.

Lee Stokes (Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditors

Date: 12 September 2019

10 Queen Street Place
London
EC4R 1AG

Consolidated statement of financial activities **(Incorporating the income and expenditure account)** **For the year ended 31 March 2019**

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2019 £	Total funds 2018 £
Income from					
Donations & legacies		28,499	52,639	81,138	72,851
Grants	3	14,324	725,835	740,159	649,384
Investment income		-	-	-	3,966
Income from charitable activities					
Improving young people's sexual health	4	8,326,373	-	8,326,373	9,603,704
Other income		15,650	-	15,650	22,232
Total income		8,384,846	778,474	9,163,320	10,352,137
Expenditure					
Costs of raising funds					
Fundraising		4,933	-	4,933	14,378
Cost of charitable activities					
Improving young people's sexual health	5	8,390,213	826,804	9,217,017	10,897,583
Total expenditure		8,395,146	826,804	9,221,950	10,911,961
Net (expenditure) before transfer to Common Youth	9	(10,300)	(48,330)	(58,630)	(559,824)
Transfers to Common Youth	2	(353,855)	(79,147)	(433,002)	-
Net income / (expenditure)		(364,155)	(127,477)	(491,632)	(559,824)
Net movement in funds for the year		(364,155)	(127,477)	(491,632)	(559,824)
Balance brought forward at 1 April 2018		1,622,884	389,271	2,012,155	2,571,979
Balance carried forward at 31 March 2019	15 16	1,258,729	261,794	1,520,523	2,012,155

There were no gains or losses in the period other than as above. All activities are continuing and are within the Group's objects. The notes on pages 21 to 36 form part of these financial statements.

Consolidated balance sheet

As at 31 March 2019

		2019	2018
	Notes	£	£
Fixed assets			
Tangible assets	10	554,132	747,848
Total fixed assets		554,132	747,848
Current assets			
Stocks	11	117,107	153,595
Debtors	12	1,129,870	1,214,443
Cash at bank and in hand		415,400	900,939
Total current assets		1,662,377	2,268,977
Creditors: amounts falling due within one year	13	(680,555)	(974,176)
Net current assets		981,822	1,294,801
Total assets less current liabilities		1,535,954	2,042,649
Provision for pension deficit	20	(15,431)	(30,494)
Net assets		1,520,523	2,012,155
Funds			
Restricted funds	15	261,794	389,271
Unrestricted funds			
General funds	16	775,391	1,008,599
Designated funds	16	483,338	614,285
Total funds	17	1,520,523	2,012,155

The notes on pages 21 to 36 form part of these financial statements.

The financial statements were approved by the board of trustees on 12 September 2019 and were signed on its behalf by:

Signature



Name Scott Bennett

Company number: 2466940

Charity only balance sheet As at 31 March 2019

		2019	2018
	Notes	£	£
Fixed assets			
Tangible assets	10	554,132	677,309
Total fixed assets		554,132	677,309
Current assets			
Stocks	11	105,190	100,306
Debtors	12	1,138,938	1,227,391
Cash at bank and in hand		275,072	291,790
Total current assets		1,519,200	1,619,487
Creditors: amounts falling due within one year	13	(666,770)	(808,542)
Net current assets		852,430	810,945
Total assets less current liabilities		1,406,562	1,488,254
Provision for pension deficit	20	(15,431)	(30,494)
Net assets		1,391,131	1,457,760
Funds			
Restricted funds	15	261,794	310,124
Unrestricted funds			
General funds	16	645,999	549,995
Designated funds	16	483,338	597,641
Total funds		1,391,131	1,457,760

No separate SOFA has been presented for the Charity alone as permitted by Section 408 of the Companies Act 2006. The net movement in funds for the parent charity in the period was a deficit of £66,629.

The notes on pages 21 to 36 form part of these financial statements.

The financial statements were approved by the board of trustees on 12 September 2019 and were signed on its behalf by:

Signature



Name Scott Bennett

Company number: 2466940

Consolidated cash flow statement For the year ended 31 March 2019

	Notes	2019 £	2018 £
Net cash outflow from operating activities	A	(456,091)	(23,715)
Cash flows from investing activities and deconsolidation	B	(26,192)	(97,391)
Cash flows from financing activities	C	(3,256)	(3,357)
Change in cash and cash equivalents		(485,539)	(124,463)
Cash and cash equivalents at the start of the period		900,939	1,025,402
Cash and cash equivalents at the end of the period	19	415,400	900,939

Notes to the cash flow statement	2019 £	2018 £
a. Reconciliation of net cash outflow from operating activities		
Net (outgoing) / incoming resources	(491,632)	(554,406)
Depreciation charges on fixed assets	204,844	256,288
Cash element of mortgage payments	3,256	-
Loss on disposal of fixed assets	-	17,670
(Increase) / decrease in stocks	(36,488)	5,416
(Increase) / decrease in debtors	85,574	200,666
(Decrease) / increase in creditors	(293,621)	50,651
Net cash outflow from operating activities	(456,091)	(23,715)
b. Cash flows from investing activities and deconsolidation		
Purchase of property, plant and equipment	(81,234)	(88,141)
Deconsolidation of Brook Northern Ireland	70,105	-
Provision for pension deficit and other reserve movement	(15,063)	(13,149)
Interest received	-	3,899
Cash flow from investing activities and deconsolidation	(26,192)	(97,391)
c. Cash flows from financing activities		
Cash element of mortgage repayments	(3,256)	(3,357)
Cash flow from financing activities	(3,256)	(3,357)

The notes on pages 21 to 36 form part of these financial statements.

Notes to the financial statements

For the year ended 31 March 2019

1. Accounting policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the company's accounts.

1.1 Basis of accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The financial statements show a further deficit but there is a rigorous 3 year strategic plan in place to bring the charity back to a surplus position.

1.1.1 Critical accounting judgements and key sources of estimation uncertainty

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

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods where necessary.

1.2 Basis of consolidation

The group financial statements consolidate the financial statements of the parent company and the subsidiary companies for the year ended 31 March 2019.

The statement of financial activities (SOFA) and the balance sheet consolidate the financial statements on a line by line basis where appropriate.

1.3 Income

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

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

The charity has no legacy income.

Grants are recognised in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Gifts in kind, including investments, are recognised at their market value on receipt.

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is charged on an accruals basis. Governance costs relate to the general running of the charity, allowing the charity to operate and generate the information required for public accountability, as opposed to the direct management functions inherent in generating funds, service delivery or project work.

1.4.1 Allocation of support and governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees. As the charity has only one charitable activity being '*improving young people's sexual health*' all governance costs have been allocated to this.

Expenditure is charged on an accruals basis and is analysed between the group's main activities. Direct expenditure, including staff costs and associated establishment and overhead costs, is allocated directly to the relevant activity. Other staff costs and associated establishment and overhead costs are classified as support costs and are allocated to specific activities by reference to the time spent on each. The group's main activities are:

- Charitable activities comprise expenditure related to the group's charitable objectives;
- Costs of raising funds comprise expenditure related to fundraising activities and related publicity;
- Governance costs comprise expenditure relating to the governance of the group.

1.5 Tangible fixed assets and depreciation

Fixed assets costing more than £1,000 are capitalised and depreciated over their estimated useful lives, starting from the first year after capitalisation:

Freehold property	2% straight line
Leasehold property	period of the lease
Improvement to leasehold property	period of the lease
Computer equipment	25% straight line
Fixtures, fittings and equipment	20% straight line

1.6 Stocks and consumables

Stocks are stated at the lower of cost and net realisable value. Consumable items for use in the clinics have been valued at cost as represented by the invoiced value and are included in stock values.

1.7 Taxation

The group is exempt from corporation tax on its charitable activities.

1.8 Operating leases

Operating lease costs are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.9 Pension scheme

The group contributes to the personal schemes of certain employees. All such pension schemes are defined contribution schemes. The pension cost represents contributions payable by the company during the period.

Brook auto enrolled its staff in August 2015 into the Legal & General Worksave Pension Plan, scheme number Gf87785001.

Brook also contributes to the Pensions Trust's Growth Plan (The Plan). The Plan is funded and is not contracted-out of the State scheme. The scheme is classified as a multi-employer defined benefit scheme where the share of assets and liabilities attributable to each member cannot be accurately quantified. As such contributions relating to current service are accounted for as they fall due but the commitment to make additional contributions in respect of past service deficit are accounted for once the commitment can be quantified.

Contributions to both of these plans are accounted for as they fall due.

1.10 Funds

Restricted funds are the unexpended balances of income held on trust to be applied for specific purposes. Designated funds are unrestricted funds that are set aside at the discretion of the trustees for specific purposes: the purpose of specific designated funds is shown in the notes to the financial statements. General funds are the accumulated surplus of income over expenditure and are available for use at the discretion of the trustees in furtherance of the company's objectives.

1.12 Financial instruments

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

2. Group structure and organisation

At 31 March 2019, Brook Young People is the parent charity of the following Brook charities:

	Surplus/(Deficit) For year ended 31 March 2019 £	Net assets at 31 March 2019 £
Brook Jersey	7,999	129,392

Brook Jersey is a charity registered with the Jersey Charity commissioner (no. 118). Brook Young People and Brook Jersey mutually agreed for Brook Jersey to become an independent charity from 1 April 2019. It now operates under a licence agreement with Brook Young People. Its activities are to improve young people's sexual health.

Common Youth (formerly Brook Northern Ireland) became independent from Brook on 1 April 2018 as part of a planned separation between the two charities. The comparative figures for 2018 in the consolidated financial statements and the notes to the statements include Brook

2. Group structure and organisation (continued)

Northern Ireland and as a result of deconsolidation in 2019 there was a decrease in funds totalling £433,002.

2.1 Related Party Transactions

	2019 £	2018 £
Recharged Brook Young People to Brook Jersey costs	23,843	17,199
Central Services Charge to Brook Jersey	44,792	38,551
Total related parties transaction with Brook Jersey	68,635	55,750
At 31 March 2019 Brook Jersey owed Brook Young People	11,015	37,884

3. Income from grants

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Public health	-	654,893	654,893	494,890
Other grants	14,324	70,942	85,266	154,494
Total grants	14,324	725,835	740,159	649,384
Comparative figures	Unrestricted funds £	Restricted funds £	Total 2018 £	
Public health	356,116	138,774	494,890	
Other grants	43,956	110,538	154,494	
Total grants	400,072	249,312	649,384	

4. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
PCT funding	4,354,250	-	4,354,250	3,546,511
Local Authority funding	3,364,824	-	3,364,824	5,136,637
Trusts & Corporates	244,667	-	244,667	511,247
Education sales	242,420	-	242,420	296,790
Other income	120,212	-	120,212	112,519
Total charitable activities	8,326,373	-	8,326,373	9,603,704

4. Income from charitable activities (continued)

Comparative Figures	Unrestricted funds £	Restricted funds £	Total 2018 £
PCT funding	3,539,123	7,388	3,546,511
Local Authority funding	5,136,637	-	5,136,637
Trusts & Corporates	511,247	-	511,247
Education sales	296,790	-	296,790
Other income	112,519	-	112,519
Total charitable activities	9,596,316	7,388	9,603,704

5. Total expenditure (excluding Costs of raising funds and Governance costs)

The charity has one charitable activity, being 'improving young people's sexual health'. Costs are allocated to it as follows:

	Direct costs £	Support costs £	Total 2019 £	Total 2018 £
Staff related costs	5,767,446	511,267	6,278,713	7,640,860
Clinical costs	1,005,833	-	1,005,833	1,027,264
Depreciation	184,360	20,484	204,844	256,289
Premises and IT	1,352,613	150,290	1,502,903	1,604,468
Other operational costs	79,124	-	79,124	173,116
Administration	-	150,533	150,533	162,662
Total expenditure	8,389,376	832,574	9,221,950	10,864,689
Comparative Figures	Direct costs £	Support costs £	Total 2018 £	
Staff related costs	7,018,703	622,187	7,640,890	
Clinical costs	1,027,264	-	1,027,264	
Depreciation	230,660	25,629	256,289	
Premises and IT	1,444,021	160,447	1,604,468	
Other operational costs	173,116	-	173,116	
Administration	-	162,662	162,662	
Total expenditure	9,893,764	970,925	10,864,689	

6. Governance costs

	Total 2019 £	Total 2018 £
Trustees' expenses	2,831	1,031
Audit	19,550	19,500
Legal fees	1,906	12,363
Total governance costs	24,287	32,894

7. Staff costs

	2019 No.	2018 No.
Average number employed	261	398

The aggregate payroll costs of these persons were as follows:

	Year 2019 £	Year 2018 £
Salaries	5,298,198	6,624,252
Social security costs	450,163	467,380
Pension costs	93,351	82,651
Other costs, including recruitment, training, temporary staff and consultants	436,469	466,607
Total staff costs	6,278,181	7,640,890

The number of employees earning in excess of £60,000 was as follows:

	2019 No.	2018 No.
£60,000 - £70,000	2	3
£120,000 - £130,000	1	1

The organisation considers the Key Management Personnel to be the senior management as referred to in the Trustees' Annual Report. Total remuneration of this group in the year was £330,932 (2018: £391,901), which included employers pension costs of £4,361 (2018: £4,698). During the year, the group incurred redundancy costs totalling £17,700 (2018: £82,019).

8. Trustees' remuneration and expenses

None of the trustees of the charity received any remuneration from the group for their services as trustees (2018: £nil).

During the period, 3 trustees were reimbursed for travelling expenses incurred in attending meetings and other expenses incurred on the group's behalf, totalling £2,831 (2018: 1 trustee was reimbursed expenses totalling £1,031).

9. Net income / (expenditure)

Net income / (expenditure) for the period is stated after charging:

	Total 2019 £	Total 2018 £
Auditors' fee	19,550	19,500
Operating leases – land and buildings	465,494	542,028
Operating leases – other	35,672	111,597
Depreciation and loss on disposal of fixed assets	204,844	256,288

10. Tangible assets

10.1 Tangible assets (Group)

	Freehold property £	Leasehold property & improvements £	Furniture computers equipment £	Total £
Cost				
As at 01 April 2018	480,715	2,508,222	1,372,254	4,361,191
Additions	-	23,665	57,569	81,234
Disposals	-	-	-	-
Transfer to Common Youth	-	(90,147)	(89,940)	(180,087)
As at 31 March 2019	480,715	2,441,740	1,339,883	4,262,338
Depreciation				
As at 01 April 2018	271,573	2,248,078	1,093,692	3,613,343
Charge for the year	14,000	51,647	139,197	204,844
On disposals	-	-	-	-
Transfer to Common Youth	-	(36,058)	(73,923)	(109,981)
As at 31 March 2019	285,573	2,263,667	1,158,966	3,708,206
Net book value				
As at 31 March 2019	195,142	178,073	180,917	554,132
As at 31 March 2018	209,142	260,144	278,562	747,848

10.2 Tangible assets (Charity)

	Freehold property £	Leasehold property & improvements £	Furniture computers equipment £	Total £
Cost				
As at 01 April 2018	480,715	2,417,526	1,221,655	4,119,896
Additions	-	23,665	57,569	81,234
As at 31 March 2019	480,715	2,441,191	1,279,224	4,201,130
Depreciation				
As at 01 April 2018	271,573	2,197,791	973,223	3,442,587
Charge for the year	14,000	51,647	138,764	204,411
As at 31 March 2019	285,573	2,249,438	1,111,987	3,646,998
Net book value				
As at 31 March 2019	195,142	191,753	167,237	554,132
As at 31 March 2018	209,142	219,735	248,432	677,309

11. Stocks and work in progress

Group	2019 £	2018 £
Publications & consumables	117,107	153,595
Total	117,107	153,595
Charity	2019 £	2018 £
Publications & consumables	105,190	100,306
Total	105,190	100,306

12. Debtors

12.1 Debtors (Group)

	2019 £	2018 £
Trade debtors	737,568	870,534
Other debtors	41,813	61,856
Prepayments and accrued income	350,489	282,053
Total Group debtors	1,129,870	1,214,443

12.2 Debtors (Charity)

	2019 £	2018 £
Trade debtors	737,568	856,000
Intercompany debtor – Brook Jersey	11,015	37,884
Intercompany debtor – Brook Scotland	-	6,215
Intercompany debtor – Brook Northern Ireland	-	4,047
Other debtors	41,813	61,856
Prepayments and accrued income	348,542	261,389
Total Charity debtors	1,138,938	1,227,391

13. Creditors

13.1 Creditors (Group)

Amounts falling due within one year:

	2019 £	2018 £
Trade creditors	431,185	518,278
Social security and other taxes	116,547	157,960
Accruals and deferred income	109,670	281,749
Other creditors	23,153	16,189
Total Group creditors	680,555	974,176

Accruals and deferred income includes £20,483 (2018: £117,310) of income that was deferred to a future year in line with when the related work is carried out. All deferred income as at 31 March 2018 was released to the SOFA during the year.

13.2 Creditors (Charity)

Amounts falling due within one year:

	2019 £	2018 £
Trade creditors	425,615	462,288
Social security and other taxes	111,069	146,728
Accruals and deferred income	106,933	183,337
Other creditors	23,153	16,189
Total Charity creditors	666,770	808,542

Accruals and deferred income includes £19,246 (2018: £41,462) of income that was deferred to a future year in line with when the related work is carried out. All deferred income as at 31 March 2018 was released to the SOFA during the year.

14. Operating leases (Group)

	2019 Land & buildings £	2019 Other £	2018 Land & buildings £	2018 Other £
Leases expiring:				
Within one year	436,188	35,672	436,347	-
Within 2-5 years	675,527	35,672	841,760	107,016
Over five years	413	-	33,671	-
Total commitment	1,112,128	71,344	1,311,778	107,016

All of the above at the year-end relate to the charity, with the exception of £56,250 (2018: £81,250) within 2-5 years Land & Buildings.

15. Restricted funds

15.1 Restricted funds (Group)

	Balance 01/04/18 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/19 £
Restricted assets	285,668	-	(23,874)	-	261,794
Restricted projects	103,603	778,474	(802,930)	(79,147)	-
Total	389,271	778,474	(826,804)	(79,147)	261,794
Comparative Figures	Balance 01/04/17 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/18 £
Restricted assets	315,522	-	(25,336)	(4,518)	285,668
Restricted projects	97,455	289,559	(283,865)	454	103,603
Total	412,977	289,559	(309,201)	(4,064)	389,271

Restricted assets are linked to specific properties whose future use is limited by covenants. Restricted projects are summarised in more detail below.

Restricted projects (summarised below) represent funds given to the group for specific purposes. Any unspent at the yearend are carried forward.

15.1 Restricted funds (Group continued)

Restricted projects	Balance 01/04/18 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/19 £
Big Lottery Fund - Cornwall	24,456	-	(24,456)	-	-
Jersey Projects	-	9,485	(9,485)	-	-
Access Reach Fund	-	24,420	(24,420)	-	-
MK Community Trust Shop	-	47,639	(47,639)	-	-
Tampon Tax Grant	-	654,893	(654,893)	-	-
Rank Foundation - Liverpool	-	25,787	(25,787)	-	-
Bristol Spellman Trust	-	5,000	(5,000)	-	-
Duchy Health Charity	-	11,250	(11,250)	-	-
Common Youth	79,147	-	-	(79,147)	-
Total	103,603	778,474	(802,930)	(79,147)	-

Restricted funds as at 31 March 2019 totalling £261,794 relate to the charity (2018: £310,124).

The transfer of restricted funds to Common Youth (formerly Brook Northern Ireland) was part of the planned separation between the two charities which happened on 1 April 2018.

15.2 Restricted funds (charity)

	Balance 01/04/18 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/19 £
Restricted assets	285,668	-	(23,874)	-	261,794
Restricted projects	24,456	768,989	(793,445)	-	-
Total	310,124	768,989	(826,804)	(79,147)	261,794
Comparative Figures	Balance 01/04/17 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/18 £
Restricted assets	315,522	-	(25,336)	(4,518)	285,668
Restricted projects	-	126,908	(102,906)	454	24,456
Total	315,522	126,908	(128,242)	(4,064)	310,124

16. Unrestricted funds

16.1 Unrestricted funds (Group)

	Balance 01/04/18 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/19 £
Unrestricted funds	1,008,599	8,384,846	(8,199,176)	(418,878)	775,391
Designated funds					
Fixed assets funds	392,074	-	(180,970)	81,234	292,338
Dilapidations funds	206,000	-	(15,000)	-	191,000
Northern Ireland	16,211	-	-	(16,211)	-
Total	1,622,884	8,384,846	(8,395,146)	(353,855)	1,258,729

16.2 Unrestricted funds (Charity)

	Balance 01/04/18 £	Income £	Expenditure £	Acquisition / transfers £	Balance 31/03/19 £
Unrestricted funds	549,995	8,082,433	(7,930,521)	(55,908)	645,999
Designated funds					
Fixed assets funds	391,641	-	(180,537)	81,234	292,338
Dilapidations funds	206,000	-	(15,000)	-	191,000
Total	1,147,636	8,082,433	(8,126,058)	25,326	1,129,337

Designated funds have been created to represent the net book value of unrestricted fixed assets and an approximation of dilapidations owed on clinic premises. All other funds are classified as general funds.

17. Analysis of net assets between funds

17.1 Analysis of net assets between funds (Group)

	Tangible fixed assets £	Net current assets £	Long term creditors £	Total 2019 £
Restricted funds	261,794	-	-	261,794
General funds	-	790,822	(15,431)	775,391
Designated funds	292,338	191,000	-	483,338
Total	554,132	981,822	(15,431)	1,520,523

17.1 Analysis of net assets between funds (Group continued)

Comparative Figures	Tangible fixed assets £	Net current assets £	Long term creditors £	Total 2018 £
Restricted funds	285,668	103,603	-	389,271
General funds	-	1,039,093	(30,494)	1,008,599
Designated funds	392,074	222,211	-	614,285
Total	667,742	1,364,907	(30,494)	2,012,155

17.2 Analysis of net assets between funds (Charity)

	Tangible fixed assets £	Net current assets £	Long term creditors £	Total 2019 £
Restricted funds	261,794	-	-	261,794
General funds	-	661,430	(15,431)	645,999
Designated funds	292,338	191,000	-	483,338
Total	554,132	852,430	(15,431)	1,391,131

Comparative Figures	Tangible fixed assets £	Net current assets £	Long term creditors £	Total 2018 £
Restricted funds	285,668	24,456	-	310,124
General funds	-	580,489	(30,494)	549,995
Designated funds	392,074	215,567	-	597,641
Total	667,742	820,512	(30,494)	1,457,760

18. Contingent liabilities

Four of the properties owned by Brook were purchased with the assistance of public authorities. If Brook stops using the property for the intended purposes, an amount is potentially repayable.

19. Analysis of cash and cash equivalents

	1 April 2018 £	Cash flows £	31 March 2019 £
Cash at bank and in hand	900,939	(485,539)	415,400
Total	900,939	(485,539)	415,400

20. Pensions

The company participates in the Pensions Trust Growth plan on behalf of some long-serving employees, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025	£12,945,440 per annum (payable monthly and increasing by 3% each on 1 st April)
From 1 April 2016 to 30 September 2028	£54,560 per annum (payable monthly and increasing by 3% each on 1 st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

20.1 Present values of provision

	31 March 2019 £	31 March 2018 £	31 March 2017 £
Present value of provision	15,431	30,494	34,327

20.2 Reconciliation of opening and closing provisions

	Period ending 31 March 2019 £	Period ending 31 March 2018 £
Provision at start of period	30,494	34,327
Unwinding of the discount factor (interest expense)	431	428
Deficit contribution paid	(6,921)	(3,816)
Remeasurements – impact of any change in assumptions	140	(445)
Remeasurements – amendments to the contribution schedule	(8,713)	Nil
Provision at end of period	15,431	30,494

20.3 Assumptions

	31 March 2019 % per annum	31 March 2018 % per annum	31 March 2017 % per annum
Rate of discount	1.39	1.71	1.32

21. Financial Instruments

	Group 2019 £	Group 2018 £	Charity 2019 £	Charity 2018 £
Financial assets at amortised cost	1,263,393	1,883,733	1,132,190	1,298,069
Financial liabilities at amortised cost	660,072	856,866	647,524	767,079

Financial assets measured at amortised cost comprise trade debtors, other debtors, accrued income and cash. Financial liabilities measured at amortised cost comprise trade creditors, bank overdraft, other creditors and accruals.

22. Comparative information

Consolidated statement of financial activities (Incorporating the income and expenditure account) For the year ended 31 March 2018

	Unrestricted funds £	Restricted funds £	Total funds 2018 £
Income from			
Donations & legacies	39,992	32,859	72,851
Grants	400,072	249,312	649,384
Investment income	3,966	-	3,966
Income from charitable activities			
Improving young people's sexual health	9,596,316	7,388	9,603,704
Other income	22,232	-	22,232
Total income	10,062,578	289,559	10,352,137
Expenditure			
Costs of raising funds			
Fundraising	14,378	-	14,378
Cost of charitable activities			
Improving young people's sexual health	10,588,382	309,201	10,897,583
Total expenditure	10,602,760	309,201	10,911,961
Net income / (expenditure)	(540,182)	(19,642)	(559,824)
Transfers between funds	4,064	(4,064)	-
Net movement in funds for the year	(536,118)	(23,706)	(559,824)
Balance brought forward at 1 April 2017	2,159,002	412,977	2,571,979
Balance carried forward at 31 March 2018	1,622,884	389,271	2,012,155

