IDEAS PLUS

England & Wales · Charity number 1016182

Details

Other names	EMPLOY-ABILITY
Status	Registered
Legal form	Charitable company
Company number	02772286
Registered	1993-01-11
Register	View on the Charity Commission register

Contact

Address	Ideas Plus Latton Bush Centre Southern Way Harlow Essex CM18 7BL
Phone	01279 450299
Email	info@e-a.org.uk
Website	www.e-a.org.uk

Activities

Objects: TO RELIEVE NEED AMONG AND ADVANCE THE EDUCATION OF DISABLED PEOPLE BY PROVIDING OR ASSISTING IN THE PROVISION OF VOCATIONAL TRAINING ENABLING SUCH PEOPLE TO ACQUIRE SKILLS THE POSSESSION OF WHICH WILL ASSIST THEM TO OBTAIN EMPLOYMENT OR OTHERWISE BECOME SELF-SUPPORTING

Activities: To support people across West and South Essex who are experiencing mental ill health into employment and assist those in employment to retain their jobs

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, Economic/community Development/employment
- **Who:** People With Disabilities

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Geography

- Essex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,103,796	£1,949,246	£1,027,315	54
2024-03-31	£1,251,661	£1,082,692	£872,765	33
2023-03-31	£1,087,541	£959,034	£703,796	28
2022-03-31	£945,456	£888,194	£575,289	27
2021-03-31	£890,303	£842,630	£518,027	26

Trustees

Name	Role	Appointed
Debra Salmon		2017-02-20
Kenneth Day		2022-10-19
Paul Smith		2026-03-25
Philip Edwards		2021-10-20
Timothy Page		2018-07-24

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IDEAS PLUS

England & Wales - Charity number 1016182

Accounts

REGISTERED COMPANY NUMBER: 02772286 (England and Wales)
REGISTERED CHARITY NUMBER:1016182

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025 FOR IDEAS PLUS

Mayor, Cuttle & Co
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
CHELMSFORD
Essex
CM2 0AU

IDEAS PLUS

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For the year ended 31 March 2025

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IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2025

IDEAS PLUS REPORT for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and Activities

Objects of the charity: 'Ideas Plus is established to relieve need among and advance the education of disabled people by providing or assisting in the provision of vocational training, enabling such people to acquire skills, the possession of which will assist them to obtain employment or otherwise become self-supporting.'

Our mission statement is: `To support people with mental ill health to secure and retain employment in Essex and neighbouring counties'.

In line with best practice, the service is now operating within a Social Model of Disability. The definition accepted by the board of trustees identifies disability as: the loss or limitation of opportunities to take part in the mainstream of the community on an equal basis with others due to physical or social barriers. This includes people who have suffered or are suffering from mental ill health and who, while experiencing significant barriers to employment, do not necessarily see themselves as disabled, but rather as disadvantaged in the labour market.

Public benefit

The work of the charity falls within the charitable purpose of: the relief of those in need, because of youth, age, ill health, disability, financial hardship or other disadvantage. The work of the charity benefits those people in the area covered by the service who face barriers to employment and training because of their physical or mental impairments. This is in line with our Objectives and Activities as listed below.

Achievement and Performance

Objectives for 2024-25

- To prepare for our first full Fidelity Review of our IPS service in Primary Care
    - This was conducted in the West team and we achieved a Fair Fidelity outcome which was in line with other new Primary services
- To recruit to, deliver and monitor the impact of the IPS and Retention service for Primary Care
    - The teams were recruited to, and despite some staff turnover we are completing the year with virtually all posts filled
- To review our needs and explore options for an operational base in South Essex
    - This has been achieved with an office based in Basildon
- To modernise our website and develop a stronger social media presence
    - This has been achieved after some teething problems, feedback has been positive
- To launch a new IPS-Y service for young people
    - This was achieved, more detailed below
- To prepare for recommissioning of the current IPS and Retention services
    - This is being prepared for IPS but Essex County Council have decided not to recommission a retention service

Individual Placement and Support (IPS) – points of interest:

- Team Leads changed from caseload carrying to a focus of directly supporting staff more since November
- Closer management and support have enabled practice to be monitored regularly with the Team Leads providing more direct contact with their staff.
- We have had consistent staffing across both the Senior Leadership team and Employment Specialists.
- The NHS Long Term Plan targets remain as a measure of comparable performance with our ECC commissioners.
- Our overall service user access achieved what we needed against the NHS targets.
- Significant increase in job conversions for West Essex with South also remaining steady. Targets from IPS Grow and NHS have increased twice over the last few years and seen a jump from 30% to now 40%. As we strive to achieve more, the targets have also moved.

	Employ-Ability (Actual)	Employ-Ability (NHS LTP Target)	Employ-Ability (ECC Target)
Service users accessing the service (West)	246	234 (109%)	548
Service users accessing the service (South)	362	380 (95%)	774
Service users accessing the service (Total)	608	614 (99%)	1322
Job Conversion (West)	31.3% (up 9%)	40%	40%
Job Conversion (South)	23.1% (no change)	40%	40%

Job retention (JR)

Job retention had been offered as a service to clients under the original IPS contract which ceased on 31st March 2025. This is in no way a reflection of the service performance, or need within the community.

Retention still exists for mild to moderate mental ill health from 1st April 2025 but this year was the final one for those individuals with and SMI that required support.

- The service was embedded well in West and South Essex.
- We had to maintain our contract targets (same as 2023/4) whilst winding down the service and stopping new access from January.
- The Primary Service was able to pick up some of the referrals from Secondary in the last quarter of the year to ease the pressure.
- We kept a single manager for the whole Retention service offer across all the current contracts to ensure best practice was maintained throughout.
- Targets were achieved at 123% of contract overall during a period of uncertainty for staff

	South / West (Actual)	South / West (Target)
Service users accessing the service	386	313 (123%)
Retained outcomes	61%	60%+

IPS West Suffolk

Our West Suffolk service is a small team and this year there was a one year extension to the current contract.

It has had challenges with staffing and long term sickness this year which does cause a disproportionate pressure on the remaining staff. We were able to have one additional Employment Specialist from the Service Development Fund.

	Employ-Ability (Actual)	Employ-Ability (ICB Target)
Service users accessing the service (West Suffolk)	250	290
Unemployed access	171	-
Job conversion (total)	83	-
Unemployed Job Conversion	37 = 21.6%	40%

Primary Care work

This year saw a significant expansion in the team size for the pilot of Primary Care IPS services.
West was the leading performing area across the whole of Essex and the pilot scheme has now been extended until September 2026 where it will be phased out.
The governments Connect to Work programme is starting in 2025 and our Primary Care offer will move into delivering this in the Autumn. The new programme will also include delivery in both Southend and Thurrock.
Our current delivery covered West and South Essex (excluding the unitary authorities). Points to note include: -

- New referral pathways were developed with PCN networks and others including prison services.
- DWP referrals were lower than anticipated and self-referrals were always the strongest conversions in accessing the service.
- West Essex had the strongest performance across Essex. They also had a consistent staffing team with little change in personnel. South did have vacancy in management and had significant long term sickness which did impact on the overall year outcomes.
- Retention outcomes continued to exceeded targets across the contract. In the last quarter, this was the only option for clients and did put additional pressure on the teams.

IPS Primary Care			
Area	**Referrals (Target)**	**Access (Target)**	**Job Outcomes (Target)**
West IPS	413 (329)	251 (230)	77 (92)
West Retention	180 (165)	163 (115)	134 (46)
South IPS	545 (646)	328 (460)	74 (184)
South Retention	427 (328)	297 (230)	213 (88)

IPS - Youth

The charity began a pilot, funded by The People's Lottery, delivering IPS for young people with severe mental illness. It was aimed at 14+ years and the aim was to understand this target age group, explore how best to work with them and discover any wider unmet need.
There was high demand for the service, especially at the younger age of 14-16. It was clear there were some complex individuals to work with, positive outcomes included supporting individuals to reengage with education and training. The post 16 young people had many barriers before they could realistically start to engage fully with a traditional IPS service, but we were able to build effective relationships and move them forward.
We are now using the knowledge and information gained to tailor this towards a potential upcoming service for Young Adults that is being commissioned across the whole of Essex.

Financial Review

Investment policy

While interest rates remain low, we have moved our deposits from Shawbrook Bank and Hampshire Trust Bank into the main Lloyds account.

Reserves policy

The trustees' policy on reserves remains unchanged and reflects the requirements for reserves in light of the main risks to the organisation. A policy has been agreed that unrestricted funds not committed should be between 3 and 6 months of estimated annual expenditure. The reserves are needed to meet the working capital requirements of the charity to cover shortfalls or to manage a wind down of activity.

Plans for the Future

The charity will be focused on re-establishing some stability and a sense of managed progression. We will look to secure the extension of the existing Severe Mental Illness contract, implement the Connect to Work programme for Primary services and aim to tender for new directions in IPS-Youth.
More specifically: -

- To prepare for our full Fidelity Review of our IPS service in Secondary Care
- To move across to a Connect to Work contract for delivery of an IPS and Retention service in Primary Care
- To develop our relationships and presence in Greater Essex (Thurrock and Southend)
- To look at how new technologies can assist the development of our work
- To have a greater focus and understanding of our race equity data and how we use it to inform our work
- To tender for opportunities for an IPS service for young adults and Retention work
- To prepare for recommissioning of the current IPS service in Suffolk

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The charity is constituted as a Company limited by guarantee and was registered on the 9th December 1992. The Company was registered as a Charity in January 1993. Ideas Plus operates under Articles of Association which specify that the organisation is set up to deliver service as detailed in the objects of the Memorandum of Association. Recruitment and appointment to the Management Committee Phil Edwards, Louise Gu and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. The current Board has a number of long serving members and some more recent appointees.

Organisational structure

Ultimate responsibility for decisions on the running of the charity lie with the Board. Trustees then delegate day-to-day management of service delivery to a Head of Service, supported by an administration team and Team Leaders for the various delivery teams. The Board meet 6 weekly to discuss a report from the manager, review progress on our delivery of contracts and to make any decisions necessary. The Board also operates a Human Resource subcommittee to review specific issues relating to staffing, such as changes to staffing structures and salary reviews.

Risk Management

Business continuity plans were carried out to ensure that all key services and elements could function. Increased staffing has meant a large rise in monthly payroll. Specific processes were put in place to ensure we have sufficient funds at all times. The 3+2 year has now entered into the second year of the extension period alongside our partners Essex Partnership University Foundation Trust (EPUT). Focus will be around the future recommissioning and any extension from the Primary IPS pilot.

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2025

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
02772286 (England and Wales)
Registered Charity number
1016182
Registered office
t/a Employ-Ability
Latton Bush Centre
Southern Way
Harlow
Essex
CM18 7BL
Trustees
Philip Edwards - Chair
Debra Susan Salmon - Treasurer
Jeffrey Attfield
Leigh Dinemuro
Karen Bayliss
Kenneth Day
Paul Smith
Company Secretary
Timothy James Page
Auditors
Mayor Cuttle & Co.
Suite 7b Aquarium
101 Lower Anchor Street
Chelmsford
CM2 0AU
Bankers
Lloyds TSB
East Gate Harlow
PO Box 1000
BX1 1LT
Manager
Darren Connew

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

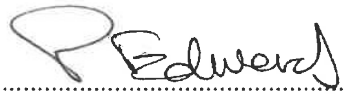
The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to - select suitable accounting policies and then apply them consistently; - observe the methods and principles in the Charity SORP; - make judgements and estimates that are reasonable and prudent; - state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business. The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the prevention and detection of fraud and other irregularities. In so far as the trustees are aware: - there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, Mayor Cuttle & Co, were reappointed at the Annual General Meeting on 12th September 2025.

Approved by order of the board of trustees on 13th September and signed on its behalf by:



..... Philip Edwards

IDEAS PLUS
REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS
for Year Ended 31 March 2025

Opinion

We have audited the financial statements of Ideas Plus (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'the Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in the notes to the Financial Statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.
Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially consistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 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 Report of the Trustees for the financial year (which includes the directors report) for which the financial statements are prepared is consistent with the financial statements, and
- The Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 from the requirement to prepare a Strategic Report in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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 & 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:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment, we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility of unauthorised payments to related parties.

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

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 the auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

S.W. Evans

Stephen William Evans FCA (Senior Statutory Auditor)

For and on behalf of

Mayor, Cuttle & Co.
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
Chelmsford
Essex
CM2 0AU

Date 4/11/25

IDEAS PLUS
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	2	50	-	50	50,180
Charitable activities	4	-	2,103,746	2,103,746	1,201,116
Investments	3	-	-	-	365
TOTAL		50	2,103,746	2,103,796	1,251,661
EXPENDITURE ON					
Charitable activities	5	954	1,948,292	1,949,246	1,082,692
NET INCOME/(EXPENDITURE)		(904)	155,454	154,550	168,969
TRANSFERS BETWEEN FUNDS	14	34,248	(34,248)	-	-
NET MOVEMENT IN FUNDS		33,344	121,206	154,550	168,969
RECONCILIATION OF FUNDS					
Total funds brought forward		89,232	783,533	872,765	703,796
TOTAL FUNDS CARRIED FORWARD		122,576	904,739	1,027,315	872,765

The notes form part of these financial statements

IDEAS PLUS
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds	Restricted Funds	31.03.25 Total Funds	31.03.24 Total Funds
		£	£	£	£
FIXED ASSETS					
Tangible assets	**11**	17	117	134	179
CURRENT ASSETS					
Debtors	**12**		225,685	225,685	166,379
Cash at bank and in hand		122,559	712,033	834,592	715,621
		122,559	937,718	1,060,277	882,000
CREDITORS					
Amounts falling due within one year	**13**	-	(33,096)	(33,096)	(9,414)
NET CURRENT ASSETS		122,559	904,622	1,027,181	872,586
TOTAL ASSETS LESS CURRENT LIABILITIES		122,559	904,622	1,027,181	872,586
NET ASSETS	**14**	122,576	904,739	1,027,315	872,765
FUNDS					
Unrestricted funds				122,576	89,232
Restricted funds				904,739	783,533
				1,027,315	872,765

These financial Statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial Statements were approved by the board of Trustees & authorised for issue on 4/11/25 and signed on its behalf by

Philip Edwards - Trustee

The notes form part of these financial statement

IDEAS PLUS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	31.03.25 £	31.03.24 £
Cash flows from operating actvities		
Cash generated from operations	118,971	8,597
Net cash provided by operating activities	118,971	8,597
Cash flows from investing actvities		
Interest received		365
Net cash provided by investing activities	-	365
Changes in cash and cash equivalents in the operating period	118,971	8,962
Cash and cash equivalents at the beginning of the reporting period	715,621	706,659
Cash and cash equivalents at the end of the reporting period	834,592	715,621

RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the reporting period (as per the Statement of Financial Activities)	154,550	168,969
Adjustments for		
Depreciation charges	45	59
Interest received		(365)
(Increase)/Decrease in debtors	(59,305)	(162,894)
(Decrease)/Increase in creditors	23,682	2,828
Net cash provided by operations	118,971	8,597

ANALYSIS OF CHANGES IN NET FUNDS

	At 01.04.24 £	Cashflow £	At 31.03.25 £
Cash at bank and in hand	715,621	118,971	834,592

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).' Financial Reporting Standard 102 'The Financial reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The financial statements are presented in sterling (£)

Critical accounting judgements and key sources of estimation uncertainty

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

Useful economic life of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds. It is probable that the income will be received, and the amount can be measured reliably.

Expenditure

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

Allocation and apportionment of costs
Costs are allocated according to the fund to which they apply on an item by item basis where possible and overheads are allocated in accordance with the terms of restricted income.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost.
Computer equipment - 25% on cost.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Debtors
Trade debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Cash at bank and in hand
Cash at bank and in hand includes current and deposit bank account. The charity has divided its balances across a number of financial institutions in order to mitigate risk.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 recognised at their settlement.

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 settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.03.25	31.03.24
	£	£
Other Income	50	50,180

3. INVESTMENT INCOME

	31.03.25	31.03.24
	£	£
Deposit account interest	-	365

4. INCOME FROM CHARITABLE ACTIVITIES

	31.03.25	31.03.24
	£	£
Contracts and grants	2,103,746	1,201,116

Grants included in the above as follows:

	31.03.25	31.03.24
	£	£
North Essex Partnership NHS Foundation Trust	929,271	1,187,312
DWP	1,174,475	13,804
	2,103,746	1,201,116

5. CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (note 6)	Totals
	£	£	£
Employment assistance	1,932,435	16,811	1,949,246

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Employment assistance	360	16,451	16,811

7. NET INCOME/(EXPENDITURE)

Net income expenditure is stated after charging:

	31.03.25	31.03.24
	£	£
Auditors remuneration	3,540	3,120
Depreciation - owned assets	45	59
Other operating leases	17,477	8,463

8. TRUSTEES REMUNERATION AND BENEFITS

There were no trustees remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

The charity consider its key management personnel to comprise trustees and the general manager. Total remuneration to key personnel is £61506 excluding employers national insurance (2024; £59,051)

Trustees expenses
During the year, key personnel received £93 (2024: £200) for mileage costs, this was for the delivery of contracts and liaison with partnership organisations.

9. STAFF COSTS

	31.03.25	31.03.24
	£	£
Wages and salaries	1,594,317	866,191
Social security costs	143,786	73,423
Other pension costs	55,982	28,171
	1,794,085	967,785

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

All staff	56	33

Employees who received more than £60,000 (excluding employer pension costs) were as follows:

Employee Benefits	Number of employees
£60,000 - £70,000	1

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds
INCOME AND ENDOWMENTS FROM			
Donations and Legacies	50,180		50,180
Charitable activities		1,201,116	1,201,116
Investments	365		365
TOTAL	50,545	1,201,116	1,251,661
EXPENDITURE ON			
Charitable activities	23,647	1,059,045	1,082,692
NET INCOME/(EXPENDITURE)	26,898	142,071	168,969
RECONCILIATION OF FUNDS			
Total funds brought forward	62,334	641,462	703,796
TOTAL FUNDS CARRIED FORWARD	89,232	783,533	872,765

11. TANGIBLE FIXED ASSETS

	Fixtures & Fittings £	Computer Equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	3,118	5,976	9,094
DEPRECIATION			
At 1 April 2024	3,118	5,797	8,915
Charge for year		45	45
At 31 March 2025	3,118	5,842	8,960
NET BOOK VALUE			
At 31 March 2025	-	134	134
At 31 March 2024	-	179	179

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.25	31.03.24
	£	£
Loans to Employees	29	
Trade debtors	225,656	166,379
	225,685	166,379

13. CREDITORS:AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.25	31.03.24
	£	£
Trade creditors	10,906	6,294
Accrued expenses	22,190	3,120
	33,096	9,414

14. MOVEMENT IN FUNDS

	At 1.4.24	Net movement	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	27,182	33,344	60,526
Designated fund	62,050	-	62,050
	89,232	33,344	122,576
Restricted funds			
Employment Support	605,797	32,095	637,892
Heads Up	31,419	(31,419)	-
Employment Retention	91,712	(20,632)	71,080
Kickstart	1,683	(1,683)	-
UK Youth	1,722	(1,722)	-
Multiply	(576)	576	-
IPSPC	51,775	143,992	195,767
	783,532	121,207	904,739
Total Funds	872,764	154,551	1,027,315

Included in the net movement is a transfer from restricted funds to unrestricted funds to cover the costs of running the charity included in unrestricted funds, as well as transfers from Funds that are no longer in use to the general fund.

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Transfer £	Movement in funds £
Unrestricted funds				
General fund	50	(954)	34,248	33,344
Restricted funds				
Employment Support	737,948	(705,853)	-	32,095
Heads Up	-	-	(31,419)	(31,419)
Employment Retention	191,323	(211,956)	-	(20,633)
Kickstart	-	-	(1,683)	(1,683)
UK Youth	-	-	(1,722)	(1,722)
Multiply	-	-	576	576
IPSPC	1,174,475	(1,030,483)	-	143,992
	2,103,746	(1,948,292)	(34,248)	121,206
	2,103,796	(1,949,246)	-	154,550

Comparatives for movement in funds

	At 1.4.23 £	Net movement £	At 31.3.24 £
Unrestricted funds			
General fund	284	26,898	27,182
Designated fund	62,050	-	62,050
	62,334	26,898	89,232
Restricted funds			
Employment Support	540,783	65,014	605,797
Heads Up	31,786	(367)	31,419
Employment Retention	65,950	25,762	91,712
Kickstart	1,683	-	1,683
UK Youth	1,722	-	1,722
Multiply	(462)	(114)	(576)
IPSPC		51,775	51,775
	641,462	142,070	783,532
Total Funds	703,796	168,968	872,764

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Transfer £	Movement in funds £
Unrestricted funds				
General fund	50,545	(23,647)		26,898
Restricted funds				
Employment Support	733,539	(668,525)		65,014
Heads Up	-	(367)	-	(367)
Employment Retention	222,367	(196,605)	-	25,762
Multiply	-	(114)	-	(114)
IPSPC	238,510	(186,735)		51,775
	1,194,416	(1,052,346)	-	142,070
	1,244,961	(1,075,993)	-	168,968

Employment Support is a contract delivering supported employment services to clients with long and enduring mental ill health in West and South Essex; delivered in partnership with Essex Partnership University Trust

Employment Retention: A provision to support those whose jobs are at risk as a result of their ill health.

IPSPC is a contract delivering supported employment services to clients in a primary care setting for those with mild to moderate mental ill health in West and South Essex; delivered in partnership with Essex Partnership University Trust

Heads Up, Kickstart, Uk Youth and Multiply contracts have all expired, any remaining balance on the funds have been transferred to the general fund for the current period leaving the three current contracts within the active funds.

15. Leases

Operating Leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	31.03.25 £	**31.03.24** £
Not later than one year	3,529	3,529
Later than one and not later than five years	3,529	7,058
Later than five years	-	-
	7,058	10,587

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

17. NON ADJUSTING SUBSEQUENT EVENT

Since the year end the contract for Essex IPS service for people with Severe Mental Illness (SMI) has not been renewed and the current contract ended on 30 September 2025. All staff associated with the contract have transferred across to the new contract provider under TUPE and no material associated costs are expected to be incurred.

18. GUARANTEE STATUS

The company is limited by guarantee, whereby every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, while they are a member or within one year after they cease to be a member, such amounts as may be required not exceeding one pound.

IDEAS PLUS
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	31.03.25 £	31.03.24 £
INCOME & ENDOWMENTS		
Donations and Legacies		
Other Income	50	50,180
Investment Income		
Deposit account interest	-	365
Charitable Activities		
Contracts and Grants	2,103,746	1,201,116
Total incoming resources	2,103,796	1,251,661
EXPENDITURE		
Charitable activities		
Wages	1,575,667	866,191
Social security	143,786	73,423
Pensions	55,983	28,171
Raising Funds	570	-
Temporary staff	-	5,506
Staff rewards	575	2,043
Rent and rates	17,477	8,463
Insurance	10,919	6,410
Telephone	26,336	13,497
Postage and stationery	6,406	3,682
Sundries	4,207	3,412
Training	13,986	8,309
Travel	36,787	23,545
Provision for Access To Work Grant	854	-
Computer costs	10,388	12,822
Recruitment and promotion	9,799	7,789
Redundancy	18,650	4,390
Computer equipment depreciation	45	59
	1,932,435	1,067,712
Support costs		
Finance		
Bank charges	360	266
Governance costs		
Auditors remuneration	3,540	3,120
Accountancy and legal fees	12,911	11,594
	16,451	14,714
	1,949,246	1,082,692
	154,550	168,969

IDEAS PLUS

England & Wales - Charity number 1016182

Accounts

REGISTERED COMPANY NUMBER: 02772286 (England and Wales)
REGISTERED CHARITY NUMBER:1016182

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 FOR IDEAS PLUS

Mayor, Cuttle & Co
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
CHELMSFORD
Essex
CM2 0AU

IDEAS PLUS

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For the year ended 31 March 2024

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IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2024

IDEAS PLUS REPORT for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and Activities

Objects of the charity: 'Ideas Plus is established to relieve need among and advance the education of disabled people by providing or assisting in the provision of vocational training, enabling such people to acquire skills, the possession of which will assist them to obtain employment or otherwise become self-supporting.'

Our mission statement is: `To support people with mental ill health to secure and retain employment in Essex and neighbouring counties'.

In line with best practice, the service is now operating within a Social Model of Disability. The definition accepted by the board of trustees identifies disability as: the loss or limitation of opportunities to take part in the mainstream of the community on an equal basis with others due to physical or social barriers. This includes people who have suffered or are suffering from mental ill health and who, while experiencing significant barriers to employment, do not necessarily see themselves as disabled, but rather as disadvantaged in the labour market.

Public benefit

The work of the charity falls within the charitable purpose of: the relief of those in need, because of youth, age, ill health, disability, financial hardship or other disadvantage. The work of the charity benefits those people in the area covered by the service who face barriers to employment and training because of their physical or mental impairments. This is in line with our Objectives and Activities as listed below.

Achievement and Performance

Objectives for 2023-24

The charity and its staff continued normal working practices with a blend of both office and community-based services.

We continued to deliver the first of a 2-year extension on our Secondary services contract in Essex as well as ongoing delivery in West Suffolk.

As a result of taking on the IPS Primary Care contract alongside Essex Partnership University Trust, we launched an expanded IPS service across West and South Essex from October 2023. This meant an increase in the size of the Leadership team with another three Team Lead roles needed.

Individual Placement and Support (IPS) – points of interest:

- This was the first full year where we had a structure of two Team Leads – one each for South and West.
- Whilst we had consistent leadership from the Board and Senior Leadership team, the increase in total staffing did involve the Team Leads in recruitment and support outside of their normal focus.
- The NHS Long Term Plan targets remain as a measure of comparable performance with our ECC commissioners.
- We had a slight decrease in overall service user access, however the job conversion rates had increased in both areas. South Essex had a significant uplift.
- Closer management and support have enabled practice to be monitored regularly with the Team Leads providing more direct contact with their staff.

	Employ-Ability (Actual)	Employ-Ability (Target)
Service users accessing the service (West)	224	774
Service users accessing the service (South)	396	548
Job Conversion (West)	22.3% (up 0.3%)	35%
Job Conversion (South)	23.2% (up 10.2%)	35%

Job retention (JR)

Job retention had been offered as a service to clients under the original IPS contract but it was always competing for time with the core function of job finding. Its value as a resource to people experiencing mental ill health was acknowledged when Job Retention services were commissioned in Essex for the first time under the Transformation funding.

- The service has now embedded well in West and South Essex.
- With the new Primary Service, there was a concern that performance and access could be impacted due to both services being able to accept referrals from Primary Care.
- We kept a single manager for the whole Retention service offer across all the current contracts to ensure best practice was maintained throughout.
- Targets were achieved at 146% of contract overall

	South / West (Actual)	South / West (Target)
Service users accessing the service	456	313 (146%)
Retained outcomes	83%	60%+

Performance vs NHS LTP target

Performance over the year against the NHS Long Term Plan showed a largely strong performance although these targets differ significantly from those in the core contract.

	IPS	Retention	Total IPS + Retention	NHS LTP target	% achieved
Service users receiving support (West)	224	188	412	430	**96%**
Service users receiving support (South)	396	268	664	527	**126%**
Totals West & South	620	456	1076	957	**112%**

IPS West Suffolk

Our West Suffolk service continues to deliver well against target. Additional resource was placed to support the Team Lead role at no cost to the charity through Service Development Funds. It allowed a greater focus on the management of staff and day to day operations, whilst under the leadership of the Team Lead.

West Suffolk (Employ-Ability)			
2023/2024	**Target**	**Actual**	Against Target %
Referrals	261	259	99%
Access	258	329	128%
Total Job Starts / Outcomes	90	103	114%
People Supported into Work	-	52	
Previous Job Retained	-	31	
13 Week Sustainments	-	59	
26 Week Sustainments	-	38	

Primary Care work

We have been able to undertake some initial work within Primary Care settings as part of our Job Retention work, and looked to expand our remit further by the end of the year. Essex County Council submitted a bid to the Department of Work and Pensions (DWP) to be one of the pilot areas trialling IPS with a broader range of disabled people. Whilst initially this was not successful, Essex County Council were later offered the opportunity to take part and Employ-Ability, with our partners EPUT, commenced service delivery in October 2023 through a pilot until March 2025.

This required a large increase in staffing and recruitment requirements included the need for 12 Employment Specialists, 4 Employment Retention Specialists and 3 Team Lead roles. Further increases in staffing were needed in readiness for a doubling of resource by April 2024.

Our delivery covered West and South Essex (excluding the unitary authorities). Points to note include:

-

- The delivery commenced in November (West Essex) and December (South Essex).
- New referral pathways were being built with PCN networks.
- West Essex had a stronger start due to headcount of staffing being in place earlier in the project.
- Retention outcomes have exceeded targets across the contract

IPS Primary Care			
Area	**Referrals (Target)**	**Access (Target)**	**Job Outcomes (Target)**
West IPS	75 (51)	38 (36)	7 (5)
West Retention	43 (26)	33 (18)	26 (2)
South IPS	64 (102)	20 (72)	1 (10)
South Retention	72 (52)	39 (36)	23 (4)

IPS - Youth

The charity were awarded funds totalling £50,000 from Postcode Places Trust which were unrestricted and to be used in line with the charity's overall aims. After considering various options, the decision was made to pilot an IPS Youth (IPS-Y) service. This would target young people (14+) experiencing severe mental illness and help them re-engage with employment, education and training.

This will be the first IPS-Y service in our region and will commence in West Essex. With the rapid expansion of the IPS Primary Care in April 2024, we will launch this service in the Autumn of 2024.

Financial Review

Investment policy

While interest rates remain low, we have moved our deposits from Shawbrook Bank and Hampshire Trust Bank into the main Lloyds account.

Reserves policy

The trustees' policy on reserves remains unchanged and reflects the requirements for reserves in light of the main risks to the organisation. A policy has been agreed that unrestricted funds not committed should be between 3 and 6 months of estimated annual expenditure. The reserves are needed to meet the working capital requirements of the charity to cover shortfalls or to manage a wind down of activity.

Plans for the Future

The charity will be focused on re-establishing some stability and a sense of managed progression. We will look to secure the extension of the existing contracts and will review options for new directions as opportunities arise.

More specifically: -

- To prepare for our first full Fidelity Review of our IPS service in Primary Care
- To recruit, deliver and monitor the impact of the IPS and Retention service for Primary Care
- To review our needs and explore options for an operational base in South Essex
- To modernise our website and develop a stronger social media presence
- To launch a new IPS-Y service for young people
- To prepare for recommissioning of the current IPS and Retention services

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The charity is constituted as a Company limited by guarantee and was registered on the 9th December 1992. The Company was registered as a Charity in January 1993. Ideas Plus operates under Articles of Association which specify that the organisation is set up to deliver service as detailed in the objects of the Memorandum of Association. Recruitment and appointment to the Management Committee Phil Edwards, Louise Gu and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. The current Board has a number of long serving members and some more recent appointees.

Organisational structure

Ultimate responsibility for decisions on the running of the charity lie with the Board. Trustees then delegate day-to-day management of service delivery to a Head of Service, supported by an administration team and Team Leaders for the various delivery teams. The Board meet 6 weekly to discuss a report from the manager, review progress on our delivery of contracts and to make any decisions necessary. The Board also operates a Human Resource subcommittee to review specific issues relating to staffing, such as changes to staffing structures and salary reviews.

Risk Management

Business continuity plans were carried out to ensure that all key services and elements could function. Increased staffing has meant a large rise in monthly payroll. Specific processes were put in place to ensure we have sufficient funds at all times. The 3+2 year has now entered into the second year of the extension period alongside our partners Essex Partnership University Foundation Trust (EPUT). Focus will be around the future recommissioning and any extension from the Primary IPS pilot.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02772286 (England and Wales)
Registered Charity number
1016182
Registered office
t/a Employ-Ability
Latton Bush Centre
Southern Way
Harlow
Essex
CM18 7BL
Trustees
Philip Edwards - Chair
Louise Gu – Treasurer
Jeffrey Attfield
Leigh Dinemuro
Timothy James Page
Karen Bayliss
Mark Anthony Samuel Dale
Kenneth Day
Company Secretary
Debra Susan Salmon
Auditors
Mayor Cuttle & Co.
Suite 7b Aquarium
101 Lower Anchor Street
Chelmsford
CM2 0AU
Bankers
Lloyds TSB
East Gate Harlow
PO Box 1000
BX1 1LT
Manager
Darren Connew

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to - select suitable accounting policies and then apply them consistently; - observe the methods and principles in the Charity SORP; - make judgements and estimates that are reasonable and prudent; - state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business. The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the prevention and detection of fraud and other irregularities. In so far as the trustees are aware: - there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, Mayor, Cuttle & Co, were reappointed at the Annual General Meeting on 13th September 2024.

Approved by order of the board of trustees on 13th September 24 and signed on its behalf by:

P. Edwards ..... Philip Edwards

IDEAS PLUS
REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS
for Year Ended 31 March 2024

Opinion

We have audited the financial statements of Ideas Plus (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'the Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in the notes to the Financial Statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.
Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially consistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 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 Report of the Trustees for the financial year (which includes the directors report) for which the financial statements are prepared is consistent with the financial statements, and
- The Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 from the requirement to prepare a Strategic Report in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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 & 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:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment, we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility if unauthorised payments to related parties.

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

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 the auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

S.W. Evans.

Stephen William Evans FCA (Senior Statutory Auditor)

For and on behalf of

Mayor, Cuttle & Co.
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
Chelmsford
Essex
CM2 0AU

Date 17 December 2024

IDEAS PLUS
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	31.3.24 Total Funds	31.3.23 Total Funds
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	2	50,180	-	50,180	-
Charitable activities	4	-	1,201,116	1,201,116	1,087,070
Investments	3	365	-	365	471
TOTAL		50,545	1,201,116	1,251,661	1,087,541
EXPENDITURE ON					
Charitable activities	5	23,647	1,059,045	1,082,692	959,034
NET INCOME/(EXPENDITURE)		26,898	142,071	168,969	128,507
TRANSFERS BETWEEN FUNDS	14	-	-	-	-
NET MOVEMENT IN FUNDS		26,898	142,071	168,969	128,507
RECONCILIATION OF FUNDS					
Total funds brought forward		62,334	641,462	703,796	575,289
TOTAL FUNDS CARRIED FORWARD		89,232	783,533	872,765	703,796

The notes form part of these financial statements

IDEAS PLUS
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds	Restricted Funds	31.03.24 Total Funds	31.03.23 Total Funds
		£	£	£	£
FIXED ASSETS					
Tangible assets	11	23	155	179	238
CURRENT ASSETS					
Debtors	12	-	166,379	166,379	3,485
Cash at bank and in hand		92,392	623,229	715,621	706,659
		92,392	789,608	882,000	710,144
CREDITORS					
Amounts falling due within one year	13	(3,183)	(6,231)	(9,414)	(6,586)
NET CURRENT ASSETS		89,209	783,377	872,586	703,558
TOTAL ASSETS LESS CURRENT LIABILITIES		89,209	783,377	872,586	703,796
NET ASSETS	14	89,232	783,532	872,765	703,796
FUNDS					
Unrestricted funds				89,232	62,334
Restricted funds				783,533	641,462
				872,765	703,796

These financial Statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial Statements were approved by the board of Trustees & authorised for issue on 13/9/24 and signed on its behalf by

P. Edwards

Philip Edwards - Trustee

IDEAS PLUS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	31.03.24 £	31.03.23 £
Cash flows from operating actvities		
Cash generated from operations	8,597	116,295
Net cash provided by operating activities	8,597	116,295
Cash flows from investing actvities		
Interest received	365	471
Net cash provided by investing activities	365	471
Changes in cash and cash equivalents in the operating period	8,962	116,766
Cash and cash equivalents at the beginning of the reporting period	706,659	589,893
Cash and cash equivalents at the end of the reporting period	715,621	706,659

RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the reporting period (as per the Statement of Financial Activities)	168,969	128,507
Adjustments for		
Depreciation charges	59	79
Interest received	(365)	(471)
(Increase)/Decrease in debtors	(162,894)	3,485
(Decrease)/Increase in creditors	2,828	(15,305)
Net cash provided by operations	8,597	116,295

ANALYSIS OF CHANGES IN NET FUNDS

	At 01.04.24 £	Cashflow £	At 31.03.24 £
Cash at bank and in hand	706,659	8,962	715,621

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).' Financial Reporting Standard 102 'The Financial reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The financial statements are presented in sterling (£)

Critical accounting judgements and key sources of estimation uncertainty

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

Useful economic life of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Income

All income is recognised in the Statement of financial Activities once the charity has entitlement to the funds. It is probable that the income will be received, and the amount can be measured reliably.

Expenditure

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

Allocation and apportionment of costs
Costs are allocated according to the fund to which they apply on an item by item basis where possible and overheads are allocated in accordance with the terms of restricted income.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost.
Computer equipment - 25% on cost.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Debtors
Trade debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Cash at bank and in hand
Cash at bank and in hand includes current and deposit bank account. The charity has divided its balances across a number of financial institutions in order to mitigate risk.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 recognised at their settlement.

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 settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.03.24	31.03.23
	£	£
Other Income	50,180	0

3. INVESTMENT INCOME

	31.03.24	31.03.23
	£	£
Deposit account interest	365	471

4. INCOME FROM CHARITABLE ACTIVITIES

	31.03.24	31.03.23
	£	£
Contracts and grants	1,201,116	1,087,070

Grants included in the above as follows:

	31.03.24	31.03.23
	£	£
North Essex Partnership NHS Foundation Trust	1,187,312	968,169
NEPNHSFT - Heads Up project	-	110,869
DWP	13,804	2,377
UK YOUTH	-	135
Essex CC	-	5,520
	1,201,116	1,087,070

5. CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (note 6)	Totals
	£	£	£
Employment assistance	1,067,712	14,980	1,082,692

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Employment assistance	266	14,714	14,980

7. NET INCOME/(EXPENDITURE)

Net income expenditure is stated after charging:

	31.03.24	31.03.23
	£	£
Auditors remuneration	3,120	2,970
Depreciation - owned assets	59	107
Other operating leases	8,463	7,907

8. TRUSTEES REMUNERATION AND BENEFITS

There were no trustees remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

The charity consider its key management personnel to comprise trustees and the general manager. Total remuneration to key personnel is £59051 excluding employers national insurance (2023; £57,143)

Trustees expenses
During the year, key personnel received £200 (2023: £120) for mileage costs, this was for the delivery of contracts and liaison with partnership organisations.

9. STAFF COSTS

	31.03.24	31.03.23
	£	£
Wages and salaries	866,191	777,018
Social security costs	73,423	64,291
Other pension costs	28,171	24,028
	967,785	865,337

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

All staff	33	28

No employees received in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds
INCOME AND ENDOWMENTS FROM			
Donations and Legacies	50,180	-	50,180
Charitable activities	-	1,201,116	1,201,116
Investments	365	-	365
TOTAL	50,545	1,201,116	1,251,661
EXPENDITURE ON			
Charitable activities	23,647	1,059,045	1,082,692
NET INCOME/(EXPENDITURE)	26,898	142,071	168,969
RECONCILIATION OF FUNDS			
Total funds brought forward	62,334	641,462	703,796
TOTAL FUNDS CARRIED FORWARD	89,232	783,533	872,765

11. TANGIBLE FIXED ASSETS

	Fixtures & Fittings £	Computer Equipment £	Totals £
COST			
At 1 April 2023 and 31 March 2024	3,118	5,976	9,094
DEPRECIATION			
At 1 April 2023	3,118	5,738	8,856
Charge for year		59	59
At 31 March 2024	3,118	5,797	8,915
NET BOOK VALUE			
At 31 March 2024	-	179	179
At 31 March 2023	-	238	238

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.24	31.03.23
	£	£
Trade debtors	166,379	3,485

13. CREDITORS:AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.24	31.03.23
	£	£
Trade creditors	6,294	3,586
Accrued expenses	3,120	3,000
	9,414	6,586

14. MOVEMENT IN FUNDS

	At 1.4.23	Net movement	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	284	26,898	27,182
Designated fund	62,050	-	62,050
	62,334	26,898	89,232
Restricted funds			
Employment Support	540,783	65,014	605,797
Heads Up	31,786	(367)	31,419
Employment Retention	65,950	25,762	91,712
Kickstart	1,683	-	1,683
UK Youth	1,722	-	1,722
Multiply	(462)	(114)	(576)
IPSPC	-	51,775	51,775
	641,462	142,070	783,532
Total Funds	703,796	168,968	872,764

Included in the net movement is a transfer from restricted funds to unrestricted funds to cover the costs of running the charity included in unrestricted funds

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Transfer £	Movement in funds £
Unrestricted funds				
General fund	50,545	(23,647)	-	26,898
Restricted funds				
Employment Support	733,539	(668,525)	-	65,014
Heads Up	-	(367)	-	(367)
Employment Retention	222,367	(196,605)	-	25,762
Multiply	-	(114)	-	(114)
IPSPC	238,510	(186,735)	-	51,775
	1,194,416	(1,052,346)	-	142,070
	1,244,961	(1,075,993)	-	168,968

Comparatives for movement in funds

	At 1.4.22 £	Net movement £	At 31.3.23 £
Unrestricted funds			
General fund	(9,121)	9,405	284
Designated fund	62,050	-	62,050
	52,929	9,405	62,334
Restricted funds			
Employment Support	421,757	119,026	540,783
Heads Up	36,235	(4,449)	31,786
Employment Retention	61,419	4,531	65,950
Kickstart	1,312	371	1,683
UK Youth	1,637	85	1,722
Multiply	-	(462)	(462)
	522,360	119,102	641,462
Total Funds	575,289	128,507	703,796

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Transfer £	Movement in funds £
Unrestricted funds				
General fund	4,671	(42,266)	47,000	9,405
Restricted funds				
Employment Support	763,219	(608,003)	(36,190)	119,026
Heads Up	110,869	(115,318)	-	(4,449)
Employment Retention	197,701	(182,360)	(10,810)	4,531
Kickstart	5,426	(5,055)	-	371
UK Youth	135	(50)	-	85
Multiply	5,520	(5,982)	-	(462)
	1,082,870	(916,768)	-	119,102
	1,087,541	(959,034)	-	128,507

Employment Support: the charity's largest contract won for the third time in 2015 and delivering supported employment services to clients with severe and enduring mental ill health in West and South Essex; delivered in partnership with Essex University Partnership Trust

Heads Up: is a work readiness support programme for those with common mental health problems, who have been unemployed or economically inactive for 12 months or more and live in Essex. Heads Up helps participants develop their self-confidence, resilience and emotional well-being through one-to-one support and interactive workshops, as well as helping them with the practical aspects of finding a job such as brushing up on CV writing skills, assisting with looking for jobs and filling out application forms.

Employment Retention: A provision to support those whose jobs are at risk as a result of their ill health.
Kickstart: The government's national programme that supported individuals back into work after the pandemic.
UK Youth: We delivered a small-scale girls work project. It involved supporting a group of young women that were identified as having early signs of poor mental health in order to develop their self confidence and deliver a social action project.

15. Leases

Operating Leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	31.03.24 £	31.03.23 £
Not later than one year	14,115	-
Later than one and not later than five years	24,702	-
Later than five years	-	-
	38,817	-

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

17. GUARANTEE STATUS

The company is limited by guarantee, whereby every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, while they are a member or within one year after they cease to be a member, such amounts as may be required not exceeding one pound.

IDEAS PLUS

England & Wales - Charity number 1016182

Accounts

REGISTERED COMPANY NUMBER: 02772286 (England and Wales)
REGISTERED CHARITY NUMBER:1016182

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 FOR IDEAS PLUS

Mayor, Cuttle & Co
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
CHELMSFORD
Essex
CM2 0AU

IDEAS PLUS

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For the year ended 31 March 2023

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IDEAS PLUS
REPORT OF THE TRUSTEES
For Year Ended 31 March 2023

IDEAS PLUS REPORT for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and Activities

Objects of the charity 'Ideas Plus is established to relieve need among and advance the education of disabled people by providing or assisting in the provision of vocational training, enabling such people to acquire skills, the possession of which will assist them to obtain employment or otherwise become self-supporting.'

Our mission statement has been adjusted to recognise our extended service coverage over West and South Essex and West Suffolk, so that our purpose now reads: `To support people with mental ill health to secure and retain employment in Essex and neighbouring counties'.

The board of trustees have agreed that, in line with best practice, the service is now operating within a Social Model of Disability. The definition accepted by the board of trustees identifies disability as: the loss or limitation of opportunities to take part in the mainstream of the community on an equal basis with others due to physical or social barriers. This includes people who have suffered or are suffering from mental ill health and who, while experiencing significant barriers to employment, do not necessarily see themselves as disabled, but rather as disadvantaged in the labour market.

Public benefit

The work of the charity falls within the charitable purpose of: the relief of those in need, because of youth, age, ill health, disability, financial hardship or other disadvantage. The work of the charity benefits those people in the area covered by the service who face barriers to employment and training because of their physical or mental impairments. This is in line with our Objectives and Activities as listed below.

Achievement and Performance

Objectives for 2022-23

The charity and its staff continued normal working practices with a blend of both office and community-based services with some flexibility that keeps the positive lessons learned in how we can work differently, but not to the detriment of clients and other professionals we engage with. Technology advances have enabled the charity to work smarter and adopt a hybrid model of work, but still retain the core element of a personalised 1-1 service where we engage with clients face to face, blended with occasional online support.

A key decision was made to appoint an additional Team Leader role for the Charity that brought the delivery and management closer in line with Fidelity standards as well as being able to support the workforce more effectively. Minor changes to the organisation structure had to be implemented towards the end of the year, in order to accommodate this.

Supported Housing / Early Intervention & Psychosis

The charity undertook work with two target groups, to better understand how these cohorts would respond to working within the IPS Fidelity model. It was clear from the findings that the model could work to support both groups. However, those in Supported Housing were harder to move into paid employment as they faced significant personal and structural (funding) barriers. We are now looking at how we can utilise this learning to better support this client group and address the additional barriers.

Primary Care work

We had done some initial work in Primary Care settings as part of our Job Retention work, and looked to expand our remit further by the end of the year. Essex County Council put in a bid to the Department of Work and Pensions to be one of the pilot areas trialling IPS with a broader range of disabled people. Whilst initially this was not successful, Essex County Council were later offered the opportunity to take part and Employ-Ability, with our partners EPUT, will commence service delivery in October 2023 through a pilot contract funded by the Department for Work and Pensions (DWP).

Individual Placement and Support (IPS) – points of interest:

- Steady and consistent leadership from the board through to the Senior Leadership team
- There was a period of significant change of staff within the IPS team and recruitment of new Employment Specialists
- Commissioners recognised the outcome targets were challenging and the NHS Long Term Plan targets were also being used as a measure of comparable performance.
- While there were lower levels of targets achieved, delivery for user access was very close to those of the Long Term Plan
- In early 2023, changes were agreed to remove the Senior Employment Specialist role and create an additional Team Lead role.
- The Supported Housing and EIP project offered some valuable learning opportunities which we will take forward.

	Employ-Ability (Actual)	**Employ-Ability (Target)**
Service users accessing the service (West)	302	774
Service users accessing the service (South)	451	548
Job Conversion (West)	21.9%	30%
Job Conversion (South)	12.6%	30%

Job retention (JR)

Job retention had been offered as a service to clients under the original IPS contracts but it was always competing for time with the core function of job finding. Its value as a resource to people experiencing mental ill health was acknowledged when Job Retention services were commissioned in Essex for the first time under the Transformation funding.

- The service has now embedded well in West and South Essex.
- Staffing has been consistent in the retention team and they are developing a wealth of experience
- Targets were achieved at 139% of contract overall

	South / West (Actual)	South / West (Target)
Service users accessing the service	436	313 (139%)

Performance vs NHS LTP target

Performance over the year against the NHS Long Term Plan showed a strong performance although these targets differ significantly from those in the core contract.

	IPS	Retention	Total IPS + Retention	NHS LTP target	% achieved
Service users receiving support (West)	302	198	500	345	**145**
Service users receiving support (South)	451	238	689	363	**190**

HeadsUp

The project provided a service to those people with common mental health problems who are experiencing problems with accessing employment. The project had many extensions to its original timespan but finally concluded delivery at the end of December 2022.

We were one of 3 delivery partners covering the whole of Essex under Enable East, the primary contractor. Staffed with Peer Support Workers (PSW) with lived experience of mental ill health and a Team Lead, participants were supported into training and job search as well as employment. Our service covered West and South Essex. Points to note include: -

- The team had a consistent Team Lead and despite uncertain futures for the whole staff team, remained committed and dedicated to their clients.
- Referrals have been good as inappropriate referrals from IPS have sometimes been passed onto the project.
- They remained a close, high functioning team, overachieving on their target for enrolments and employment
- The delivery outcomes were very good as although we were operational until 31st December 2022, we stopped taking on new participants in October. This was so that anyone enrolled would receive a full 10 weeks of support.

continued

HeadsUp - continued

	Amount required to the end of the project in final year	Actuals achieved in final year
Enrolments	110	108
Economically Inactive Exit	60	72
Moving into education & training	40	12
Moving into employment	5	28

Other significant events

- A member of staff employed via the Kickstart scheme, went on to full time employment as a result of the skills and experience she gained with the charity.
- New trustees joined the board which has strengthened the expertise significantly.
- Agreed new leadership structure and started the implementation

Financial Review

Investment policy

While interest rates remain low, we have retained our deposits with Shawbrook Bank and Hampshire Trust Bank following the changes to Deposit Protection regulations.

Reserves policy

The trustees' policy on reserves remains unchanged and reflects the requirements for reserves in light of the main risks to the organisation. A policy has been agreed that unrestricted funds not committed should be between 3 and 6 months of estimated annual expenditure. The reserves are needed to meet the working capital requirements of the charity to cover shortfalls or to manage a wind down of activity.

Plans for the Future

The charity will be focused on re-establishing some stability and a sense of managed progression. We will look to secure the extension of the existing contracts and will review options for new directions as opportunities arise. More specifically: -

- To prepare for our self assessment Fidelity Review of our IPS services
- To prepare and launch an IPS service for Primary Care
- To ensure future planning and clarification for the Suffolk service delivery
- To develop our induction and training for staff is well developed and current
- To rebrand our website
- To review our learning and next steps from our work with Supported Housing and EIP clients

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The charity is constituted as a Company limited by guarantee and was registered on the 9th December 1992. The Company was registered as a Charity in January 1993. Ideas Plus operates under Articles of Association which specify that the organisation is set up to deliver service as detailed in the objects of the Memorandum of Association. Recruitment and appointment to the Management Committee Phil Edwards, Jeff Attfield and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. The current Board has a number of long serving members and some more recent appointees.

Organisational structure

Ultimate responsibility for decisions on the running of the charity lie with the Board. Trustees then delegate day-to-day management of service delivery to a manager, supported by an administration team and Team Leaders for the various delivery teams. The Board meet 6 weekly to discuss a report from the manager, review progress on our delivery of contracts and to make any decisions necessary. The Board also operates a Human Resource subcommittee to review specific issues relating to staffing, such as changes to staffing structures and salary reviews.

Risk Management

Business continuity plans were carried out to ensure that all key services and elements could function. The 3+2 year has now entered into the first year of the extension period alongside our partners Essex Partnership University Foundation Trust (EPUT). Focus will be around the maintaining delivery and looking towards any future commissioning.

Recruitment and Appointment to management committee

Neil Woollcott and Kevin Tucker resigned during the year. Louise Gu was appointed on 31/5/23 as treasurer after Jeffrey Attfield's resignation in April 2023. The current board has a number of long serving members. Our main priority for recruitment will be enthusiasm for the work of the charity.

Trustee Induction and Training

Prospective trustees will generally know of our work, and they will be invited to visit the office, and talk through the details of the services we deliver with existing Trustee/s, management and other staff. If they would then like to apply for membership of the Board they will complete an application.

On successful application, and having completed eligibility checks, a new Trustee will be welcomed to the charity and inducted following NCVO guidelines.

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02772286 (England and Wales)

Registered Charity number
1016182

Registered office
t/a Employ-Ability
Latton Bush Centre
Southern Way
Harlow
Essex
CM18 7BL

Trustees
Philip Edwards Chair
Jeffrey Attfield Treasurer (Resigned 30/04/2023)
Gary Crane
Timothy James Page
Karen Bayliss
Mark Anthony Samuel Dale
Kenneth Day
Neil Woollcott (resigned 31/7/2022)
Kevin Tucker (resigned 21/10/2022)
Louise Gu Treasurer(Appointed 31/05/2023)
Debra Susan Salmon

Company Secretary
Debra Susan Salmon

Auditors
Mayor Cuttle & Co.
Suite 7b Aquarium
101 Lower Anchor Street
Chelmsford
CM2 0AU

Bankers
Lloyds TSB
East Gate Harlow
PO Box 1000
BX1 1LT

Manager
Darren Connew

IDEAS PLUS
REPORT OF THE TRUSTEES
for Year Ended 31 March 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to - select suitable accounting policies and then apply them consistently; - observe the methods and principles in the Charity SORP; - make judgements and estimates that are reasonable and prudent; - state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business. The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the prevention and detection of fraud and other irregularities. In so far as the trustees are aware: - there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, Mayor Cuttle & Co, were reappointed at the Annual General Meeting on 29th September 2023.

In common with many other charities of our size and nature, we use our auditor to assist in the preparation of the financial statements.

Approved by order of the board of trustees on 10/12/23 and signed on its behalf by:

P. Edwards

..... Philip Edwards - Trustee

IDEAS PLUS
REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS
for Year Ended 31 March 2023

Opinion

We have audited the financial statements of Ideas Plus (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'the Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in the notes to the Financial Statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.
Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially consistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 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 Report of the Trustees for the financial year (which includes the directors report) for which the financial statements are prepared is consistent with the financial statements, and
- The Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 from the requirement to prepare a Strategic Report in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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 & 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:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment, we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility if unauthorised payments to related parties.

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

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 the auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

S.W. Evans.

Stephen William Evans FCA (Senior Statutory Auditor)

For and on behalf of

Mayor, Cuttle & Co.
Chartered Accountants
Aquarium, Suite 7b
101 Lower Anchor Street
Chelmsford
Essex
CM2 0AU

Date 14/12/2023

IDEAS PLUS
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	31.3.23 Total Funds	31.3.22 Total Funds
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	2	-	-	-	50
Charitable activities	4	4,200	1,082,870	1,087,070	944,939
Investments	3	471		471	467
TOTAL		4,671	1,082,870	1,087,541	945,456
EXPENDITURE ON					
Charitable activities	5	42,266	916,768	959,034	888,194
NET INCOME/(EXPENDITURE)		(37,595)	166,102	128,507	57,262
TRANSFERS BETWEEN FUNDS	14	47,000	(47,000)	-	-
NET MOVEMENT IN FUNDS		9,405	119,102	128,507	57,262
RECONCILIATION OF FUNDS					
Total funds brought forward		52,929	522,360	575,289	518,027
TOTAL FUNDS CARRIED FORWARD		62,334	641,462	703,796	575,289

The notes form part of these financial statements

IDEAS PLUS
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds	Restricted Funds	31.03.23 Total Funds	31.03.22 Total Funds
		£	£	£	£
FIXED ASSETS					
Tangible assets	11	31	207	238	317
CURRENT ASSETS					
Debtors	12	-	3,485	3,485	6,970
Cash at bank and in hand		68,889	637,770	706,659	589,893
		68,889	641,255	710,144	596,863
CREDITORS					
Amounts falling due within one year	13	(6,586)	-	(6,586)	(21,891)
NET CURRENT ASSETS		62,303	641,255	703,558	574,972
TOTAL ASSETS LESS CURRENT LIABILITIES		62,334	641,462	703,796	575,289
NET ASSETS	14	62,334	641,462	703,796	575,289
FUNDS					
Unrestricted funds				62,334	52,929
Restricted funds				641,462	522,360
				703,796	575,289

These financial Statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial Statements were approved by the board of Trustees & authorised for issue on / / and signed on its behalf by 10.12.23

P. Edwards

Philip Edwards - Trustee

IDEAS PLUS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	31.03.23 £	31.03.22 £
Cash flows from operating actvities		
Cash generated from operations	116,295	66,518
Net cash provided by operating activities	116,295	66,518
Cash flows from investing actvities		
Interest received	471	467
Net cash provided by investing activities	471	467
Changes in cash and cash equivalents in the operating period	116,766	66,985
Cash and cash equivalents at the beginning of the reporting period	589,893	522,908
Cash and cash equivalents at the end of the reporting period	706,659	589,893

RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the reporting period (as per the Statement of Financial Activities)	128,507	57,262
Adjustments for		
Depreciation charges	79	106
Interest received	(471)	(467)
(Increase)/Decrease in debtors	3,485	9,643
(Decrease)/Increase in creditors	(15,305)	(26)
Net cash provided by operations	116,295	66,518

ANALYSIS OF CHANGES IN NET FUNDS

	At 01.04.23 £	Cashflow £	At 31.03.23 £
Cash at bank and in hand	589,893	116,766	706,659

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).' Financial Reporting Standard 102 'The Financial reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The financial statements are presented in sterling (£)

Critical accounting judgements and key sources of estimation uncertainty

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

Useful economic life of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Income

All income is recognised in the Statement of financial Activities once the charity has entitlement to the funds. It is probable that the income will be received, and the amount can be measured reliably.

Expenditure

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

Allocation and apportionment of costs
Costs are allocated according to the fund to which they apply on an item by item basis where possible and overheads are allocated in accordance with the terms of restricted income.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost.
Computer equipment - 25% on cost.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Debtors
Trade debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Cash at bank and in hand
Cash at bank and in hand includes current and deposit bank account. The charity has divided its balances across a number of financial institutions in order to mitigate risk.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 recognised at their settlement.

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 settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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

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

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

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.03.23	31.03.22
	£	£
Other Income	-	50

3. INVESTMENT INCOME

	31.03.23	31.03.22
	£	£
Deposit account interest	471	467

4. INCOME FROM CHARITABLE ACTIVITIES

	31.03.23	31.03.22
	£	£
Contracts and grants	1,087,070	944,939

Grants included in the above as follows:

	31.03.23	31.03.22
	£	£
North Essex Partnership NHS Foundation Trust	968,169	813,479
NEPNHSFT - Heads Up project	110,869	110,503
Health Education England	-	6,970
DWP	2,377	11,587
UK YOUTH	135	2,400
Essex CC	5,520	-
	1,087,070	944,939

5. CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (note 6)	Totals
	£	£	£
Employment assistance	945,141	13,893	959,034

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Employment assistance	228	13,665	13,893

7. NET INCOME/(EXPENDITURE)

Net income expenditure is stated after charging:

	31.03.23	31.03.22
	£	£
Auditors remuneration	3,000	2,970
Depreciation - owned assets	79	107
Other operating leases	7,516	7,907

8. TRUSTEES REMUNERATION AND BENEFITS

There were no trustees remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

The charity consider its key management personnel to comprise trustees and the general manager. Total remuneration to key personnel is £57,143 excluding employers national insurance (2022; £56,303)

Trustees expenses
During the year, key personnel received £120 (2022: £337) for mileage costs, this was for the delivery of contracts and liaison with partnership organisations.

9. STAFF COSTS

	31.03.23	31.03.22
	£	£
Wages and salaries	777,018	742,876
Social security costs	64,291	59,562
Other pension costs	24,028	19,825
	865,337	822,263

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

All staff	28	27

No employees received in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds
INCOME AND ENDOWMENTS FROM			
Donations and Legacies	50	-	50
Charitable activities	610	944,329	944,939
Investments	467	-	467
TOTAL	1,127	944,329	945,456
EXPENDITURE ON			
Charitable activities	57,946	830,248	888,194
NET INCOME/(EXPENDITURE)	(56,819)	114,081	57,262
RECONCILIATION OF FUNDS			
Total funds brought forward	109,748	408,279	518,027
TOTAL FUNDS CARRIED FORWARD	52,929	522,360	575,289

11. TANGIBLE FIXED ASSETS

	Fixtures & Fittings £	Computer Equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	3,118	5,976	9,094
DEPRECIATION			
At 1 April 2022	3,118	5,659	8,777
Charge for year		79	79
At 31 March 2023	3,118	5,738	8,856
NET BOOK VALUE			
At 31 March 2023	-	238	238
At 31 March 2022	-	317	317

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.23	31.03.22
	£	£
Trade debtors	3,485	6,970

13. CREDITORS:AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.23	31.03.22
	£	£
Trade creditors	3,586	18,920
Accrued expenses	3,000	2,971
	6,586	21,891

14. MOVEMENT IN FUNDS

	At 1.4.22	Net movement	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	(9,121)	9,405	284
Designated fund	62,050	-	62,050
	52,929	9,405	62,334
Restricted funds			
Employment Support	421,757	119,026	540,783
Heads Up	36,235	(4,449)	31,786
Employment Retention	61,419	4,531	65,950
Kickstart	1,312	371	1,683
UK Youth	1,637	85	1,722
Multiply	-	(462)	(462)
	522,360	119,102	641,462
Total Funds	575,289	128,507	703,796

Included in the net movement is a transfer from restricted funds to unrestricted funds to cover the costs of running the charity included in unrestricted funds

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Transfer £	Movement in funds £
Unrestricted funds				
General fund	4,671	(42,266)	47,000	9,405
Restricted funds				
Employment Support	763,219	(608,003)	(36,190)	119,026
Heads Up	110,869	(115,318)	-	(4,449)
Employment Retention	197,701	(182,360)	(10,810)	4,531
Kickstart	5,426	(5,055)	-	371
UK Youth	135	(50)	-	85
Multiply	5,520	(5,982)	-	(462)
	1,082,870	(916,768)	-	119,102
	1,087,541	(959,034)	-	128,507

Comparatives for movement in funds

	At 1.4.21 £	Net movement £	At 31.3.22 £
Unrestricted funds			
General fund	47,699	(56,820)	(9,121)
Designated fund	62,050	-	62,050
	109,749	(56,820)	52,929
Restricted funds			
Employment Support	327,079	94,678	421,757
Heads Up	23,694	12,541	36,235
Employment Retention	57,505	3,914	61,419
Kickstart	-	1,312	1,312
UK Youth	-	1,637	1,637
	408,278	114,082	522,360
Total Funds	518,027	57,262	575,289

continued

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,127	(57,947)	(56,820)
Restricted funds			
Employment Support	633,419	(538,741)	94,678
Heads Up	117,473	(104,932)	12,541
Employment Retention	189,537	(185,623)	3,914
Kickstart	1,500	(188)	1,312
UK Youth	2,400	(763)	1,637
	944,329	(830,247)	114,082
Total Funds	945,456	(888,194)	57,262

Employment Support: the charity's largest contract won for the third time in 2015 and delivering supported employment services to clients with severe and enduring mental ill health in West and South Essex; delivered in partnership with Essex University Partnership Trust

Heads Up: is a work readiness support programme for those with common mental health problems, who have been unemployed or economically inactive for 12 months or more and live in Essex. Heads Up helps participants develop their self-confidence, resilience and emotional well-being through one-to-one support and interactive workshops, as well as helping them with the practical aspects of finding a job such as brushing up on CV writing skills, assisting with looking for jobs and filling out application forms.

Employment Retention: A provision to support those whose jobs are at risk as a result of their ill health.
Kickstart: The government's national programme that supported individuals back into work after the pandemic.
UK Youth: We delivered a small-scale girls work project. It involved supporting a group of young women that were identified as having early signs of poor mental health in order to develop their self confidence and deliver a social action project.

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

16. GUARANTEE STATUS

The company is limited by guarantee, whereby every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, while they are a member or within one year after they cease to be a member, such amounts as may be required not exceeding one pound.

IDEAS PLUS

England & Wales - Charity number 1016182

Accounts

REGISTERED COMPANY NUMBER: 02772286 (England and Wales)
REGISTERED CHARITY NUMBER: 1016182

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

FOR

IDEAS PLUS

Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

IDEAS PLUS

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for the Year Ended 31 March 2022

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IDEAS PLUS

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and Activities

Objects of the charity 'Ideas Plus is established to relieve need among and advance the education of disabled people by providing or assisting in the provision of vocational training, enabling such people to acquire skills, the possession of which will assist them to obtain employment or otherwise become self-supporting.'

Our mission statement has been adjusted to recognise our extended service coverage over West and South Essex and West Suffolk, so that our purpose now reads: `To support people with mental ill health to secure and retain employment in Essex and neighbouring counties'.

The board of trustees have agreed that, in line with best practice, the service is now operating within a Social Model of Disability. The definition accepted by the board of trustees identifies disability as: the loss or limitation of opportunities to take part in the mainstream of the community on an equal basis with others due to physical or social barriers. This includes people who have suffered or are suffering from mental ill health and who, while experiencing significant barriers to employment, do not necessarily see themselves as disabled, but rather as disadvantaged in the labour market.

Public benefit

The work of the charity falls within the charitable purpose of: the relief of those in need, because of youth, age, ill health, disability, financial hardship or other disadvantage. The work of the charity benefits those people in the area covered by the service who face barriers to employment and training because of their physical or mental impairments. This is in line with our Objectives and Activities as listed below.

ACHIEVEMENT AND PERFORMANCE

Objectives for 2021-22

The charity and its staff were adjusting to practices that came into being through lockdown. Changes to normal working practices adjusted and we have resumed a blend of both office and community-based services with some flexibility that keeps the positive lessons learned in how we can work differently, but not to the detriment of clients and other professionals we engage with. Technology advances have enabled the charity to work smarter, but still retain the core element of a personalised 1-1 service where we engage with clients face to face.

The new Head of Service was also appointed in August 2021 which was a key position to fill for the Charity.

Covid

As we came out of Covid, we had experienced changes to working practices and we did have some staff turnover during this time. In addition, clinical settings had their own operational rules which impacted on how many staff could be in a physical space at one time. Meetings often remained online and so this put pressure on building local relationships, especially where new clinical staff or Employment Specialists were involved.

Individual Placement and Support (IPS)

- A Fidelity Review took place of the IPS services both in Essex and Suffolk. Both gave pleasing results with some clear focus for the future.
- Essex scored 100 and was awarded Good Fidelity. This was joint 3rd highest in the country for its review.
- Suffolk scored 91 and was awarded Fair Fidelity. This was a significant achievement for a service in its first year of delivery also.
- Commissioners recognised the outcome targets were challenging as we exited a difficult year where new working practices were being established.
- While there were lower levels of targets achieved, it is a notable achievement for management and staff in adapting new practices and still engaging clients
- The staff in West Suffolk are directly managed by the Suffolk EPUT manager, with our Senior to support

	Essex (Actual)	Essex (Target)	Suffolk (Actual)	Suffolk (Target)
Service users accessing the service	667	1216	383	438
Job Outcomes	216	364	133	156

Job retention (JR)

Job retention had been offered as a service to clients under the original IPS contracts but it was always competing for time with the core function of job finding. It's value as a resource to people experiencing mental ill health was acknowledged when Job Retention services were commissioned in Essex for the first time under the Transformation funding.

- The service has now had its first full financial year covering West and South Essex.
- Staffing has been consistent in the retention team and the previous difficulties in handovers are long since gone.
- The 1 year pilot project in Southend from April 2021, was joint funded between Southend Care Commissioning Group and Employ-Ability. We were able to determine need within this time although, at this stage, it was unable to be funded externally longer term.
- Targets were achieved at 114% of contract overall

	Essex (Actual)	Essex (Target)
Service users accessing the service	712*	625

* Split is 391 Employ-Ability, 321 EPUT

HeadsUp

The project provides a service to those people with common mental health problems who are experiencing problems with accessing employment. We are one of 3 delivery partners covering the whole of Essex under Enable East, the primary contractor. Staffed with Peer Support Workers (PSW) with lived experience of mental ill health and a Team Lead, participants can be supported into training and job search as well as employment. Our service covers West and South Essex. Points to note include:

- The team have had a consistent Team Lead this year and a lot of the paperwork administration has proved to be effective and allowed us to ensure every outcome is captured.
- A further contract extension was agreed until December 2022. It was clear that this will then be the final date for the HeadsUp project.
- Referrals have been good as inappropriate referrals from IPS have sometimes been passed onto the project.
- They are a close high functioning team. They overachieve on their target for enrolments and employment.

	Amount required per quarter	Average each Quarter
Enrolements	22	27
Economically Inactive Exit	12	18
Moving into education & training	8	3
Moving into employment	1	7

Other significant events

- As Covid impacted work for many, we agreed to take on a Kickstart in the Retention Team in March 2022.
- New trustees joined the board which has strengthened the expertise significantly.
- Hybrid model of working has been implemented to retain some flexibility but ensure that our services remain client facing and Fidelity compliant
- A new Employer Engagement system was implemented and now being used across the contract

FINANCIAL REVIEW

Investment policy

While interest rates remain low, we have retained our deposits with Shawbrook Bank and Hampshire Trust Bank following the changes to Deposit Protection regulations.

Reserves policy

The trustees' policy on reserves remains unchanged and reflects the requirements for reserves in light of the main risks to the organisation. A policy has been agreed that unrestricted funds not committed should be between 3 and 6 months of estimated annual expenditure. The reserves are needed to meet the working capital requirements of the charity to cover shortfalls or to manage a wind down of activity.

PLANS FOR THE FUTURE

The charity will be focused on re-establishing some stability and a sense of managed progression. We will look to secure the extension of the existing contracts and will review options for new directions as opportunities arise.

More specifically:

- To work on the action plan of our external Fidelity Review of our IPS services.
- To review staffing needs in line with the contract targets and available income.
- To update and improve our branding and online presence
- To build new partnerships within our own and related sectors
- To build supply chains and relationships with external partners for potential future opportunities that align with the Charity vision

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The charity is constituted as a Company limited by guarantee and was registered on the 9th December 1992. The Company was registered as a Charity in January 1993. Ideas Plus operates under Articles of Association which specify that the organisation is set up to deliver service as detailed in the objects of the Memorandum of Association. Recruitment and appointment to the Management Committee Phil Edwards, Jeff Attfield and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. The current Board has a number of long serving members and some more recent appointees. ion.

Recruitment and appointment to the Management Committee

Kevin Tucker, Jeff Attfield and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. There were no new trustees appointed but Phil Edwards was co-opted between November 2020 and January 2021. The current Board has a number of long serving members and some more recent appointees. Recruitment to the Board will be a priority in the year ahead. Our main priority for recruitment will be enthusiasm for the work of the charity. The Board will benefit from broadening our membership by age and gender, and including representation from our partners within Essex Partnership University Foundation Trust.

Organisational structure

Ultimate responsibility for decisions on the running of the charity lie with the Board. Trustees then delegate day-to-day management of service delivery to a manager, supported by an administration team and Team Leaders for the various delivery teams. The Board meet 6 weekly to discuss a report from the manager, review progress on our delivery of contracts and to make any decisions necessary. The Board also operates a Human Resource subcommittee to review specific issues relating to staffing, such as changes to staffing structures and salary reviews.

Trustee induction and training

Prospective trustees will generally know of our work, and they will be invited to visit the office (Covid permitting),and talk through the detail of the services we deliver with existing Trustee/s, management and other staff. If they would then like to apply for membership of the Board they will complete an application.

On successful application, and having completed eligibility checks, a new Trustee will be welcomed to the charity and inducted following NCVO guidelines.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk Management

Business continuity plans were carried out to ensure that all key services and elements could function. The 3+2 year is due to enter the extension period in the coming year alongside our partners Essex Partnership University Foundation Trust (EPUT). Focus will be around the securing this along with the associated detail on deliverables and finances.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02772286 (England and Wales)

Registered Charity number
1016182

Registered office
t/a Employ-Ability
Latton Bush Centre
Southern Way
Harlow
Essex
CM18 7BL

Trustees
Jeffrey Attfield Treasurer
Kevin Tucker Chair (until Jan 22) (resigned 21.10.22)
Debra Susan Salmon
Gary Crane
Timothy James Page
Neil James Woollcott (resigned 31.7.22)
Karen Bayliss (appointed 19.1.22)
Mark Anthony Samuel Dale (appointed 10.12.21)
Philip Edwards Chair (from Jan 22) (appointed 8.12.21)
Kenneth Day (appointed 19.10.22)

Company Secretary
Debra Susan Salmon

Auditors
Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Bankers
Lloyds TSB
East Gate Harlow
PO Box 1000
BX1 1LT

Manager
Phil Edwards - until August 2021
Darren Connew - from August 2021

IDEAS PLUS

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:
- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS
The auditors, Mayor Cuttle & Co, will be proposed for appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on Dec 5, 2022 and signed on its behalf by:

Philip Edwards
Philip Edwards (Dec 5, 2022 11:50 GMT)

Philip Edwards - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS

Opinion

We have audited the financial statements of Ideas Plus (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility of unauthorised payments to related parties.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS

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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

mwbrindley
mwbrindley (Dec 9, 2022 14:41 GMT)

Maurice Brindley BSc FCA (Senior Statutory Auditor)
for and on behalf of Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Date: Dec 9, 2022

IDEAS PLUS

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	50	-	50	3
Charitable activities	4				
Employment assistance		610	944,329	944,939	889,474
Investment income	3	467	-	467	826
Total		1,127	944,329	945,456	890,303
EXPENDITURE ON					
Charitable activities	5				
Employment assistance		57,946	830,248	888,194	842,630
NET INCOME/(EXPENDITURE)		(56,819)	114,081	57,262	47,673
RECONCILIATION OF FUNDS					
Total funds brought forward		109,748	408,279	518,027	470,354
TOTAL FUNDS CARRIED FORWARD		52,929	522,360	575,289	518,027

The notes form part of these financial statements

IDEAS PLUS (REGISTERED NUMBER: 02772286)

BALANCE SHEET
31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	11	41	276	317	424
CURRENT ASSETS					
Debtors	12	-	6,970	6,970	16,613
Cash at bank and in hand		74,778	515,115	589,893	522,908
		74,778	522,085	596,863	539,521
CREDITORS					
Amounts falling due within one year	13	(21,891)	-	(21,891)	(21,918)
NET CURRENT ASSETS		52,887	522,085	574,972	517,603
TOTAL ASSETS LESS CURRENT LIABILITIES		52,928	522,361	575,289	518,027
NET ASSETS		52,928	522,361	575,289	518,027
FUNDS	14				
Unrestricted funds				52,928	109,748
Restricted funds				522,361	408,279
TOTAL FUNDS				575,289	518,027

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

The financial statements were approved by the Board of Trustees and authorised for issue on Dec 5, 2022 and were signed on its behalf by:

Philip Edwards
Philip Edwards (Dec 5, 2022 11:50 GMT)

Philip Edwards - Trustee

The notes form part of these financial statements

IDEAS PLUS

CASH FLOW STATEMENT
for the Year Ended 31 March 2022

	Notes	31.3.22 £	31.3.21 £
Cash flows from operating activities			
Cash generated from operations	1	66,518	149,438
Net cash provided by operating activities		66,518	149,438
Cash flows from investing activities			
Interest received		467	826
Net cash provided by investing activities		467	826
Change in cash and cash equivalents in the reporting period		66,985	150,264
Cash and cash equivalents at the beginning of the reporting period		522,908	372,644
Cash and cash equivalents at the end of the reporting period		589,893	522,908

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.22	31.3.21
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	57,262	47,673
Adjustments for:		
Depreciation charges	106	141
Interest received	(467)	(826)
Decrease in debtors	9,643	99,201
(Decrease)/increase in creditors	(26)	3,249
Net cash provided by operations	66,518	149,438

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21	Cash flow	At 31.3.22
	£	£	£
Net cash			
Cash at bank and in hand	522,908	66,985	589,893
	522,908	66,985	589,893
Total	522,908	66,985	589,893

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The financial statements are presented in sterling (£).

Critical accounting judgements and key sources of estimation uncertainty
In preparing financial statements it is necessary to make certain judgements, estimated and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

Useful economic life of tangible fixed assets:
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Costs are allocated according to the fund to which they apply on an item by item basis where possible and overheads are allocated in accordance with the terms of restricted income.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	25% on cost
Computer equipment	-	25% on cost

Taxation
The charity is exempt from corporation tax on its charitable activities.

Debtors
Trade debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Cash at bank and in hand
Cash at bank and in hand includes current and deposit bank account. The charity has divided its balances across a number of financial institutions in order to mitigate risk.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 recognised at their settlement.

continued...

1. ACCOUNTING POLICIES - continued

Taxation

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 settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

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

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

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

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

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

2. DONATIONS AND LEGACIES

	31.3.22	31.3.21
	£	£
Other Income	50	3

3. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	467	826

4. INCOME FROM CHARITABLE ACTIVITIES

		31.3.22	31.3.21
	Activity	£	£
Contracts and grants	Employment assistance	944,939	889,474

Grants received, included in the above, are as follows:

	31.3.22	31.3.21
	£	£
North Essex Partnership NHS Foundation Trust	813,479	756,514
NEPNHSFT - Heads Up project	110,503	94,803
Groundwork UK (Tesco)	-	1,166
Covid Response grant	-	36,991
Health Education England	6,970	-
DWP	11,587	-
UK Youth	2,400	-
	944,939	889,474

continued...

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Employment assistance	876,397	11,797	888,194

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Employment assistance	190	11,607	11,797

7. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Auditors' remuneration	2,970	2,970
Depreciation - owned assets	107	140
Other operating leases	7,907	7,901

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

The charity consider its key management personnel to comprise trustees and the general manager. Total remuneration to key personal is £56,303 excluding employers national insurance (2021: £57,179)

Trustees' expenses

During the year, key personnel received £337 (2021: £104) for mileage costs, this was for the delivery of contracts and liaison with partnership organisations.

9. STAFF COSTS

	31.3.22	31.3.21
	£	£
Wages and salaries	742,876	692,250
Social security costs	59,562	53,991
Other pension costs	19,825	15,406
	822,263	761,647

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

	31.3.22	31.3.21
All Staff	27	26

No employees received emoluments in excess of £60,000.

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	1	3
Charitable activities			
Employment assistance	38,157	851,317	889,474
Investment income	826	-	826
Total	38,985	851,318	890,303
EXPENDITURE ON			
Charitable activities			
Employment assistance	134,886	707,744	842,630
NET INCOME/(EXPENDITURE)	(95,901)	143,574	47,673
Transfers between funds	(16,613)	16,613	-
Net movement in funds	(112,514)	160,187	47,673
RECONCILIATION OF FUNDS			
Total funds brought forward	222,262	248,092	470,354
TOTAL FUNDS CARRIED FORWARD	109,748	408,279	518,027

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2021 and 31 March 2022	3,118	5,976	9,094
DEPRECIATION			
At 1 April 2021	3,118	5,552	8,670
Charge for year	-	107	107
At 31 March 2022	3,118	5,659	8,777
NET BOOK VALUE			
At 31 March 2022	-	317	317
At 31 March 2021	-	424	424

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade debtors	6,970	16,613

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade creditors	18,920	18,949
Accrued expenses	2,971	2,969
	21,891	21,918

14. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	47,698	(56,820)	(9,122)
Designated fund	62,050	-	62,050
	109,748	(56,820)	52,928
Restricted funds			
Employment Support	327,080	94,678	421,758
Heads Up	23,694	12,541	36,235
Employment Retention	57,505	3,914	61,419
Kickstart	-	1,312	1,312
UK Youth	-	1,637	1,637
	408,279	114,082	522,361
TOTAL FUNDS	518,027	57,262	575,289

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,127	(57,947)	(56,820)
Restricted funds			
Employment Support	633,419	(538,741)	94,678
Heads Up	117,473	(104,932)	12,541
Employment Retention	189,537	(185,623)	3,914
Kickstart	1,500	(188)	1,312
UK Youth	2,400	(763)	1,637
	944,329	(830,247)	114,082
TOTAL FUNDS	945,456	(888,194)	57,262

continued...

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	160,212	(95,901)	(16,613)	47,698
Designated fund	62,050	-	-	62,050
	222,262	(95,901)	(16,613)	109,748
Restricted funds				
Employment Support	235,996	91,084	-	327,080
Heads Up	12,096	11,598	-	23,694
Employment Retention	-	40,892	16,613	57,505
	248,092	143,574	16,613	408,279
TOTAL FUNDS	470,354	47,673	-	518,027

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	38,985	(134,886)	(95,901)
Restricted funds			
Employment Support	601,057	(509,973)	91,084
Heads Up	94,803	(83,205)	11,598
Employment Retention	155,458	(114,566)	40,892
	851,318	(707,744)	143,574
TOTAL FUNDS	890,303	(842,630)	47,673

continued...

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	160,212	(152,721)	(16,613)	(9,122)
Designated fund	62,050	-	-	62,050
	222,262	(152,721)	(16,613)	52,928
Restricted funds				
Employment Support	235,996	185,762	-	421,758
Heads Up	12,096	24,139	-	36,235
Employment Retention	-	44,806	16,613	61,419
Kickstart	-	1,312	-	1,312
UK Youth	-	1,637	-	1,637
	248,092	257,656	16,613	522,361
TOTAL FUNDS	470,354	104,935	-	575,289

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	40,112	(192,833)	(152,721)
Restricted funds			
Employment Support	1,234,476	(1,048,714)	185,762
Heads Up	212,276	(188,137)	24,139
Employment Retention	344,995	(300,189)	44,806
Kickstart	1,500	(188)	1,312
UK Youth	2,400	(763)	1,637
	1,795,647	(1,537,991)	257,656
TOTAL FUNDS	1,835,759	(1,730,824)	104,935

Employment Support: the charity's largest contract won for the third time in 2015 and delivering supported employment services to clients with severe and enduring mental ill health in West and South Essex; delivered in partnership with Essex University Partnership Trust.

Heads Up: is a work readiness support programme for those with common mental health problems, who have been unemployed or economically inactive for 12 months or more and live in Essex. Heads Up helps participants develop their self-confidence, resilience and emotional well-being through one-to-one support and interactive workshops, as well as helping them with the practical aspects of finding a job such as brushing up on CV writing skills, assisting with looking for jobs and filling out application forms.

Employment Retention: A provision to support those whose jobs are at risk as a result of their mental ill health.

Kickstart: The Government's national programme that supported individuals back into work after the pandemic.

UK Youth: We delivered a small scale project girls work project. It involved supporting a group of young women that were identified as having early signs of poor mental health in order to develop their self confidence and deliver a social action project.

continued...

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

16. GUARANTEE STATUS

The company is limited by guarantee, whereby every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, while they are a member or within one year after they cease to be a member, such amounts as may be required not exceeding one pound.

IDEAS PLUS

England & Wales - Charity number 1016182

Accounts

REGISTERED COMPANY NUMBER: 02772286 (England and Wales)
REGISTERED CHARITY NUMBER: 1016182

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

FOR

IDEAS PLUS

Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

IDEAS PLUS

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for the Year Ended 31 March 2021

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IDEAS PLUS

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02772286 (England and Wales)

Registered Charity number
1016182

Registered office
t/a Employ-Ability
Latton Bush Centre
Southern Way
Harlow
Essex
CM18 7BL

Trustees

Kevin Tucker	Chair
Jeffrey Attfield	Treasurer
Debra Susan Salmon	Company Secretary
Gary Crane	
Timothy James Page	
Neil James Woollcott	
David Alan Bright	(resigned 30.11.20)
Sandra Monk	(resigned 30.9.20)
Geoffrey James Pring	(resigned 30.11.20)
Alpana Rajcoomar	(resigned 30.11.20)
Steve Webb	(resigned 20.11.20)

Company Secretary
Debra Susan Salmon

Auditors
Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Bankers
Lloyds TSB
East Gate Harlow
PO Box 1000
BX1 1LT

Co-opted members
Phil Edwards - Nov 2020 to Jan 2021

Manager
Kevin Garrod - resigned January 2021
Phil Edwards

Public benefit
The work of the charity falls within the charitable purpose of: **the relief of those in need, because of youth, age, ill health, disability, financial hardship or other disadvantage.**

The work of the charity benefits those people in the area covered by the service who face barriers to employment and training because of their physical or mental impairments. This is in line with our Objectives and Activities as listed below.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution
The charity is constituted as a Company limited by guarantee and was registered on the 9th December 1992. The Company was registered as a Charity in January 1993. Ideas Plus operates under Articles of Association which specify that the organisation is set up to deliver service as detailed in the objects of the Memorandum of Association.

Recruitment and appointment to the Management Committee
Kevin Tucker, Jeff Attfield and Debbie Salmon were confirmed in their posts as Chair, Treasurer and Company Secretary respectively at the AGM. There were no new trustees appointed but Phil Edwards was co-opted between November 2020 and January 2021. The current Board has a number of long serving members and some more recent appointees. Recruitment to the Board will be a priority in the year ahead. Our main priority for recruitment will be enthusiasm for the work of the charity. The Board will benefit from broadening our membership by age and gender, and including representation from our partners within Essex Partnership University Foundation Trust.

Trustee induction and training
Prospective trustees will generally know of our work, and they will be invited to visit the office (Covid permitting),and talk through the detail of the services we deliver with existing Trustee/s, management and other staff. If they would then like to apply for membership of the Board they will complete an application.

On successful application, and having completed eligibility checks, a new Trustee will be welcomed to the charity and inducted following NCVO guidelines.

Risk Management
The Trustees keep risk management under review. A detailed Risk Assessment was produced by the Treasurer in January 2010 and details from that review continue to guide service planning and review. This assessment was reviewed in March 2012 following the success in securing a new Employment Support contract, in partnership with the then North Essex Mental Health Trust.

Covid disrupted plans to carry out a fuller business continuity plan in 2020; however, the service was secure in the knowledge that a 3+2 year contract to deliver services from July had been won, in conjunction with our partners - Essex Partnership University Foundation Trust (EPUT). A more detailed Business Continuity plan will be produced in 2021 to include recent developments and the current funding landscape.

Organisational structure
Ultimate responsibility for decisions on the running of the charity lie with the Board. Trustees then delegate day-to-day management of service delivery to a manager, supported by an administration team and Team Leaders for the various delivery teams. The Board meet monthly to discuss a report from the manager, review progress on our delivery of contracts and to make any decisions necessary.

The Board also operates a Human Resource subcommittee to review specific issues relating to staffing, such as changes to staffing structures and salary reviews.

IDEAS PLUS

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Objects of the charity

'Ideas Plus is established to relieve need among and advance the education of disabled people by providing or assisting in the provision of vocational training, enabling such people to acquire skills, the possession of which will assist them to obtain employment or otherwise become self-supporting.'

Our mission statement has been adjusted to recognise our extended service coverage over West and South Essex and West Suffolk, so that our purpose now reads: `To support people with mental ill health to secure and retain employment in Essex and neighbouring counties'.

The board of trustees have agreed that, in line with best practice, the service is now operating within a Social Model of Disability. The definition accepted by the board of trustees identifies disability as: the loss or limitation of opportunities to take part in the mainstream of the community on an equal basis with others due to physical or social barriers. This includes people who have suffered or are suffering from mental ill health and who, while experiencing significant barriers to employment, do not necessarily see themselves as disabled, but rather as disadvantaged in the labour market.

ACHIEVEMENT AND PERFORMANCE

Objectives for 2020-21

The charity and its staff were significantly impacted by Covid throughout this period and there were many changes to normal working practices as staff moved to home working and Mental Health services closed to outside agencies.

Despite the reactive nature of planning for much of the year there were still several key milestones in the evolution of the charity's service delivery and it seems sensible, given the exceptional circumstances, to summarise the year by topic:

Covid

Covid required some specific adjustments:

- Developing new Covid safe policies for staff covering office function, home working and client contact.
- Adjustments to the various stages of full and partial Lockdown.
- Getting used to home office layout and health and safety checks, with purchase of additional equipment, including the use of Access to Work resources for some staff - such as specially adapted chairs.
- Accessing vaccinations in line with staff roles as key workers within the NHS partnership.
- Maintaining morale with regular on line Teams contacts, which at times included quizzes and other non-work specific activity.
- Supporting staff with home schooling responsibilities.

IDEAS PLUS

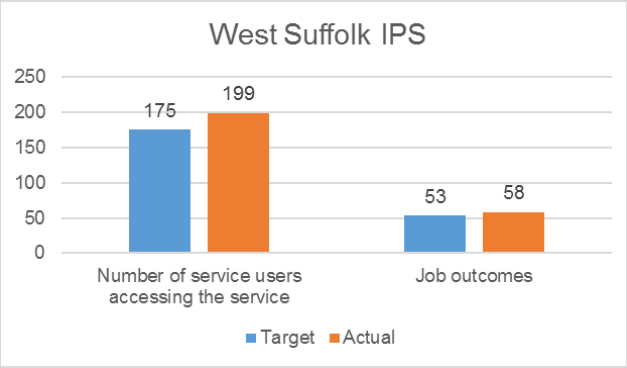
REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021

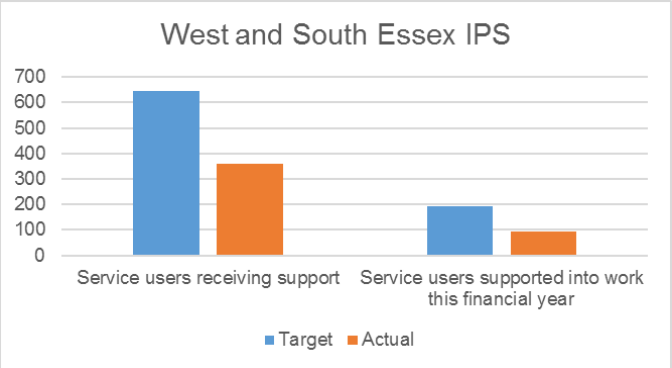
ACHIEVEMENT AND PERFORMANCE

Individual Placement and Support (IPS)

Despite Covid the new contract for an expanded delivery of IPS services began in July 2021, and there were some changes:

- There were no immediate changes in team size having had services expanded under the Transformation funding.
- There was a significant staff turnover during what was undoubtedly an unsettling time. This always adds pressure as gaps take time to fill and staff take time to learn the rather unique role of Employment Specialist.
- The Essex Team lead was unfortunately unwell for an extended period.
- Liaison with clinical colleagues and contact with clients was more difficult as we moved to a world of Teams and phone contacts.
- Our staff in West Suffolk are directly managed by the Suffolk EPUT manager, with our Senior to support. The contract moved to a commissioned service from Wave 2 funding in April 2021.
- Fortunately, the NHS Providers accepted that these were difficult times and reduced pressure on outcome targets.
- West Suffolk exceeded their targets even in a difficult year, and while relatively lower levels of KPI's this is a notable achievement for management and staff.
- Charts below are somewhat misleading as regards Suffolk comparisons as Essex had 4 x target with 2.5 x staff but the outcomes for Essex were below targets. Reasons have been noted elsewhere and are being addressed.

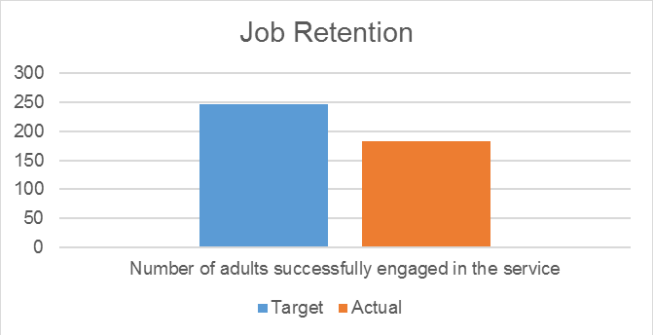




Job retention (JR)

Job retention had been offered as a service to clients under the original IPS contracts but it was always competing for time with the core function of job finding. It's value as a resource to people experiencing mental ill health was acknowledged when Job Retention services were commissioned in Essex for the first time under the Transformation funding. The service began in July covering West and South Essex, with the exception of Southend Unitary Authority:

- There were initial difficulties with managing the handover of IPS clients from the new Employment Retention Specialist caseloads.
- There were again some staff turnover problems in the first months, including a change of Team Lead - a new Lead in post in April 2021.
- There was a need to establish connections with Primary Care and other sources of referral, including self-referral. This move to working with Primary Care is still developing.
- This included the start of a 1 year pilot project in Southend from April 2021, joint funded between Southend Care Commissioning Group and Employ-Ability to determine need, with a clear focus on Primary Care.
- Targets were again not achieved, impacted by the generic Covid issues and the complexities of rolling out a new service. We are confident of improvement in the coming year.

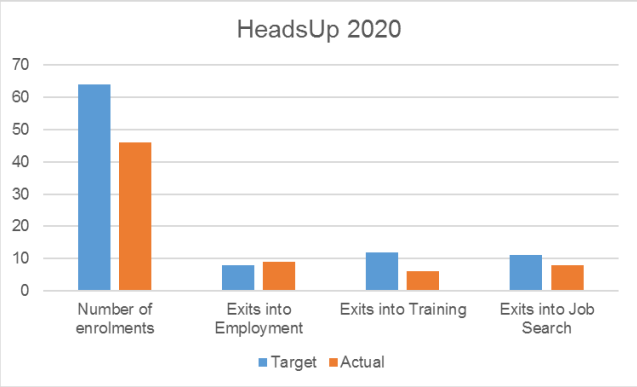


ACHIEVEMENT AND PERFORMANCE

HeadsUp

The project provides a service to those people with common mental health problems who are experiencing problems with accessing employment. We are one of 3 delivery partners covering the whole of Essex under Enable East, the primary contractor. Staffed with Peer Support Workers (PSW) with lived experience of mental ill health and a Team Lead, participants can be supported into training and job search as well as employment. Our service covers West and South Essex. Points to note include:

- The team was without a dedicated full time Team Lead for much of the period, with our current lead appointed in February 2021.
- An extension of funding had been agreed and the current contract runs to January 2022, with the possibility of a further extension of 12 months.
- Referrals have been patchy as there are strict criteria on eligibility for the project and the team have been working on new referral sources.
- There are some long serving PSW's who deliver a high quality service to their participants.
- This enabled the team to reach target for Jobs, with a small shortfall elsewhere.



Other significant events

It was a challenging year for the charity in many ways, and how far Covid impacted is difficult to determine. It should be noted that in spite of the pandemic and its effects the Charity did start to deliver on a new IPS contract from July 2020. We also established a brand new Job Retention service and continued to work with EPUT in Suffolk on delivery of its IPS service. HeadsUp also continued to deliver service. Other significant events:

- Kevin Garrod resigned as manager in January 2021 and Phil Edwards was asked to take over management of the charity on an interim basis.
- A number of trustees resigned in the course of the year leaving a small but dynamic Board of 6 members.
- The 2 backroom function posts initially funded for one year did not have funding renewed.
- A review of working practices under Covid restrictions has highlighted the potential of future hybrid models of working.
- We are planning and working toward the gradual reintegration of staff into clinical teams and increasing opportunities for direct client contact in the community.

IDEAS PLUS

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021

FINANCIAL REVIEW

Investment policy

While interest rates remain low, we have retained our deposits with Shawbrook Bank and Hampshire Trust Bank following the changes to Deposit Protection regulations.

PLANS FOR THE FUTURE

The charity will be focused on re-establishing some stability and a sense of managed progression. We will look to secure our existing contracts and will review options for new directions as opportunities arise. More specifically:

- To appoint a new Head of Service to take the charity forward.
- To prepare for an external Fidelity Review of our IPS services in September.
- To review staffing needs in line with the expansion of contract targets and available income.
- To work harder and smarter on achieving our new, and demanding, targets.
- To become more actively involved in the roll out of the Community Mental Health Framework.
- To explore new options for improving management practices under a hybrid working model utilising technologies such as E signature and phone apps.
- To build new partnerships within our own and related sectors.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, Brindley Millen Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on Dec 20, 2021 and signed on its behalf by:

Debbie Salmon (Dec 20, 2021 10:43 GMT)

Debra Salmon – Company Secretary

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF IDEAS PLUS

Opinion
We have audited the financial statements of Ideas Plus (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant are those covered by the Statement of Recommended Practice for Charities (SORP 2019) and the Charities Act 2011. We assessed the risk of material misstatement in respect of fraud by making enquiries of management and trustees and by testing the implementation of accounting controls in place.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above by making enquiries with key personnel and reviewing relevant documentation such as minutes of Trustee meetings and correspondence with regulatory bodies. We considered the risk of fraud through management override by incorporation testing of journal entries and reviewing any requirements to meet performance targets. We also considered, and tested for, the possibility of unauthorised payments to related parties.

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

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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

mwbrindley
mwbrindley (Dec 21, 2021 12:30 GMT)

Maurice Brindley BSc FCA (Senior Statutory Auditor)
for and on behalf of Brindley Millen Ltd
Chartered Accountants and Statutory Auditors
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Date: Dec 21, 2021

IDEAS PLUS

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2	1	3	1
Charitable activities	4				
Employment assistance		38,157	851,317	889,474	785,893
Investment income	3	826	-	826	1,014
Total		38,985	851,318	890,303	786,908
EXPENDITURE ON					
Charitable activities	5				
Employment assistance		134,886	707,744	842,630	645,515
NET INCOME/(EXPENDITURE)		(95,901)	143,574	47,673	141,393
Transfers between funds	14	(16,613)	16,613	-	-
Net movement in funds		(112,514)	160,187	47,673	141,393
RECONCILIATION OF FUNDS					
Total funds brought forward		222,262	248,092	470,354	328,961
TOTAL FUNDS CARRIED FORWARD		109,748	408,279	518,027	470,354

The notes form part of these financial statements

IDEAS PLUS (REGISTERED NUMBER: 02772286)

BALANCE SHEET
31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	11	55	369	424	564
CURRENT ASSETS					
Debtors	12	-	16,613	16,613	115,814
Cash at bank and in hand		131,611	391,297	522,908	372,644
		131,611	407,910	539,521	488,458
CREDITORS					
Amounts falling due within one year	13	(21,918)	-	(21,918)	(18,668)
NET CURRENT ASSETS		109,693	407,910	517,603	469,790
TOTAL ASSETS LESS CURRENT LIABILITIES		109,748	408,279	518,027	470,354
NET ASSETS		109,748	408,279	518,027	470,354
FUNDS	14				
Unrestricted funds				109,748	222,262
Restricted funds				408,279	248,092
TOTAL FUNDS				518,027	470,354

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

The financial statements were approved by the Board of Trustees and authorised for issue on Dec 20, 2021 and were signed on its behalf by:

J C Attfield
J C Attfield (Dec 20, 2021 11:57 GMT)

Jeffrey Attfield - Treasurer

Debbie Salmon (Dec 20, 2021 10:43 GMT)

Debra Salmon – Company Secretary

The notes form part of these financial statements

IDEAS PLUS

CASH FLOW STATEMENT
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities			
Cash generated from operations	1	149,438	144,537
Net cash provided by operating activities		149,438	144,537
Cash flows from investing activities			
Interest received		826	1,014
Net cash provided by investing activities		826	1,014
Change in cash and cash equivalents in the reporting period		150,264	145,551
Cash and cash equivalents at the beginning of the reporting period		372,644	227,093
Cash and cash equivalents at the end of the reporting period		522,908	372,644

The notes form part of these financial statements

IDEAS PLUS

NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 March 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.21	31.3.20
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	47,673	141,393
Adjustments for:		
Depreciation charges	141	255
Interest received	(826)	(1,014)
Decrease/(increase) in debtors	99,201	(1,473)
Increase in creditors	3,249	5,376
Net cash provided by operations	149,438	144,537

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20	Cash flow	At 31.3.21
	£	£	£
Net cash			
Cash at bank and in hand	372,644	150,264	522,908
	372,644	150,264	522,908
Total	372,644	150,264	522,908

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The financial statements are presented in sterling (£).

Critical accounting judgements and key sources of estimation uncertainty
In preparing financial statements it is necessary to make certain judgements, estimated and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

Useful economic life of tangible fixed assets:
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Costs are allocated according to the fund to which they apply on an item by item basis where possible and overheads are allocated in accordance with the terms of restricted income.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	25% on cost
Computer equipment	-	25% on cost

Taxation
The charity is exempt from corporation tax on its charitable activities.

Debtors
Trade debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Cash at bank and in hand
Cash at bank and in hand includes current and deposit bank account. The charity has divided its balances across a number of financial institutions in order to mitigate risk.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 recognised at their settlement.

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 settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

continued...

1. ACCOUNTING POLICIES - continued

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

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

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

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.3.21	31.3.20
	£	£
Other Income	3	1

3. INVESTMENT INCOME

	31.3.21	31.3.20
	£	£
Deposit account interest	826	1,014

4. INCOME FROM CHARITABLE ACTIVITIES

		31.3.21	31.3.20
	Activity	£	£
Contracts and grants	Employment assistance	889,474	785,893

Grants received, included in the above, are as follows:

	31.3.21	31.3.20
	£	£
North Essex Partnership NHS Foundation Trust	756,514	702,205
NEPNHSFT - Heads Up project	94,803	65,938
Essex Community Foundation	-	17,750
Groundwork UK (Tesco)	1,166	-
Covid Response grant	36,991	-
	889,474	785,893

continued...

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Employment assistance	826,367	16,263	842,630

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Employment assistance	160	16,103	16,263

7. NET INCOME/(EXPENDITURE)

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

	31.3.21	31.3.20
	£	£
Auditors' remuneration	2,970	2,970
Depreciation - owned assets	140	255
Other operating leases	7,901	8,554

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

The charity consider its key management personnel to comprise trustees and the general manager. Total remuneration to key personal is £57,179 excluding employers national insurance (2020: £49,315)

In addition to this, one member of key management personnel left during the year and received a settlement payment totalling £21,528.

Trustees' expenses

During the year, key personnel received £104 (2020: £767) for mileage costs, this was for the delivery of contracts and liaison with partnership organisations.

9. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	692,250	501,065
Social security costs	53,991	37,942
Other pension costs	15,406	10,773
	761,647	549,780

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

	31.3.21	31.3.20
All Staff	26	21

No employees received emoluments in excess of £60,000.

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1	-	1
Charitable activities			
Employment assistance	17,750	768,143	785,893
Investment income	1,014	-	1,014
Total	18,765	768,143	786,908
EXPENDITURE ON			
Charitable activities			
Employment assistance	39,148	606,367	645,515
NET INCOME/(EXPENDITURE)	(20,383)	161,776	141,393
RECONCILIATION OF FUNDS			
Total funds brought forward	242,645	86,316	328,961
TOTAL FUNDS CARRIED FORWARD	222,262	248,092	470,354

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020 and 31 March 2021	3,118	5,976	9,094
DEPRECIATION			
At 1 April 2020	3,118	5,412	8,530
Charge for year	-	140	140
At 31 March 2021	3,118	5,552	8,670
NET BOOK VALUE			
At 31 March 2021	-	424	424
At 31 March 2020	-	564	564

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12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Trade debtors	16,613	115,814

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Trade creditors	18,949	2,356
Social security and other taxes	-	13,341
Accrued expenses	2,969	2,971
	21,918	18,668

14. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	160,212	(95,901)	(16,613)	47,698
Designated fund	62,050	-	-	62,050
	222,262	(95,901)	(16,613)	109,748
Restricted funds				
Employment Support	235,996	91,084	-	327,080
Heads Up	12,096	11,598	-	23,694
Employment Retention	-	40,892	16,613	57,505
	248,092	143,574	16,613	408,279
TOTAL FUNDS	470,354	47,673	-	518,027

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	38,985	(134,886)	(95,901)
Restricted funds			
Employment Support	601,057	(509,973)	91,084
Heads Up	94,803	(83,205)	11,598
Employment Retention	155,458	(114,566)	40,892
	851,318	(707,744)	143,574
TOTAL FUNDS	890,303	(842,630)	47,673

continued...

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	203,526	(20,383)	(22,931)	160,212
Designated fund	39,119	-	22,931	62,050
	242,645	(20,383)	-	222,262
Restricted funds				
Employment Support	84,594	151,402	-	235,996
Heads Up	1,722	10,374	-	12,096
	86,316	161,776	-	248,092
TOTAL FUNDS	328,961	141,393	-	470,354

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	18,765	(39,148)	(20,383)
Restricted funds			
Employment Support	653,812	(502,410)	151,402
Heads Up	114,331	(103,957)	10,374
	768,143	(606,367)	161,776
TOTAL FUNDS	786,908	(645,515)	141,393

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	203,526	(116,284)	(39,544)	47,698
Designated fund	39,119	-	22,931	62,050
	242,645	(116,284)	(16,613)	109,748
Restricted funds				
Employment Support	84,594	242,486	-	327,080
Heads Up	1,722	21,972	-	23,694
Employment Retention	-	40,892	16,613	57,505
	86,316	305,350	16,613	408,279
TOTAL FUNDS	328,961	189,066	-	518,027

continued...

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	57,750	(174,034)	(116,284)
Restricted funds			
Employment Support	1,254,869	(1,012,383)	242,486
Heads Up	209,134	(187,162)	21,972
Employment Retention	155,458	(114,566)	40,892
	1,619,461	(1,314,111)	305,350
TOTAL FUNDS	1,677,211	(1,488,145)	189,066

Employment Support: the charity's largest contract won for the third time in 2015 and delivering supported employment services to clients with severe and enduring mental ill health in West and South Essex; delivered in partnership with Essex University Partnership Trust. We employ a total of 6 staff to deliver this contract.

Heads Up: is a work readiness support programme for those with common mental health problems, who have been unemployed or economically inactive for 12 months or more and live in Essex. HeadsUp will help participants develop their self-confidence, resilience and emotional well-being through one-to-one support and interactive workshops, as well as helping them with the practical aspects of finding a job such as brushing up on CV writing skills, assisting with looking for jobs and filling out application forms.

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

16. GUARANTEE STATUS

The company is limited by guarantee, whereby every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, while they are a member or within one year after they cease to be a member, such amounts as may be required not exceeding one pound.