

02546262

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CHARITY REGISTERED NUMBER:1013623

THE BAYSWATER INSTITUTE

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

NOEL & CO.

CHARTERED ACCOUNTANTS

4 PARLIAMENT CLOSE

PRESTWOOD

GREAT MISSENDEN

BUCKINGHAMSHIRE

HP16 9DT

THE BAYSWATER INSTITUTE

LEGAL AND ADMINISTRATIVE INFORMATION

Company Number:	02546262
Registered Charity Number:	1013623
Registered Office:	4th Floor Silverstream House 45 Fitzroy Street London W1T 6EB
Accountants:	Noel & Co. Chartered Accountants 4 Parliament Close Prestwood Great Missenden Buckinghamshire HP16 9DT

THE BAYSWATER INSTITUTE
FOR THE YEAR ENDED 31 MARCH 2024

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THE BAYSWATER INSTITUTE
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees submit their annual report and the unaudited financial statements for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity.

Structure, Governance and Management

The charity was incorporated on 5th October 1990 as a company limited by guarantee and not having a share capital. The company is registered in England and Wales (Company number 02546262). The governing document is the Memorandum and Articles of Association. Clause 7 of the Memorandum restricts the liability of each member, as defined by paragraph 2 of the Articles of Association, to one pound in the event of the Charity being wound up. The Charity cannot pay dividends and must use all its funds to further its stated charitable objectives. At April 2024, there were four members (three in 2023). Dr. Kriss Fearon joined the board in March 2024. The Charity is registered at the Charity Commission (Registered Charity number 1013623).

The Trustees, who are also the directors for the purpose of company law, and who served during the year, were:

Malcolm Ballantine (Chair)

Bob Collingham

Penny Jones

Kriss Fearon

The Charity has its registered office in London. A Board of Trustees governs the work of the charity as the decision-making body of the organisation, according to its Memorandum and Articles of Association. The Trustees meet at intervals of about three months to consider the current and future work of the Institute and make financial and staffing decisions.

The day-to-day management of the Institute is the responsibility of the Chief Executive Officer, Dr. Priya Davda.

Trustees are appointed at the Annual General Meeting of the charity, or by the existing Trustees, to hold office until the Annual General Meeting.

The Board of Trustees is the governing body of the Charity and determines its policy. It is also responsible for the general management of the Charity and for ensuring the Charity policy is implemented by the staff.

New Trustees are appointed by the Board of Trustees, and at any time there should not be less than three Trustees. Since the Charity is a company limited by guarantee, Board members are also Directors and are registered as such in accordance with the Companies Act 2006. Board members can claim for reasonable expenses in undertaking the Charity's business but they receive no remuneration or other financial benefit. All members of the Board have confirmed that they do not have, and have not had, any beneficial interest in any contract with the Charity.

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

The Bayswater Institute was founded in 1990 with the objective of turning the social sciences to practical use. The Institute uses the methods and findings of the social sciences to help organisations integrate human and social considerations with economic and technical ones in the design and development of organisations and work.

In practice this means using research and action research to further organisational developments which reflect and integrate complex of factors (human, technical and economic) existing in an organisation and its members. It means an approach to organisation diagnosis which moves across disciplinary boundaries and is capable of drawing on psychology, social psychology, sociology and psychodynamics for concepts and methods. It also means considering the needs and development of people in the design and implementation of technical and managerial systems and using education and training to further these ideas. The Bayswater Institute also works to disseminate these methods of integrating human aspects of organisation.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The Institute in 2023-24

The work of the Institute in 2023-24 continued to develop two major themes which have dominated its activities in recent years.

It continued its work helping organisations implement EDI (Equality, Diversity and Inclusion). In particular, it continued its extensive programme of work for Birmingham City Council by undertaking focus group and interview studies with elderly people in Birmingham examining the health issues of different cross-sections of the elderly population in the city. It was also commissioned to undertake additional evidence reviews for Birmingham City Council's Community Health Profiles, which focus on Birmingham's minority communities.

It also continued its evaluation work helping organisations engaged in development activities by gathering evidence of the impact of the changes as they are implemented. It began an extensive evaluation of the development and delivery of the FitBees project, a comprehensive service involving several forms of digital technology, to help people who are isolated at home to engage in physical exercise and to become more socially connected.

The Institute was also commissioned to support the development of several Community Investment Plans for a housing association in the South of England, to facilitate local communities and residents to improve employment and health outcomes and create successful and sustainable neighbourhoods. As part of its commitment to contributing to higher education partnerships, staff have collaborated with higher educational institutions, including De Montfort University, Kings College London, University of West London, and University College London to develop projects in the fields of co-production, careers guidance, socio-technical developments in democratic participation and to foster links between academia and industry.

Staffing Resources

The core staff of the Institute in 2023-24 were Dr. Priya Davda, Dr. William Maton-Howarth and Professor Ken Eason. The Institute was assisted during the year by the engagement of three interns who were students registered on degree courses in Global Health at Kings College London. It also continued its long-standing relationships with several associates who worked closely with the Institute to develop its group relations work and on project work.

Financial review

The charity held £48,085 (2023:£64,015) in Unrestricted Funds at 31 March 2024. These funds are adequate to meet the charity's ongoing commitments.

This report was approved by the board of directors and trustees
on 10/11/2024



.....
Malcolm Ballantine
Chair of Trustees

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BAYSWATER INSTITUTE
FOR THE YEAR ENDED 31 MARCH 2024

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2024 which are set out on pages 3 to 8.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

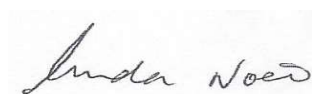
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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



.....
Linda Noel FCA
Noel & Co.
Chartered Accountants
4 Parliament Close
Prestwood
Great Missenden
Buckinghamshire
HP16 9DT

Dated:10/11/2024

THE BAYSWATER INSTITUTE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	Unrest'd Funds £	Total Funds 2024 £	Total Funds 2023 £
Incoming resources			
Incoming Resources from generated funds:			
Voluntary income	3,000	3,000	0
Activities to generate funds	41,100	41,100	82,880
Investment income	972	972	453
	<u>45,072</u>	<u>45,072</u>	<u>83,333</u>
Total incoming resources	<u>45,072</u>	<u>45,072</u>	<u>83,333</u>
Resources expended			
Charitable activities	59,882	59,882	67,586
Governance costs	1,120	1,120	1,103
Total resources expended	<u>61,002</u>	<u>61,002</u>	<u>68,689</u>
Net movement in funds	(15,930)	(15,930)	14,644
Total funds brought forward	<u>£ 64,015</u>	<u>£ 64,015</u>	<u>49,371</u>
Total funds carried forward	<u>£ 48,085</u>	<u>£ 48,085</u>	<u>£ 64,015</u>

Details of Incoming resources and resources used are given in the notes to the financial statements.

COMPANY NUMBER: 02546262

AT 31 MARCH 2024

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THE BAYSWATER INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies

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 (FRS102) issued on 16 July 2014 (as updated through Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical convention (modified to include certain items at fair value). The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

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 unless otherwise stated.

Cashflow statement

The Company has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cashflow statement on the grounds that it is a small company.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

THE BAYSWATER INSTITUTE

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 MARCH 2024

1 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees for particular purposes. the aim and use of each designated fund is set out in the notes to the financial statements.

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

Pension costs

The company contributes to a defined contribution pension scheme and the pension charge represents the amounts payable by the company by the company to the fund in respect of the year.

2. Income

	Unrest'd Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Donations and legacies			
Donations and Grants	3,000	3,000	0
	<hr/> 3,000	<hr/> 3,000	<hr/> 0
Charitable activities			
IR - generated funds - activities	41,100	41,100	82,880
	<hr/> 41,100	<hr/> 41,100	<hr/> 82,880
Investment income			
Investment income 1	972	972	453
	<hr/> 972	<hr/> 972	<hr/> 453

3. Expenditure on charitable activities

	2024 £	2024 £	2023 £
Staff costs	53,838		59,618
Property costs	874		1,044
Office costs	4,382		2,174
Project costs	1,417		4,750
	<hr/>		<hr/>
		59,882	67,586
		<hr/>	<hr/>

THE BAYSWATER INSTITUTE

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 MARCH 2024

4. Governance and other costs

	2024	2024	2023
	£	£	£
Independent Examiner	700		700
Trustee expenses	120		275
Accountancy	300		128
		1,120	1,103

Travel expenses were paid to two trustees during the year (2023:2)

No remuneration was paid to any trustee.

5. Employment costs

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

	2024	2023
Charitable Activities	1	2
Generating funds	1	2
Administration	1	1
Salaries	48,150	51,907
Social security	-	199
Pension costs	4,515	4,362
	<u>53,208</u>	<u>56,468</u>

6. Related party transactions

There were no related party transactions to report.

7. Creditors

Amounts falling due within one year:-

	2024	2023
	£	£
Other Taxes & PAYE	3,962	3,360
VAT	3,449	9,084
Accruals And Deferred Income	2,525	1,363
	<u>£ 9,936</u>	<u>£ 13,807</u>