

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales · Charity number 1002141

Details

Status	Registered
Legal form	Charitable company
Company number	02029641
Registered	1991-03-07
Register	View on the Charity Commission register

Contact

Address	Quayside House Off Chain Caul Way Navigation Way Preston PR2 2XS
Phone	01772333800
Email	enquiries@integratepreston.org.uk
Website	https://integratepreston.org.uk/

Activities

Objects: TO ADVANCE THE EDUCATION AND PROMOTE THE WELFARE OF ADULTS AND YOUNG PEOPLE OF FOURTEEN YEARS OF AGE AND OVER WITH LEARNING DIFFICULTIES AND OTHER ADULTS IN NEED IN PRESTON AND CHORLEY AND THE SURROUNDING AREA BY A) ENABLING THEM TO DEVELOP AND PARTICIPATE IN VALUED ROLES IN THE COMMUNITY; AND B) DEVELOPING, PROVIDING AND BROKERING COMPREHENSIVE, INCLUSIVE, INDIVIDUALISED, SPECIALIST LOCAL SERVICES, INCLUDING EDUCATION, EMPLOYMENT, TRAINING, SUPPORTED HOUSING AND SUPPORT IN THE HOME AND COMMUNITY; AND C) UNDERTAKING TRAINING, RESEARCH, THE DISSEMINATION OF INFORMATION AND COLLABORATIVE ACTIVITIES; SO THAT THEIR CONDITIONS OF LIFE MAY BE IMPROVED

Activities: We provide housing & support services to enable people with a learning disability and or additional support needs including mental health and the deaf, to live in and manage their own accommodation in the local community. We put the needs of the person at the heart of all we do and provide services tailored to individuals' needs.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** PRESTON AND CHORLEY AND THE SURROUNDING AREA
- Blackburn With Darwen
- Blackpool
- Bolton
- Bury
- Lancashire
- Manchester City
- Salford City
- St Helens
- Trafford
- Wigan

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,961,185	£10,940,137	£795,331	315
2024-03-31	£10,244,377	£10,232,660	£789,379	319
2023-03-31	£9,320,888	£9,270,621	£777,668	294
2022-03-31	£8,675,632	£8,654,428	£726,906	298
2021-03-31	£8,235,213	£8,224,599	£636,616	293

Trustees

Name	Role	Appointed
JOHN MICHAEL KAY	Chair	
Anthony Caine		2024-06-26
MARK BLEASDALE		
NANCY HOMAN		
PAUL MCKEOWN		
Richard Anthony Crowther		2024-06-26
Sanjay Shrestha		2024-06-26
Sarah Jane Stephens		2024-06-26
TERENCE KEELY		2012-06-15

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales - Charity number 1002141

Accounts

Company Number 02029641

Registered Charity 1002141

Integrate (Preston and Chorley) Limited

Report and Financial Statements

For The Year Ended
31 March 2025

Integrate (Preston and Chorley) Limited
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Integrate (Preston and Chorley) Limited

Legal and Administrative Information

Directors

L Arkwright (resigned 31 Dec 2024)
M Bleasdale
N Homan
J Kay
T Keely
P McKeown
A Caine (appointed 24 June 2024)
R A Crowther (appointed 26 June 2024)
S Shrestha (appointed 26 June 2024)
S Stephens (appointed 24 June 2024)

Chief Executive:

S Pemberton

Project director, ISS:

P Green

**Project director, Corporate
Services and Company
Secretary:**

A Guthrie (Resigned 27 June 2025)
I Anderton (Appointed 27 June 2025)

Project director, New Focus:

A Watson

Registered Office:

Quayside House off Chain Call Way
Navigation Way
Preston
Lancashire
PR2 2XS

Charity Number:

1002141

Company Number:

02029641

Constitution:

The charity is registered as a company and is limited by guarantee. The charity is governed by Memorandum and Articles of Association.

Auditors:

MHA
Richard House
9 Winckley Square
Preston
PR1 3HP

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project Sub Boards to the agreed organisational plan.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience. Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board has been reviewed and the four new members identified last year were officially appointed at the June meeting.

The process of application for new members includes seeking references and attendance at an agreed number of Board Meetings, firstly as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive, the current Chair or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up-to-date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Induction and training (continued):

We continue to offer of ad-hoc training sessions to Trustees which previously included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, and a return to face to face meetings these opportunities will increase. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long-term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day-to-day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings. The work of the Board continues to be supported by 3 Sub Boards who look at the detail of the 3 major project areas. The Sub Boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation.

Sub Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology, Housing Leads or others when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county. Integrate's C.E.O. currently holds the position of Chair for the LLDC.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Relationship with any related parties (continued):

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce.

Integrate continue the sponsorship of Community Living, an online magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continue to work in partnership with several Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

Links with the local universities and colleges have continued over this year and once again we have had students on placement in our services.

This year Integrate have continued with their membership of the National Care Forum and VODG, (Voluntary Organisations Disability Group) which is a national charity that represents not-for-profit organisations who provide services to disabled people in ways that promote independence, choice and control.

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having a major part of the business funded by one authority does place a certain amount of risk to the organisation. Our application for addition to the Home Care framework has been successful and this means the people who were commissioned 'off framework' are now on this framework. We are still in the process of having our application to the APL Supported Living Framework for Lancashire agreed. This has been quite a lengthy process.

The Local Authority policy on apartment schemes adds some risks to our services due to the number of people who are unable to share with others due to a variety of reasons. This leaves us with some vulnerabilities in regard to single tenancies and void properties.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Reviewing major risks (continued):

Integrate's business continuity plan also covers areas such as the Covid pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work including cyber risks. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies.

Integrate's Internal Agency continues to be steady and provides the organisation with members of agency workers to cover for holidays, sickness and training of permanent staff. The use of external agency over the whole organisation has remained fairly similar to other years. Where it is necessary to use external agencies both parties would work together to ensure staff used are regulars and known to the individuals they support.

One major risk is the Tulketh Brow office which suffered from a flood and severe water ingress, the building is now empty as we have moved to new purpose-built offices, which now are the Company's head office. Tulketh Brow has been sold but, at the time of writing, the sale is not yet complete.

Objectives and Activities

The charity's key objectives and activities are:

- To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.
- This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation has continued to provide support services in the local community to around 165 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 35 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained static, sadly we have seen a few people who we supported who passed away over this period. Both our specialist services still have referrals in the pipeline but moving forward with them has been hampered due to lack of appropriate accommodation. This means numbers are slightly lower than predicted. Integrate's original services continued to consolidate but have taken on a number of smaller services this year.
- The average number of staff employed by Integrate in this year is 246 full time equivalents, including internal agency staff. Most of our staff teams live in the local areas where they work, which enhances our presence in these communities.
- Our Specialist Forensic service celebrated 25 years in 2024 and we completed a walk from Calderstones Hospital to our office in Preston as a mark of the achievement of all those we support. In memory of those who never made it from Calderstones into the community we laid a wreath at the gates of the cemetery prior to setting off. Just as we are proud of Integrate being an early adopter of supported living for people with additional needs in 1983, our New Focus service was similarly adventurous in 1999.
- We are a key partner in the central Lancashire police liaison meeting chairing the meetings each 8 weeks. We are also an author and trainer of the Individual Risk Mitigation Profile (IRMP) which we have worked with Mersey Care colleagues to update the package to version 2 and roll out to local authorities, LCFT, NHS colleagues and other care providers.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Achievements and Performance (continued):

- The growth of our Specialist Deaf Services continues, this service offers opportunities to people from the Deaf community to live a varied lifestyle in their own homes rather than in more institutional settings. This continues to be an area where we provide support in a wider geographical area.
- We have successfully taken over as a provider for a new d/Deaf service which struggled under the previous provider.
- Our d/Deaf Services have successfully delivered Deaf Awareness Training to other local organisations gaining a good name and growing locally, we now also deliver this to all new starters.
- We are still moving forward with our application for the organisation to be on the Supported Living Approved Provider List for Lancashire County Council, whilst we are working through some of the finer points, progress is slow
- We continue to work on developing our Ordinary Lives group but progress continues to be slow and it is hard to motivate people to join in. This is mainly because people are living their own very good lives, which should be seen as positive.
- We held an Autumn Fair which was very well attended by both members of the organisation and the public. These functions are a good way to connect with the local community in a positive way.

We held our annual 'get together, where we celebrated the achievements of the People we Support, the organisation and our staff teams. We presented the awards for 'The Tom MacLean' 'Making a difference award' and the Rose Trustam 'Good practice award' in memory of our founding CEO and President. We had a very good response to nominations for these awards, from both the People who use our services and colleagues. This year we added a third 'unseen support' award for people who aren't support staff but offer background support to others in the organisation. All our volunteers and attendees of our Day Services received certificates and vouchers as recognition of their input.

- The number of people attending our Social Enterprise Projects have remained steady over the year. Our relationship with the larger construction companies and the relationships with other similar organisations continue to be positive.
- Integrate have continued to support Community Living, which is now online with an increased readership and a higher profile.
- Our Social Inclusion representative continues to support people who use our services to be involved in and participate in both local and national forums representing issues for people with a Learning Disability. They also arrange social events and meetings for the People we Support, the wider organisation and the local community.
- We continue with appropriate office provision and administrative support to the wider geographical areas and have provided for better IT support and teams, online.
- Integrate continue to work in partnership with several Social Housing providers with whom we have had long standing relationships. These include Places for People, Community Gateway and Your Housing. We also use private landlords to source appropriate properties and help the people we support to manage their tenancies. We have continued to carry some vacancies and rental voids, which have been unavoidable due to compatibility and the current properties being unsuitable due to the most requested requirement of ground floor properties.
- There is a well-developed pathway for training within the organisation and we continue to support staff through basic and mandatory training to ensure training of staff meet the needs of the people receiving support. This helps to increase staff skills and opportunities for progression. We have seen a number of people successfully complete apprenticeship awards in Health and Social Care and other relevant awards. At any given time there are several people across the organisation in progress.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

- We have supported one of our middle managers through Social Work Training at UCLAN, giving us another Qualified Social Worker in our Management Team.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support, in line with The Restraint Reduction Network Training. Due to the positive impact of this training, we have seen a decrease in the number of people requiring Physical intervention protocols in their support plans. In the coming year we will have our first deaf trainer for this area.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.
- We have become a Signature approved Provider for British Sign Language training and a cohort of staff at various levels successfully completed the Level 1 BSL course. We now have a second cohort in process. As we become increasingly deaf friendly it helps us to communicate across the wider organisation with both the Deaf people we support and our Deaf staff. It will hopefully help us to 'home grow' our own staff teams.
- We have trained some of the PwS to use text relay and Video Relay Services (VRS) so they can manage some communications themselves.
- The People we Support have held several fund-raising events over the year, raising money for MacMillan, Alzheimer's and other more local charities. It is very positive for people with Disabilities to raise money for other charities and people in need, as often they are seen as taking from the community and not being able to give back to their community.
- We took part in Preston Learning Disability Pride event along with various college and education events. We welcomed a local primary school who signed carols for us at our Christmas Drop in, increasing our inclusiveness for d/Deaf colleagues and clients alike.
- We continue to host nursing students, social work students and work experience placements for local colleges and universities. For the first time this year we have hosted radiographers and occupational therapy students along with psychology graduates who came for 6 weeks to understand service available in the community and how they are accessed.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals

The impact of Covid-19

In line with Government policy, any Covid-19 risks are now treated as part of "business as usual."

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Rose Trustam Legacy

Integrate's founding Chief Executive Officer sadly passed away during the pandemic. She very kindly left Integrate a legacy from her estate and some of these funds have been designated by Integrate to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have decreased by £1,780 from the previous year:

- Voids: Voids tend to be long term and filling them generates additional costs due to the length of time that needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- Office funds: is used to support major works/repairs/relocations on main offices.
- Housing provisions: ensures reserves to cover unexpected housing services responsibilities to support housing service needs.
- Development provision: The charity is looking to continue to consolidate its position over the next year. Further funding from external sources would be required for large development projects.
- Continuity: the continuity fund has been maintained and viewed together with the general reserve the longer-term target is to cover 2 months expenditure and the gap has continued to narrow this year.
- Clients' Continuity: this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- Training fund: funds continue to be used to support the further development of specialist training.
- Employment contingency: supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- Training Equipment Reserve: to support client and staff training equipment including that to support the needs of disabled people.
- Rose Trustam legacy: the Trustees have designated funds received from a legacy from Integrate's founding Chief Executive Officer to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

This year the remeasurement of the pension fund liability as detailed in Note 16, has led to a loss of £14,996 being recognised within the general reserve. The net movement before this remeasurement was £7,693.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Restricted reserves:

Reserves and Tangible Fixed Assets:

Total reserves as at 31 March 2025 were £795,331, all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £219,020.

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- Continued delivery of high-quality support, utilising Person-Centered approaches to enable services to meet individual need.
- To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams. Further development of the Cars Project.
- To continue the development of our specialist Deaf Service to enable an increased number of individuals to live in and access the community.
- To further increase opportunities for involvement of the people we support across the organisation with further training for Quality Checkers, increased involvement in the recruitment process at all levels and the exploration of opportunities for paid work within the organisation. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.
- To introduce a new electronic care monitoring system.
- To work with LCC moving services onto the APL framework.
- To apply for inclusion on the 'Home Care Framework' with LCC
- To increase recruitment and reduce the use of External Agency.
- To complete the sale of the previous Head Office at Tulketh Brow.
- To continue to hold annual events to celebrate the successes of the organisation and recognise the positive support provided to adults with Learning Disabilities in the community, as per our Mission Statement.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Auditors:

A resolution proposing that MHA be reappointed as auditor of the company will be put to the Annual General Meeting.

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for 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.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board


J Kay
Director

Date: December 23, 2025

Integrate (Preston and Chorley) Limited

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 March 2025

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Integrate (Preston and Chorley) Limited

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 March 2025

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' report, which includes the directors' report 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 directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

Matters on which we are required to report by exception

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 charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 9, 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 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 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.

Integrate (Preston and Chorley) Limited**INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES****For the year ended 31 March 2025**

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management about any known or suspected instances of non-compliance with laws and regulations.
- Enquires with management about any known or suspected instances of fraud.
- Review of minutes of board meetings.
- Auditing the risk of fraud in income, including through the testing of income cut off at the period end and through income transaction testing to provide comfort that income is completely stated in the financial statements.
- Examination of journal entries and other adjustments to test for appropriateness and identify any instances of management override of controls.
- Review of legal and professional expenditure to identify any evidence of ongoing litigation or enquiries.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with the 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.


Nicola Mason MA(Cantab) FCA DChA (Senior Statutory Auditor)

For and on behalf of

MHA

Chartered Accountants and Statutory Auditor

Preston

December 23, 2025

.....

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

Integrate (Preston and Chorley) Limited**Statement of Financial Activities (Incorporating an income and expenditure account)****For the year ended 31 March 2025**

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Notes				
Income from:					
Charitable activities	2	10,955,310	-	10,955,310	10,236,902
Investments	3	5,775	-	5,775	7,475
Total income		10,961,085	-	10,961,085	10,244,377
Expenditure on:					
Charitable activities	5	10,940,137	-	10,940,137	10,232,660
Total expenditure		10,940,137	-	10,940,137	10,232,660
Net income	7	20,948	-	20,948	11,717
Transfers between funds		-	-	-	-
Other recognised gains:					
Remeasurements to pension liability	16	(14,996)	-	(14,996)	(6)
Net movement in funds		5,952	-	5,952	11,711
Total funds brought forward		789,379	-	789,379	777,668
Total funds carried forward		795,331	-	795,331	789,379

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

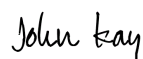
Integrate (Preston and Chorley) Limited**Balance Sheet****As at 31 March 2025**

	Notes	2025	2024
		£	£
Fixed Assets			
Intangible assets	10	6,295	14,900
Tangible assets	11	425,596	386,771
Current Assets			
Debtors	12	1,309,727	1,024,528
Cash at bank and in hand		<u>339,386</u>	<u>655,624</u>
		1,649,113	1,680,152
Creditors:			
Amounts falling due within one year	13	<u>(1,276,248)</u>	<u>(1,292,444)</u>
Net current assets		<u>372,865</u>	<u>387,708</u>
Total assets less current liabilities		804,756	789,379
Creditors:			
Amounts falling due after more than one year	14	<u>(9,425)</u>	<u>-</u>
Net assets		<u>795,331</u>	<u>789,379</u>
Represented by:			
Restricted funds	15	-	-
Unrestricted funds	15	<u>795,331</u>	<u>789,379</u>
Total funds		<u>795,331</u>	<u>789,379</u>

The financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime

The financial statements were approved by the board of directors and authorised for issue on December 23, 2025

Signed on behalf of the Board


J Kay

Director

Company number: 02029641

Integrate (Preston and Chorley) Limited**Statement of Cash Flows****For the year ended 31 March 2025**

		2025	2024
		Total	Total
		£	£
Cash (used in) / generated by operating activities	(a)	(260,682)	(135,198)
Cash flows from investing activities			
Investment income		5,775	7,475
Interest paid		-	-
Proceeds from sales of tangible fixed assets		400	5,300
Purchase of tangible fixed assets		(61,731)	(6,274)
Cash used in investing activities		(55,556)	6,501
Cash flows from financing activities			
Repayment of borrowings		-	(83,356)
Cash used in by financing activities		-	(83,356)
Increase in cash and cash equivalents in the year		(316,238)	(212,053)
Cash and cash equivalents at the beginning of the year		655,624	867,677
Cash and cash equivalents at the end of the year		339,386	655,624

(a) Reconciliation of net movement in funds to net cash flow from operating activities

Net income for the year	20,948	11,717
Investment income received	(5,775)	(7,475)
Interest paid	229	710
Amortisation	8,605	15,532
Depreciation	22,928	18,869
(Profit)/Loss on disposal	400	1,465
(Increase)/decrease in debtors	(285,199)	(260,906)
(Decrease)/increase in creditors	(13,985)	95,489
Employers pension deficit contributions (note 16)	(8,833)	(10,599)
Cash (used in) / generated by operating activities	(260,682)	(135,198)

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

1 Accounting policies

General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors as listed on the legal and administrative information page). The address of the registered office is included on the legal and administrative information page of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The Trustees together with management assess whether the use of going concern is appropriate i.e. whether there is any material uncertainties related to events or conditions that may cast significant doubt on the charity to continue as a going concern. The assessment is made in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

Following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

Income

Income is recognised 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:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------------------------------|---------------------------|
| • Freehold buildings | 1%-20% straight line |
| • Fixtures, fittings and equipment | 12.5%-33.3% straight line |
| • Employment Unit equipment | 12.5%-25% straight line |

Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------|--|
| • Software | 14.2% - 20% straight line (over 5-7 years) |
|------------|--|

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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.

Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

2 Income from charitable activities

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Statutory Funds	9,470,121	-	9,470,121	8,843,208
Housing Funds	911,399	-	911,399	852,529
Social Enterprises	500,938	-	500,938	461,703
Training (including secondment)	2,973	-	2,973	19,678
Self Funding	1,584	-	1,584	-
Other	68,295	-	68,295	59,784
	<u>10,955,310</u>	<u>-</u>	<u>10,955,310</u>	<u>10,236,902</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****3 Income from investments**

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4 Support costs

	2025	2024
	£	£
Wages, salaries and other staff related costs	532,405	374,797
Premises related costs	147,417	70,691
Communications costs	41,803	35,188
Legal and professional services	116,224	81,939
Sundry expenses	5,525	8,882
Amortisation	8,605	15,532
Depreciation	16,208	12,437
Bank charges and interest	2,538	2,139
	<u>870,725</u>	<u>601,605</u>

5 Expenditure on charitable activities

	2025	2024
	£	£
Wages, salaries and other staff related costs	8,608,760	8,227,348
Premises related costs	990,329	951,270
Communications costs	102,116	109,693
Legal and professional services	230,406	203,497
Other Social Enterprise costs	31,834	35,036
Sundry expenses	78,514	75,598
Depreciation	6,720	6,432
Bank charges and interest	4,865	7,734
Support costs (see note 4)	870,725	601,605
Governance costs (see note 6)	15,868	14,447
	<u>10,940,137</u>	<u>10,232,660</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****6 Governance costs**

These costs are as follows:

	2025	2024
	£	£
External audit	13,200	12,000
External audit – irrecoverable VAT	2,640	2,400
Trustees' expenses	28	47
	<u>15,868</u>	<u>14,447</u>

7 Net income/(expenditure) for the year

This is stated after charging:

	2025	2024
	£	£
Amortisation	8,605	15,532
Depreciation	22,928	18,869
Auditors' remuneration	13,200	12,000
Rentals under operating leases	<u>745,649</u>	<u>691,705</u>

8 Staff costs

	2025	2024
	£	£
Wages and salaries	7,666,173	6,944,801
Social security costs	674,813	556,003
Pension costs (defined contribution)	<u>172,581</u>	<u>154,141</u>
	<u>8,513,567</u>	<u>7,654,945</u>

The average monthly number of salaried employees during the year was:

	2025	2024
Full and part time	<u>315</u>	<u>319</u>
Full time equivalents	<u>246</u>	<u>267</u>

One (2024: one) employee received total employee benefits (excluding employer pension costs) of more than £60,000 during the current year, earning between £60,001 and £70,000. The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £28 (2024: £47) were reimbursed to one (2024: one) director (trustee) during the year. The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on the legal and administrative information page. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £270,151 (2024: £259,669).

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

9 Related party transactions

S Pemberton is a trustee of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2024: £4,000) were paid to this entity, of which £2,375 remained outstanding at the year end. These transactions were at arm's length.

10 Intangible fixed assets

	Software	Total
	£	£
Cost		
At 1 April 2024	<u>90,251</u>	<u>90,251</u>
At 31 March 2025	<u>90,251</u>	<u>90,251</u>
Amortisation		
At 1 April 2024	75,351	75,351
Charge for year	<u>8,605</u>	<u>8,605</u>
At 31 March 2025	<u>83,956</u>	<u>83,956</u>
Net book value		
At 31 March 2025	<u>6,295</u>	<u>6,295</u>
At 31 March 2024	<u>14,900</u>	<u>14,900</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****11 Tangible fixed assets**

	Freehold land and buildings	Fixtures and fittings	Social Enterprise equipment	Total
	£	£	£	£
Cost				
At 1 April 2024	528,554	129,854	50,300	708,708
Additions	34,818	15,917	10,993	61,728
Disposals	-	-	(4,900)	(4,900)
	<u>563,372</u>	<u>145,771</u>	<u>56,393</u>	<u>765,536</u>
At 31 March 2025				
Depreciation				
At 1 April 2024	166,357	120,649	34,931	321,937
Charge for year	5,111	11,097	6,695	22,903
Eliminated on disposals	-	-	(4,900)	(4,900)
	<u>171,468</u>	<u>131,746</u>	<u>36,726</u>	<u>339,940</u>
At 31 March 2025				
Net book value				
At 31 March 2025	<u>391,904</u>	<u>14,025</u>	<u>19,667</u>	<u>425,596</u>
At 31 March 2024	<u>362,197</u>	<u>9,205</u>	<u>15,369</u>	<u>386,771</u>

12 Debtors

	2025	2024
	£	£
Trade debtors	656,459	676,408
Prepayments and accrued income	<u>653,268</u>	<u>348,120</u>
	<u>1,309,727</u>	<u>1,024,528</u>

13 Creditors: amount falling due within one year

	2025	2024
	£	£
Trade creditors	292,177	142,835
Other tax and social security	140,835	133,568
Accruals and deferred income	838,007	1,007,377
Pension deficit payments (note 16)	<u>5,229</u>	<u>8,664</u>
	<u>1,276,248</u>	<u>1,292,444</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****14 Creditors: amount falling due after more than one year**

	2025	2024
	£	£
Pension deficit payments (note 16)	9,425	-
	9,425	-

15 Funds

	At 1 April 2024 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2025 £
General	343,179	10,911,983	(10,896,948)	(7,303)	350,911
Designated funds					
Voids reserve	25,000	49,102	(33,428)	(15,674)	25,000
Office fund	12,500	-	(3,352)	3,352	12,500
Housing provisions	10,000	-	-	-	10,000
Development provision	25,000	-	-	-	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(531)	531	10,000
Training fund	5,000	-	(2,306)	2,306	5,000
Employment contingency	13,000	-	(1,792)	1,792	13,000
Rose Trustam legacy	42,700	-	(1,780)	-	40,920
Training equipment reserve	3,000	-	-	-	3,000
General and designated	789,379	10,961,085	(10,940,137)	(14,996)	795,331
Restricted funds	-	-	-	-	-
Total funds	789,379	10,961,085	(10,940,137)	(14,996)	795,331

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****15 Funds – Previous Year**

	At 1 April 2023 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2024 £
General	329,868	10,198,291	(10,154,255)	(30,725)	343,179
Designated funds					
Voids reserve	25,000	46,086	(59,954)	13,868	25,000
Office fund	12,500	-	(4,669)	4,669	12,500
Housing provisions	10,000	-	-	-	10,000
Development provision	25,000	-	(7,656)	7,656	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(550)	550	10,000
Training fund	5,000	-	(2,376)	2,376	5,000
Employment contingency	13,000	-	(1,600)	1,600	13,000
Rose Trustam legacy	44,300	-	(1,600)	-	42,700
Training equipment reserve	3,000	-	-	-	3,000
General and designated	777,668	10,244,377	(10,232,660)	(6)	789,379
Restricted funds					
	-	-	-	-	-
Total funds	777,668	10,244,377	(10,232,660)	(6)	789,379

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

16 Pension costs

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 521 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 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly and increasing by 3% each on 1st 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.

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £14,654 (2024: £8,664) 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.

A reconciliation of the total liability included within creditors is shown below. A total of £5,229 (2024: £8,833) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****16 Pension costs (continued)**

	2025	2024
	£	£
At 1 April	(8,664)	(18,547)
Unwinding of the discount factor (interest expense)	(229)	(710)
Deficit contribution paid	8,833	10,599
Remeasurements – amendments to the contribution schedule	(14,501)	-
Remeasurements - impact of any change in assumptions	<u>(93)</u>	<u>(6)</u>
At 31 March	<u>(14,654)</u>	<u>(8,664)</u>

The charges/(credits) recognised in the statement of financial activities are shown below:

	2025	2024
	£	£
Interest expense	229	710
Remeasurements to pension liability	<u>(14,594)</u>	<u>(6)</u>

The assumptions used are shown below:

	2025	2024
	%	%
Rate of discount	<u>4.84</u>	<u>5.31</u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £15,687 (2024: £19,432) was owed to the scheme in respect of contributions.

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total	Total
			2025	2024
			£	£
Intangible fixed assets	-	6,295	6,295	14,900
Tangible fixed assets	-	425,596	425,596	386,771
Net current assets	-	372,865	372,865	387,708
Creditors due after more than 1 year	<u>-</u>	<u>(9,425)</u>	<u>(9,425)</u>	<u>-</u>
	-	795,331	795,331	789,379

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

18 Financial commitments

Operating lease commitments

At the year end, the total of the company’s future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Amounts due within one year	455,064	507,184	6,959	91,600
Amounts due between one and five years	<u>33,600</u>	<u>7,286</u>	<u>868</u>	<u>868</u>
	488,664	514,470	7,827	92,468
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

During the year, the company incurred £745,649 (2024: £691,705) lease payments recognised in expenses.

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales - Charity number 1002141

Accounts

Company Number 02029641

Registered Charity 1002141

Integrate (Preston and Chorley) Limited
Report and Financial Statements

For The Year Ended
31 March 2024

Integrate (Preston and Chorley) Limited
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Integrate (Preston and Chorley) Limited

Legal and Administrative Information

Directors	T McLean (resigned 6 May 2023) L Arkwright M Bleasdale N Homan J Kay T Keely P McKeown A Caine (appointed 24 June 2024) R A Crowther (appointed 26 June 2024) S Shrestha (appointed 26 June 2024) S Stephens (appointed 24 June 2024)
Chief Executive:	S Pemberton
Project director, ISS:	P Green
Project director, Corporate Services and Company Secretary:	A Guthrie
Project director, New Focus:	A Watson
Registered Office:	Quayside House off Chain Call Way Navigation Way Preston Lancashire PR2 2XS
Charity Number:	1002141
Company Number:	02029641
Constitution:	The charity is registered as a company and is limited by guarantee. The charity is governed by Memorandum and Articles of Association.
Auditors:	MHA Richard House 9 Winckley Square Preston PR1 3HP

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project Sub Boards to the agreed organisational plan.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience. Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board was reviewed in March 2020, and it was agreed that there is a need to seek new members to allow for succession planning, this has moved forward in the last year and we will be confirming four new trustees in the next financial year.

The process of application for new members includes seeking references and attendance at an agreed number of Board Meetings, firstly as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive, the current Chair or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up-to-date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Induction and training (continued):

We continue to offer of ad-hoc training sessions to Trustees which previously included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, and a return to face to face meetings these opportunities will increase. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long-term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day-to-day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings. The work of the Board continues to be supported by 3 Sub Boards who look at the detail of the 3 major project areas. The Sub Boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation.

Sub Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology, Housing Leads or others when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county. Integrate's C.E.O. currently holds the position of Chair for the LLDC.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Relationship with any related parties (continued):

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce.

Integrate continue the sponsorship of Community Living, a magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continue to work in partnership with several Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

Links with the local universities and colleges have continued over this year and once again we have had students on placement in our services.

This year Integrate have continued with their membership of the National Care Forum and have become members of VODG, (Voluntary Organisations Disability Group) which is a national charity that represents not-for-profit organisations who provide services to disabled people in ways that promote independence, choice and control.

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having a major part of the business funded by one authority does place a certain amount of risk to the organisation. We are moving onto the APL Framework for Lancashire, which may give rise to some stretching contractual obligations. There have also been a number of people designated as 'commissioned off framework' by the Local Authority, for which Integrate receive a reduced fee. This year has seen an increased number of people with support being funded by the NHS through Clinical Commissioning Groups and via the Transforming Care Agenda at our Service development rate.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Reviewing major risks (continued):

Integrate's business continuity plan also covers areas such as the Covid pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work including cyber risks. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies.

Integrate's Internal Agency continues to be steady and provides the organisation with members of agency workers to cover for holidays, sickness and training of permanent staff. The use of external agency over the whole organisation has remained fairly similar to other years. Where it is necessary to use external agencies both parties would work together to ensure staff used are regulars and known to the individuals they support.

One major risk is the Tulketh Brow office which suffered from a flood and severe water ingress, which has meant some rooms are unable to be used. New office premises have been identified and we will be moving in the next financial year.

Objectives and Activities

The charity's key objectives and activities are:

To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.

This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation has continued to provide support services in the local community to around 165 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 35 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained static, sadly we have seen a few people who we supported who passed away over this period. Both our specialist services still have referrals in the pipeline but moving forward with them has been hampered due to lack of appropriate accommodation. This means numbers are slightly lower than predicted. Integrate's original services continued to consolidate but have taken on a number of smaller services this year.
- We continue to offer Specialist Deaf Services which offer opportunities to people from the Deaf community to live a varied lifestyle in their own homes rather than in more institutional settings. We have also seen an increase in our service provision to the Deaf Community with learning Disabilities over this period. This includes outreach provision to a wider geographical area.
- The application for the organisation to be on the Supported Living Approved Provider List for Lancashire County Council has been approved, but we have still to move forward with this.
- Progress with our Ordinary Lives group has been slow this year, although meetings have resumed.
- We held a very successful Garden Party in the summer and a Christmas Fair, both very well attended by the People we Support, staff, volunteers and members of the general public. These functions are a positive way to be involved in the local community.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Achievements and Performance (continued):

- In November we held our Forty-year celebration, which was very well attended by almost 300 people, including People we Support, Staff, Family Members, Trustees, friends and the 'Right Honourable Mayor of Preston' We used this opportunity to highlight the innovative work we have carried out over the last forty years in both the local and wider communities.
- We presented the People we Support who help us with interviewing and other events, along with our volunteers, a token of our appreciation and a certificate.
- We also celebrated staff achievements and carried out the first of two awards for 'The Tom MacLean' 'Making a difference award' and the Rose Trustam 'Good practice award' in memory of our founding CEO and President. These awards will now be presented yearly.
- The number of people attending our Social Enterprise Projects have remained steady over the year. Our relationship with the larger construction companies and the relationships with other similar organisations has been maintained during this period.
- Integrate have continued to support Community Living, which has moved to being totally online this year. This has increased accessibility to the wider public and has seen an increase in people viewing the magazine.
- Our Social Inclusion representative continues to support people who use our services to be involved in and participate in both local and national forums representing issues for people with a Learning Disability. They also arrange events and meetings for the People we Support, the wider organisation and the local community.
- We continue with appropriate office provision and administrative support to the wider geographical areas and have provided for better IT support and teams, online.
- Integrate continue to work in partnership with several Social Housing providers with whom we have had long standing relationships. These include Places for People, Community Gateway and Your Housing. We also use private landlords to source appropriate properties and help the people we support to manage their tenancies. We have continued to carry some vacancies and rental voids, which have been unavoidable due to compatibility and the properties being unsuitable due to the requirement of ground floor properties.
- The average number of staff employed by Integrate in this year is 267 full time equivalents, including internal agency staff. Most of our staff teams live in the local areas where they work, which enhances our presence in these communities.
- There is a well-developed pathway for training within the organisation and we continue to support staff through basic and mandatory training to ensure training of staff meet the needs of the people receiving support.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support, in line with The Restraint Reduction Network Training. Due to the positive impact of this training, we have seen a decrease in the number of people requiring Physical intervention protocols in their support plans.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.
- One of our Service Managers on the Specialist Services has now taken up a place on the Social Work degree course. This will help us with the number of suitably qualified managers.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

- We have become a Signature approved Provider for British Sign Language training and a cohort of staff at various levels are currently undertaking Level 1 BSL course. This will help us to communicate across the wider organisation with both the Deaf people we support and our Deaf staff. It will hopefully help us to 'home grow' our own staff teams.
- The People we Support have held several fund-raising events over the year, raising money for MacMillan, Alzheimer's and other charities. It is very positive for people with Disabilities to raise money for other charities and people in need, as often they are seen as taking from the community and not being able to give back to their community.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals

The impact of Covid-19

In line with Government policy, any Covid-19 risks are now treated as part of "business as usual."

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

Rose Trustam Legacy

Integrate's founding Chief Executive Officer sadly passed away during the pandemic. She very kindly left Integrate a legacy from her estate and some of these funds have been designated by Integrate to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have decreased by £1,600 from the previous year:

- Voids: Voids tend to be long term and filling them generates additional costs due to the length of time that needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- Office funds: is used to support major works/repairs/relocations on main offices.
- Housing provisions: ensures reserves to cover unexpected housing services responsibilities to support housing service needs.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Financial review (continued)

Designated Reserves (continued):

- Development provision: The charity is looking to continue to consolidate its position over the next year. Further funding from external sources would be required for large development projects.
- Continuity: the continuity fund has been maintained and viewed together with the general reserve the longer term target is to cover 2 months expenditure and the gap has continued to narrow this year.
- Clients' Continuity: this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- Training fund: funds continue to be used to support the further development of specialist training.
- Employment contingency: supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- Training Equipment Reserve: to support client and staff training equipment including that to support the needs of disabled people.
- Rose Trustam legacy: the Trustees have designated funds received from a legacy from Integrate's founding Chief Executive Officer to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

This year the remeasurement of the pension fund liability as detailed in Note 16, has led to a gain of £495 being recognised within the general reserve. The net movement before this remeasurement was £50,267.

Restricted reserves:

Reserves and Tangible Fixed Assets

Total reserves as at 31 March 2024 were £820,098 all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £272,227.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2024

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- Continued delivery of high-quality support, utilising Person-Centered approaches to enable services to meet individual need.
- To confirm our new Trustees as full Board Members and allocate them across the Sub Boards.
- To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams. Further development of the Cars Project.
- To continue the development of our specialist Deaf Service to enable an increased number of individuals to live in and access the community.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.
- To further increase opportunities for involvement of the people we support across the organisation with further training for Quality Checkers, increased involvement in the recruitment process at all levels and the exploration of opportunities for paid work within the organisation. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways.
- To work with LCC moving services onto the APL framework.
- To apply for inclusion on the 'Home Care Framework' with LCC
- To increase recruitment and reduce the use of External Agency.
- To re-locate to the new identified office and plan for the sale of our Tulketh Brow office.
- To continue to hold annual events to celebrate the successes of the organisation and recognise the positive support provided to adults with Learning Disabilities in the community, as per our Mission Statement.

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Auditors:

A resolution proposing that MHA be reappointed as auditor of the company will be put to the Annual General Meeting.

Integrate (Preston and Chorley) Limited**Directors' Report****Year ended 31 March 2024**

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for 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.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board



J Kay
Director

Date: December 4, 2024

Integrate (Preston and Chorley) Limited**Independent Auditor's Report to the Members****Year ended 31 March 2024**

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the directors' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2024

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' report, which includes the directors' report 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 directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement on page 9, 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 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 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.

Integrate (Preston and Chorley) Limited**Independent Auditor's Report to the Members****Year ended 31 March 2024**

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Challenging assumptions and judgements made by management, in particular in relation to future performance;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing correspondence with the Care Quality Commission and the Charities Commission; and
- Reviewing board minutes.
- Reviewing the systems for recording revenue and to ensure income has been recognised in the correct period

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.


Nicola Mason MA(Cantab) FCA DChA (Senior Statutory Auditor)

For and on behalf of

MHA

Chartered Accountants and Statutory Auditor

Preston

December 4, 2024

.....

MHA is the trading name of McIntyre Hudson LLP, a limited liability partnership in England and Wales.

Integrate (Preston and Chorley) Limited**Statement of Financial Activities (Incorporating an income and expenditure account)****For the year ended 31 March 2024**

		Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
	Notes				
Income from:					
Charitable activities	2	10,236,902	-	10,236,902	9,318,508
Investments	3	7,475	-	7,475	2,380
Total income		10,244,377	-	10,244,377	9,320,888
Expenditure on:					
Charitable activities	5	10,232,660	-	10,232,660	9,270,621
Total expenditure		10,232,660	-	10,232,660	9,270,621
Net income	7	11,717	-	11,717	50,267
Transfers between funds		-	-	-	-
Other recognised gains:					
Remeasurements to pension liability	16	(6)	-	(6)	495
Net movement in funds		11,711	-	11,711	50,762
Total funds brought forward		777,668	-	777,668	726,906
Total funds carried forward		789,379	-	789,379	777,668

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

Integrate (Preston and Chorley) Limited**Balance Sheet****As at 31 March 2024**

	Notes	2024	2023
		£	£
Fixed Assets			
Intangible assets	10	14,900	30,432
Tangible assets	11	386,771	406,131
Current Assets			
Debtors	12	1,024,528	763,622
Cash at bank and in hand		655,624	867,677
		1,680,152	1,631,299
Creditors:			
Amounts falling due within one year	13	(1,292,444)	(1,282,246)
Net current assets		387,708	349,053
Total assets less current liabilities		789,379	785,616
Creditors:			
Amounts falling due after more than one year	14	-	(7,948)
Net assets		789,379	777,668
Represented by:			
Restricted funds	15	-	-
Unrestricted funds	15	789,379	777,668
Total funds		789,379	777,668

The financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime

The financial statements were approved by the board of directors and authorised for issue on December 4, 2024

Signed on behalf of the Board


J Kay

Director

Company number: 02029641

Integrate (Preston and Chorley) Limited**Statement of Cash Flows****For the year ended 31 March 2024**

		2024 Total £	2023 Total £
Cash (used in) / generated by operating activities	(a)	(135,198)	(177,258)
Cash flows from investing activities			
Investment income		7,475	2,380
Interest paid		-	(3,863)
Proceeds from sales of tangible fixed assets		5,300	-
Purchase of tangible fixed assets		(6,274)	(33,596)
Cash used in investing activities		6,501	(35,079)
Cash flows from financing activities			
Repayment of borrowings		(83,356)	(2,603)
Cash used in by financing activities		(83,356)	(2,603)
Increase in cash and cash equivalents in the year		(212,053)	(214,940)
Cash and cash equivalents at the beginning of the year		867,677	1,082,617
Cash and cash equivalents at the end of the year		655,624	867,677

(a) Reconciliation of net movement in funds to net cash flow from operating activities

Net income for the year	11,711	50,267
Investment income received	(7,475)	(2,380)
Interest paid	710	4,411
Amortisation	15,532	15,532
Depreciation	18,869	25,872
(Profit)/Loss on disposal	1,464	-
(Increase)/decrease in debtors	(260,906)	(199,160)
(Decrease)/increase in creditors	95,489	(61,201)
Employers pension deficit contributions (note 16)	(10,599)	(10,599)
Cash (used in) / generated by operating activities	(135,198)	(177,258)

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

1 Accounting policies

a General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors as listed on the legal and administrative information page). The address of the registered office is included on the legal and administrative information page of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b Going concern

The Trustees together with management assess whether the use of going concern is appropriate i.e. whether there is any material uncertainties related to events or conditions that may cast significant doubt on the charity to continue as a going concern. The assessment is made in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

Following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

c Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

d Income

Income is recognised 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:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

e Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

f Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------------------------------|---------------------------|
| • Freehold buildings | 1%-20% straight line |
| • Fixtures, fittings and equipment | 12.5%-33.3% straight line |
| • Employment Unit equipment | 12.5%-25% straight line |

g Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------|--|
| • Software | 14.2% - 20% straight line (over 5-7 years) |
|------------|--|

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

h Debtors

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

i Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

j 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.

k Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

l Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

m Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

n Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

2 Income from charitable activities

	Unrestricted	Restricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Statutory Funds	8,843,208	-	8,843,208	7,879,248
Housing Funds	852,529	-	852,529	796,173
Social Enterprises	461,703	-	461,703	420,651
Training (including secondment)	19,678	-	19,678	9,602
Grants	-	-	-	66,705
Project Funded Income	-	-	-	9,360
Self Funding	-	-	-	17,509
Other	59,784	-	59,784	119,260
	<u>10,236,902</u>	<u>-</u>	<u>10,236,902</u>	<u>9,318,508</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****3 Income from investments**

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4 Support costs

	2024	2023
	£	£
Wages, salaries and other staff related costs	374,797	344,188
Premises related costs	70,691	66,354
Communications costs	35,188	28,182
Legal and professional services	81,939	75,432
Sundry expenses	8,882	3,120
Amortisation	15,532	15,532
Depreciation	12,437	19,644
Bank charges and interest	2,139	6,467
	<u>601,605</u>	<u>558,919</u>

5 Expenditure on charitable activities

	2024	2023
	£	£
Wages, salaries and other staff related costs	8,227,348	7,481,522
Premises related costs	951,270	840,015
Communications costs	109,693	102,003
Legal and professional services	203,497	168,501
Other Social Enterprise costs	35,036	25,548
Sundry expenses	75,598	69,487
Depreciation	6,432	6,228
Bank charges and interest	7,734	5,053
Support costs (see note 4)	601,605	558,919
Governance costs (see note 6)	14,447	13,345
	<u>10,232,660</u>	<u>9,270,621</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****6 Governance costs**

These costs are as follows:

	2024	2023
	£	£
External audit	12,000	11,100
External audit – irrecoverable VAT	2,400	2,220
Trustees' expenses	47	25
	<u>14,447</u>	<u>13,345</u>

7 Net income/(expenditure) for the year

This is stated after charging:

	2024	2023
	£	£
Amortisation	15,532	15,532
Depreciation	18,869	25,872
Auditors' remuneration	12,000	11,100
Rentals under operating leases	691,705	643,825

8 Staff costs

	2024	2023
	£	£
Wages and salaries	6,944,801	6,175,701
Social security costs	556,003	499,150
Pension costs (defined contribution)	154,141	136,071
	<u>7,654,945</u>	<u>6,810,922</u>

The average monthly number of salaried employees during the year was:

	2024	2023
Full and part time	<u>319</u>	<u>294</u>
Full time equivalents	<u>267</u>	<u>255</u>

One (2023: one) employee received total employee benefits (excluding employer pension costs of more than £60,000 during the current year, earning between £60,001 and £70,000. The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £47 (2023: £25) were reimbursed to one (2023: one) director (trustee) during the year. The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on the legal and administrative information page. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £259,669 (2023: £254,176).

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

9 Related party transactions

S Pemberton is a trustee of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2023: £4,000) were paid to this entity.

10 Intangible fixed assets

	Software	Total
	£	£
Cost		
At 1 April 2023	<u>90,251</u>	<u>90,251</u>
At 31 March 2024	<u>90,251</u>	<u>90,251</u>
Amortisation		
At 1 April 2023	59,819	59,819
Charge for year	<u>15,532</u>	<u>15,532</u>
At 31 March 2024	<u>75,351</u>	<u>75,351</u>
Net book value		
At 31 March 2024	<u>14,900</u>	<u>14,900</u>
At 31 March 2023	<u>30,432</u>	<u>30,432</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****11 Tangible fixed assets**

	Freehold land and buildings	Fixtures and fittings	Social Enterprise equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	528,554	123,580	67,295	719,429
Additions	-	6,274	-	6,274
Disposals	-	-	(16,995)	(16,995)
At 31 March 2024	528,554	129,854	50,300	708,708
Depreciation				
At 1 April 2023	161,115	113,454	38,729	313,298
Charge for year	5,242	7,195	6,433	18,869
Eliminated on disposals	-	-	(10,231)	(10,231)
At 31 March 2024	166,357	120,649	34,931	321,936
Net book value				
At 31 March 2024	362,197	9,205	15,369	386,771
At 31 March 2023	367,439	10,126	28,566	406,131

12 Debtors

	2024	2023
	£	£
Trade debtors	676,408	535,966
Prepayments and accrued income	348,120	227,656
	1,024,528	763,622

13 Creditors: amount falling due within one year

	2024	2023
	£	£
Bank loans (note 14)	-	83,356
Trade creditors	142,835	69,111
Other tax and social security	133,568	100,846
Accruals and deferred income	1,007,377	1,018,334
Pension deficit payments (note 16)	8,664	10,599
	1,292,444	1,282,246

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

14 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Pension deficit payments (note 16)	-	7,948
	-	7,948

Bank loans fall due for payment as follows:

Amounts wholly repayable by instalments	2024	2023
	£	£
Bank loans		
Within one year	-	83,356
Between two and five years	-	-
	-	83,356

Interest is payable at base rate plus 3.1%. The bank loan is secured by a fixed charge on the freehold land and buildings it relates to.

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****15 Funds**

	At 1 April 2023 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2024 £
General	329,868	10,198,291	(10,154,255)	(30,725)	343,179
Designated funds					
Voids reserve	25,000	46,086	(59,954)	13,868	25,000
Office fund	12,500	-	(4,669)	4,669	12,500
Housing provisions	10,000	-	-	-	10,000
Development provision	25,000	-	(7,656)	7,656	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(550)	550	10,000
Training fund	5,000	-	(2,376)	2,376	5,000
Employment contingency	13,000	-	(1,600)	1,600	13,000
Rose Trustam legacy	44,300	-	(1,600)	-	42,700
Training equipment reserve	3,000	-	-	-	3,000
General and designated	777,668	10,244,377	(10,232,660)	(6)	789,379
Restricted funds					
	-	-	-	-	-
Total funds	777,668	10,244,377	(10,232,660)	(6)	789,379

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****15 Funds – Previous Year**

	At 1 April 2022 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2023 £
General	323,406	9,278,119	(9,161,310)	(110,347)	329,868
Designated funds					
Voids reserve	25,000	42,769	(58,714)	15,945	25,000
Office fund	12,500	-	(11,944)	11,944	12,500
Housing provisions	10,000	-	(2,416)	2,416	10,000
Development provision	25,000	-	(7,211)	7,211	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(788)	788	10,000
Training fund	5,000	-	(2,700)	2,700	5,000
Employment contingency	13,000	-	(25,538)	25,538	13,000
Rose Trustam legacy	-	-	-	44,300	44,300
Training equipment reserve	3,000	-	-	-	3,000
General and designated	726,906	9,320,888	(9,270,621)	495	777,668
Restricted funds					
	-	-	-	-	-
Total funds	726,906	9,320,888	(9,270,621)	495	777,668

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2024

16 Pension costs

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 638 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 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.9m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2019 to 31 January 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st 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.

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £8,664 (2023: £18,547) 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.

A reconciliation of the total liability included within creditors is shown below. A total of £8,833 (2023: £10,599) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****16 Pension costs (continued)**

	2024	2023
	£	£
At 1 April	(18,547)	(29,093)
Unwinding of the discount factor (interest expense)	(710)	(548)
Deficit contribution paid	10,599	10,599
Remeasurements - impact of any change in assumptions	(6)	495
	<u> </u>	<u> </u>
At 31 March	(8,664)	(18,547)
	<u> </u>	<u> </u>

The charges/(credits) recognised in the statement of financial activities are shown below:

	2024	2023
	£	£
Interest expense	710	548
Remeasurements to pension liability	(6)	495
	<u> </u>	<u> </u>

The assumptions used are shown below:

	2024	2023
	%	%
Rate of discount	5.31	5.52
	<u> </u>	<u> </u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £19,432 (2023: £29,544) was owed to the scheme in respect of contributions.

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total 2024	Total 2023
			£	£
Intangible fixed assets	-	14,900	14,900	30,432
Tangible fixed assets	-	386,771	386,771	406,131
Net current assets	-	387,708	387,708	349,053
Creditors due after more than 1 year	-	-	-	(7,948)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	789,379	789,379	777,668
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2024****18 Financial commitments**

Operating lease commitments

At the year end, the total of the company's future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2024	2023	2024	2023
	£	£	£	£
Amounts due within one year	507,184	464,740	91,600	4,876
Amounts due between one and five years	7,286	4,876	868	868
	514,470	469,616	92,468	5,744

19 Analysis of changes in net debt

	2023	Cash flows	Other	2024
	£	£	changes £	£
Bank loans due in more than one year	-	-	-	-
Bank loans due in less than one year	(83,356)	83,356	-	-
Total liabilities	(83,356)	83,356	-	-
Cash and cash equivalents	867,677	(212,053)	-	655,624
Total net funds	784,321	(128,697)	-	655,624

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales - Charity number 1002141

Accounts

Company Number 02029641

Registered Charity 1002141

Integrate (Preston and Chorley) Limited

Report and Financial Statements

For The Year Ended

31 March 2023

Integrate (Preston and Chorley) Limited

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Integrate (Preston and Chorley) Limited

Legal and Administrative Information

Directors	M J Robinson (resigned 28 February 2023) J T Dunn (resigned 13 May 2022) T McLean (resigned 6 May 2023) D Naden (resigned 5 September 2022) L Arkwright M Bleasdale N Homan J Kay T Keely P McKeown
Chief Executive:	S Pemberton
Project director, ISS:	P Green
Project director, Corporate Services and Company Secretary:	A Guthrie
Project director, New Focus:	A Watson
Registered Office:	112-116 Tulketh Brow Preston Lancashire PR2 2SJ
Charity Number:	1002141
Company Number:	02029641
Constitution:	The charity is registered as a company and is limited by guarantee. The charity is governed by Memorandum and Articles of Association.
Auditors:	MHA Moore and Smalley Richard House 9 Winckley Square Preston PR1 3HP

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project Sub Boards to the agreed organisational plan. This year has seen the retirement and resignation of the Chair of Trustees David Naden and the appointment of John Kay, as the new Chair. We have also seen the sad passing of John Dunn the Vice-Chair, and Tom McLean, our president who has been a Trustee since our inception. The Vice Chair position has been taken up by Lynda Arkwright and we have seen the retirement of Maureen Robinson a long-term Trustee. We currently have a number of potential Trustees meeting with us with a view to joining the Trustee Board.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience. Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board was reviewed in March 2020, and it was agreed that there is a need to seek new members to allow for succession planning, this was put on hold due to the pandemic but is at the forefront of the strategic plan for the coming year, with new Trustees in the process of joining.

The process of application for new members includes seeking references and attendance at an agreed number of Board Meetings, firstly as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up-to-date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Induction and training (continued):

We continue to offer of ad-hoc training sessions to Trustees which previously included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, this has been reduced in this year. but as we see an emergence from the pandemic and a return to face to face meetings these opportunities will increase. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long-term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day-to-day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings which have again been mainly held remotely with a move to face to face in the latter months of the year.

The work of the Board continues to be supported by 3 Sub Boards who look at the detail of the 3 major project areas. The Sub Boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation. One such group was formed last year to look at the possibility of new offices and to review the organisation's building assets.

Sub Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology or Housing Leads when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county. Integrate's C.E.O. currently holds the position of Chair for the LLDC. Integrate also hosts the employment of the LLDC Business Manager post, the cost of which is fully covered by the Consortium.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Relationship with any related parties (continued):

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce. Opportunities for meetings have increased over this year, but are much reduced from before Covid, mainly due to the sector being less financially vibrant.

The sponsorship of Community Living, a magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continues to work in partnership with several Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

Links with the local universities and colleges have increased over this year and once again we have had students on placement in our services.

This year Integrate have become members of the National Care Forum, which is membership organisation for not-for-profit organisations in the care and support sector.

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having a major part of the business funded by one authority does place a certain amount of risk to the organisation. Moving onto the APL Framework may cause concerns around the fee rate for some people classed as 'commissioned off framework' which would be at a lower rate than the benchmark rate, these are not high numbers of people. This year has seen an increased number of people with support being funded by the NHS through Clinical Commissioning Groups and via the Transforming Care Agenda at our Service development rate.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Reviewing major risks (continued):

Integrate's business continuity plan also covers areas such as the Covid pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work including cyber risks. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies. Integrate's Internal Agency continues to be steady and provides the organisation with members of agency workers to cover for holidays, sickness and training of permanent staff. However due to the lack of capacity in the Social Care Sector, we have seen a rise in the use of external agency usage and therefore associated costs. Where it is necessary to use external agencies both parties would work together to ensure staff used are regulars and known to the individuals they support.

One major risk is the Tulketh Brow office which suffered from a flood and severe water ingress, which has meant some rooms are unable to be used. New office premises are being sought, but there is a lack of suitable premises available on the market. The reduction in facilities is being managed by hybrid working and some members of office staff working out of other offices until a suitable replacement is secured.

Objectives and Activities

The charity's key objectives and activities are:

To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.

This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation has continued to provide support services in the local community to around 160 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 35 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained static, sadly we have seen a few people who we supported who passed away over this period. The specialist service still has referrals in the pipeline but moving forward with them has been hampered following the pandemic, which means numbers are slightly lower than predicted. Integrate's original services continued to consolidate but have taken on a number of smaller services this year.
- The application for the organisation to be on the Approved Provider List for Lancashire County Council was approved last year, which means we can access services from Lancashire's new framework, and we are moving forward with this.
- Following the restrictions progress with Face-to Face meetings with the People we Support has been slow and we are only just returning to regular meetings with the Ordinary Lives group and Quality Checkers.
- We held a very successful Garden Party in the summer and a Christmas Fair, both very well attended by the People we Support, staff, volunteers and members of the general public. These functions are a positive way to be involved in the local community.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Achievements and Performance (continued):

- In November we held a 'get together after covid' event which was very well attended and the people who attend our Social Enterprise Projects and volunteers were presented with Certificates and a small token of thanks for their input to the organisation over the year. This was an opportunity to celebrate achievements for the organisation after Covid.
- We have seen a continued increase in the number of people returning to the Social Enterprise projects and are back to previous levels of attendance. This year has also seen a rise in the number of volunteers across all the Enterprise Projects. The Woodhouse and the relationships with the large construction companies have seen a return to business as usual over the last year.
- Integrate continue to work in partnership with several Social Housing providers with whom we have had long standing relationships. These include Places for People, Community Gateway and Your Housing. We also use private landlords to source appropriate properties and help the people we support to manage their tenancies. This last year saw a similar number of rental voids, which have been unavoidable due to the reduced number of new services over the year and some people who use our services choosing to move house.
- Integrate have continued to support Community Living magazine, which promotes equal citizenship for people with a Learning Disability. The magazine has a new editor who is raising the profile of the magazine and highlighting concerns and issues for people with Learning Disabilities across a wider footprint.
- The average number of staff employed by Integrate in this year is 294 including internal agency staff. Integrate continue to support staff through basic and mandatory training and, there is a well-developed training pathway to ensure training of staff meet the needs of the people receiving support. In all, a total number of training places attended were 729 face to face and 2,991 eLearning courses were completed.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support, in line with The Restraint Reduction Network Training. This has contributed to a reduction in the number of people we support with physical intervention protocols in their support plan. There are now 3 qualified trainers within the organisation.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.
- The two Senior support workers who were working towards their Social Work degree have now qualified. One of the Service Managers on the Specialist Services has now taken up a place on the Social Work degree course. This will continue to provide us with suitably qualified managers.
- We continue with appropriate office provision and administrative support to the wider geographical areas and have provided for better IT support and teams, online, meetings to keep them in touch with the main offices.
- We continue to offer Specialist Deaf Services which offer opportunities to people from the Deaf community to live a varied lifestyle in their own homes rather than in more institutional settings. We have also seen an increase in our service provision to the Deaf Community with learning Disabilities over this period.
- The People we Support have held several fund-raising events over the year, raising money for MacMillan, Alzheimer's and other charities. It is very positive for people with Disabilities to raise money for other charities and people in need, as often they are seen as taking from the community and not being able to give back to their community.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Achievements and Performance (continued):

- We now have a Social Inclusion Officer in post. This is to support the people who use our services to be involved in and enable participation to both local and national forums representing issues for people with a Learning Disability.
- As at the year-end we have recruited a Social Media resource to support recruitment and retention.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals.

The impact of Covid-19

Going forward, there will still be a requirement to provide support services to various groups of vulnerable and disabled people, therefore it would be expected that Integrate will continue to provide these services as commissioned. Early in the year, we received a reimbursement in respect of overspending on an earlier Covid-19 grant, but there will be no further funding. As there were no conditions attached to the reimbursement and the expenditure was in an earlier period, this has been accounted for as unrestricted income in the current year.

There is no longer a statutory requirement for Social Care staff to test regularly but we would expect if people were displaying symptoms to be mindful if they were supporting vulnerable individuals.

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

Rose Trustam Legacy

Integrate's founding Chief Executive Officer sadly passed away during the pandemic. She very kindly left Integrate a legacy from her estate and some of these funds have been designated by Integrate to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have increased by £44,300 from previous years:

- Voids: Voids tend to be long term and filling them generates additional costs due to the length of time that needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- Office funds: is used to support major works/repairs/relocations on main offices.
- Housing provisions: ensures reserves to cover unexpected housing services responsibilities to support housing service needs.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Financial review (continued)

Designated Reserves (continued):

- Development provision: The charity is looking to continue to consolidate its position over the next year. Further funding from external sources would be required for large development projects.
- Continuity: the continuity fund has been maintained and viewed together with the general reserve the longer term target is to cover 2 months expenditure and the gap has continued to narrow this year.
- Clients' Continuity: this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- Training fund: funds continue to be used to support the further development of specialist training.
- Employment contingency: supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- Training Equipment Reserve: to support client and staff training equipment including that to support the needs of disabled people.
- Rose Trustam legacy: the Trustees have designated funds received from a legacy from Integrate's founding Chief Executive Officer to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

This year the remeasurement of the pension fund liability as detailed in Note 16, has led to a gain of £495 being recognised within the general reserve. The net movement before this remeasurement was £50,267.

Restricted reserves:

A number of Covid-19 related grants were received in the previous year, all of which have been treated as restricted. These grants were fully spent during the previous financial year.

Reserves and Tangible Fixed Assets

Total reserves as at 31 March 2023 were £777,668 all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £193,305.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- To recruit to our current Board of Trustees to help with succession planning.
- Continued delivery of high-quality support, utilising Person-Centered approaches to enable services to meet individual need.
- To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams. Further development of the Cars Project.
- To develop our specialist Deaf Service to enable an increased number of individuals to live in and access the community.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.
- To further increase opportunities for involvement of the people we support across the organisation with further training for Quality Checkers, increased involvement in the recruitment process at all levels and the exploration of opportunities for paid work within the organisation. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways.
- To work with LCC moving services onto the APL framework.
- To review our Social Media presence with the aim of raising awareness of Integrate, with a particular focus on recruitment.
- To increase recruitment and reduce the use of External Agency.
- To review our Head Office situation and source other appropriate office space within the correct locality.
- To plan for a celebration recognising 40 years of Integrate providing support to adults with Learning Disabilities in the community, as per our Mission Statement.

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Auditors:

A resolution proposing that MHA Moore and Smalley be reappointed as auditor of the company will be put to the Annual General Meeting.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2023

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for 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.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board

J Kay
Director

Date:




Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2023

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the directors' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2023

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' report, which includes the directors' report 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 directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement on page 9, 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 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 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.

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2023

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Challenging assumptions and judgements made by management, in particular in relation to future performance;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing correspondence with the Care Quality Commission and the Charities Commission; and
- Reviewing board minutes.
- Reviewing the systems for recording revenue and to ensure income has been recognised in the correct period

We identified the following areas as those most likely to have a material impact on the financial statements: employment law and compliance with the Charities Act.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.



Christine Wilson (Senior Statutory Auditor)
For and on behalf of
MHA Moore and Smalley
Chartered Accountants and Statutory Auditor
Preston

11/12/2023

.....

Integrate (Preston and Chorley) Limited**Statement of Financial Activities (Incorporating an income and expenditure account)****For the year ended 31 March 2023**

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Charitable activities	2	9,318,508	-	9,318,508	8,675,208
Investments	3	2,380	-	2,380	424
Total income		9,320,888	-	9,320,888	8,675,632
Expenditure on:					
Charitable activities	5	9,270,621	-	9,270,621	8,654,428
Total expenditure		9,270,621	-	9,270,621	8,654,428
Net income	7	50,267	-	50,267	21,204
Transfers between funds		-	-	-	-
Other recognised gains:					
Remeasurements to pension liability	16	495	-	495	69,086
Net movement in funds		50,762	-	50,762	90,290
Total funds brought forward		726,906	-	726,906	636,616
Total funds carried forward		777,668	-	777,668	726,906

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

Integrate (Preston and Chorley) Limited

Balance Sheet

As at 31 March 2023

	Notes	2023	2022
		£	£
Fixed Assets			
Intangible assets	10	30,432	45,964
Tangible assets	11	406,131	398,407
Current Assets			
Debtors	12	763,622	564,462
Cash at bank and in hand		<u>867,677</u>	<u>1,082,617</u>
		1,631,299	1,647,079
Creditors:			
Amounts falling due within one year	13	<u>(1,282,246)</u>	<u>(1,264,105)</u>
Net current assets		<u>349,053</u>	<u>382,974</u>
Total assets less current liabilities		785,616	827,345
Creditors:			
Amounts falling due after more than one year	14	<u>(7,948)</u>	<u>(100,439)</u>
Net assets		<u>777,668</u>	<u>726,906</u>
Represented by:			
Restricted funds	15	-	-
Unrestricted funds	15	<u>777,668</u>	<u>726,906</u>
Total funds		<u>777,668</u>	<u>726,906</u>

The financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime

The financial statements were approved by the board of directors and authorised for issue on 4th December 2023

Signed on behalf of the Board

J Kay
Director
Company number: 02029641

Integrate (Preston and Chorley) Limited

Statement of Cash Flows

For the year ended 31 March 2023

		2023 Total £	2022 Total £
Cash (used in) / generated by operating activities	(a)	<u>(177,258)</u>	<u>239,471</u>
Cash flows from investing activities			
Investment income		2,380	424
Interest paid		(3,863)	(2,871)
Purchase of tangible fixed assets		<u>(33,596)</u>	<u>(14,495)</u>
Cash used in investing activities		<u>(35,079)</u>	<u>(16,942)</u>
Cash flows from financing activities			
Repayment of borrowings		<u>(2,603)</u>	<u>(4,143)</u>
Cash used in by financing activities		<u>(2,603)</u>	<u>(4,143)</u>
Increase in cash and cash equivalents in the year		(214,940)	218,386
Cash and cash equivalents at the beginning of the year		<u>1,082,617</u>	<u>864,231</u>
Cash and cash equivalents at the end of the year		<u>867,677</u>	<u>1,082,617</u>
 (a) Reconciliation of net movement in funds to net cash flow from operating activities			
Net income for the year		50,267	21,204
Investment income received		(2,380)	(424)
Interest paid		4,411	3,623
Amortisation		15,532	15,532
Depreciation		25,872	37,505
(Increase)/decrease in debtors		(199,160)	186,432
(Decrease)/increase in creditors		(61,201)	8,606
Employers pension deficit contributions (note 16)		<u>(10,599)</u>	<u>(33,007)</u>
Cash (used in) / generated by operating activities		<u>(177,258)</u>	<u>239,471</u>

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

1 Accounting policies

a General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors as listed on the legal and administrative information page). The address of the registered office is included on the legal and administrative information page of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b Going concern

The global Covid-19 pandemic has had and will continue to have a significant impact on a number of organisations. The trustees are responding to the ongoing challenges being faced as a result of this pandemic and together with management have put in place risk management processes to minimise the impact of the virus on employees and service users. The management team continually review operational and staffing impacts arising from the pandemic.

In light of the measures implemented and following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

c Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

d Income

Income is recognised 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:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

The charity receives government grants in respect of Coronavirus Job Retention Scheme and Infection Control Fund. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

e Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

f Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------------------------------|---------------------------|
| • Freehold buildings | 1%-20% straight line |
| • Fixtures, fittings and equipment | 12.5%-33.3% straight line |
| • Employment Unit equipment | 12.5%-25% straight line |

g Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------|--|
| • Software | 14.2% - 20% straight line (over 5-7 years) |
|------------|--|

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

h Debtors

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

i Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

j 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.

k Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

l Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

m Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

n Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

2 Income from charitable activities

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Statutory Funds	7,879,248	-	7,879,248	7,202,089
Housing Funds	796,173	-	796,173	831,229
Social Enterprises	420,651	-	420,651	404,719
Training (including secondment)	9,602	-	9,602	10,456
Covid-19 grants	66,705	-	66,705	134,600
Project Funded Income	9,360	-	9,360	-
Self Funding	17,509	-	17,509	-
Other	119,260	-	119,260	92,115
	9,318,508	-	9,318,508	8,675,208

2022 Other includes £50,000 of one-off income in respect of an incentive to change bankers during 2022. In 2022 all income was unrestricted, with the exception of £134,600 of Covid-19 grants.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

3 Income from investments

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4 Support costs

	2023	2022
	£	£
Wages, salaries and other staff related costs	344,188	333,585
Premises related costs	66,354	51,192
Communications costs	28,182	32,631
Legal and professional services	75,432	105,804
Sundry expenses	3,120	1,152
Amortisation	15,532	15,532
Depreciation	19,644	31,815
Bank charges and interest	6,467	5,831
	<u>558,919</u>	<u>577,542</u>

5 Expenditure on charitable activities

	2023	2022
	£	£
Wages, salaries and other staff related costs	7,481,522	6,916,979
Premises related costs	840,015	841,816
Communications costs	102,003	95,214
Legal and professional services	168,501	115,643
Other Social Enterprise costs	25,548	28,194
Sundry expenses	69,487	56,714
Depreciation	6,228	5,690
Bank charges and interest	5,053	5,196
Support costs (see note 4)	558,919	577,542
Governance costs (see note 6)	13,345	11,440
	<u>9,270,621</u>	<u>8,654,428</u>

Included within the above total is £nil (2022: £134,600) of restricted expenditure related to one charitable activity: Enabling Young People and Adults with a Learning Disability and Others In Need.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

6 Governance costs

These costs are as follows:

	2023	2022
	£	£
External audit	11,100	9,450
External audit – irrecoverable VAT	2,220	1,890
Trustees' expenses	25	100
	<u>13,345</u>	<u>11,440</u>

7 Net income/(expenditure) for the year

This is stated after charging:

	2023	2022
	£	£
Amortisation	15,532	15,532
Depreciation	25,872	37,505
Auditors' remuneration	11,100	9,450
Rentals under operating leases	<u>643,825</u>	<u>645,674</u>

8 Staff costs

	2023	2022
	£	£
Wages and salaries	6,175,701	5,949,601
Social security costs	499,150	453,401
Pension costs (defined contribution)	<u>136,071</u>	<u>129,691</u>
	<u>6,810,922</u>	<u>6,532,693</u>

The average monthly number of salaried employees during the year was:

	2023	2022
Full and part time	<u>294</u>	<u>298</u>
Full time equivalents	<u>255</u>	<u>252</u>

One (2022: one) employee received total employee benefits (excluding employer pension costs of more than £60,000 during the current year, earning between £60,001 and £70,000. The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £25 (2022: £100) were reimbursed to one (2022: one) director (trustee) during the year. The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on the legal and administrative information page. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £254,176 (2022: £243,718).

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

9 Related party transactions

S Pemberton and D Naden are trustees of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2022: £4,000) were paid to this entity.

10 Intangible fixed assets

	Software	Total
	£	£
Cost		
At 1 April 2022	90,251	90,251
At 31 March 2023	90,251	90,251
Amortisation		
At 1 April 2022	44,287	44,287
Charge for year	15,532	15,532
At 31 March 2023	59,819	59,819
Net book value		
At 31 March 2023	30,432	30,432
At 31 March 2022	45,964	45,964

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

11 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Social Enterprise equipment	Total
	£	£	£	£
Cost				
At 1 April 2022	528,554	112,479	44,800	685,833
Additions	-	11,101	22,495	33,596
At 31 March 2023	528,554	123,580	67,295	719,429
Depreciation				
At 1 April 2022	154,907	100,017	32,502	287,426
Charge for year	6,208	13,437	6,227	25,872
At 31 March 2023	161,115	113,454	38,729	313,298
Net book value				
At 31 March 2023	367,439	10,126	28,566	406,131
At 31 March 2022	373,647	12,462	12,298	398,407

12 Debtors

	2023 £	2022 £
Trade debtors	535,966	495,692
Prepayments and accrued income	227,656	68,770
	763,622	564,462

13 Creditors: amount falling due within one year

	2023 £	2022 £
Bank loans (note 14)	83,356	4,014
Trade creditors	69,111	54,460
Other tax and social security	100,846	108,257
Accruals and deferred income	1,018,334	1,086,775
Pension deficit payments (note 16)	10,599	10,599
	1,282,246	1,264,105

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

14 Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Bank loans	-	81,945
Pension deficit payments (note 16)	7,948	18,494
	7,948	100,439

Bank loans fall due for payment as follows:

Amounts wholly repayable by instalments

	2023	2022
	£	£
Bank loans		
Within one year	83,356	4,014
Between two and five years	-	81,945
	83,356	85,959

Interest is payable at base rate plus 3.1%. The bank loan is secured by a fixed charge on the freehold land and buildings it relates to.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

15 Funds

	At 1 April 2022 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2023 £
General	323,406	9,278,119	(9,161,310)	(110,347)	329,868
Designated funds					
Voids reserve	25,000	42,769	(58,714)	15,945	25,000
Office fund	12,500	-	(11,944)	11,944	12,500
Housing provisions	10,000	-	(2,416)	2,416	10,000
Development provision	25,000	-	(7,211)	7,211	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(788)	788	10,000
Training fund	5,000	-	(2,700)	2,700	5,000
Employment contingency	13,000	-	(25,538)	25,538	13,000
Rose Trustam legacy	-	-	-	44,300	44,300
Training equipment reserve	3,000	-	-	-	3,000
General and designated	726,906	9,320,888	(9,270,621)	495	777,668
Restricted funds					
	-	-	-	-	-
Total funds	726,906	9,320,888	(9,270,621)	495	777,668

The restricted funds received during the previous year were all in relation to the Covid-19 pandemic. The purpose of these funds was to facilitate measures to reduce and control infections. The CJRS grant was received from HMRC to retain jobs during the pandemic. All other grants were received from local authorities.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

15 Funds – Previous Year

	At 1 April 2021 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2022 £
General	233,616	8,497,211	(8,433,922)	26,501	323,406
Designated funds					
Voids reserve	25,000	43,821	(53,700)	9,879	25,000
Office fund	12,500	-	(4,677)	4,677	12,500
Housing provisions	10,000	-	(8,101)	8,101	10,000
Development provision	25,000	-	(6,501)	6,501	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(3,001)	3,001	10,000
Training fund	5,000	-	(13,878)	13,878	5,000
Employment contingency	12,500	-	(12,432)	12,932	13,000
Training equipment reserve	3,000	-	-	-	3,000
General and designated	636,616	8,541,032	(8,536,212)	85,470	726,906
Restricted funds					
Covid-19 infection control funds	-	54,372	(54,372)	-	-
Covid-19 workforce capacity	-	6,295	(6,295)	-	-
Coronavirus job retention scheme (CJRS)	-	18,759	(18,759)	-	-
Covid-19 rapid testing	-	36,072	(36,072)	-	-
Covid-19 vaccines funding	-	2,718	(2,718)	-	-
Covid-19 income support grant	-	16,384	-	(16,384)	-
	-	134,600	(118,216)	(16,384)	-
Total funds	636,616	8,675,632	(8,654,428)	69,086	726,906

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

16 Pension costs

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 638 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 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.9m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2019 to 31 January 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st 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.

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £18,547 (2022: £29,093) 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.

A reconciliation of the total liability included within creditors is shown below. A total of £10,599 (2022: £10,599) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

16 Pension costs (continued)

	2023	2022
	£	£
At 1 April	(29,093)	(130,434)
Unwinding of the discount factor (interest expense)	(548)	(752)
Deficit contribution paid	10,599	33,007
Remeasurements - impact of any change in assumptions	495	69,086
	<u> </u>	<u> </u>
At 31 March	(18,547)	(29,093)
	<u> </u>	<u> </u>

The charges/(credits) recognised in the statement of financial activities are shown below:

	2023	2022
	£	£
Interest expense	548	752
Remeasurements to pension liability	495	(69,086)
	<u> </u>	<u> </u>

The assumptions used are shown below:

	2023	2022
	%	%
Rate of discount	5.52	2.35
	<u> </u>	<u> </u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £29,544 (2022: £27,047) was owed to the scheme in respect of contributions.

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total 2023	Total 2022
			£	£
Intangible fixed assets	-	30,432	30,432	45,964
Tangible fixed assets	-	406,131	406,131	398,407
Net current assets	-	349,053	349,053	382,974
Creditors due after more than 1 year	-	(7,948)	(7,948)	(100,439)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	777,668	777,668	726,906
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2023

18 Financial commitments

Operating lease commitments

At the year end, the total of the company's future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2023 £	2022 £	2023 £	2022 £
Amounts due within one year	464,740	389,411	4,876	6,458
Amounts due between one and five years	4,876	100,290	868	5,081
	469,616	489,701	5,744	11,539

19 Analysis of changes in net debt

	2022 £	Cash flows £	Other changes £	2023 £
Bank loans due in more than one year	(81,945)		81,945	-
Bank loans due in less than one year	(4,014)	2,603	(81,945)	(83,356)
Total liabilities	(85,959)	2,603	-	(83,356)
Cash and cash equivalents	1,082,617	(214,940)	-	867,677
Total net funds	996,658	(212,337)	-	784,321

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales - Charity number 1002141

Accounts

Company Number 02029641

Registered Charity 1002141

Integrate (Preston and Chorley) Limited

Report and Financial Statements

For The Year Ended

31 March 2022

Integrate (Preston and Chorley) Limited

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Integrate (Preston and Chorley) Limited

Legal and Administrative Information

Directors	M J Robinson J T Dunn (resigned 13 May 2022) T McLean D Naden N Homan J Kay P McKeown L Arkwright M Bleasdale T Keely
Chief Executive:	S Pemberton
Project director, ISS:	P Green
Project director, Corporate Services and Company Secretary:	A Guthrie
Project director, New Focus:	A Watson
Registered Office:	112-116 Tulketh Brow Preston Lancashire PR2 2SJ
Charity Number:	1002141
Company Number:	02029641
Constitution:	The charity is registered as a company and is limited by guarantee. The charity is governed by Memorandum and Articles of Association.
Auditors:	MHA Moore and Smalley Richard House 9 Winckley Square Preston PR1 3HP

Integrate (Preston and Chorley) Limited

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project sub-boards to the agreed organisational plan. There have been no changes to the Board of Trustees this year.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience. Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board was reviewed in March 2020, and it was agreed that there is a need to seek new members to allow for succession planning, this was put on hold due to the pandemic but is at the fore front of the strategic plan for the coming year.

The process of application for new members includes seeking references and attendance at an agreed number of Board Meetings, firstly as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up-to-date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

Integrate (Preston and Chorley) Limited

Directors' Report

Induction and training (continued):

We continue to offer of ad-hoc training sessions to Trustees which previously included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, this has been less than in previous years due to Covid, but as we see an emergence from the pandemic these opportunities will increase. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long-term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day-to-day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings which have again been mainly held remotely with a move to face to face in the latter months of the year.

The work of the Board continues to be supported by 3 sub-boards who look at the detail of the 3 major project areas. The sub-boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation. One such group has been formed this year to look at the possibility of new offices and to review the organisation's building assets.

Sub -Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology or Housing Leads when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county and have worked together throughout the last year to offer support to each other in these challenging times. Integrate's C.E.O. currently holds the position of Chair for the LLDC. Integrate also hosts the employment of the LLDC Business Manager post, the cost of which is fully covered by the Consortium.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues.

Integrate (Preston and Chorley) Limited

Directors' Report

Relationship with any related parties (continued):

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce and the Charity Retail Association. However, opportunities continued to be much reduced over this year.

The sponsorship of Community Living, a magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continues to work in partnership with several Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

Links with the local universities and colleges continued throughout this year although in a much-reduced capacity.

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having a major part of the business funded by one authority does place a certain amount of risk to the organisation. However, this year has seen an increased number of people with support being funded by the NHS through Clinical Commissioning Groups and via the Transforming Care Agenda.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate's business continuity plan also covers areas such as the Covid pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies. Integrate's Internal Agency continues to be steady and provides the organisation with adequate members of agency workers to cover for holidays, sickness and training of permanent staff. This reduces the number of external agency staff utilised. On occasions when external agencies are used as a back-up both parties would work together to ensure staff used are regulars and known to the individuals they support. This last year has seen a rise in the use of external agency staff, one reason being the difficulty recruiting to the Care Sector, which is a national problem, but secondly due to the number of staff needing to isolate due to Covid.

Integrate (Preston and Chorley) Limited

Directors' Report

Reviewing major risks (continued):

One major risk is the Tulketh Brow office which suffered from a flood and severe water ingress, which has meant some rooms are unable to be used. New office premises are being sought. The reduction in facilities is being managed by hybrid working and some members of office staff working out of other offices until a suitable replacement is secured.

Objectives and Activities

The charity's key objectives and activities are:

To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.

This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation have continued to provide support services in the local community to around 160 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 25 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained static, sadly we have seen a few people who we supported who passed away over this period. The specialist service still has referrals in the pipeline but moving forward with them has been difficult due to restricted movement following the pandemic, so the numbers are slightly below the predicted target for the year. Integrate's original services continued to consolidate but have taken on a number of smaller services this year.
- The application for the organisation to be on the Approved Provider List for Lancashire County Council was approved last year, which means we can access services from Lancashire's new framework, but to date there has been no movement on this.
- Staffing the service and keeping both the people we support and the staff safe over this period has been our main concern and focus. We moved to having smaller staff teams supporting a smaller group of people to prevent the spread of the virus. This has meant that we have had no face-to-face meetings with the Quality Checkers or tenants' groups over this period, so this work has been on hold.
- Although there has been an increase in team meetings and face to face meetings in the last year, we are still adhering to Government guidance and continuing with staff testing to maintain safe environments for both the staff and the People we Support.
- We were able to hold a Garden Party in the summer, which was well received, sadly we had to cancel our plans for Christmas, due to an upsurge in Covid and the possible risks for the People we Support and staff.
- We have seen a continued increase in the number of people returning to the Social Enterprise projects and are almost up to full capacity. The packaging of Covid test kits for the University of Central Lancashire continued until the final quarter of the year when this service was wound up. The Woodhouse and the relationships with the large construction companies have seen a return to business as usual over the last year.

Integrate (Preston and Chorley) Limited

Directors' Report

Achievements and Performance (continued):

- Work towards meeting CQC standards continued over the year although most was undertaken remotely via emails and Zoom/Team meetings.
- Integrate continue to work in partnership with several Social Housing providers and private landlords to source appropriate properties and help the people we support to manage their tenancies. This last year saw a similar number of rental voids, which have been unavoidable due to the reduced number of new services over the year and the passing away of some of the people we support.
- Integrate have continued to support Community Living magazine, which promotes equal citizenship for people with a Learning Disability. As we move to hold more face to face meetings we hope to support people to have a greater presence both nationally and locally, as there has been less contact with other organisations due to meetings taking place on line, which is not necessarily the best forum for the people who use our services.
- The CEO is a member of the local 'Regional Strategy Network for Disability' which feeds into the government work on disability issues; this has continued throughout the last year in a remote format.
- The average number of staff employed by Integrate in this year is 298 including internal agency staff. Integrate continue to support staff through basic and mandatory training and, there is a well-developed training pathway to ensure training of staff meet the needs of the people receiving support, this has mainly been carried out by E-Learning over the past year, but the plan to move back to face-to-face training is now in place.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support. This has contributed to a reduction in the number of people we support with physical intervention protocols in their support plan. The last year has seen a further Service Co-Ordinator qualify to increase the numbers of trainers.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.
- The two Senior support workers who were working towards their Social Work degree have almost completed the course, this was being funded by the Apprenticeship Levy, this will deliver qualified Social Workers in first line management positions.
- We continue with appropriate office provision and administrative support to the wider geographical areas and have provided for better IT support and teams, online, meetings to keep them in touch with the main offices.
- We continue to offer Specialist Deaf Services which offer opportunities to people from the Deaf community to live a varied lifestyle in their own homes rather than in more institutional settings.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals.

Integrate (Preston and Chorley) Limited

Directors' Report

The impact of Covid-19

Staff continued to work in very small tight teams to reduce the number of people they came into contact with, therefore reducing any spread of the virus should it be present. Similarly, back-office staff worked from home where possible with a small number covering the essential tasks in the office bases.

The number of staff taking up the vaccinations was very positive, for the small number unable or unwilling to be vaccinated, we rescheduled their work and the people they supported so that anyone vulnerable was not put at risk.

The day services and the Enterprise Projects re-opened and most people returned to take up their placements as before, with a small number reducing their days of attendance.

PPE and test kits were made available via the Government and NHS distribution, therefore sufficient stocks of PPE and tests were readily available at no cost to Integrate.

Going forward, there will still be a requirement to provide support services to various groups of vulnerable and disabled people, therefore it would be expected that Integrate will continue to provide these services as commissioned. Extra costs may continue to be incurred where we see high levels of symptomatic staff and positive Covid-19 tests. This could impact on service provision which could lead to higher costs with increased Statutory Sick pay and Discretionary Company Sick pay along with increased use of external agency staff.

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

Integrate (Preston and Chorley) Limited

Directors' Report

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have increased by £500 from previous years:

- **Voids:** Voids tend to be long term and filling them generates additional costs due to the length of time a property needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- **Office funds:** is used to support major works/repairs/relocations on main offices.
- **Housing provisions:** ensures reserves to cover unexpected housing services responsibilities to support housing service needs.
- **Development provision:** The charity is looking to continue to consolidate its position over the next year. Further funding from external sources would be required for large development projects.
- **Continuity:** the continuity fund has been maintained and viewed together with the general reserve the longer term target is to cover 2 months expenditure and the gap has continued to narrow this year.
- **Clients' Continuity:** this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- **Training fund:** funds continue to be used to support the further development of specialist training.
- **Employment contingency:** supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- **Training Equipment Reserve:** to support client and staff training equipment including that to support the needs of disabled people.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

This year the remeasurement of the pension fund liability as detailed in Note 16, has led to a gain of £69,086 being recognised within the general reserve. The net movement before this remeasurement was £21,204.

Restricted reserves:

A number of Covid-19 related grants were received in the year, all of which have been treated as restricted. These grants were fully spent in this Financial Year.

Reserves and Tangible Fixed Assets

Total reserves as at 31 March 2022 were £726,906 all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £179,035.

Integrate (Preston and Chorley) Limited

Directors' Report

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- To recruit to our current Board of Trustees to help with succession planning.
- Continued delivery of high-quality support, utilising Person-Centered approaches to enable services to meet individual need. To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams. Further development of the CaRs Project.
- To develop our specialist Deaf Service to enable an increased number of individuals to live in and access the community.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.
- To increase opportunities for involvement of the people we support across the organisation with further training for Quality Checkers, increased involvement in the recruitment process at all levels and the exploration of opportunities for paid work within the organisation. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways. Further support to enable participation to both local and national forums representing issues for people with a Learning Disability.
- To work with LCC on the move to the new APL framework.
- To review our Social Media presence with the aim of raising awareness of Integrate, with a particular focus on recruitment.
- To review our Head Office situation and source other appropriate office space within the correct locality.
- To offer the Social Work Degree course to one of the Service Managers, to enhance the qualifications and the expertise of the Service Manager level.

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Auditors:

A resolution proposing that MHA Moore and Smalley be reappointed as auditor of the company will be put to the Annual General Meeting.

Integrate (Preston and Chorley) Limited

Directors' Report

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- 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; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

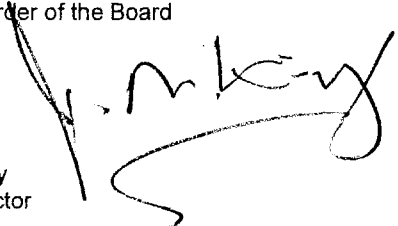
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for 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.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board



J Kay
Director

Date: 03/10/2022

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2022

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2022

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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement on page 9, 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 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 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.

Integrate (Preston and Chorley) Limited

Independent Auditor's Report to the Members

Year ended 31 March 2022

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Challenging assumptions and judgements made by management, in particular in relation to future performance;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing correspondence with the Care Quality Commission and the Charities Commission; and
- Reviewing board minutes.

We identified the following areas as those most likely to have a material impact on the financial statements: employment law and compliance with the Charities Act.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.



Christine Wilson (Senior Statutory Auditor)
For and on behalf of
MHA Moore and Smalley
Chartered Accountants and Statutory Auditor
Preston

05/10/2022
.....

Integrate (Preston and Chorley) Limited

Statement of Financial Activities (Incorporating an income and expenditure account)

For the year ended 31 March 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
	Notes				
Income from:					
Charitable activities	2	8,540,608	134,600	8,675,208	8,234,179
Investments	3	424	-	424	1,034
Total income		8,541,032	134,600	8,675,632	8,235,213
Expenditure on:					
Charitable activities	5	8,536,212	118,216	8,654,428	8,224,599
Total expenditure		8,536,212	118,216	8,654,428	8,224,599
Net income	7	4,820	16,384	21,204	10,614
Transfers between funds		16,384	(16,384)	-	-
Other recognised gains:					
Remeasurements to pension liability	16	69,086	-	69,086	(4,461)
Net movement in funds		90,290	-	90,290	6,153
Total funds brought forward		636,616	-	636,616	630,463
Total funds carried forward		726,906	-	726,906	636,616

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

Integrate (Preston and Chorley) Limited

Balance Sheet

As at 31 March 2022

	Notes	2022	2021
		£	£
Fixed Assets			
Intangible assets	10	45,964	61,496
Tangible assets	11	398,407	421,417
Current Assets			
Debtors	12	564,462	750,894
Cash at bank and in hand		<u>1,082,617</u>	<u>864,231</u>
		1,647,079	1,615,125
Creditors:			
Amounts falling due within one year	13	<u>(1,264,105)</u>	<u>(1,277,907)</u>
Net current assets		<u>382,974</u>	<u>337,218</u>
Total assets less current liabilities		827,345	820,131
Creditors:			
Amounts falling due after more than one year	14	<u>(100,439)</u>	<u>(183,515)</u>
Net assets		<u>726,906</u>	<u>636,616</u>
Represented by:			
Restricted funds	15	-	-
Unrestricted funds	15	<u>726,906</u>	<u>636,616</u>
Total funds		<u>726,906</u>	<u>636,616</u>

The financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime

The financial statements were approved by the board of directors and authorised for issue on ...03/10/2022.....

Signed on behalf of the Board

J Kay
Director
Company number: 02029641

Integrate (Preston and Chorley) Limited

Statement of Cash Flows

For the year ended 31 March 2022

	2022 Total £	2021 Total £
Cash generated by operating activities	(a) 239,471	437,887
Cash flows from investing activities		
Investment income	424	1,034
Interest paid	(2,871)	(2,948)
Purchase of tangible fixed assets	(14,495)	(4,800)
Cash used in investing activities	(16,942)	(6,714)
Cash flows from financing activities		
Repayment of borrowings	(4,143)	(4,067)
Cash used in by financing activities	(4,143)	(4,067)
Increase in cash and cash equivalents in the year	218,386	427,106
Cash and cash equivalents at the beginning of the year	864,231	437,125
Cash and cash equivalents at the end of the year	1,082,617	864,231
(a) Reconciliation of net movement in funds to net cash flow from operating activities		
Net income for the year	21,204	10,614
Investment income received	(424)	(1,034)
Interest paid	3,623	6,420
Amortisation	15,532	15,532
Depreciation	37,505	27,450
Decrease in debtors	186,432	727,559
(Increase)/ decrease in creditors	8,606	(316,608)
Employers pension deficit contributions (note 16)	(33,007)	(32,046)
Cash generated by operating activities	239,471	437,887

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

1 Accounting policies

a General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors as listed on the legal and administrative information page). The address of the registered office is included on the legal and administrative information page of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b Going concern

The global Covid-19 pandemic has had and will continue to have a significant impact on a number of organisations. The trustees are responding to the ongoing challenges being faced as a result of this pandemic and together with management have put in place risk management processes to minimise the impact of the virus on employees and service users. The management team continually review operational and staffing impacts arising from the pandemic.

In light of the measures implemented and following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

c Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

d Income

Income is recognised 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:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

The charity receives government grants in respect of Coronavirus Job Retention Scheme and Infection Control Fund. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

e Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

f Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------------------------------|---------------------------|
| • Freehold buildings | 1%-20% straight line |
| • Fixtures, fittings and equipment | 12.5%-33.3% straight line |
| • Employment Unit equipment | 12.5%-25% straight line |

g Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- | | |
|------------|--|
| • Software | 14.2% - 20% straight line (over 5-7 years) |
|------------|--|

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

h Debtors

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

i Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

j 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.

k Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

l Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

m Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

n Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

2 Income from charitable activities

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Statutory Funds	7,202,089	-	7,202,089	6,860,671
Housing Funds	831,229	-	831,229	791,978
Social Enterprises	404,719	-	404,719	271,512
Training (including secondment)	10,456	-	10,456	9,559
Covid-19 grants	-	134,600	134,600	231,192
Project Funded Income	-	-	-	10,530
Other	92,115	-	92,115	58,737
	8,540,608	134,600	8,675,208	8,234,179

Other includes £50,000 of one-off income in respect of an incentive to change bankers during 2022. £231,192 of income from charitable activities, in respect of grants, was restricted in the previous year.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

3 Income from investments

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4 Support costs

	2022	2021
	£	£
Wages, salaries and other staff related costs	333,585	316,260
Premises related costs	51,192	56,870
Communications costs	32,631	26,935
Legal and professional services	105,804	96,975
Sundry expenses	1,152	1,174
Amortisation	15,532	15,532
Depreciation	31,815	22,398
Bank charges and interest	5,831	7,253
	<u>577,542</u>	<u>543,397</u>

5 Expenditure on charitable activities

	2022	2021
	£	£
Wages, salaries and other staff related costs	6,916,979	6,620,425
Premises related costs	841,816	790,904
Communications costs	95,214	87,241
Legal and professional services	115,643	96,368
Other Social Enterprise costs	28,194	20,828
Sundry expenses	56,714	44,643
Depreciation	5,690	5,052
Bank charges and interest	5,196	5,290
Support costs (see note 4)	577,542	543,397
Governance costs (see note 6)	11,440	10,451
	<u>8,654,428</u>	<u>8,224,599</u>

Included within the above total is £134,600 (2021: £213,077) of restricted expenditure related to one charitable activity: Enabling Young People and Adults with a Learning Disability and Others In Need.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

6 Governance costs

These costs are as follows:

	2022	2021
	£	£
External audit	9,450	8,525
External audit – irrecoverable VAT	1,890	1,705
Trustees' expenses	100	221
	<u>11,440</u>	<u>10,451</u>

7 Net income/(expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Amortisation	15,532	15,532
Depreciation	37,505	27,450
Auditors' remuneration	9,450	8,525
Rentals under operating leases	<u>645,674</u>	<u>635,977</u>

8 Staff costs

	2022	2021
	£	£
Wages and salaries	5,949,601	5,775,390
Social security costs	453,401	421,585
Pension costs (defined contribution)	<u>129,691</u>	<u>125,283</u>
	<u>6,532,693</u>	<u>6,322,258</u>

The average monthly number of salaried employees during the year was:

	2022	2021
Full and part time	<u>298</u>	<u>293</u>
Full time equivalents	<u>252</u>	<u>261</u>

One (2021: one) employee received total employee benefits (excluding employer pension costs of more than £60,000 during the current year, earning between £60,001 and £70,000. The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £100 (2021: £221) were reimbursed to one (2021: one) director (trustee) during the year. The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on as listed on the legal and administrative information page. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £243,718 (2021: £248,944).

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

9 Related party transactions

S Pemberton and D Naden are trustees of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2021: £4,000) were paid to this entity.

10 Intangible fixed assets

	Software	Total
	£	£
Cost		
At 1 April 2021	<u>90,251</u>	<u>90,251</u>
At 31 March 2022	<u>90,251</u>	<u>90,251</u>
Amortisation		
At 1 April 2021	28,755	28,755
Charge for year	<u>15,532</u>	<u>15,532</u>
At 31 March 2022	<u>44,287</u>	<u>44,287</u>
Net book value		
At 31 March 2022	<u>45,964</u>	<u>45,964</u>
At 31 March 2021	<u>61,496</u>	<u>61,496</u>

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

11 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Social Enterprise equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	528,554	112,479	30,305	671,338
Additions	-	-	14,495	14,495
At 31 March 2022	528,554	112,479	44,800	685,833
Depreciation				
At 1 April 2021	138,824	84,285	26,812	249,921
Charge for year	16,083	15,732	5,690	37,505
At 31 March 2022	154,907	100,017	32,502	287,426
Net book value				
At 31 March 2022	373,647	12,462	12,298	398,407
At 31 March 2021	389,730	28,194	3,493	421,417

12 Debtors

	2022 £	2021 £
Trade debtors	495,692	595,319
Prepayments and accrued income	68,770	155,575
	564,462	750,894

13 Creditors: amount falling due within one year

	2022 £	2021 £
Bank loans (note 14)	4,014	4,014
Trade creditors	54,460	82,503
Other tax and social security	108,257	102,759
Accruals and deferred income	1,086,775	1,055,624
Pension deficit payments (note 16)	10,599	33,007
	1,264,105	1,277,907

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

14 Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Bank loans	81,945	86,088
Pension deficit payments (note 16)	18,494	97,427
	100,439	183,515

Bank loans fall due for payment as follows:

Amounts wholly repayable by instalments	2022	2021
	£	£
Bank loans		
Within one year	4,014	4,014
Between two and five years	81,945	86,088
	85,959	90,102

Interest is payable at base rate plus 3.1%. The bank loan is secured by a fixed charge on the freehold land and buildings it relates to.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

15 Funds

	At 1 April 2021 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2022 £
General	233,616	8,497,211	(8,433,922)	26,501	323,406
Designated funds					
Voids reserve	25,000	43,821	(53,700)	9,879	25,000
Office fund	12,500	-	(4,677)	4,677	12,500
Housing provisions	10,000	-	(8,101)	8,101	10,000
Development provision	25,000	-	(6,501)	6,501	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(3,001)	3,001	10,000
Training fund	5,000	-	(13,878)	13,878	5,000
Employment contingency	12,500	-	(12,432)	12,932	13,000
Training equipment reserve	3,000	-	-	-	3,000
General and designated	636,616	8,541,032	(8,536,212)	85,470	726,906
Restricted funds					
Covid-19 infection control funds	-	54,372	(54,372)	-	-
Covid-19 workforce capacity	-	6,295	(6,295)	-	-
Coronavirus job retention scheme (CJRS)	-	18,759	(18,759)	-	-
Covid-19 rapid testing	-	36,072	(36,072)	-	-
Covid-19 vaccines funding	-	2,718	(2,718)	-	-
Covid-19 income support grant	-	16,384	-	(16,384)	-
	-	134,600	(118,216)	(16,384)	-
Total funds	636,616	8,675,632	(8,654,428)	69,086	726,906

The restricted funds received during the current and previous year were all in relation to the Covid-19 pandemic. The purpose of these funds was to facilitate measures to reduce and control infections. The CJRS grant was received from HMRC to retain jobs during the pandemic. All other grants were received from local authorities.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

15 Funds – Previous Year

	At 1 April 2020 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2021 £
General	227,463	7,963,562	(7,931,567)	(25,842)	233,616
Designated funds					
Voids reserve	25,000	40,459	(40,615)	156	25,000
Office fund	12,500	-	(4,261)	4,261	12,500
Housing provisions	10,000	-	(2,736)	2,736	10,000
Development provision	25,000	-	(6,216)	6,216	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(1,689)	1,689	10,000
Training fund	5,000	-	(4,104)	4,104	5,000
Employment contingency	12,500	-	(20,334)	20,334	12,500
Training equipment reserve	3,000	-	-	-	3,000
General and designated	630,463	8,004,021	(8,011,522)	13,654	636,616
Restricted funds					
Covid-19 infection control funds	-	99,160	(90,036)	(9,124)	-
Covid-19 workforce capacity	-	30,474	(30,474)	-	-
Coronavirus job retention scheme (CJRS)	-	92,567	(92,567)	-	-
Covid-19 income guarantee scheme	-	3,530	-	(3,530)	-
Covid-19 income support grant	-	5,461	-	(5,461)	-
	-	231,192	(213,077)	(18,115)	-
Total funds	630,463	8,235,213	(8,224,599)	(4,461)	636,616

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

16 Pension costs

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 950 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 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.9m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2019 to 31 January 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st 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.

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £29,093 (2021: £130,434) 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.

A reconciliation of the total liability included within creditors is shown below. A total of £10,599 (2021: £33,007) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

16 Pension costs (continued)

	2022	2021
	£	£
At 1 April	(130,434)	(154,547)
Unwinding of the discount factor (interest expense)	(752)	(3,472)
Deficit contribution paid	33,007	32,046
Remeasurements - impact of any change in assumptions	69,086	(4,461)
At 31 March	(29,093)	(130,434)

The charges/(credits) recognised in the statement of financial activities are shown below:

	2022	2021
	£	£
Interest expense	752	3,472
Remeasurements to pension liability	(69,086)	4,461

The assumptions used are shown below:

	2022	2021
	%	%
Rate of discount	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £27,047 (2021: £25,761) was owed to the scheme in respect of contributions.

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total 2022	Total 2021
			£	£
Intangible fixed assets	-	45,964	45,964	61,496
Tangible fixed assets	-	398,407	398,407	421,417
Net current assets	-	382,974	382,974	337,218
Creditors due after more than 1 year	-	(100,439)	(100,439)	(183,515)
	-	726,906	726,906	636,616

Integrate (Preston and Chorley) Limited

Notes to the financial Statements

Year ended 31 March 2022

18 Financial commitments

Operating lease commitments

At the year end, the total of the company's future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2022 £	2021 £	2022 £	2021 £
Amounts due within one year	389,411	339,866	6,458	7,358
Amounts due between one and five years	100,290	22,610	5,081	3,515
	489,701	362,476	11,539	10,873

19 Analysis of changes in net debt

	2021 £	Cash flows £	2022 £
Bank loans due in more than one year	(86,088)	4,143	(81,945)
Bank loans due in less than one year	(4,014)	-	(4,014)
Total liabilities	(90,102)	4,143	(85,959)
Cash and cash equivalents	864,231	218,386	1,082,617
Total net funds	774,129	222,529	996,658

INTEGRATE (PRESTON AND CHORLEY) LIMITED

England & Wales - Charity number 1002141

Accounts

Report and Financial Statements

For the year ended 31 March 2021

**Integrate (Preston and
Chorley) Limited**

**(A Company Limited
by Guarantee)**

Company No: 02029641

Registered Charity No: 1002141

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

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INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Key management personnel

Directors: M J Robinson
J T Dunn
T McLean
D Naden
N Homan
J Kay
P McKeown
L Arkwright
M Bleasdale
T Keely

Chief Executive: S Pemberton

Project director, ISS: P Green

**Project director, Corporate
Services and Company Secretary:** A Guthrie

Project director, New Focus: J Hutchinson (retired October 2020)
A Watson (appointed October 2020)

Registered office: 112-116 Tulketh Brow
Preston
Lancashire
PR2 2SJ

Charity Number: 1002141

Company Number: 02029641

Constitution: The charity is registered as a company and is limited by guarantee. The charity is governed by Memorandum and Articles of Association.

Auditors: MHA Moore and Smalley
Richard House
9 Winckley Square
Preston
PR1 3HP

DIRECTORS' REPORT

For the year ended 31 March 2021

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project sub-boards to the agreed organisational plan. There have been no changes to the Board of Trustees this year. However Integrate saw the retirement of a long standing Project Director who was responsible for the oversight of New Focus. This prompted a review of the operational management structure to ensure sufficient support to the New Focus Project following the loss of this expertise. Integrate has managed to retain his input as an external consultant to offer clinical support to the people who use this service. The previous Development Manager has now been appointed to this role.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience.

Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board was reviewed in March 2020, and it was agreed that there is a need to seek new members to allow for succession planning. The pandemic slowed down the recruitment of new trustees, but it is something that is intended to be pursued over the coming year.

The process of application for new members includes seeking references and attendance at three Board Meetings as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up to date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

There continues to be the offer of ad-hoc training sessions to Trustees which have included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, which, because of Covid, have been much reduced over this last year and taken place remotely. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day to day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings and under normal circumstances would have at least one yearly planning session. Due to the pandemic the quarterly Board meetings were held on-line.

The work of the Board continues to be supported by 3 sub -boards who look at the detail of the 3 major project areas. The sub- boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation.

DIRECTORS' REPORT

For the year ended 31 March 2021

Continued

Sub -Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology or Housing Leads when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county and have worked together throughout the last year to source PPE and provide support to each other including reviewing changing legislation and difficulties due to the pandemic. Integrate's C.E.O. currently holds the position of Chair for the LLDC. Integrate also hosts the employment of the LLDC Business Manager post, the cost of which is fully covered by the Consortium.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues.

Due to the pandemic and the loss of the Chair of Preston Learning Disability Forum, the meetings have been less frequent over the year and again held remotely. This is not the best medium for many people with a Learning Disability, however they continue to represent the sector in regards to issues locally, and Integrate continue to support the group.

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce. However, opportunities were much reduced over this year.

The sponsorship of Community Living, a magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continues to work in partnership with a number of Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly in order to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing and there is a quality monitoring group consisting of members of the Trustees Board and the Senior Management Team.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having the major part of the business funded by one authority does place a certain amount of risk to the organisation. However, this year has seen an increased number of people with support being funded by the NHS through Clinical Commissioning Groups.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate's business continuity plan also covers areas such as the current pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies.

Integrate's Internal Agency continues to be steady and provides the organisation with adequate members of agency workers to cover for holidays, sickness and training of permanent staff. This reduces the number of external agency staff utilised. On occasions when external agencies are used as a back-up both parties would work together to ensure staff used are regulars and known to the individuals they support.

Objectives and Activities

The charity's key objectives and activities are:

To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation have continued to provide support services in the local community to around 160 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 25 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained fairly static, sadly there have been some older people we supported who passed away over this period. The specialist service still has referrals in the pipeline but moving forward with them has been difficult due to restricted movement throughout the pandemic, so the numbers are slightly below the predicted target for the year. Integrate's original services continued to consolidate and were unable to take up any referrals in this period.
- The application for the organisation to be on the Approved Provider List for Lancashire County Council was approved this year which means we can take work from Lancashire's new framework.
- Staffing the service and keeping both the people we support and the staff safe over this period has been our main concern and focus. We moved to having smaller staff teams supporting a smaller group of people to prevent the spread of the virus. This has meant that we have had no face-to-face meetings with the Quality Checkers or tenants' groups over this period so this work has been on hold.
- After undertaking Covid risk assessments and following government rules we reduced the numbers of people in our office bases and had a skeleton admin presence in all our offices over the year.
- Although people were unable to meet physically we saw a lot of innovative practices to keep the people we support well and healthy during this year, we saw people turning their dining rooms into café's and pubs in order to give the same experience to the people we support, that they would ordinarily have received outside of the pandemic. Some of the people who receive support took up new hobbies including making Lego models, baking and delivering cakes, taking up cycling and we saw people learning new skills like cooking and decorating, which under normal circumstances they would not have tried.
- Some Social Enterprise projects had to close at the beginning of the year in line with government guidance, which saw a reduction in trading income for these projects; however, the gardening project commenced a delivery service early in the year, which saw sales continue and prevented all the stock being wasted.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

- Later in the year Pak-it began packaging Covid test kits for the University of Central Lancashire which helped with activities for this project. Due to closure, we were unable to support people to attend these services for around seven months of the year which reduced the ability to give people new opportunities for the development of their skills. This also meant that the numbers of volunteers reduced for a major part of the year. Once we were able to reopen, we saw a return to business as usual with the relationships with the large construction companies continuing and, by the end of the year, many trainees had returned to take up their placements.
- Due to Covid restrictions and to limit the spread of the virus Integrate did not have any student placements or extra involvement from local schools and colleges in the year.
- Work towards meeting CQC standards continued over the year although most was undertaken remotely via emails and Zoom/Team meetings.
- Integrate continue to work in partnership with several Social Housing providers and private landlords to source appropriate properties and help the people we support to manage their tenancies. This last year saw a similar number of rental voids, which have been unavoidable due to the reduced number of new services over the year and the passing away of some of the people we support.
- Integrate have continued to support Community Living magazine, which highlighted issues for both the Learning Disability Sector and individuals with a Learning Disability throughout the pandemic. Most communication from both national and local forums has been via Zoom or Teams and whilst we have supported people to keep in touch with these groups contact has been sporadic and there has been less direct involvement.
- The CEO is a member of the local 'Regional Strategy Network for Disability' which feeds into the government work on disability issues; this has continued throughout the pandemic and is currently feeding back on the Disability Strategy.
- The average number of staff employed by Integrate in this year is 293 including internal agency staff. Integrate continue to support staff through basic and mandatory training and, whilst there is a well-developed training pathway to ensure training of staff meets the needs of the people we support, this has mainly been carried out by E-Learning this year, with a plan to move back to face-to-face training later in 2021.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support. This has contributed to a reduction in the number of people we support with physical intervention protocols in their support plan.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.

DIRECTORS' REPORT

For the year ended 31 March 2021

Continued

- Two Senior support workers continued with their Social Work degree courses which are being funded by the Apprenticeship Levy, this will deliver qualified Social Workers in first line management positions.
- In order to offer support to staff in the wider geographical areas, there continues to be appropriate office provision and administrative support in these locations. This enables more tailored and accessible support for both staff and people we support , alongside increased and improved IT provision, in line with the development plan.
- We continue to offer Specialist Deaf Services which offer opportunities to people from the Deaf community to live a varied lifestyle in the local community.
- In March 2021 the sleep in ruling was finally judged by the Court of Appeal and this removed the uncertainty for Providers/funders with regards to paying sleep hours at NMW; this closed off a major financial uncertainty, ongoing since 2015.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals.

The impact of Covid-19

Staff continued to work in very small tight teams in order to reduce the number of people they came into contact with, therefore reducing any spread of the virus should it be present. Similarly, back-office staff worked from home where possible with a small number covering the essential tasks in the office bases.

The day services and the Enterprise Projects were shut for extensive periods in line with Government restrictions and therefore we have experienced loss of income from these trading arms being closed. Some eligible staff from these areas were furloughed, along with other members of staff.

Sourcing appropriate PPE was no longer problematic this year and we have been able to recover these costs from Lancashire County Council and the Covid fund from the Government.

Going forward, there will still be a requirement to provide support services to various groups of vulnerable and disabled people, therefore it would be expected that Integrate will continue to provide these services as commissioned. Extra costs may continue to be incurred where we see high levels of symptomatic staff and positive Covid-19 tests. This could impact on service provision which could lead to higher costs with increased Statutory Sick pay and Discretionary Company Sick pay along with increased use of external agency staff.

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have been maintained at last year's levels:

- **Void:** Voids tend to be long term and filling them generates additional costs due to the length of time a property needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- **Office funds:** is used to support major works/repairs/relocations on main offices.
- **Housing provisions:** ensures reserves to cover unexpected housing services responsibilities to support housing service needs.
- **Development provision:** The charity is looking to continue to consolidate its position in the next 12 months as development opportunities arise. Further funding from external sources would be required for large development projects.
- **Continuity:** the continuity fund has been maintained and viewed together with the general reserve the longer term target is to cover 2 months expenditure. Currently less than 1 month expenditure is covered but the gap has continued to narrow this year.
- **Clients' Continuity:** this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- **Training fund:** funds continue to be used to support the further development of specialist training.
- **Employment contingency:** supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- **Training Equipment Reserve:** to support client and staff training equipment including that to support the needs of disabled people.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

Restricted reserves:

A number of Covid-19 related grants were received in the year, all of which have been treated as restricted. These grants were fully spent in this Financial Year.

Reserves and Tangible Fixed Assets

Total reserves as at 31 March 2021 were £636,616 all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £50,702.

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Service user leisure and holiday support:

Following a request from Lancashire County Council the Leisure Activity Fund was closed and all monies held on behalf of the People we Support were returned. Individuals will now need to be charged each time they take a holiday for the staff cost and for any extra hours required above their support hours.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- To fully implement the new operational management structure to enhance support across the Projects.
- Continued delivery of high quality support, utilising Person-Centred approaches to enable services to meet individual need. To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.

DIRECTORS' REPORT

For the year ended 31 March 2021

Continued

- To offer opportunities to increase the involvement of the people we support across the organisation with further training for Quality Checkers; the exploration of opportunities for paid work within the organisation and increased involvement in the recruitment process of all levels of staff. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways.
- To recruit to our current Board of Trustees to help with succession planning.

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- 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; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for 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.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

DIRECTORS' REPORT
For the year ended 31 March 2021

Continued

Auditors:

A resolution proposing that MHA Moore and Smalley be reappointed as auditor of the company will be put to the Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board

.....
D Naden
Director

.....

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INTEGRATE (PRESTON AND CHORLEY) LIMITED

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INTEGRATE (PRESTON AND CHORLEY) LIMITED (continued)

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INTEGRATE (PRESTON AND CHORLEY) LIMITED (continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement on page 11, 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 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 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Challenging assumptions and judgements made by management, in particular in relation to future performance in light of the impact of Covid-19;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing correspondence with the Care Quality Commission and the Charities Commission; and
- Reviewing board minutes.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INTEGRATE (PRESTON AND CHORLEY) LIMITED (continued)

Auditor's responsibilities for the audit of the financial statements (continued)

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

Christine Wilson (Senior Statutory Auditor)
For and on behalf of
MHA Moore and Smalley
Chartered Accountants and Statutory Auditor
Preston

.....

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an income and expenditure account)
For the year ended 31 March 2021

		Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total 2020 £
	Notes				
Income from:					
Charitable activities	2	8,002,987	231,192	8,234,179	8,332,993
Investments	3	1,034	-	1,034	2,604
Total income		<u>8,004,021</u>	<u>231,192</u>	<u>8,235,213</u>	<u>8,335,597</u>
Expenditure on:					
Charitable activities	5	8,011,522	213,077	8,224,599	8,335,081
Total expenditure		<u>8,011,522</u>	<u>213,077</u>	<u>8,224,599</u>	<u>8,335,081</u>
Net income	7	(7,501)	18,115	10,614	516
Transfers		18,115	(18,115)	-	-
Other recognised gains:					
Remeasurements to pension liability	16	(4,461)	-	(4,461)	4,191
Net movement in funds		<u>6,153</u>	<u>-</u>	<u>6,153</u>	<u>4,707</u>
Total funds brought forward		<u>630,463</u>	<u>-</u>	<u>630,463</u>	<u>625,756</u>
Total funds carried forward		<u>636,616</u>	<u>-</u>	<u>636,616</u>	<u>630,463</u>

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

BALANCE SHEET
As at 31 March 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Intangible assets	10		61,496		77,028
Tangible assets	11		421,417		444,067
CURRENT ASSETS					
Debtors	12	750,894		1,478,453	
Cash at bank and in hand		864,231		437,125	
			<u>1,615,125</u>	<u>1,915,578</u>	
CREDITORS					
Amounts falling due within one year	13	(1,277,907)		(1,592,854)	
			<u></u>	<u></u>	
NET CURRENT ASSETS					
			337,218		322,724
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>820,131</u>	<u>843,819</u>	
CREDITORS					
Amounts falling due after more than one year	14		(183,515)		(213,356)
			<u></u>	<u></u>	
NET ASSETS					
			<u>636,616</u>	<u>630,463</u>	
REPRESENTED BY:					
Restricted funds	15		-		-
Unrestricted funds	15		636,616		630,463
			<u></u>	<u></u>	
Total funds					
			<u>636,616</u>	<u>630,463</u>	

These financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime.

The financial statements were approved by the Board on

Signed on behalf of the Board of Directors

.....

D Naden

Director

Company No: 02029641

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

STATEMENT OF CASH FLOWS
For the year ended 31 March 2021

		2021	2020
		Total	Total
		£	£
Cash generated by / (used in) operating activities	(a)	437,887	(587,888)
Cash flows from investing activities			
Investment income		1,034	2,604
Interest paid		(2,948)	(3,612)
Purchase of intangible fixed assets		-	(6,672)
Purchase of tangible fixed assets		(4,800)	(38,666)
Cash used in investing activities		(6,714)	(46,346)
Cash flows from financing activities			
Repayment of borrowings		(4,067)	(3,307)
Cash used in by financing activities		(4,067)	(3,307)
Increase / (Decrease) in cash and cash equivalents in the year		427,106	(637,541)
Cash and cash equivalents at the beginning of the year		437,125	1,074,666
Cash and cash equivalents at the end of the year		864,231	437,125
(a) Reconciliation of net movement in funds to net cash flow from operating activities			
Net income for the year		10,614	516
Investment income received		(1,034)	(2,604)
Interest paid		6,420	5,984
Amortisation		15,532	13,223
Depreciation		27,450	24,880
Decrease / (Increase) in debtors		727,559	(450,728)
Decrease in creditors		(316,608)	(148,524)
Employers pension deficit contributions (note 16)		(32,046)	(30,635)
Cash generated by / (used in) operating activities		437,887	(587,888)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

1. ACCOUNTING POLICIES

a) General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors named on page 1). The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Going concern

The global Covid-19 pandemic will have a significant impact on a number of organisations. The trustees are responding to the challenges currently being faced as a result of this pandemic and together with management have put in place new risk management processes to minimise the impact of the virus on employees and service users. The management team are reviewing operational and staffing impacts caused by the outbreak on a regular basis and the charity has taken advantage of the government's employment support schemes and keeps the situation under regular review.

In light of the measures implemented and following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

d) Income

Income is recognised 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:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

The charity receives government grants in respect of Coronavirus Job Retention Scheme and Infection Control Fund. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

e) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

f) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Freehold buildings 1%-20% straight line
- Fixtures, fittings and equipment 12.5%-33.3% straight line
- Employment Unit equipment 12.5%-25% straight line
-

g) Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Software 14.2% - 20% straight line (over 5-7 years)

h) Debtors

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

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

i) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

j) 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.

k) Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

l) Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

m) Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

n) Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

2. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Statutory Funds	6,860,671	-	6,860,671	7,082,132
Housing Funds	791,978	-	791,978	870,369
Social Enterprises	271,512	-	271,512	334,461
Training (including secondment)	9,559	-	9,559	2,000
Grants	-	231,192	231,192	-
Project Funded Income	10,530	-	10,530	-
Self-Funding	-	-	-	105
Other	58,737	-	58,737	43,926
	<u>8,002,987</u>	<u>231,192</u>	<u>8,234,179</u>	<u>8,332,993</u>

All income from charitable activities was unrestricted in the previous year.

3. INCOME FROM INVESTMENTS

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4. SUPPORT COSTS

	2021	2020
	£	£
Wages, salaries and other staff related costs	316,260	296,354
Premises related costs	56,870	37,356
Communications costs	26,935	23,797
Legal and professional services	96,975	80,120
Sundry expenses	1,174	2,038
Amortisation	15,532	13,223
Depreciation	22,398	19,827
Bank charges and interest	7,253	4,106
	<u>543,397</u>	<u>476,821</u>

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	2021	2020
	£	£
Wages, salaries and other staff related costs	6,620,425	6,793,386
Premises related costs	790,904	761,833
Communications costs	87,241	87,697
Legal and professional services	96,368	110,361
Other Social Enterprise costs	20,828	56,051
Sundry expenses	44,643	26,738
Depreciation	5,052	5,053
Bank charges and interest	5,290	7,582
Support costs (see note 4)	543,397	476,821
Governance costs (see note 6)	10,451	9,559
	8,224,599	8,335,081

Included within the above total is £213,077 (2020: £nil) of restricted expenditure related to one charitable activity: Enabling Young People and Adults with a Learning Disability and Others In Need.

6. GOVERNANCE COSTS

These costs are as follows:	2021	2020
	£	£
External audit	8,525	7,875
External audit - irrecoverable VAT	1,705	1,575
Trustees' expenses	221	109
	10,451	9,559

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

7. NET INCOME/ (EXPENDITURE) FOR THE YEAR

This is stated after charging:	2021	2020
	£	£
Amortisation	15,532	13,223
Depreciation	27,450	24,880
Auditors' remuneration	8,525	7,875
Rentals under operating leases	635,977	597,275
	<u> </u>	<u> </u>

8. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	5,775,390	5,945,267
Social security costs	421,585	452,802
Pension costs	125,283	128,514
	<u> </u>	<u> </u>
	<u>6,322,258</u>	<u>6,526,583</u>

The average monthly number of salaried employees during the year was:

Full and part time	293	309
	<u> </u>	<u> </u>
Full time equivalents	261	259
	<u> </u>	<u> </u>

One (2020: nil) employee received total employee benefits (excluding employer pension costs of more than £60,000 during the current year, earning between £60,001 and £70,000.

The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £221 (2020: £109) were reimbursed to one (2020: one) director (trustee) during the year.

The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on page 1. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £248,944 (2020: £224,748).

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

9. RELATED PARTY TRANSACTIONS

D Naden and S Pemberton are trustees of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2020: £4,840) were paid to this entity.

D Naden is a trustee of Link-Ability. During the year expenditure of £nil (2020: £216) was recharged to this entity. At the year end, the amount outstanding was £nil (2020: £810).

10. INTANGIBLE FIXED ASSETS

	Software £	Total £
Cost		
At 1 April 2020	90,251	90,251
At 31 March 2021	90,251	90,251
Amortisation		
At 1 April 2020	13,223	13,223
Charge for year	15,532	15,532
At 31 March 2021	28,755	28,755
Net book value		
At 31 March 2021	61,496	61,496
At 31 March 2020	77,028	77,028

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

11. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Fixtures and fittings £	Social Enterprise equipment £	Total £
Cost				
At 1 April 2020	528,554	107,679	30,305	666,538
Additions	-	4,800	-	4,800
At 31 March 2021	528,554	112,479	30,305	671,338
Depreciation				
At 1 April 2020	131,745	68,966	21,760	222,471
Charge for year	7,079	15,319	5,052	27,450
At 31 March 2021	138,824	84,285	26,812	249,921
Net book value				
At 31 March 2021	389,730	28,194	3,493	421,417
At 31 March 2020	396,809	38,713	8,545	444,067

12. DEBTORS

	2021 £	2020 £
Trade debtors	595,319	1,183,659
Prepayments and accrued income	155,575	294,794
	750,894	1,478,453

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

13. CREDITORS: amounts falling due within one year

	2021	2020
	£	£
Bank loans (note 14)	4,014	3,314
Trade creditors	82,503	92,389
Other tax and social security	102,759	100,739
Accruals and deferred income	1,055,624	1,364,366
Pension deficit payments (note 16)	33,007	32,046
	<u>1,277,907</u>	<u>1,592,854</u>

Included within the accruals and deferred income total above are LAF accounts of £nil (2020: £48,035). These accounts represent monies held on behalf of service users. Receipts and payments within these accounts are not shown as income and expenditure in the financial statements of the charity.

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

	2021	2020
	£	£
Bank loans	86,088	90,855
Pension deficit payments (note 16)	97,427	122,501
	<u>183,515</u>	<u>213,356</u>

Bank loans fall due for payment as follows:

	2021	2020
	£	£
Amounts wholly repayable by instalments		
Bank loans		
Within one year	4,014	3,314
Between two and five years	86,088	90,855
After more than five years	-	-
	<u>90,102</u>	<u>94,169</u>

Interest is payable at base rate plus 3.1%. The bank loan is secured by a fixed charge on the freehold land and buildings it relates to.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

15. FUNDS

	At 1 April 2020	Income	Expenditure	Other gains, losses and transfers	At 31 March 2021
	£	£	£	£	£
General	227,463	7,963,562	(7,931,567)	(25,842)	233,616
Designated funds					
Voids reserve	25,000	40,459	(40,615)	156	25,000
Office fund	12,500	-	(4,261)	4,261	12,500
Housing provisions	10,000	-	(2,736)	2,736	10,000
Development provision	25,000	-	(6,216)	6,216	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(1,689)	1,689	10,000
Training fund	5,000	-	(4,104)	4,104	5,000
Employment contingency	12,500	-	(20,334)	20,334	12,500
Training equipment reserve	<u>3,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,000</u>
General and designated	630,463	8,004,021	(8,011,522)	13,654	636,616
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Restricted funds					
Covid-19 infection control funds	-	99,160	(90,036)	(9,124)	-
Covid-19 workforce capacity	-	30,474	(30,474)	-	-
Coronavirus job retention scheme (CJRS)	-	92,567	(92,567)	-	-
Covid-19 income guarantee scheme	-	3,530	-	(3,530)	-
Covid-19 income support grant	<u>-</u>	<u>5,461</u>	<u>-</u>	<u>(5,461)</u>	<u>-</u>
	<u>-</u>	<u>231,192</u>	<u>(213,077)</u>	<u>(18,115)</u>	<u>-</u>
Total funds	630,463	8,235,213	(8,224,599)	(4,461)	636,616
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

The restricted funds received during the year were all in relation to the Covid-19 pandemic. The purpose of these funds was to facilitate measures to reduce and control infections. The CJRS grant was received from HMRC to retain jobs during the pandemic. All other grants were received from local authorities.

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

15. FUNDS – PREVIOUS YEAR

	At 1 April 2019	Income	Expenditure	Other gains, losses and transfers	At 31 March 2020
	£	£	£	£	£
General	222,756	8,300,121	(8,238,799)	(56,615)	227,463
Designated funds					
Voids reserve	25,000	35,476	(35,439)	(37)	25,000
Office fund	12,500	-	(6,064)	6,064	12,500
Housing provisions	10,000	-	(7,665)	7,665	10,000
Development provision	25,000	-	(12,143)	12,143	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(1,627)	1,627	10,000
Training fund	5,000	-	(17,394)	17,394	5,000
Employment contingency	12,500	-	(12,646)	12,646	12,500
Training equipment reserve	<u>3,000</u>	<u>-</u>	<u>(3,304)</u>	<u>3,304</u>	<u>3,000</u>
General and designated	<u>625,756</u>	<u>8,335,597</u>	<u>(8,335,081)</u>	<u>4,191</u>	<u>630,463</u>
Total funds	<u>625,756</u>	<u>8,335,597</u>	<u>(8,335,081)</u>	<u>4,191</u>	<u>630,463</u>

The use and purpose of company reserves is detailed in the Director's Report, under Financial review – Policy on reserves.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

Continued

16. PENSION COSTS

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 950 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 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2019 to 31 January 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

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

INTEGRATE (PRESTON AND CHORLEY) LIMITED
(A Company Limited By Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

Continued

16. PENSION COSTS (continued)

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £130,434 (2020: £154,547) 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.

A reconciliation of the total liability included within creditors is shown below. A total of £33,007 (2020: £32,046) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

	2021	2020
	£	£
At 1 April	(154,547)	(187,000)
Unwinding of the discount factor (interest expense)	(3,472)	(2,372)
Deficit contribution paid	32,046	30,634
Remeasurements - impact of any change in assumptions	<u>(4,461)</u>	<u>4,191</u>
At 31 March	<u>(130,434)</u>	<u>(154,547)</u>

The charges/(credits) recognised in the statement of financial activities are shown below:

	2021	2020
	£	£
Interest expense	3,472	2,372
Remeasurements to pension liability	<u>4,461</u>	<u>(4,191)</u>

The assumptions used are shown below:

	2021	2020
	%	%
Rate of discount	<u>0.66</u>	<u>2.53</u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £25,761 (2020: £25,988) was owed to the scheme in respect of contributions.

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17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	2021 Total
	£	£	£
Intangible fixed assets	-	61,496	61,496
Tangible fixed assets	-	421,417	421,417
Net current assets	-	337,218	337,218
Creditors due after more than 1 year	-	(183,515)	(183,515)
	<u>-</u>	<u>636,616</u>	<u>636,616</u>
	<u><u>-</u></u>	<u><u>636,616</u></u>	<u><u>636,616</u></u>

	Restricted	Unrestricted	2020 Total
	£	£	£
Intangible fixed assets	-	77,028	77,028
Tangible fixed assets	-	444,067	444,067
Net current assets	-	322,724	322,724
Creditors due after more than 1 year	-	(213,356)	(213,356)
	<u>-</u>	<u>630,463</u>	<u>630,463</u>
	<u><u>-</u></u>	<u><u>630,463</u></u>	<u><u>630,463</u></u>

18. FINANCIAL COMMITMENTS

Operating lease commitments

At the year end, the total of the company's future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2021	2020	2021	2020
	£	£	£	£
Amounts due within one year	339,866	328,943	7,358	8,597
Amounts due between one and five years	22,610	-	3,515	8,723
	<u>362,476</u>	<u>328,943</u>	<u>10,873</u>	<u>17,320</u>
	<u><u>362,476</u></u>	<u><u>328,943</u></u>	<u><u>10,873</u></u>	<u><u>17,320</u></u>

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19. ANALYSIS OF CHANGES IN NET DEBT

	2020	Cash flows	2021
	£	£	£
Bank loans due in more than one year	(90,855)	4,767	(86,088)
Bank loans due in less than one year	(3,314)	(700)	(4,014)
Total liabilities	(94,169)	4,067	(90,102)
Cash and cash equivalents	437,125	427,106	864,231
Total net funds	<u>342,956</u>	<u>431,173</u>	<u>774,129</u>