ROWAN ORGANISATION

England & Wales · Charity number 1017932

Details

Status	Registered
Legal form	Charitable company
Company number	02783681
Registered	1993-03-02
Register	View on the Charity Commission register

Contact

Address	The Rowan Organisation Unit 7 Spring Hill Industrial Estate Colliers Way Arley Old Arle
Phone	02476 322860
Email	info@therowan.org
Website	www.therowan.org

Activities

Objects: SUPPORTING DISABLED PEOPLE TO FURTHER THEIR INDEPENDENCE.

Activities: Direct Payments Support Services, Support Planning and Brokerage Services, Personal Health Budget Support Services, Independent Living Schemes, Advice & Information Services, Payroll Services, Managed Accounts, , Recruitment Services, PA Registers, Training programmes and DBS vetting service. We provide services in England and Wales.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

Downloaded from opencharities.uk/ew/1017932

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£929,071	£915,626	£85,235	29
2024-03-31	£918,378	£827,630	£71,790	28
2023-03-31	£766,996	£810,122	£-18,958	28
2022-03-31	£927,413	£834,767	£24,369	35
2021-03-31	£1,071,107	£1,009,255	£-68,277	42

Trustees

Name	Role	Appointed
Alan Peter Collins	Chair	2025-07-01
David John Reynolds		2025-07-01
Hilary Judith Wilkinson		2025-09-01
Phillip David Bower		2025-07-01

Downloaded from opencharities.uk/ew/1017932

ROWAN ORGANISATION

England & Wales - Charity number 1017932

Accounts

REGISTERED COMPANY NUMBER: 02783681 (England and Wales)
REGISTERED CHARITY NUMBER: 1017932

THE ROWAN ORGANISATION

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Armstrongs
Chartered Accountants and Statutory Auditors
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

THE ROWAN ORGANISATION

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 4
Report of the Independent Auditors	5 to 7
Statement of Financial Activities	8
Balance Sheet	9
Cash Flow Statement	10
Notes to the Cash Flow Statement	11
Notes to the Financial Statements	12 to 20

THE ROWAN ORGANISATION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES	Ms D E Cambray (resigned 3.12.2024) Mrs D Clews (resigned 3.12.2024) Mrs. A Forwood (resigned 29.10.2025) Cllr R Jarvis (resigned 3.12.2024) A Collins (appointed 1.7.2025) J Bhardwaj (appointed 1.7.2025) P Bower (appointed 1.7.2025) D Reynolds (appointed 1.7.2025) Ms H J Wilkinson (appointed 1.9.2025)
REGISTERED OFFICE	Unit 7 Colliers Way Old Arley Coventry West Midlands CV7 8HN
REGISTERED COMPANY NUMBER	02783681 (England and Wales)
REGISTERED CHARITY NUMBER	1017932
AUDITORS	Armstrongs Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
SOLICITORS	Mr David Dumbleton Rotherham & Co 8&9 The Quadrant Coventry CV1 2EG
BANKERS	Santandar Corporate Banking Bridle Road Bootle Merseyside L30 4GB

REPORT OF THE TRUSTEES
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).

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

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal which prevent them from being in control of their lives. The provision of direct payments support services that enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.

We provide Support planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll services, Managed Accounts, Training, Recruitment Line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

Activities and Achievements

This year we continued to provide payroll and support services to more than 2,700 people, working in partnership with local authorities and Integrated Care Boards. Our teams support individuals and families to navigate the responsibilities of managing personal assistants, budgets and support arrangements, always centred on choice and independence.

Public benefit

The Rowan Organisation supports people across England and Wales to live independently, make informed choices and control their own support arrangements. Our work includes direct payments support, personal health budgets, payroll services and related advice and information. Trustees confirm that we have given due regard to the Charity Commission's guidance on public benefit.

STRATEGIC REPORT

Financial review

Net income: £13,445
Total funds carried forward: £85,235
Cash at bank: £170,284

The charity remains solvent, although income has reduced and the organisation experienced negative operating cash flow. Trustees intend to adopt a reserves policy and introduce rolling forecasts to improve financial resilience. More detail on how we intend to achieve this will be presented to members at the AGM.

The audited financial statements do not record any payments to trustees or any related party transactions during the year.

STRATEGIC REPORT

Plans for future

Priorities include:

- Strengthening governance and compliance.
- Improving financial planning and audit readiness
- Continuing to deliver services that help people live with independence, dignity and choice.

We will continue investing in the development of trustee induction and support processes as part of our commitment to transparency and strong oversight.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (company Registration Number 2783681) and registered as charity number 1017932 on 2nd March 1993.

Membership is open to people who use our services and affiliated organisations. The liability of each member is limited to £1.

During the year there were changes in the composition of the Board. Some trustees stepped down and new trustees joined. All current trustees were recruited or co opted through an open application process. Each trustee will be presented for confirmation by members at the next Annual General Meeting, as set out in our Memorandum and Articles of Association.

There has been no formal induction process for trustees. The Board recognises this gap and is addressing it through our wider governance review, which is already under way. Our aim is to build an induction approach that reflects our values of inclusion, empowerment and clarity.

The organisation continued to face governance challenges, including previous periods of non quoracy. The Board acknowledges these issues openly and has taken steps to strengthen oversight and decision making.

FUNDS HELD AS CUSTODIAN FOR OTHERS

The Rowan Organisation holds individual client funds on the EML Services platform so that people can pay their personal assistants and service providers in line with their support plans and funding agreements. Funds are held separately on behalf of each individual and are used only for their intended purpose. This arrangement ensures people can manage their support confidently and securely.

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of The Rowan Organisation for the purposes of company law) 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).

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

TRUSTEES' RESPONSIBILITY STATEMENT - continued

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, Armstrongs, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, approved by order of the board of trustees, as the company directors, on 30 January 2026 and signed on its behalf by:

Hilary Wilkinson (Jan 30, 2026 17:30:50 GMT)

Ms H J Wilkinson - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE ROWAN ORGANISATION

Opinion
We have audited the financial statements of The Rowan Organisation (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).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, 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

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of the accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 TRUSTEES OF THE ROWAN ORGANISATION

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of Armstrongs
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

30 January 2026

THE ROWAN ORGANISATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	-	15
Charitable activities	3		
Charitable Funds		487,408	458,801
Other income	4	441,663	459,562
Total		929,071	918,378
EXPENDITURE ON			
Charitable activities	5		
Charitable Funds		915,626	827,630
NET INCOME		13,445	90,748
RECONCILIATION OF FUNDS			
Total funds brought forward		71,790	(18,958)
TOTAL FUNDS CARRIED FORWARD		85,235	71,790

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

THE ROWAN ORGANISATION

BALANCE SHEET
31 MARCH 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
CURRENT ASSETS			
Stocks	13	48	48
Debtors	14	82,182	98,827
Cash at bank		170,284	175,952
		252,514	274,827
CREDITORS			
Amounts falling due within one year	15	(167,279)	(203,037)
NET CURRENT ASSETS		85,235	71,790
TOTAL ASSETS LESS CURRENT LIABILITIES		85,235	71,790
NET ASSETS/(LIABILITIES)		85,235	71,790
FUNDS	17		
Unrestricted funds		85,235	71,790
TOTAL FUNDS		85,235	71,790

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 30 January 2026 and were signed on its behalf by:

Hilary Wilkinson (Jan 30, 2026 17:30:50 GMT)

H J Wilkinson - Trustee

The notes form part of these financial statements

THE ROWAN ORGANISATION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	(5,668)	116,093
Net cash (used in)/provided by operating activities		(5,668)	116,093
Change in cash and cash equivalents in the reporting period		(5,668)	116,093
Cash and cash equivalents at the beginning of the reporting period		175,952	59,859
Cash and cash equivalents at the end of the reporting period		170,284	175,952

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

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

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	13,445	90,748
Adjustments for:		
Decrease/(increase) in debtors	16,645	(31,080)
(Decrease)/increase in creditors	(35,758)	56,425
Net cash (used in)/provided by operations	(5,668)	116,093

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank	175,952	(5,668)	170,284
	175,952	(5,668)	170,284
Total	175,952	(5,668)	170,284

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with 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 Rowan Organisation is a private company limited by guarantee incorporated in England and wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

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

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

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

Income
All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Incoming resources from local authorities is accounted for as the charity earns the right to consideration by its performance.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown separately in note 6.

Expenditure is allocated to activities/cost centres in which it relates.

1. ACCOUNTING POLICIES - continued

Expenditure
Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

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

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

- Fixtures and fittings are depreciated over 7 years straight line .

Items which are under £1,000 are written off in the year of their purchase as per Board of Management Policy.

Taxation
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. However there are no restricted funds during the current or previous financial year.

Unrestricted funds are incoming resources receivable or generated for the objects of the charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

Designated funds are unrestricted funds earmarked by the Board of Management for a particular purpose.

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

Operating leases
Rentals payable and receivable under operating leases are charged to the SoFA 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.

1. ACCOUNTING POLICIES - continued

Deferred income
Income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	-	15

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Local Authorities Funding	Charitable Funds	487,408	458,801

4. OTHER INCOME

	2025	2024
	£	£
DBS Vetting Service	21,484	16,633
Pension Charges	25,622	30,807
Miscellaneous	7,232	37,663
Advertising	7,800	7,258
Support etc	137,792	108,872
Payroll Service	231,206	198,871
Bank interest	10,527	9,458
Exceptional items	-	50,000
	441,663	459,562

5. CHARITABLE ACTIVITIES COSTS

Charitable Funds	2025	2024
	£	£
Staff Costs	707,286	627,775
Rent and Service Charge	7,653	9,756
Training (Staff & SFC)	1,795	(98)
Insurance	2,803	2,687
Recruitment Costs	-	(500)
Telephone	7,626	6,659
Postage and Stationery	15,836	14,585
Photocopying	3,075	1,973
Room Hire	307	575
Aggregate Amounts	746,381	663,412

continued...

6. SUPPORT COSTS

Charitable Funds

	2025	2024
	£	£
Rates and Water	-	721
Sundries	-	316
Bank Charges	5,771	3,549
VAT Reimbursement	(34,003)	(25,341)
Equipment Maintenance and Subscriptions	154,270	138,575
Staff Security/Welfare	727	1,237
DBS Vetting Service	9,366	7,321
Audit Fees	14,175	7800
Motor Expense - Travel	16,914	18,266
Bad Debts	2,026	11,775
Aggregate Amounts	169,246	164,219

7. OTHER

	2025	2024
	£	£
Support costs	169,246	164,219

8. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
LGPS Early Retirement	7,653	9,756

9. TRUSTEES' REMUNERATION AND BENEFITS

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

Trustees' expenses

Travel cost and expenses amounting to £Nil (2024 £Nil) were incurred for 4 (2024 5) members of the management committee.

10. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	638,331	565,412
Social security costs	44,270	37,903
Other pension costs	24,684	24,459
	707,285	627,774

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

	2025	2024
Advice and information	9	9
Administration and finance	18	17
Managerial	2	2
	29	28

No employee earned more than £60,000 per annum during the year.

No trustee or director recieved remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

There were 24 (2024 -23) members of staff accruing benefits under auto-enrolment.

The total amount paid to key management personnel is £100,896 (2024 - £95,071). The charity consider its key management personnel to comprise of the chief executive, finance strategic lead and the business and development lead.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund
	£
INCOME AND ENDOWMENTS FROM	
Donations and legacies	15
Charitable activities	
Charitable Funds	458,801
Other income	459,562
Total	918,378
EXPENDITURE ON	
Charitable activities	
Charitable Funds	827,630
NET INCOME	90,748
RECONCILIATION OF FUNDS	
Total funds brought forward	(18,958)

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
TOTAL FUNDS CARRIED FORWARD	71,790

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2024	170,436
Disposals	(170,436)
At 31 March 2025	-
DEPRECIATION	
At 1 April 2024	170,436
Eliminated on disposal	(170,436)
At 31 March 2025	-
NET BOOK VALUE	
At 31 March 2025	-
At 31 March 2024	-

13. STOCKS

	2025 £	2024 £
Stocks	48	48

14. DEBTORS

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	30,957	45,768
Accrued income	50,025	51,859
	80,982	97,627
Amounts falling due after more than one year:		
Other debtors	1,200	1,200
Aggregate amounts	82,182	98,827

continued...

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	25,931	35,255
Social security and other taxes	12,592	11,776
VAT	23,980	24,493
Other creditors	13,814	53,518
Deferred income	80,398	66,789
Accrued expenses	10,564	11,206
	167,279	203,037

16. LEASING AGREEMENTS

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

	2025	2024
	£	£
Within one year	13,287	4,887
Between one and five years	17,652	13,438
	30,939	18,325

17. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	71,790	13,445	85,235
TOTAL FUNDS	71,790	13,445	85,235

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	929,071	(915,626)	13,445
TOTAL FUNDS	929,071	(915,626)	13,445

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	(18,958)	90,748	71,790
TOTAL FUNDS	(18,958)	90,748	71,790

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	918,378	(827,630)	90,748
TOTAL FUNDS	918,378	(827,630)	90,748

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

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	(18,958)	104,193	85,235
TOTAL FUNDS	(18,958)	104,193	85,235

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	1,847,449	(1,743,256)	104,193
TOTAL FUNDS	1,847,449	(1,743,256)	104,193

18. EMPLOYEE BENEFIT OBLIGATIONS

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council pension Fund, providing benefits based on final salary up to 31 March 2018.

The assets of the scheme are held separately from the those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded. The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from The Rowan Organisation was £993,000. As The Rowan Organisation is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with The Rowan Organisation and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of The Rowan Organisation. The Rowan Organisation will remain liable for the early strain payment of £28,812 and have entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62. At 31 March 2025, £16,562 (31 March 2024 - £19,562) was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new autoenrollment scheme. The contributions amounted to £24,684 (2024 £24,459). At 31 March 2025, £4,814 (2024 - £4,175) was outstanding.

19. RELATED PARTY DISCLOSURES

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

20. PURPOSE OF FUNDS

There are currently no designated or restricted funds in the current or prior year.

NBS232 - Charity Accounts 31.03.2025

Final Audit Report 2026-01-30

Created:	2026-01-30
By:	Alan Collins (alan@mrbsupport.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfcIv7Acnir3RoDYo-LDmC-erVqoXafo_

"NBS232 - Charity Accounts 31.03.2025" History

Document created by Alan Collins (alan@mrbsupport.co.uk)
2026-01-30 - 5:26:13 PM GMT

Document emailed to Hilary Wilkinson (hilary_wilkinson2@hotmail.com) for signature
2026-01-30 - 5:26:18 PM GMT

Email viewed by Hilary Wilkinson (hilary_wilkinson2@hotmail.com)
2026-01-30 - 5:29:57 PM GMT

Document e-signed by Hilary Wilkinson (hilary_wilkinson2@hotmail.com)
Signature Date: 2026-01-30 - 5:30:50 PM GMT - Time Source: server

Agreement completed.
2026-01-30 - 5:30:50 PM GMT

ROWAN ORGANISATION

England & Wales - Charity number 1017932

Accounts

REGISTERED COMPANY NUMBER: 02783681 (England and Wales)
REGISTERED CHARITY NUMBER: 1017932

THE ROWAN ORGANISATION

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Armstrongs Bishop Simmons
Chartered Accountants and Statutory Auditors
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

THE ROWAN ORGANISATION

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 6
Report of the Independent Auditors	7 to 10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 23

THE ROWAN ORGANISATION

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2024

TRUSTEES	Ms D E Cambray (resigned 3.12.2024) Mrs D Clews (resigned 3.12.2024) Mrs. A Forwood Cllr R Jarvis (resigned 3.12.2024) Mrs J Taylor (resigned 1.8.2023)
REGISTERED OFFICE	Unit 7 Colliers Way Old Arley Coventry West Midlands CV7 8HN
REGISTERED COMPANY NUMBER	02783681 (England and Wales)
REGISTERED CHARITY NUMBER	1017932
AUDITORS	Armstrongs Bishop Simmons Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
SOLICITORS	Mr David Dumbleton Rotherham & Co 8&9 The Quadrant Coventry CV1 2EG
BANKERS	Santandar Corporate Banking Bridle Road Bootle Merseyside L30 4GB

REPORT OF THE TRUSTEES
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).

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

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal which prevent them from being in control of their lives. The provision of direct payments support services that enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.

We provide Support planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll services, Managed Accounts, Training, Recruitment Line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

OBJECTIVES AND ACTIVITIES

Achievement and Performance

We continued to provide Direct Payments support and Personal Health Budget support services on behalf of a number of local authorities and ICB's.

Currently we are providing Direct Payments Support and/or associated services in Anglesey, Carmarthenshire, Bath & North East Somerset, Birmingham, Blackburn, Cambridgeshire, Cheshire, Conwy, Denbighshire, Derby, Derbyshire, Doncaster, Essex, Flintshire, Hillingdon, Lancashire, Leicester, Leicestershire, London, Merseyside, North East Lincolnshire, Norfolk, Northamptonshire, Nottingham, Nottinghamshire, Richmond, Rotherham, Slough, South Gloucestershire, Staffordshire, Suffolk, Telford, Vale of Glamorgan, Wiltshire, and Worcester.

We also provide employment support for patients who are in receipt of Personal Health Budgets and also support with their Payroll, Assisted Bank Accounts and DBS Vetting Services & Payroll Registers.

The Clinical Commissioning Groups (CCG's) have now moved to regional Integrated Care Boards (ICB's). The ICB's that we currently support are:

- NHS Bedfordshire, Luton & Milton Keynes ICB
- NHS Birmingham and Solihull ICB
- NHS Black Country ICB
- NHS Buckinghamshire, Oxfordshire and Berkshire West ICB
- NHS Cambridgeshire and Peterborough ICB
- NHS Coventry And Warwickshire ICB
- NHS Derby and Derbyshire ICB
- NHS Hampshire and Isle of Wight ICB
- NHS Herefordshire and Worcestershire ICB
- NHS Hertfordshire and West Essex ICB
- NHS Northamptonshire ICB
- NHS Nottingham and Nottinghamshire ICB
- NHS Shropshire, Telford and Wrekin ICB
- NHS South West London ICB
- NHS Staffordshire and Stoke-on-Trent ICB
- NHS Suffolk and North East Essex ICB

Public benefit

The Rowan Organisation is committed to enabling disabled and older people to live independently and take control of their lives by providing support, advice and information. During the year over 2789 disabled people, including children, young people, older people and their carers, benefited from provision of our services as mentioned above. Our Information Service dealt with over 1000 queries during the year, this is in addition to the support provided by our locally based Independent Living Advisers. Our payroll service provided support to over 1600 customers and our Assisted Bank Account Service has supported over 1000 account holders.

The provision of the above services, to eligible individuals, has been free at the point of delivery as per our funding agreement with Local Authorities and ICB's.

However, in the majority of areas, some aspects of the services we provide are
now funded directly by our customers on a spot purchase basis or paid for through their Direct Payment funding or Personal Health Budget funding. Enabling individuals to have more choice over who provides their support and how it's delivered focusing on personal outcomes, which fits with our ethos by providing increased opportunity for choice and control.

STRATEGIC REPORT

Financial position

Our Chief Executive oversees the financial activity across the organisation. Our income and expenditure is monitored closely in order to maximise our assets and to reduce monies owed.

We continue to ensure that non-essential expenditure is reduced wherever possible. In addition, we continue to make efforts to maximize our income. Due to the increased cost of living rises across the country, we have had to increase the cost of some of our support services to ensure that we cover the cost of delivering these services. However, as a non-for profit, charitable organisation, we have kept any increases to the minimum wherever possible.

Investment policy and objectives

We continue to use Santander, as we are confident that this provides us with sufficient banking provision. As our reserves increase over the coming years, we will again consider where best to invest these monies.

Reserves policy

It is the company's policy to aim to have designated funds to meet the necessary expenditure when it arises and also to maintain adequate working capital. Our reserves Policy clarifies our intention to maintain various reserves i.e. staff contingency, designated, restricted and general reserves.

Future plans

We continue to strive to provide a quality service across all levels of support offered to our stakeholders and look to develop our online presence. This will include the development of a new website and promote our services on other social media platforms.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (Company Registration Number 2783681) and registered as charity number 1017932 on 2nd March 1993.

Membership of the Rowan Organsation is open to all service users of the organisation and also to organisations affiliated to the Rowan Organisation. Currently there are 52 members on the register. Liability of members is limited to £1 in the event of the charity winding up.

It is not necessary to become a member of the organisation in order to access its services, however if individuals choose to become a member they become entitled to stand for election to represent service users on the Board of Management and to vote at the Annual General Meeting.

Recruitment and appointment of new trustees

As per our Articles of Association the members of the Board of Directors who are also Trustees of the charity are elected at the Annual General Meeting to serve a period of two years. The number of places on the Board is 21 of which 16 are representatives of service users and 5 are representatives of affiliated organisations. In addition there is provision to allow up to 4 co-options. The Board of Directors is authorised to appoint new directors to fill casual vacancies arising from unfilled positions or the retirement, resignation or death of an existing director.

Organisational structure

Currently there are five members on the Board of Directors which meets quarterly. The work of the Board is supported by two sub-committees, Finance & Development Committee and Personnel Committee. Sub-committees meet as necessary throughout the year but their normal frequency is quarterly. Trustees are encouraged to be a part of one or both of the sub-committees.

The Chief Executive is responsible for the day to day operation of the organisation and has the delegated authority for operational matters, within the policies and procedures of the organisation.

A copy of the management Structure is attached to these financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

New trustees are provided with induction training and are issued with an induction pack with relevant documentation which includes details of the roles and responsibilities of charity trustees. Trustees are also given an opportunity to participate in training events organised for staff members and we have a number of core training modules which are open to all trustees. In addition, trustees attend relevant training seminars and conferences which are of interest to them and relevant to their role.

Related parties

The Rowan organisation is funded in main by Local Authorities for the provision of services to disabled and older people, and by Clinical Commissioning Groups (CCGs) to support people in receipt of a Personal Health Budget. The Rowan Organisation is affiliated to a number of disability/charitable organisations. Likewise a number of disability/charitable organisations are affiliated members of the Rowan Organisation and these bodies can nominate representatives for election to the Board of Directors of the Rowan Organisation as stated in the Trustees report. A full list of affiliated organisations is available on request.

A number of Board members are in receipt of our services and therefore are beneficiaries of the services that the organisation provides on a normal service level basis. All our trustees are unpaid volunteers.

VAT registration

All of our services are now chargeable at the standard rate of VAT. Our VAT registration number is 936687177.

Risk Management

As reported in previous years, we continue to benefit from our business interruption cover as was proposed as part of our review of the Disaster Recovery Plan.

FUNDS HELD AS CUSTODIAN FOR OTHERS

All funds held on behalf of our customers are retained in their own individual accounts on the EML Services platform, specifically for the purpose of facilitating payments to customers, their Personal Assistants and to an ever-increasing range of providers. The funding is received from Local Authorities and ICB's for the benefit of the individuals who are entitled to receive these payments, in line with each area's contractual agreements.

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of The Rowan Organisation for the purposes of company law) 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).

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;
- 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.

TRUSTEES' RESPONSIBILITY STATEMENT - continued
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, Armstrongs Bishop Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, approved by order of the board of trustees, as the company directors, on 31 January 2025 and signed on its behalf by:

A. Forwood

Mrs. A Forwood - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE ROWAN ORGANISATION

Opinion

We have audited the financial statements of The Rowan Organisation (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).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE ROWAN ORGANISATION

Responsibilities of trustees

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

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE ROWAN ORGANISATION

Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

Our approach was as follows:
We assessed the risks of material misstatement of fraud by making enquiries of management during the audit.
Based on the results of our risk assessment, we designed our audit procedures to identify non-compliance with such laws and regulations identified below.
We considered the risk of fraud in revenue recognition and in response, we incorporated testing of the accuracy and cut-off of deferred revenues as well as covering all the nominal assertions (completeness, cut-off, existence/occurence, accuracy, presentation and disclosure).

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant is that which relates to the Health and Safety at Work etc, Act 1974.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of the accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 TRUSTEES OF THE ROWAN ORGANISATION

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrongs Bishop Simmons Limited

for and on behalf of Armstrongs Bishop Simmons
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

Date: 31 January 2025

THE ROWAN ORGANISATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	14	(201)
Charitable activities	3		
Charitable Funds		458,801	421,014
Other income	4	459,563	345,982
Total		918,378	766,795
EXPENDITURE ON			
Charitable activities	5		
Charitable Funds		827,630	810,122
NET INCOME/(EXPENDITURE)		90,748	(43,327)
RECONCILIATION OF FUNDS			
Total funds brought forward		(18,958)	24,369
TOTAL FUNDS CARRIED FORWARD		71,790	(18,958)

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

THE ROWAN ORGANISATION

BALANCE SHEET
31 MARCH 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
CURRENT ASSETS			
Stocks	12	48	48
Debtors	13	98,827	67,747
Cash at bank		175,952	59,859
		274,827	127,654
CREDITORS			
Amounts falling due within one year	14	(203,037)	(146,612)
NET CURRENT ASSETS/(LIABILITIES)		71,790	(18,958)
TOTAL ASSETS LESS CURRENT LIABILITIES		71,790	(18,958)
NET ASSETS/(LIABILITIES)		71,790	(18,958)
FUNDS	16		
Unrestricted funds		71,790	(18,958)
TOTAL FUNDS		71,790	(18,958)

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 31 January 2025 and were signed on its behalf by:

A Forwood

A Forwood - Trustee

The notes form part of these financial statements

THE ROWAN ORGANISATION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	116,093	19,429
Net cash provided by operating activities		116,093	19,429
Change in cash and cash equivalents in the reporting period		116,093	19,429
Cash and cash equivalents at the beginning of the reporting period		59,859	40,430
Cash and cash equivalents at the end of the reporting period		175,952	59,859

The notes form part of these financial statements

THE ROWAN ORGANISATION

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	90,748	(43,327)
Adjustments for:		
(Increase)/decrease in debtors	(31,080)	39,805
Increase in creditors	56,425	22,951
Net cash provided by operations	116,093	19,429

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank	59,859	116,093	175,952
	59,859	116,093	175,952
Total	59,859	116,093	175,952

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with 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 Rowan Organisation is a private company limited by guarantee incorporated in England and wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

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

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

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

Income
All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Incoming resources from local authorities is accounted for as the charity earns the right to consideration by its performance.

Investment income is included when receivable.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown separately in note 6.

continued...

1. ACCOUNTING POLICIES - continued

Expenditure
Expenditure is allocated to activities/cost centres in which it relates.
Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.

Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

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

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

- Fixtures and fittings are depreciated over 7 years straight line .

Items which are under £1,000 are written off in the year of their purchase as per Board of Management Policy.

Taxation
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. However there are no restricted funds during the current or previous financial year.

Unrestricted funds are incoming resources receivable or generated for the objects of the charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

Designated funds are unrestricted funds earmarked by the Board of Management for a particular purpose.

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

Operating leases
Rentals payable and receivable under operating leases are charged to the SoFA 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.

Deferred income
Income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

continued...

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	14	(201)

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Local Authorities Funding	Charitable Funds	458,801	421,014

4. OTHER INCOME

	2024	2023
	£	£
DBS Vetting Service	16,634	17,441
Pension Charges	30,807	13,742
Miscellaneous	37,663	18,154
Advertising	7,258	7,950
Support etc	108,872	116,259
Payroll Service	198,871	171,241
Bank interest	9,458	1,195
Exceptional items	50,000	-
	459,563	345,982

5. CHARITABLE ACTIVITIES COSTS

Charitable Funds	2024	2023
	£	£
Staff Costs	627,775	610,626
Rent and Service Charge	9,756	10,258
Training (Staff & SFC)	(98)	458
Insurance	2,687	1,938
Recruitment Costs	(500)	846
Telephone	6,659	6,421
Postage and Stationery	14,585	13,853
Photocopying	1,973	1,539
Room Hire	575	345
Aggregate Amounts	663,412	646,283

continued...

6. SUPPORT COSTS

Charitable Funds

	2024	2023
	£	£
Rates and Water	721	-
Sundries	316	304
Bank Charges	3,549	4,714
Stolen Monies	-	9,000
VAT Reimbursement	(25,341)	(20,907)
Equipment	138,575	123,622
Staff Security/Welfare	1,237	1,048
DBS Vetting Service	7,321	7,341
Audit Fees	7,800	8,622
Computer Equipment	-	118
Motor Expense - Travel	18,266	16,476
Bad Debts	11,775	13,500
Aggregate Amounts	164,219	163,838

7. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
LGPS Early Retirement	9,756	10,258

8. TRUSTEES' REMUNERATION AND BENEFITS

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

Trustees' expenses

Travel cost and expenses amounting to £Nil (2023 £Nil) were incurred for 5 (2023 5) members of the management committee.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	565,412	554,209
Social security costs	37,903	34,731
Other pension costs	24,459	21,686
	627,774	610,626

continued...

9. STAFF COSTS - continued

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

	2024	2023
Advice and information	9	9
Administration and finance	17	19
Managerial	2	2
	28	30

No employee earned more than £60,000 per annum during the year.

No trustee or director recieved remuneration nor are accruing retirement benefits via the company defined benefit pension scheme.

There were 23 (2023 -21) members of staff accruing benefits under auto-enrolment.

The total amount paid to key management personnel is £95,071 (2023 - £93,157. The charity consider its key management personnel to comprise of the chief executive, finance strategic lead and the business and development lead.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	(201)
Charitable activities	
Charitable Funds	421,014
Other income	345,982
Total	766,795
EXPENDITURE ON	
Charitable activities	
Charitable Funds	810,122
NET INCOME/(EXPENDITURE)	(43,327)
RECONCILIATION OF FUNDS	
Total funds brought forward	24,369
TOTAL FUNDS CARRIED FORWARD	(18,958)

continued...

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2023 and 31 March 2024	170,436
DEPRECIATION	
At 1 April 2023 and 31 March 2024	170,436
NET BOOK VALUE	
At 31 March 2024	-
At 31 March 2023	-

12. STOCKS

	2024 £	2023 £
Stocks	48	48

13. DEBTORS

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	45,768	14,627
Other debtors	-	10,331
Accrued income	51,859	41,589
	97,627	66,547
Amounts falling due after more than one year:		
Other debtors	1,200	1,200
Aggregate amounts	98,827	67,747

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	35,255	36,197
Social security and other taxes	11,776	9,385
VAT	24,493	25,936
Other creditors	53,518	18,406
Deferred income	66,789	51,520
Accrued expenses	11,206	5,168
	203,037	146,612

15. LEASING AGREEMENTS

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

	2024	2023
	£	£
Within one year	4,887	5,600
Between one and five years	13,438	-
	18,325	5,600

16. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	(18,958)	90,748	71,790
TOTAL FUNDS	(18,958)	90,748	71,790

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	918,378	(827,630)	90,748
TOTAL FUNDS	918,378	(827,630)	90,748

continued...

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	24,369	(43,327)	(18,958)
TOTAL FUNDS	24,369	(43,327)	(18,958)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	766,795	(810,122)	(43,327)
TOTAL FUNDS	766,795	(810,122)	(43,327)

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

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	24,369	47,421	71,790
TOTAL FUNDS	24,369	47,421	71,790

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	1,685,173	(1,637,752)	47,421
TOTAL FUNDS	1,685,173	(1,637,752)	47,421

continued...

17. EMPLOYEE BENEFIT OBLIGATIONS

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council pension Fund, providing benefits based on final salary up to 31 March 2018.

The assets of the scheme are held separately from the those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded. The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from The Rowan Organisation was £993,000. As The Rowan Organisation is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with The Rowan Organisation and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of The Rowan Organisation. The Rowan Organisation will remain liable for the early strain payment of £28,812 and have entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62. At 31 March 2024, £19,562 (31 March 2023 - £22,562) was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new autoenrollment scheme. The contributions amounted to £24,459 (2023 £21,686. At 31 March 2024, £4,175 (2023 - £262) was outstanding.

18. RELATED PARTY DISCLOSURES

During the year 31 March 2024, management services amounting to £0 (2023 £610) were provided to Tro@ Limited, the profit making arm introduced to support the charitable aims of the organisation. Mrs D Houghton, the chief executive of the Rowan Organisation is also a director of Tro@ Limited. Mrs K Smith, the deputy chief executive of the Rowan Organisation was also a director of Tro@ Limited until 5 September 2024. At 31 March 2024, £0 (2023 £1,505) was owed to the Rowan Organisation.

19. PURPOSE OF FUNDS

There are currently no designated or restricted funds in the current or prior year.

May 2024

The Rowan Organisation

Personnel Sub-Committee
Chair: Anne Forwood

Finance and Development Sub-Committee
Chair: Anne Forwood

Board of Management
Chair: Anne Forwood

Chief Executive
Debbie Houghton

Personal Health Budgets Lead
Steve Cotton

Personal Health Budgets
Bedfordshire
Luton & Milton Keynes,
Birmingham – Cross City
Sandwell &
West Birmingham
Birmingham & Solihull,
Birmingham Mental Health Trust
Bolton
Buckinghamshire
Cambridgeshire & Peterborough
Coventry & Warwickshire
East Berkshire
Hertfordshire & West Essex
Herts Valley,
Isle of Wight

DP Locality Projects
Staffordshire
Suffolk

Information Service

Personal Health Budgets Con't
Midlands & Lancashire
North Hertfordshire
Northampton
Nottingham
Nottinghamshire
Oxford
Shropshire
Slough
South West London
Staffordshire
Suffolk
Sutton
Telford
Tower Hamlets
Wandsworth
Warwickshire
Worcestershire.

Head Office Services

HR & Personnel
Training
Charity Administration
IT

Managed Accounts Service
Payroll Service

Head Office Services
Recruitment Line
DBS Vetting Service
Administration Support

Deputy Chief Executive
Karen Smith

DP Locality Project
Conwy

North Wales Payroll & Managed Accounts
Anna Jones

Organisational Finances

Board of Management | Senior Management | Direct Payment Support | Health Budgets | Core Services

ROWAN ORGANISATION

England & Wales - Charity number 1017932

Accounts

THE ROWAN ORGANISATION
(Company Limited by Guarantee)

REPORTS & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Company Number 2783681
(England and Wales)

Registered Charity Number 1017932

ARMSTRONGS BISHOP SIMMONS LIMITED
Chartered Accountants
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

CONTENTS

Page	
1 - 8	Annual Trustees Report/ Company Information
9 - 13	Report of the Auditors
14	Statement of Financial Activities
15	Balance Sheet
16	Statement of Cash Flows
17-25	Notes forming part of the Financial Statements
26	Management Structure

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2023

The trustees present their report and the audited financial statement for the year ended 31st March 2023. These comply with current statutory requirements and the charity's governing documents.

Reference and Administrative Information

Charity No.	1017932
Company No.	2783681
Registered Office Principal address	Unit 7 Colliers Way Old Arley Coventry CV7 8HN
Auditors	Armstrongs Bishop Simmons Limited Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
Bankers	Santander Corporate Banking Bridle Road Bootle Merseyside L30 4GB
Solicitor	Mr David Dumbleton Rotherham & Co 8 & 9 The Quadrant Coventry CV1 2EG

In addition we have sought employment law advice from our insurers.

Senior Management Group

Chief Executive	Mrs Deborah Houghton
Deputy Chief Executive	Mrs Karen Smith

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2023

The following Directors/Trustees have served on the Board of Management during the year:

Mrs A Forwood Chair
Mrs J Taylor (resigned 1 August 2023)
Ms D Cambray
Mrs D Clews
Cllr R Jarvis

Structure, Governance and Management
Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (Company Registration No.2783681) and registered as charity No.1017932 on March 2nd 1993.

Membership of the Rowan Organisation is open to all customers of the organisation and also to organisations affiliated to the Rowan Organisation. Currently there are 52 members on the register. Liability of members is limited to £1 in the event of the charity winding up.

It is not necessary to become a member of the organisation in order to access its services, however if individuals choose to become a member they become entitled to stand for election to represent customers on the Board of Management and to vote at the AGM.

Appointment of Trustees

As per our Articles of Association the members of the Board of Directors who are also Trustees of the charity are elected at the Annual General Meeting to serve a period of two years. The number of places on the Board is 21 of which16 are representatives of service users and 5 are representatives of affiliated organisations. In addition there is provision to allow up to 4 co-options. The Board of Directors is authorised to appoint new directors to fill casual vacancies arising from unfilled positions or the retirement, resignation or death of an existing director.

Trustees' induction and training

New trustees are provided with induction training and are issued with an induction pack with relevant documentations which includes details of the roles and responsibilities of charity trustees. Trustees are also given an opportunity to participate in training events organised for staff members and we have a number of core training modules and optional training modules which are open to all trustees. In addition, trustees attend relevant training seminars and conferences which are of interest to them and relevant to their role.

Organisation

Currently there are four members on the Board of Directors which aims to meet quarterly. The work of the Board is supported by two sub-committees, Finance & Development Committee and Personnel Committee. Sub-committees meet as necessary throughout the year but their normal frequency is quarterly. Trustees are encouraged to be a part of one or both of the sub-committees.

The Chief Executive is responsible for the day to day operation of the organisation and has the delegated authority for operational matters, within the policies and procedures of the organisation.

A copy of the Management Structure of the organisation is attached.

Related parties

The Rowan Organisation is funded in main by Local Authorities for the provision of services to disabled and older people, and by Clinical Commissioning Groups(CCGs) to support people in receipt of a Personal Health Budget. The Rowan Organisation is affiliated to a number of disability/charitable organisations. Likewise a number of disability/ charitable organisations are affiliated members of the Rowan Organisation and these bodies can nominate representatives for election to the Board of Directors of the Rowan Organisation as stated above. A full list of affiliated organisations is available on request.

A number of Board members are in receipt of our services and therefore are beneficiaries of the services that the organisation provides on a normal service level basis. All our trustees are unpaid volunteers.

Aims, Objectives and Activities

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal

which prevent them from being in control of their lives. The provision of direct payments support services enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.

We provide Support Planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll Services, Managed Accounts, Training, Recruitment line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

Achievement and Performance

We continued to provide Direct Payments support and Personal Health Budget support services on behalf of a number of local authorities and CCGs.

Currently we are providing Direct Payments Support and/or associated services in Anglesey, Carmarthenshire, Bath & North East Somerset, Birmingham, Blackburn, Cambridgeshire, Cheshire, Conwy, Denbighshire, Derby, Derbyshire, Doncaster, Essex, Flintshire, Gloucestershire, Hillingdon, Lancashire, Leicester, Leicestershire, London, Merseyside, North East Lincolnshire, Norfolk, Northamptonshire, Nottingham, Nottinghamshire, Richmond, Rotherham, Sheffield, Slough, Staffordshire, Suffolk, Telford, Vale of Glamorgan, Warwickshire, Wiltshire, and Worcester.

We are providing employment support for patients who are in receipt of Personal Health Budgets and also support with their Payroll, Managed Accounts and DBS Vetting Services.

Areas we are currently working in are Bedfordshire, Luton & Milton Keynes, Birmingham – Cross City, Sandwell & West Birmingham, Birmingham & Solihull, Birmingham Mental Health Trust, Bolton, Buckinghamshire, Cambridgeshire & Peterborough, Coventry & Warwickshire, East Berkshire, Hertfordshire & West Essex, Herts Valley, Isle of Wight, Midlands & Lancashire, North Hertfordshire, Northampton, Nottingham, Nottinghamshire, Oxford, Shropshire, Slough, South West London, Staffordshire, Suffolk, Sutton, Telford, Tower Hamlets, Wandsworth, Warwickshire and Worcestershire.

Public Benefit

The Rowan Organisation is committed to enabling disabled and older people to live independently and take control of their lives by providing support, advice and information. During the year over 2691 disabled people, including children, young people, older people and their carers, benefited from provision of our services as mentioned above. Our Information Service dealt with over 3000 queries during the year, this is in addition to the support provided by our locally based Independent Living Advisers. Our salary service provided payroll service to over 1700 customers and our Managed Accounts service has supported over 1200 accounts.

The provision of the above services, to eligible individuals, has been free at the point of delivery as per our funding agreement with Local Authorities and CCGs. However, in the majority of areas, some aspects of the services we provide are now funded directly from customers, or Personal Health Budget funding. Enabling individuals to have more choice over who provides their support and how it's delivered focusing on personal outcomes, which fits with our ethos by providing increased opportunity for choice and control.

Risk Management

As reported in previous years, we continue to benefit from our business interruption insurance cover as was proposed as part of our review of the Disaster Recovery Plan. We have evaluated the risks associated with the Pandemic throughout the year and have maintained our ongoing support to people in receipt of our services with minimal interruption to our services.

Finance Review

Our Chief Executive oversees the financial activity across the organisation. Our income and expenditure is monitored closely in order to maximise our assets and to reduce monies owed.

We continue to ensure that non-essential expenditure is reduced wherever possible. In addition, we have made efforts to maximize our income and have had to increase the cost of delivery of our services to the individuals that we support. This is always a difficult decision to take, however in order to ensure viability moving forwards, one that was absolutely necessary.

Unfortunately, we are showing a slight deficit on our accounts in this financial year. This is due to increases in the cost of delivery the services that we offer and ensuring that staff have received an increase in pay in line with national agreements. We are however, predicting an operating surplus in the next final year, which will eradicate this slight deficit.

VAT Registration

All of our services are now chargeable at the standard rate of VAT.

Our VAT Registration No. 936687177

Investment Policy

The Board of Management has considered the most appropriate policy for investing funds and has determined that Santander provides us with sufficient banking provision. As our reserves increase over the coming years, we will again consider where best to invest these monies.

Reserves Policy

It is the company's policy to aim to have designated funds to meet the necessary expenditure when it arises and also to maintain adequate working capital. Our Reserves Policy clarifies our intention to maintain various reserves i.e. staff contingency, designated, restricted and general reserves.

Plans for the future

Our aim is to build on our reputation across the areas that we support and build on this in the surrounding areas.

Funds held as Custodian

All funds held on behalf of our customers are retained in their own individual accounts on the EML Services platform, specifically for the purpose of facilitating payments to customers, their Personal Assistants and to an ever increasing range of providers. The funding is received from Local Authorities and CCGs for the benefit of the individuals who are entitled to receive these payments, in line with each area's contractual agreements.

Trustees/Directors' Responsibilities

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

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

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

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

In so far as the trustees are aware:

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

Auditors

A resolution proposing that Armstrongs Bishop Simmons Limited, Chartered Accountants be re-appointed as auditors of the charitable company and to authorise the Board to fix their remuneration, will be put to the members at the Annual General Meeting.

Small company provisions

This report has been prepared in accordance with the Statement of Recommended Practice — Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Approved by the directors and signed on their behalf:

A. Forwood

Mrs A Forwood
Director/Trustee
Dated: 14 May 2024

Independent Auditor's Report to the Trustees of The Rowan Organisation

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual Trustees' Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Annual Trustees Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 7 and 8, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such

internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our approach was as follows:
We assessed the risks of material misstatement in respect of fraud by making enquiries of management during the audit.
Based on the results of our risk assessment we designed our audit procedures to identify the non-compliance with such laws and regulations identified below.
We considered the risk of fraud in management override of controls and in response, we incorporated testing of the journal entries.
We also considered the risk of fraud in revenue recognition and in response, we incorporated testing of the accuracy and cut-off of deferred revenues as well as covering all the normal assertions (completeness, cut-off, existence/occurrence, accuracy, presentation and disclosure).

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant is that which relates to the Health and Safety at Work etc, Act 1974.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrongs Bishop Simmons Limited

Armstrongs Bishop Simmons Limited
Statutory Auditor
Date: 14 May 2024

Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

Armstrongs Bishop Simmons Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)
for the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies					
Donations and sundry income		-201	-	-201	103
Charitable Activities					
Local Authorities Service Agreements/Grants	2	421,014	-	421,014	564,778
Income from Investments		1,195	-	1,195	195
Other					
Other income	2	344,787	-	344,787	362,337
TOTAL INCOME AND ENDOWMENTS		766,795	0	766,795	927,413
EXPENDITURE ON:					
Charitable activities:					
Direct Payments/Advice & Information Services	3	810,122	-	810,122	834,767
TOTAL EXPENDITURE		810,122	0	810,122	834,767
NET (EXPENDITURE)/INCOME	4	-43,327	0	-43,327	92,646
Reconciliation of funds:					
Total funds brought forward at 1 April 2022		24,369	0	24,369	-68,277
FUNDS CARRIED FORWARD AT 31 MARCH 2023		-18,958	0	-18,958	24,369

The statement of financial activities includes all gains and losses for the year. All income and expenditure derive from continuing activities.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Balance Sheet as at 31 March 2023

	Notes	£	2023 £	£	2022 £
FIXED ASSETS					
Tangible fixed assets	7		0		0
CURRENT ASSETS					
Stock		48		48	
Debtors	8	67,745		107,552	
Cash at bank and in hand		59,861		40,430	
		127,654		148,030	
CREDITORS - amounts falling due within one year	9	-146,612		-123,661	
NET CURRENT ASSETS			-18,958		24,369
NET ASSETS	10		-18,958		24,369
FUNDS					
Unrestricted funds:					
General		-18,958		24,369	
Designated					
			-18,958		24,369
Restricted funds	11		0		0
Total charity funds			-18,958		24,369

For the year ending 31st March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on 14 May 2024 and signed on its behalf.

A. Forwood

Anne Forwood, Director

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Cash flows for the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash flow from operating activities	**12**	18,236	(34,884)
Cash flows from investing activities			
Interest		1,195	195
Payments to acquire tangible fixed assets		-	-
Receipts from sales of tangible fixed assets		-	-
Net cash provided by investing activities		1,195	195
Change in cash and cash equivalents in the year		19,431	(34,689)
Cash and cash equivalent brought forward		40,430	75,119
Cash and cash equivalent carried forward		59,861	40,430

1) Summary of significant accounting policies

The following policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements:

a) General information and basis of preparation

The Rowan Organisation is a private company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities Act 2011, the Companies Act 2006 and the UK Generally Accepted Practice.

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

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

b) Income recognition

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable the income will be received and the amount can be quantified with reasonable accuracy. Incoming resources from local authorities is accounted for as the charity earns the right to Consideration by its performance.

Voluntary income i.e gifts/donations are accounted for once the conditions for receipt have been met and there is a reasonable assurance of receipt. The value of services provided by volunteers is not included.

Investment income is included when receivable.

c) Funds

Restricted funds are to be used for specific purposes as laid down by the donor. However, there is no restricted funds in this financial year.

c) Funds (continued)

Unrestricted funds are incoming resources receivable or generated for the objects of the Charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown seprately in note 3.

Expenditure are allocated to activities/cost centres to which it relates.
Charitable expenditure comprise of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.

Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

e) Stock

Stock of purchased goods are stated at the lower of cost and estimated selling price less costs to complete and sell.

f) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on tangible fixed assets at rates calculated to write off the full cost less estimated residual value of each asset over its estimated useful life. The principal rates in use are:

Fixture and Fittings	7 years straight line

Items which are under £ 1000 are written off in the year of their purchase as per Board of Management Policy.

g) Employee benefits

Pension costs. 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 for the period to which they relate.

h) Deferred Income

Income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

i) Going concern

The trustees have considered the working capital requirements for the period of 12 months from the date of this report and the level of funds held and the expected level of income and expenditure. The budgeted income and expenditure is sufficient with the level of reserves for the charity to continue its operations for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis for the preparation of the annual trustees report and accounts.

2) Incoming resources from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Local Authorities funding	421,014	-	421,014	564,778
Other Income				
DBS Vetting Service	17,441	-	17,441	21,895
Pension Charges	13,742	-	13,742	8,086
Miscellaneous	18,154	-	18,154	12,457
Advertising	7,950	-	7,950	9,600
Support etc	116,259	-	116,259	153,740
Payroll Service	171,241	-	171,241	154,152
Coronavirus job retention scheme grant	-	-	0	2,407
	344,787	-	344,787	362,337

3) Total resources expended

		Direct Payment/ Advice & Information Services	Governance Costs	Total 2023	Total 2022
				£	£
Staff costs	Staff time	610,626	-	610,626	668,671
LGPS Early retirement	Direct	-	-	0	0
Training (Staff & SFC)	Direct	458	-	458	1,096
Rent and service charge	Direct	10,258	-	10,258	9,379
Heat and light	Direct	-	-	0	0
Insurance	Direct	1,938	-	1,938	2,170
Telephone	Direct	6,421	-	6,421	7,579
Postage and stationery	Usage	13,854	-	13,854	17,365
Photocopying	Usage	1,539	-	1,539	931
Property refurbishment costs	Direct	-	-	0	0
Maintenance and cleaning	Usage	-	-	0	51
Licences	Direct	-	-	0	0
General expenses	Direct	304	-	304	876
Travelling expenses	Direct	16,476	-	16,476	12,285
Recruitment costs	Direct	846	-	846	0
Professional/Legal fees	Direct	-	-	0	500
Printing/Interpreting/Translation	Usage	-	-	0	0
Room hire	Usage	344	-	344	71
Hire purchase charges	Transaction	-	-	0	0
Bank charges	Transaction	4,714	-	4,714	1,730
Loss on disposal of assets		-	-	0	0
Depreciation of equipment	Usage	-	-	0	0
Depreciation of vehicles	Usage	-	-	0	0
VAT reimbursement	Direct	-20,907	-	-20,907	-24,581
Computer Subscription/maintenance	Direct	122,977	-	122,977	116,168
Equipment	Direct	645	-	645	441
Equipment hire	Direct	-	-	0	0
Computer equipment	Direct	118	-	118	338
Staff security/Welfare	Direct	1,048	-	1,048	1,032
DBS Vetting Service	Direct	7,341	-	7,341	9,665
Bad debt provision	Direct	13,500	-	13,500	0
Stolen monies	Direct	9,000		9,000	0
Support costs					
Management cost	Usage	-	-	-	-
Audit fees	Direct	8,622		8,622	9,000
Insurance	Usage	-	-	-	-
Telephone	Usage	-	-	-	-
Postage and stationery	Usage	-	-	-	-
Photocopying	Usage	-	-	-	-
Travelling expenses	Usage	-	-	-	-
Expenses	Usage	-	-	-	-
		810,122	0	810,122	834,767

4) Net incoming resources

	2023	2022
This is stated after charging:	£	£
Operating lease rentals	5,600	19,157
Auditors' remuneration		
In their capacity as auditors	7,800	7,800
For accountancy services	1,200	1,200

5) Staff costs

	2023	2022
	£	£
Salaries and wages	554,209	602,602
Social security costs	34,731	41,780
Pension costs	21,686	24,289
	610,626	668,671

No employee earned more than £60,000 per annum during the year.

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme. Travel cost and expenses amounting to £nil (2022 £nil) were incurred for 0 (2022 0) members of the management committee.

There was 21 members of staff accruing benefits under auto-enrolment.

The average number of employees during the year, calculated on the basis of full time equivalents analysed by function was as follows:

	2023	2022
Advice and information	9	9
Administration and finance	19	19
Managerial	2	7
Technical support	0	0
Apprentices	0	0
	30	35

The total amount paid to key management personnel is £93,157 (2022 £105,056). The Charity consider its key management personnel to comprise of the chief executive and deputy chief executive.

6) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

7) Tangible fixed assets

	Fixtures & Fittings £	Total £
Cost		
At 1 April 2022	170,436	170,436
Additions	-	0
Disposals	-	0
At 31 March 2023	170,436	170,436
Depreciation		
At 1 April 2022	170,436	170,436
Charge for the year	-	0
On disposals	-	0
At 31 March 2023	170,436	170,436
Net book value		
At 31 March 2023	0	0
At 31 March 2022	0	0

8) Debtors

	2023 £	2022 £
Trade debtors	56,214	94,697
Other debtors	10,331	10,331
Prepayments	1,200	2,524
	67,745	107,552

9) CREDITORS - amounts falling due within one year

	2023 £	2022 £
Trade creditors	36,197	7,257
Other taxes and social security costs	40,489	28,488
Other creditors	69,926	87,916
	146,612	123,661

10) Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	0	-	-	0
Current assets	127,654	0	0	127,654
Current liabilities	-146,612	-	-	-146,612
Long term liabilities	0	-	-	0
Net assets at 31 March 2023	-18,958	0	0	-18,958

11) Movement in funds

	At 1 April 2022 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2023 £
Unrestricted funds:					
General funds	24,369	766,795	-810,122		-18,958
Designated funds					
Vehicle replacement		-	-		0
Equipment replacement		-	-		0
Staff Contingency		-	-		0
Running and salary costs		-	-		0
	0	0	0	0	0
Total unrestricted funds	24,369	766,795	-810,122	0	-18,958
Restricted funds:	0	0	0	-	0
Total restricted funds	0	0	0	-	0
Total funds	24,369	766,795	-810,122	-	-18,958

Purpose of Designated Funds
Currently there are no designated funds.

Purpose of Restricted Funds
Currently there are no restricted funds.

12) Reconciliation of net movements in funds to net cash flow from operating activities

	2023	2022
	£	£
Net movement in funds	(43,327)	92,646
Add back depreciation charge	0	0
Deduct interest income shown in investing activities	(1,195)	(195)
Loss on disposal of tangible fixed assets	0	0
(Increase)/Decrease in debtors	39,807	(35,395)
Increase/(Decrease) in creditors	22,951	(91,940)
Net cash used in operating activities	18,236	(34,884)

13) Lease commitments
The charitable company has non cancellable operating lease with an annual commitment expiring:

	2023	2022
	£	£
Buildings		
- within one year	5,600	9,722
- within two to five years	-	4,122
- over five years	-	-

14) Deferred income

	£
At 1 April 2022	47,989
Additions during the year	51,520
Amounts realised to income	-47,989
At 31 March 2023	51,520

14) Pension Commitment

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council Pension Fund, providing benefits based on final salary up until 31 March 2018.

The assets of the scheme are held separately from those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded . The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore, there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from the Rowan was £993,000. As the Rowan is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with the Rowan and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of the Rowan. The Rowan still remain liable for the outstanding early retirement strain payment of £28,812.18 and entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62.18. At 31 March 2023 £22,562.18 was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees, were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new auto enrolment scheme. The contributions amounted to £21,686 (2022 £24,289). At 31 March 2023 £262 was outstanding (2022 £3,134)

15) Related Party Disclosures

During the year ended 31 March 2023, management services amounting to £610 were provided to Tro@ Limited, the profit making arm introduced to support the charitable aims of the Organisation. Mrs D Houghton and Mrs K Smith, the chief executive and deputy chief executive respectively of the Rowan Organisation are also directors of Tro@ Limited. At 31 March 2023 £1,505 was owed to The Rowan Organisation.

May 2024

The Rowan Organisation

Personnel Sub-Committee
Chair: Anne Forwood

Finance and Development Sub-Committee
Chair: Anne Forwood

Board of Management
Chair: Anne Forwood

Chief Executive
Debbie Houghton

Personal Health Budgets Lead
Steve Cotton

Personal Health Budgets
Bedfordshire
Luton & Milton Keynes
Birmingham – Cross City
Sandwell & West Birmingham
Birmingham & Solihull
Birmingham Mental Health Trust
Bolton
Buckinghamshire
Cambridgeshire & Peterborough
Coventry & Warwickshire
East Berkshire
Hertfordshire & West Essex
Herts Valley
Isle of Wight

DP Locality Projects
Staffordshire
Suffolk

Information Service

Personal Health Budgets Con't
Midlands & Lancashire
North Hertfordshire
Northampton
Nottingham
Nottinghamshire
Oxford
Shropshire
Slough
South West London
Staffordshire
Suffolk
Sutton
Telford
Tower Hamlets
Wandsworth
Warwickshire
Worcestershire

Head Office Services
HR & Personnel
Training
Charity Administration
IT
Managed Accounts Service
Payroll Service

Head Office Services
Recruitment Line
DBS Vetting Service
Administration Support

Deputy Chief Executive
Karen Smith

DP Locality Project
Conwy

North Wales Payroll & Managed Accounts
Anna Jones
Organisational Finances

Board of Management | Senior Management | Direct Payment Support | Health Budgets | Core Services

ROWAN ORGANISATION

England & Wales - Charity number 1017932

Accounts

THE ROWAN ORGANISATION
(Company Limited by Guarantee)

REPORTS & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Company Number 2783681
(England and Wales)

Registered Charity Number 1017932

ARMSTRONGS BISHOP SIMMONS LIMITED
Chartered Accountants
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

CONTENTS

Page	
1 - 8	Annual Trustees Report/ Company Information
9 - 13	Report of the Auditors
14	Statement of Financial Activities
15	Balance Sheet
16	Statement of Cash Flows
17-25	Notes forming part of the Financial Statements
26	Management Structure

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2022

The trustees present their report and the audited financial statement for the year ended 31st March 2022. These comply with current statutory requirements and the charity's governing documents.

Reference and Administrative Information

Charity No.	1017932
Company No.	2783681
Registered Office Principal address	Unit 7 Colliers Way Old Arley Coventry CV7 8HN
Auditors	Armstrongs Bishop Simmons Limited Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
Bankers	Santander Corporate Banking Bridle Road Bootle Merseyside L30 4GB
Solicitor	Mr David Dumbleton Rotherham & Co 8 & 9 The Quadrant Coventry CV1 2EG

In addition we have sought employment law advice from our insurers.

Senior Management Group

Chief Executive	Mrs Deborah Houghton
Deputy Chief Executive	Mrs Karen Smith

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2022

The following Directors/Trustees have served on the Board of Management during the year:

Mrs A Forwood	Chair
Mrs J Taylor	Vice Chair
Ms D Cambray	
Mrs D Clews	
Cllr R Jarvis	

Structure, Governance and Management
Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (Company Registration No.2783681) and registered as charity No.1017932 on March 2nd 1993.

Membership of the Rowan Organisation is open to all customers of the organisation and also to organisations affiliated to the Rowan Organisation. Currently there are 52 members on the register. Liability of members is limited to £1 in the event of the charity winding up.

It is not necessary to become a member of the organisation in order to access its services, however if individuals choose to become a member they become entitled to stand for election to represent customers on the Board of Management and to vote at the AGM.

Appointment of Trustees

As per our Articles of Association the members of the Board of Directors who are also Trustees of the charity are elected at the Annual General Meeting to serve a period of two years. The number of places on the Board is 21 of which16 are representatives of service users and 5 are representatives of affiliated organisations. In addition there is provision to allow up to 4 co-options. The Board of Directors is authorised to appoint new directors to fill casual vacancies arising from unfilled positions or the retirement, resignation or death of an existing director.

Trustees' induction and training

New trustees are provided with induction training and are issued with an induction pack with relevant documentations which includes details of the roles and responsibilities of charity trustees. Trustees are also given an opportunity to participate in training events organised for staff members and we have a number of core training modules and optional training modules which are open to all trustees. In addition, trustees attend relevant training seminars and conferences which are of interest to them and relevant to their role.

Organisation

Currently there are five members on the Board of Directors which aims to meet quarterly. The work of the Board is supported by two sub-committees, Finance & Development Committee and Personnel Committee. Sub-committees meet as necessary throughout the year but their normal frequency is quarterly. Trustees are encouraged to be a part of one or both of the sub-committees.

The Chief Executive is responsible for the day to day operation of the organisation and has the delegated authority for operational matters, within the policies and procedures of the organisation.

A copy of the Management Structure of the organisation is attached.

Related parties

The Rowan Organisation is funded in main by Local Authorities for the provision of services to disabled and older people, and by Clinical Commissioning Groups(CCGs) to support people in receipt of a Personal Health Budget. The Rowan Organisation is affiliated to a number of disability/charitable organisations. Likewise a number of disability/ charitable organisations are affiliated members of the Rowan Organisation and these bodies can nominate representatives for election to the Board of Directors of the Rowan Organisation as stated above. A full list of affiliated organisations is available on request.

A number of Board members are in receipt of our services and therefore are beneficiaries of the services that the organisation provides on a normal service level basis. All our trustees are unpaid volunteers.

Aims, Objectives and Activities

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal

which prevent them from being in control of their lives. The provision of direct payments support services enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.

We provide Support Planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll Services, Managed Accounts, Training, Recruitment line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

Achievement and Performance

We continued to provide Direct Payments support and Personal Health Budget support services on behalf of a number of local authorities and CCGs. With the Covid 19 Pandemic taking place, we have continued to support people remotely, using innovative ways to communicate and support people as much as practicably possible. We have now returned to making face to face visits upon request, ensuring that we follow safeguarding practices.

Currently we are providing Direct Payments Support and/or associated services in Anglesey, Carmarthenshire, Bath & North East Somerset, Birmingham, Blackburn, Cambridgeshire, Cheshire, Conwy, Denbighshire, Derby, Derbyshire, Doncaster, Essex, Flintshire, Gloucestershire, Hillingdon, Lancashire, Leicester, Leicestershire, London, Merseyside, North East Lincolnshire, Norfolk, Northamptonshire, Nottingham, Nottinghamshire, Oxfordshire, Richmond, Rotherham, Sheffield, Slough, South West London, Staffordshire, Suffolk, Telford, Vale of Glamorgan, Warwickshire, Wiltshire, and Worcester.

We are providing person-centred support planning and employment support for patients who are in receipt of Personal Health Budgets and also support with their Payroll, Managed Accounts and DBS Vetting Services.

Areas we are currently working in are Bedfordshire, Luton & Milton Keynes, Birmingham – Cross City, Sandwell & West Birmingham, Birmingham & Solihull, Birmingham Mental Health Trust, Bolton, Buckinghamshire, Cambridgeshire & Peterborough, Coventry & Warwickshire, Doncaster, East Berkshire, Hertfordshire & West Essex, Herts Valley, Isle of Wight, Midlands & Lancashire, North Hertfordshire, Northampton, Nottingham, Nottinghamshire, Oxford, Shropshire, Slough, South West London, Staffordshire, Suffolk, Sutton, Telford, Tower Hamlets, Wandsworth, Warwickshire and Worcestershire.

Public Benefit

The Rowan Organisation is committed to enabling disabled and older people to live independently and take control of their lives by providing support, advice and information. During the year over 4372 disabled people, including children, young people, older people and their carers, benefited from provision of our services as mentioned above. Our Information Service dealt with over 4000 queries during the year, this is in addition to the support provided by our locally based Independent Living Advisers. Our salary service provided payroll service to over 2000 customers and our Managed Accounts service has supported over 1700 accounts.

The provision of the above services, to eligible individuals, has been free at the point of delivery as per our funding agreement with Local Authorities and CCGs. However, in the majority of areas, some aspects of the services we provide are now funded directly from customers, Personal Budget or Personal Health Budget funding. Enabling individuals to have more choice over who provides their support and how it's delivered focusing on personal outcomes, which fits with our ethos by providing increased opportunity for choice and control.

Risk Management

As reported in previous years, we continue to benefit from our business interruption insurance cover as was proposed as part of our review of the Disaster Recovery Plan. We have evaluated the risks associated with the Pandemic throughout the year and have maintained our ongoing support to people in receipt of our services with minimal interruption to our services.

Finance Review

Our Chief Executive oversees the financial activity across the organisation. Our income and expenditure is monitored closely in order to maximise our assets and to reduce monies owed.

We continue to experience a period of austerity measures this year ensuring that non essential expenditure is reduced wherever possible. In addition, we have made efforts to maximize our income and have introduced a profit making arm in order to support the charitable aims of the Organisation.

We have now managed to work through our deficit management and have achieved a slight operating surplus in this financial year. This gives us a much more financially stable platform, in which we can drive the organisation forward with regards to tendering for new work and more importantly supporting our partner organisations, by providing excellent support to all customers.

VAT Registration

All of our services are now chargeable at the standard rate of VAT.

Our VAT Registration No. 936687177

Investment Policy

The Board of Management has considered the most appropriate policy for investing funds and has determined that Santander provides us with sufficient banking provision. As our reserves increase over the coming years, we will again consider where best to invest these monies.

Reserves Policy

It is the company's policy to aim to have designated funds to meet the necessary expenditure when it arises and also to maintain adequate working capital. Our Reserves Policy clarifies our intention to maintain various reserves i.e. staff contingency, designated, restricted and general reserves.

Plans for the future

Our aim for the future is to retain the current contracts in place and to support our partner organisations to enhance the support offered to their customers through Direct Payments and Personal Health Budgets.

We continue to seek new work across all local authorities within England and Wales and continuously search for new opportunities to tender for new work.

We are also working with a large numbers of CCG's and ICB's to support their roll out of Personal Health Budgets, although they do not utilise block contracts currently.

Funds held as Custodian

All funds held on behalf of our customers are retained in their own individual accounts on the EML Services platform, specifically for the purpose of facilitating payments to customers, their Personal Assistants and to an ever increasing range of providers. The funding is received from Local Authorities and CCGs for the benefit of the individuals who are entitled to receive these payments, in line with each area's contractual agreements.

Trustees/Directors' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year, 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 these financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

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

Auditors

A resolution proposing that Armstrongs Bishop Simmons Limited, Chartered Accountants be re-appointed as auditors of the charitable company and to authorise the Board to fix their remuneration, will be put to the members at the Annual General Meeting.

Small company provisions

This report has been prepared in accordance with the Statement of Recommended Practice — Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Approved by the directors and signed on their behalf:

A Forwood

Mrs A Forwood
Director/Trustee
Dated: 26 January 2023

Independent Auditor's Report to the Trustees of The Rowan Organisation

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual Trustees' Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Annual Trustees Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 7 and 8, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such

internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our approach was as follows:
We assessed the risks of material misstatement in respect of fraud by making enquiries of management during the audit.
Based on the results of our risk assessment we designed our audit procedures to identify the non-compliance with such laws and regulations identified below.
We considered the risk of fraud in management override of controls and in response, we incorporated testing of the journal entries.
We also considered the risk of fraud in revenue recognition and in response, we incorporated testing of the accuracy and cut-off of deferred revenues as well as covering all the normal assertions (completeness, cut-off, existence/occurrence, accuracy, presentation and disclosure).

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant is that which relates to the Health and Safety at Work etc, Act 1974.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrongs Bishop Simmons Limited

Armstrongs Bishop Simmons Limited
Statutory Auditor
Date: 26 January 2023

Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

Armstrongs Bishop Simmons Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)
for the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies					
Donations and sundry income		103	-	103	978
Charitable Activities					
Local Authorities Service Agreements/Grants	2	564,778	-	564,778	672,213
Income from Investments		195	-	195	314
Other					
Other income	2	362,337	-	362,337	397,602
TOTAL INCOME AND ENDOWMENTS		927,413	0	927,413	1,071,107
EXPENDITURE ON:					
Charitable activities:					
Direct Payments/Advice & Information Services	3	834,767	-	834,767	1,009,255
TOTAL EXPENDITURE		834,767	0	834,767	1,009,255
NET INCOME	4	92,646	0	92,646	61,852
Reconciliation of funds:					
Total funds brought forward at 1 April 2021		-68,277	0	-68,277	-130,129
FUNDS CARRIED FORWARD AT 31 MARCH 2022		24,369	0	24,369	-68,277

The statement of financial activities includes all gains and losses for the year. All income and expenditure derive from continuing activities.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Balance Sheet as at 31 March 2022

	Notes	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible fixed assets	7		0		0
CURRENT ASSETS					
Stock		48		48	
Debtors	8	107,552		72,157	
Cash at bank and in hand		40,430		75,119	
		148,030		147,324	
CREDITORS - amounts falling due within one year	9	-123,661		-215,601	
NET CURRENT ASSETS			24,369		-68,277
NET ASSETS	10		24,369		-68,277
FUNDS					
Unrestricted funds:					
General		24,369		-68,277	
Designated					
			24,369		-68,277
Restricted funds	11		0		0
Total charity funds			24,369		-68,277

For the year ending 31st March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Directors on 26 January 2023 and signed on its behalf.

A Forwood ..... J Taylor .....

Anne Forwood, Director Jackie Taylor, Director

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Cash flows for the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash flow from operating activities	**12**	(34,884)	58,783
Cash flows from investing activities			
Interest		195	314
Payments to acquire tangible fixed assets		-	-
Receipts from sales of tangible fixed assets		-	-
Net cash provided by investing activities		195	314
Change in cash and cash equivalents in the year		(34,689)	59,097
Cash and cash equivalent brought forward		75,119	16,022
Cash and cash equivalent carried forward		40,430	75,119

1) Summary of significant accounting policies

The following policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements:

a) General information and basis of preparation

The Rowan Organisation is a private company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities Act 2011, the Companies Act 2006 and the UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS102 Section 1A.

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

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

b) Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources from local authorities is accounted for as the charity earns the right to Consideration by its performance.

Grants in kind relates to rent of direct payment offices and is treated as incoming resources from charitable activities in the period at a reasonable estimate.

b) Incoming Resources (continued)

Voluntary income i.e gifts/donations are accounted for once the conditions for receipt have been met and there is a reasonable assurance of receipt. The value of services provided by volunteers is not included.

c) Restricted funds are to be used for specific purposes as laid down by the donor. However, there is no restricted funds in this financial year.

d) Grants for the purchase of fixed assets or for the specific project are credited to restricted income resources/funds when receivable. Depreciation on the fixed assets purchased with such grants is charged against the restricted fund.

e) Unrestricted funds are incoming resources receivable or generated for the objects of the Charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

f) Designated funds are unrestricted funds earmarked by the Board of management for particular purposes.

g) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown separately in note 3. Expenditure are allocated to activities/cost centres to which it relates. Charitable expenditure comprise of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them. Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

h) Stock of purchased goods are stated at the lower of cost of net realisable value.

i) Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

j) Depreciation is provided on tangible fixed assets at rates calculated to write off the full cost less estimated residual value of each asset over its estimated useful life. The principal rates in use are:

Motor Cars	2 years straight line or 50,000/60,000 miles which ever comes first.
Fixture and Fittings	7 years straight line
Electronic Equipment	3 years straight line

Items which are under £ 1000 are written off in the year of their purchase as per Board of Management Policy.

k) Fixed tangible assets are stated at cost less accumulated depreciation. Depreciation is provided as stated above.

l) Pension costs. 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 for the period to which they relate.

m) Investment income is included when receivable.

n) Finance and Operating Lease Transactions - Assets acquired under finance leases are capitalised in the balance sheet and are depreciated in accordance with the company's normal policy. The outstanding liabilities under such agreements are included in creditors. Rental applicable to operating leases where substantially all the benefits and risks of the ownership remain with the lessor are charged to the statement of financial activities in the year in which they fall due.

o) Deferred income - income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

p) Going concern - The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these finanical statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2) Incoming resources from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Local Authorities funding	564,778	-	564,778	672,213
Other Income				
DBS Vetting Service	21,895	-	21,895	15,585
Pension Charges	8,086	-	8,086	11,905
Miscellaneous	12,457	-	12,457	9,514
Advertising	9,600	-	9,600	9,600
Support etc	153,740	-	153,740	130,158
Payroll Service	154,152	-	154,152	155,912
Other Coronavirus funding	-	-	0	10,479
Coronavirus job retention scheme grant	2,407	-	2,407	54,449
	362,337	-	362,337	397,602

3) Total resources expended

		Direct Payment/ Advice & Information Services	Governance Costs	Total 2022	Total 2021
				£	£
Staff costs	Staff time	668,671	-	668,671	789,711
LGPS Early retirement	Direct	0	-	0	28,812
Training (Staff & SFC)	Direct	1,096	-	1,096	0
Rent and service charge	Direct	9,379	-	9,379	13,830
Heat and light	Direct	0	-	0	0
Insurance	Direct	2,170	-	2,170	2,692
Telephone	Direct	7,579	-	7,579	13,234
Postage and stationery	Usage	17,365	-	17,365	27,999
Photocopying	Usage	931	-	931	889
Property refurbishment costs	Direct	0	-	0	0
Maintenance and cleaning	Usage	51	-	51	205
Licences	Direct	0	-	0	0
General expenses	Direct	876	-	876	8
Travelling expenses	Direct	12,285	-	12,285	7,947
Recruitment costs	Direct	0	-	0	0
Professional/Legal fees	Direct	500	-	500	1,000
Printing/Interpreting/Translation	Usage	0	-	0	128
Room hire	Usage	71	-	71	0
Hire purchase charges	Transaction	0	-	0	0
Bank charges	Transaction	1,730	-	1,730	1,180
Loss on disposal of assets		0	-	0	0
Depreciation of equipment	Usage	0	-	0	0
Depreciation of vehicles	Usage	0	-	0	0
VAT reimbursement	Direct	-24,581	-	-24,581	-32,954
Computer Subscription/maintenance	Direct	116,168	-	116,168	136,290
Equipment	Direct	441	-	441	860
Equipment hire	Direct	0	-	0	0
Computer equipment	Direct	338	-	338	0
Staff security/Welfare	Direct	1,032	-	1,032	1,304
DBS Vetting Service	Direct	9,665	-	9,665	7,120
Redundancy	Direct	0	-	0	0
Relocation Costs	Direct	0		0	0
Support costs					
Management cost	Usage	-	-	-	-
Audit fees	Direct	9,000		9,000	9,000
Insurance	Usage	-	-	-	-
Telephone	Usage	-	-	-	-
Postage and stationery	Usage	-	-	-	-
Photocopying	Usage	-	-	-	-
Travelling expenses	Usage	-	-	-	-
Expenses	Usage	-	-	-	-
		834,767	0	834,767	1,009,255

4) Net incoming resources

This is stated after charging:	2022 £	2021 £
Depreciation	0	0
Operating lease rentals	19,157	24,126
Auditors' remuneration		
In their capacity as auditors	7,800	7,800
For accountancy services	1,200	1,200

5) Staff costs

	2022 £	2021 £
Salaries and wages	602,602	718,283
Social security costs	41,780	44,381
Pension costs	24,289	27,048
	668,671	789,712

No employee earned more than £60,000 per annum during the year.

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme. Travel cost and expenses amounting to £nil (2021 £nil) were incurred for 0 (2021 0) members of the management committee.

There was 23 members of staff accruing benefits under auto-enrolment.

The average number of employees during the year, calculated on the basis of full time equivalents analysed by function was as follows:

	2022	2021
Advice and information	9	11
Administration and finance	19	23
Managerial	7	8
Technical support	0	0
Apprentices	0	0
	35	42

The total amount paid to key management personnel is £105,056 (2021 £100,221). The Charity consider its key management personnel to comprise of the chief executive and deputy chief executive.

6) Taxation

As a charity, The Rowan Organisation is exempt from corporation tax on income and gains falling within section 505 of the Taxation and Chargeable Gains Act 1992 to the extend that these are applied to its charitable objects.

7) Tangible fixed assets

	Fixtures & Fittings £	Total £
Cost		
At 1 April 2021	170,436	170,436
Additions	-	0
Disposals	-	0
At 31 March 2022	170,436	170,436
Depreciation		
At 1 April 2021	170,436	170,436
Charge for the year	-	0
On disposals	-	0
At 31 March 2022	170,436	170,436
Net book value		
At 31 March 2022	0	0
At 31 March 2021	0	0

8) Debtors

	2022 £	2021 £
Trade debtors	94,697	59,353
Other debtors	10,331	10,331
Prepayments	2,524	2,473
	107,552	72,157

9) CREDITORS - amounts falling due within one year

	2022 £	2021 £
Bank overdraft	0	0
Trade creditors	7,257	21,264
Other taxes and social security costs	28,488	7,144
Other creditors	87,916	187,193
	123,661	215,601

10) Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	0	-	-	0
Current assets	148,030	0	0	148,030
Current liabilities	-123,661	-	-	-123,661
Long term liabilities	0	-	-	0
Net assets at 31 March 2022	24,369	0	0	24,369

11) Movement in funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2022 £
Unrestricted funds:					
General funds	-68,277	927,413	-834,767		24,369
Designated funds					
Vehicle replacement		-	-		0
Equipment replacement		-	-		0
Staff Contingency		-	-		0
Running and salary costs		-	-		0
	0	0	0	0	0
Total unrestricted funds	-68,277	927,413	-834,767	0	24,369
Restricted funds:	0	0	0	-	0
Total restricted funds	0	0	0	-	0
Total funds	-68,277	927,413	-834,767	-	24,369

Purpose of Designated Funds
Currently there are no designated funds.

Purpose of Restricted Funds
Currently there are no restricted funds.

12) Reconciliation of net movements in funds to net cash flow from operating activities

	2022	2021
	£	£
Net movement in funds	88,445	61,852
Add back depreciation charge	0	0
Deduct interest income shown in investing activities	(195)	(314)
Loss on disposal of tangible fixed assets	0	0
(Increase)/Decrease in debtors	(34,970)	(68,170)
Increase/(Decrease) in creditors	(88,164)	65,415
Net cash used in operating activities	(34,884)	58,783

13) Lease commitments
The charitable company has non cancellable operating lease with an annual commitment expiring:

	2022	2021
	£	£
Buildings		
- within one year	9,722	15,455
- within two to five years	4,122	22,245
- over five years	-	-

14) Pension Commitment

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council Pension Fund, providing benefits based on final salary up until 31 March 2018.

The assets of the scheme are held separately from those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded . The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore, there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from the Rowan was £993,000. As the Rowan is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with the Rowan and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of the Rowan. The Rowan still remain liable for the outstanding early retirement strain payment of £28,812.18 and entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62.18. At 31 March 2021 £25,312.18 was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees, were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new auto enrolment scheme. The contributions amounted to £24,289 (2021 £27,048). At 31 March 2022 £3,134 was outstanding (2021 £4,003)

15) Related Party Disclosures

During the year ended 31 March 2022, management services amounting to £425 were provided to Tro@ Limited, the profit making arm introduced to support the charitable aims of the Organisation. Mrs D Houghton and Mrs K Smith, the chief executive and deputy chief executive respectively of the Rowan Organisation are also directors of Tro@ Limited. At 31 March 2022 £1,505 was owed to The Rowan Organisation.

March 2022

The Rowan Organisation

Personnel Sub-Committee
Chair: Anne Forwood

Finance and Development Sub-Committee
Chair: Anne Forwood

Board of Management
Chair: Anne Forwood Vice Chair: Jackie Taylor

Chief Executive
Debbie Houghton

Deputy Chief Executive
Karen Smith

Personal Health Budgets Lead
Steve Cotton

Head Office Services
Training
Charity Administration
IT
Managed Accounts Service
Payroll Service

Personal Health Budgets
Coventry
Warwickshire
Staffordshire
Shropshire
Telford & Wrekin
London Boroughs
Birmingham
Worcestershire
Northamptonshire
Milton Keynes
Bolton
Buckinghamshire
Herts Valley

DP Locality Projects
Staffordshire
Suffolk

Support Planning & Brokerage
Derbyshire
Knowsley

Information Service
First Port of Call

Head Office Services
Recruitment Line
DBS Vetting Service
Clerical Support

DP Locality Projects
Conwy

Welsh Office Services
HR & Personnel
Organisational Finance
Managed Accounts Service
Payroll Service

Board of Management | Senior Management | Direct Payment Support | Support Planning & Brokerage | Health Budgets | Core Services

ROWAN ORGANISATION

England & Wales - Charity number 1017932

Accounts

THE ROWAN ORGANISATION
(Company Limited by Guarantee)

REPORTS & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Company Number 2783681
(England and Wales)

Registered Charity Number 1017932

ARMSTRONGS BISHOP SIMMONS LIMITED
Chartered Accountants
Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

CONTENTS

Page	
1 - 8	Annual Trustees Report/ Company Information
9 - 13	Report of the Auditors
14	Statement of Financial Activities
15	Balance Sheet
16	Statement of Cash Flows
17-25	Notes forming part of the Financial Statements
26	Management Structure

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2021

The trustees present their report and the audited financial statement for the year ended 31st March 2021. These comply with current statutory requirements and the charity's governing documents.

Reference and Administrative Information

Charity No.	1017932
Company No.	2783681
Registered Office Principal address	Unit 7 Colliers Way Old Arley Coventry CV7 8HN
Auditors	Armstrongs Bishop Simmons Limited Chartered Accountants and Statutory Auditors Gethin House 36 Bond Street Nuneaton Warwickshire CV11 4DA
Bankers	Santander Corporate Banking Bridle Road Bootle Merseyside L30 4GB
Solicitor	Mr David Dumbleton Rotherham & Co 8 & 9 The Quadrant Coventry CV1 2EG

In addition we have sought employment law advice from our insurers.

Senior Management Group

Chief Executive	Mrs Deborah Houghton
Deputy Chief Executive	Mrs Karen Smith

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Annual Trustees Report for the year ended 31st March 2021

The following Directors/Trustees have served on the Board of Management during the year:

Mrs A Forwood	Chair
Mrs J Taylor	Vice Chair
Ms D Cambray	
Mrs D Clews	
Mrs J Caldwell	(resigned 1 September 2021)
Mr J D Blore	(resigned 15 September 2021)
Cllr R Jarvis	

Structure, Governance and Management
Governing document

The Rowan Organisation is a company limited by guarantee incorporated under Memorandum of Association on 26th January 1993, which established the objects and powers of the charitable company and is governed by its Articles of Association (Company Registration No.2783681) and registered as charity No.1017932 on March 2nd 1993.

Membership of the Rowan Organisation is open to all service users of the organisation and also to organisations affiliated to the Rowan Organisation. Currently there are 76 members on the register. Liability of members is limited to £1 in the event of the charity winding up.

It is not necessary to become a member of the organisation in order to access its services, however if individuals choose to become a member they become entitled to stand for election to represent service users on the Board of Management and to vote at the AGM.

Appointment of Trustees

As per our Articles of Association the members of the Board of Directors who are also Trustees of the charity are elected at the Annual General Meeting to serve a period of two years. The number of places on the Board is 21 of which16 are representatives of service users and 5 are representatives of affiliated organisations. In addition there is provision to allow up to 4 co-options. The Board of Directors is authorised to appoint new directors to fill casual vacancies arising from unfilled positions or the retirement, resignation or death of an existing director.

Trustees' induction and training

New trustees are provided with induction training and are issued with an induction pack with relevant documentations which includes details of the roles and responsibilities of charity trustees. Trustees are also given an opportunity to participate in training events organised for staff members and we have a number of core training modules and optional training modules which are open to all trustees. In addition, trustees attend relevant training seminars and conferences which are of interest to them and relevant to their role.

Organisation

Currently there are seven members on the Board of Directors which meets quarterly. The work of the Board is supported by two sub-committees, Finance & Development Committee and Personnel Committee. Sub-committees meet as necessary throughout the year but their normal frequency is quarterly. Trustees are encouraged to be a part of one or both of the sub-committees.

The Chief Executive is responsible for the day to day operation of the organisation and has the delegated authority for operational matters, within the policies and procedures of the organisation.

A copy of the Management Structure of the organisation is attached.

Related parties

The Rowan Organisation is funded in main by Local Authorities for the provision of services to disabled and older people, and by Clinical Commissioning Groups(CCGs) to support people in receipt of a Personal Health Budget. The Rowan Organisation is affiliated to a number of disability/charitable organisations. Likewise a number of disability/ charitable organisations are affiliated members of the Rowan Organisation and these bodies can nominate representatives for election to the Board of Directors of the Rowan Organisation as stated above. A full list of affiliated organisations is available on request.

A number of Board members are in receipt of our services and therefore are beneficiaries of the services that the organisation provides on a normal service level basis. All our trustees are unpaid volunteers.

Aims, Objectives and Activities

The principal purpose of the organisation, as defined by the Memorandum of Association, is to support disabled and older people to further their independence. We are also committed to the empowerment of disabled and older people by supporting them to overcome the barriers, both physical and attitudinal

which prevent them from being in control of their lives. The provision of direct payments support services enable disabled and older people to live more independently within the community and enable them to exercise more choice and control over the way that they live their lives.
We provide Support Planning and Brokerage Services, Direct Payments Support Services (Independent Living Schemes), Personal Health Budget Support Services, Advice & Information Services, Payroll Services, Managed Accounts, Training, Recruitment line, DBS Vetting Service and Personal Assistants (PA) registers.

Our current area of operation covers England and Wales.

Achievement and Performance

We continued to provide Direct Payments support and Personal Health Budget support services on behalf of a number of local authorities and CCGs. With the Covid 19 Pandemic, we have experienced a lower than normal rate of referrals during this difficult time, however we have continued to support people remotely, using innovative ways to communicate and support people as much as practicably possible.

Growth in the uptake of Managed Accounts and Payroll Services has also been affected by the Pandemic, although in the latter part of the year, this once again continued to grow.

This year we have started a new 12 months secondment with Birmingham and Solihull Mental Health Trust, based in the acute inpatients wards at the Oleaster Hospital in Birmingham. The remit of this secondment is for our ILA's to work with the staff and patients on the wards, to introducing a person centred approach to the discharge process. This will put the patient at the centre of their discharge plan identifying outcomes to focus on, reducing the possibility of a crisis that leads to a re-admission into hospital.

Currently we are providing Direct Payments Support and/or associated services in Anglesey, Carmarthenshire, Bath & North East Somerset, Birmingham, Blackburn, Bristol, Cambridgeshire, Cheshire, Conwy, Denbighshire, Derby, Derbyshire, Doncaster, Essex, Flintshire, Gloucestershire, Gwynedd, Hillingdon, Hull, Lancashire, Leeds, Leicester, Leicestershire, London, Merseyside, North East Lincolnshire, Norfolk, Northamptonshire, Nottingham, Nottinghamshire, Richmond, Rotherham, Sheffield, Slough, South West London, Staffordshire, Suffolk, Surrey, Telford, Thurrock, Vale of Glamorgan, Warwickshire, West Sussex, Wiltshire, and Worcester.

We are providing person-centred support planning and employment support for patients who are in receipt of Personal Health Budgets, through NHS Continuing

Health Care (Adults) or Continuing Care (Children) and the CCG local offers (including funding for patients under Section 117 of the Mental Health Act). Areas we are currently working in are Bassetlaw CCG, Birmingham & Solihull CCG, Bolton CCG, Buckinghamshire CCG, Cannock Chase CCG, Coventry & Rugby CCG, Croydon CCG, Doncaster CCG, East Berkshire CCG, East Staffordshire CCG, Herts Valley CCG, Ipswich & East Suffolk CCG, Mansfield and Ashfield CCG, Merton CCG, Milton Keynes CCG, Newark and Sherwood CCG, North East Lincolnshire CCG, North Hertfordshire CCG, North Staffordshire CCG, North Warwickshire CCG, Northampton CCG, Nottingham City CCG, Nottingham North and East CCG, Nottingham West CCG, Oxford Health Foundation Trust, Richmond CCG, Rushcliffe CCG, Sandwell and West. Birmingham CCG, Shropshire CCG, Telford & Wrekin CCG, South East Staffordshire CCG, South Warwickshire CCG, Staffordshire and Surrounds CCG, Sutton CCG, Tower Hamlets CCG, Wandsworth CCG, Wandsworth Children's CCG and Worcestershire CCG.

Public Benefit

The Rowan Organisation is committed to enabling disabled and older people to live independently and take control of their lives by providing support, advice and information. During the year over 5328 disabled people, including children, young people. older people and their carers, benefited from provision of our services as mentioned above. Our Information Service dealt with over 7200 queries during the year, this is in addition to the support provided by our locally based Independent Living Advisers. Our salary service provided payroll service to over 3000 customers and our Managed Accounts service has supported over 2000 accounts.

The provision of the above services, to eligible individuals, has been free at the point of delivery as per our funding agreement with Local Authorities and CCGs. However, in the majority of areas, some aspects of the services we provide are now funded directly from customers, Personal Budget or Personal Health Budget funding. Enabling individuals to have more choice over who provides their support and how it's delivered focusing on personal outcomes, which fits with our ethos by providing increased opportunity for choice and control. However it comes with it`s own challenges for individuals and for ourselves, in relation to cash flow.

Risk Management

As reported in previous years, we continue to benefit from our business interruption insurance cover as was proposed as part of our review of the Disaster Recovery Plan. We have evaluated the risks associated with the Pandemic throughout the year and being supported by the Furlough Scheme that was offered by the Government, supported us to maintain our ongoing support to

people in receipt of our services and enabled us to continue to work throughout the whole of the year, with minimal interruption to our services.

Finance Review

Our Chief Executive oversees the financial activity across the organisation. Our income and expenditure is monitored closely in order to maximise our assets and to reduce monies owed.

We continue to experience a period of austerity measures this year ensuring that non essential expenditure is reduced wherever possible. In addition, we have made efforts to maximize our income and have introduced a profit making arm in order to support the charitable aims of the Organisation. Due to the COVID 19 restrictions, we were unable to progress with the profit making arm during this financial year, however plans are in place for us to start to launch this more proactively in the new financial year.

Once again our Deficit Management Plan has supported us to retain a considerable operating surplus this year and this has enabled us to make significant inroads into our debt. However, with the pandemic hitting all similar charitable organisations such as ourselves, we have not managed to clear the deficit in its entirety in this year. We are hopeful to have done this by the end of March 2022.

VAT Registration

An increasingly large proportion of the full range of our services are now chargeable at the standard rate of VAT because of the move towards providing services to individual customers, as opposed to block contracts, which has led to HMRC regarding these services as VATable.

Our VAT Registration No. 936687177

Investment Policy

The Board of Management has considered the most appropriate policy for investing funds and has determined that Santander provides us with sufficient banking provision. As our reserves increase over the coming years, we will again consider where best to invest these monies.

Reserves Policy

It is the company's policy to aim to have designated funds to meet the necessary expenditure when it arises and also to maintain adequate working capital. Our

Reserves Policy clarifies our intention to maintain various reserves i.e. staff contingency, designated, restricted and general reserves and we are actively working towards the restoration of a sufficient balance of reserve funds by the end of March 2022.

Plans for the future

We continue to seek new work across all local authorities within England and Wales and are working alongside a number of CCGs to support them with the roll out of Personal Health Budgets.

Following the review of our Managed Accounts Service on the PFS platform and communicating with our stakeholders, it was agreed that we would only offer this solution in relation to our Managed Accounts Service, due to the benefits it brings to the funding authorities.

Funds held as Custodian

All funds held on behalf of our customers are retained in their own individual accounts on the Pre-Paid Financial Services platform, specifically for the purpose of facilitating payments to customers, their Personal Assistants and to an ever increasing range of providers. The funding is received from Local Authorities and CCGs for the benefit of the individuals who are entitled to receive these payments, in line with each area's contractual agreements.

Trustees/Directors' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year, 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 these financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgments and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and

- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution proposing that Bishop Simmons Limited, Chartered Accountants be re-appointed as auditors of the charitable company and to authorise the Board to fix their remuneration, will be put to the members at the Annual General Meeting.

Small company provisions

This report has been prepared in accordance with the Statement of Recommended Practice — Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Approved by the directors and signed on their behalf:

Mrs A Forwood
Director/Trustee
Dated: 24 November 2021

Independent Auditor's Report to the Trustees of The Rowan Organisation

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Material uncertainty related to going concern

We draw attention to the Financial Review paragraph in the Annual Trustees Report which acknowledges that although the charitable company has made a surplus in the year, there is still a significant deficit of funds carried forward.

The initial Deficit Management Plan prepared by the Senior Management Team in January 2019, to be closely monitored and reviewed by the Board was initially to cover the next 15 months (i.e. to 31 March 2020). In 2020 this was then extended by 12 months to 31 March 2021. However, due to the sudden but significant impact that the pandemic had across the UK during the final quarter of 2020, the plan was further extended by 12 months to 31 March 2022. This plan continues to be updated

year on year as circumstances change. The current predictions show sufficient surpluses to clear the deficit funds brought forward in full by 31 March 2022, and a small surplus for the following year subject to the unknown impact of the ongoing pandemic.

As stated in the Financial Review paragraph of the Annual Trustees Report the deficit of funds carried forward indicate that a material uncertainty exists that may cast significant doubt on the charitable company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Trustees' Report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 7 and 8, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our approach was as follows:
We assessed the risks of material misstatement in respect of fraud by making enquiries of management during the audit.
Based on the results of our risk assessment we designed our audit procedures to identify the non-compliance with such laws and regulations identified below.
We considered the risk of fraud in management override of controls and in response, we incorporated testing of the journal entries.
We also considered the risk of fraud in revenue recognition and in response, we incorporated testing of the accuracy and cut-off of deferred revenues as well as

covering all the normal assertions (completeness, cut-off, existence/occurrence, accuracy, presentation and disclosure).
We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant is that which relates to the Health and Safety at Work etc, Act 1974.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrongs Bishop Simmons Limited

Armstrongs Bishop Simmons Limited
Statutory Auditor
Date: 24 November 2021

Gethin House
36 Bond Street
Nuneaton
Warwickshire
CV11 4DA

Armstrongs Bishop Simmons Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)
for the year ended 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies					
Donations and sundry income		978	-	978	785
Charitable Activities					
Local Authorities Service Agreements/Grants	2	672,213	-	672,213	660,720
Income from Investments		314	-	314	1,260
Other					
Other income	2	397,602	-	397,602	391,095
TOTAL INCOME AND ENDOWMENTS		1,071,107	0	1,071,107	1,053,860
EXPENDITURE ON:					
Charitable activities:					
Direct Payments/Advice & Information Services	3	1,009,255	-	1,009,255	1,040,041
TOTAL EXPENDITURE		1,009,255	0	1,009,255	1,040,041
NET INCOME	4	61,852	0	61,852	13,819
Reconciliation of funds:					
Total funds brought forward at 1 April 2020		-130,129	0	-130,129	-143,948
FUNDS CARRIED FORWARD AT 31 MARCH 2021		-68,277	0	-68,277	-130,129

The statement of financial activities includes all gains and losses for the year. All income and expenditure derive from continuing activities.

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Balance Sheet as at 31 March 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible fixed assets	7		0		0
CURRENT ASSETS					
Stock		48		48	
Debtors	8	72,157		3,987	
Cash at bank and in hand		75,119		16,022	
		147,324		20,057	
CREDITORS - amounts falling due within one year	9	-215,601		-150,186	
NET CURRENT ASSETS			-68,277		-130,129
NET ASSETS	10		-68,277		-130,129
FUNDS					
Unrestricted funds:					
General		-68,277		-130,129	
Designated				-	
			-68,277		-130,129
Restricted funds	11		0		0
Total charity funds			-68,277		-130,129

For the year ending 31st March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Directors on 24 November 2021 and signed on its behalf.

A Forwood

Anne Forwood, Director

J Taylor

Jackie Taylor, Director

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Statement of Cash flows for the year ended 31 March 2021

	Notes	2021 £	2020 £
Cash flow from operating activities	**12**	58,783	11,062
Cash flows from investing activities			
Interest		314	1,260
Payments to acquire tangible fixed assets		-	-
Receipts from sales of tangible fixed assets		-	-
Net cash provided by investing activities		314	1,260
Change in cash and cash equivalents in the year		59,097	12,322
Cash and cash equivalent brought forward		16,022	3,700
Cash and cash equivalent carried forward		75,119	16,022

1) Summary of significant accounting policies

The following policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements:

a) General information and basis of preparation

The Rowan Organisation is a private company limited by guarantee incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support disabled and older people to further their independence.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities Act 2011, the Companies Act 2006 and the UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS102 Section 1A.

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

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

b) Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources from local authorities is accounted for as the charity earns the right to Consideration by its performance.

Grants in kind relates to rent of direct payment offices and is treated as incoming resources from charitable activities in the period at a reasonable estimate.

b) Incoming Resources (continued)

Voluntary income i.e gifts/donations are accounted for once the conditions for receipt have been met and there is a reasonable assurance of receipt. The value of services provided by volunteers is not included.

c) Restricted funds are to be used for specific purposes as laid down by the donor. However, there is no restricted funds in this financial year.

d) Grants for the purchase of fixed assets or for the specific project are credited to restricted income resources/funds when receivable. Depreciation on the fixed assets purchased with such grants is charged against the restricted fund.

e) Unrestricted funds are incoming resources receivable or generated for the objects of the Charity. Local Authorities funding/grants and any donations which does not have a condition imposed by the donor are treated as unrestricted funds.

f) Designated funds are unrestricted funds earmarked by the Board of management for particular purposes.

g) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Any VAT recoverable under the partial exemption scheme is shown separately in note 3. Expenditure are allocated to activities/cost centres to which it relates. Charitable expenditure comprise of those costs incurred by the charity in the delivery of its activities and its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them. Governance costs include costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

h) Stock of purchased goods are stated at the lower of cost of net realisable value.

i) Staff costs overheads expenses are allocated to activities on the basis of staff time spent on those activities.

j) Depreciation is provided on tangible fixed assets at rates calculated to write off the full cost less estimated residual value of each asset over its estimated useful life. The principal rates in use are:

Motor Cars	2 years straight line or 50,000/60,000 miles which ever comes first.
Fixture and Fittings	7 years straight line
Electronic Equipment	3 years straight line

Items which are under £ 1000 are written off in the year of their purchase as per Board of Management Policy.

k) Fixed tangible assets are stated at cost less accumulated depreciation. Depreciation is provided as stated above.

l) Pension costs. 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 for the period to which they relate.

m) Investment income is included when receivable.

n) Finance and Operating Lease Transactions - Assets acquired under finance leases are capitalised in the balance sheet and are depreciated in accordance with the company's normal policy. The outstanding liabilities under such agreements are included in creditors. Rental applicable to operating leases where substantially all the benefits and risks of the ownership remain with the lessor are charged to the statement of financial activities in the year in which they fall due.

o) Deferred income - income where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included as creditors.

p) Going concern - The trustees have considered the deficit management plan and the working capital requirements for the period of 12 months from the date of this report and have reasonable expectation that the Charity has adequate resources to continue its operations for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis for the preparation of the annual trustees report and accounts.

2) Incoming resources from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Local Authorities funding	672,213	-	672,213	660,720
Other Income				
DBS Vetting Service	15,585	-	15,585	23,500
Pension Charges	11,905	-	11,905	13,086
Miscellaneous	9,514	-	9,514	500
Advertising	9,600	-	9,600	800
Support etc	130,158	-	130,158	166,222
Payroll Service	155,912	-	155,912	186,987
Other Coronavirus funding	10,479		10,479	-
Coronavirus job retention scheme grant	54,449	-	54,449	-
	397,602	-	397,602	391,095

THE ROWAN ORGANISATION (Company Limited by Guarantee)

Notes to the financial statements continued for the year ended 31 March 2021

3) Total resources expended

		Direct Payment/ Advice & Information Services	Governance Costs	Total 2021	Total 2020
				£	£
Staff costs	Staff time	789,711	-	789,711	842,832
LGPS Early retirement	Direct	28,812	-	28,812	0
Training (Staff & SFC)	Direct	0	-	0	836
Rent and service charge	Direct	13,830	-	13,830	18,833
Heat and light	Direct	0	-	0	0
Insurance	Direct	2,692	-	2,692	5,774
Telephone	Direct	13,234	-	13,234	11,693
Postage and stationery	Usage	27,999	-	27,999	29,639
Photocopying	Usage	889	-	889	1,933
Property refurbishment costs	Direct	0	-	0	3,150
Maintenance and cleaning	Usage	205	-	205	764
Licences	Direct	0	-	0	0
General expenses	Direct	8	-	8	4,069
Travelling expenses	Direct	7,947	-	7,947	26,536
Recruitment costs	Direct	0	-	0	2,848
Professional/Legal fees	Direct	1,000	-	1,000	25
Printing/Interpreting/Translation	Usage	128	-	128	0
Room hire	Usage	0	-	0	361
Hire purchase charges	Transaction	0	-	0	0
Bank charges	Transaction	1,180	-	1,180	2,100
Loss on disposal of assets		0	-	0	0
Depreciation of equipment	Usage	0	-	0	0
Depreciation of vehicles	Usage	0	-	0	0
VAT reimbursement	Direct	-32,954	-	-32,954	-24,781
Computer Subscription/maintenance	Direct	136,290	-	136,290	85,832
Equipment	Direct	860	-	860	371
Equipment hire	Direct	0	-	0	0
Computer equipment	Direct	0	-	0	0
Staff security/Welfare	Direct	1,304	-	1,304	2,134
DBS Vetting Service	Direct	7,120	-	7,120	11,040
Redundancy	Direct	0	-	0	4,812
Relocation Costs	Direct	0		0	240
Support costs					
Management cost	Usage	-	-	-	-
Audit fees	Direct	9,000		9,000	9,000
Insurance	Usage	-	-	-	-
Telephone	Usage	-	-	-	-
Postage and stationery	Usage	-	-	-	-
Photocopying	Usage	-	-	-	-
Travelling expenses	Usage	-	-	-	-
Expenses	Usage	-	-	-	-
		1,009,255	0	1,009,255	1,040,041

4) Net incoming resources

This is stated after charging:	2021 £	2020 £
Depreciation	0	0
Operating lease rentals	24,126	31,368
Auditors' remuneration		
In their capacity as auditors	7,800	7,800
For accountancy services	1,200	1,200

5) Staff costs

	2021 £	2020 £
Salaries and wages	718,283	772,057
Social security costs	44,381	49,410
Pension costs	27,048	26,177
	789,712	847,644

No employee earned more than £60,000 per annum during the year.

No trustee or director received remuneration nor are accruing retirement benefits via the company defined benefit pension scheme. Travel cost and expenses amounting to £nil (2020 £nil) were incurred for 0 (2020 0) members of the management committee.

There was 34 members of staff accruing benefits under auto-enrolment.

The average number of employees during the year, calculated on the basis of full time equivalents analysed by function was as follows:

	2021	2020
Advice and information	11	13
Administration and finance	23	24
Managerial	8	9
Technical support	0	0
Apprentices	0	0
	42	46

The total amount paid to key management personnel is £100,221 (2020 £104,094). The Charity consider its key management personnel to comprise of the chief executive, finance strategic lead and the business and development strategic lead.

6) Taxation

As a charity, The Rowan Organisation is exempt from corporation tax on income and gains falling within section 505 of the Taxation and Chargeable Gains Act 1992 to the extend that these are applied to its charitable objects.

7) Tangible fixed assets

	Fixtures & Fittings £	Total £
Cost		
At 1 April 2020	170,436	170,436
Additions	-	0
Disposals	-	0
At 31 March 2021	170,436	170,436
Depreciation		
At 1 April 2020	170,436	170,436
Charge for the year	-	0
On disposals	-	0
At 31 March 2021	170,436	170,436
Net book value		
At 31 March 2021	0	0
At 31 March 2020	0	0

8) Debtors

	2021 £	2020 £
Trade debtors	59,353	-17,554
Other debtors	10,331	10,201
Prepayments	2,473	11,340
	72,157	3,987

9) CREDITORS - amounts falling due within one year

	2021 £	2020 £
Bank overdraft	0	0
Trade creditors	21,264	22,272
Other taxes and social security costs	7,144	12,249
Other creditors	187,193	115,665
	215,601	150,186

10) Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	0	-	-	0
Current assets	147,324	0	0	147,324
Current liabilities	-215,601	-	-	-215,601
Long term liabilities	0	-	-	0
Net assets at 31 March 2021	-68,277	0	0	-68,277

11) Movement in funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2021 £
Unrestricted funds.					
General funds	-130,129	1,071,107	-1,009,255		-68,277
Designated funds					
Vehicle replacement		-	-		0
Equipment replacement		-	-		0
Staff Contingency		-	-		0
Running and salary costs		-	-		0
	0	0	0	0	0
Total unrestricted funds	-130,129	1,071,107	-1,009,255	0	-68,277
Restricted funds:	0	0	0	-	0
Total restricted funds	0	0	0	-	0
Total funds	-130,129	1,071,107	-1,009,255	-	-68,277

Purpose of Designated Funds
Currently there are no designated funds.

Purpose of Restricted Funds
Currently there are no restricted funds.

12) Reconciliation of net movements in funds to net cash flow from operating activities

	2021	2020
	£	£
Net movement in funds	61,852	13,819
Add back depreciation charge	0	0
Deduct interest income shown in investing activities	(314)	(1,260)
Loss on disposal of tangible fixed assets	0	0
(Increase)/Decrease in debtors	(68,170)	28,119
Increase/(Decrease) in creditors	65,415	(29,616)
Net cash used in operating activities	58,783	11,062

13) Lease commitments
The charitable company has non cancellable operating lease with an annual commitment expiring:

	2021	2020
	£	£
Buildings		
- within one year	15,455	29,210
- within two to five years	22,245	15,298
- over five years	-	-

14) Pension Commitment

The Rowan Organisation operated a funded pension scheme, established under Warwickshire County Council Pension Fund, providing benefits based on final salary up until 31 March 2018.

The assets of the scheme are held separately from those of the charity.

At 2016, the pension scheme was 82% funded and there was a deficit recovery period over 19 years to make that up to 100% funded . The common employer contribution rate if the scheme was 100% funded is 29.2%, however The Rowan Organisation was paying an employer contribution rate of 31.4% which included an element of deficit recovery.

From 31 March 2018, The Rowan Organisation is an exited scheme employer. Therefore, there are no employees contributing to the scheme from that date. The Pension Fund instructed its actuary to calculate an exit payment in accordance with Regulation 64 of the Local Government Pension Scheme Regulations 2013. The exit payment due to the Pension Fund from the Rowan was £993,000. As the Rowan is unable to pay the exit payment, the Pension Fund have entered into a legal agreement with the Rowan and the County Council (as guarantor) to confirm that the County Council will meet the outstanding liabilities regarding the exit payment in place of the Rowan. The Rowan still remain liable for the outstanding early retirement strain payment of £28,812.18 and have entered into a repayment agreement with the pension fund to repay this from 1 February 2021 by 115 instalments of £250 and a final instalment of £62.18. At 31 March 2021 £28,312.18 was outstanding.

Following the closure of the Local Authority final salary pension scheme, all new employees, were offered a stakeholder pension scheme instead. Any existing employees who have not joined a pension scheme as yet and the employees who were formerly in the Local Authority pension scheme will be able to join the new auto enrolment scheme if they so choose.

The pension cost and charge represents contributions payable by the charity to the fund, to the stakeholder pension scheme and to the new auto enrolment scheme. The contributions amounted to £27,048 (2020 £26,177). At 31 March 2021 £4,003 was outstanding (2020 £3,952).

15) Related Party Disclosures

During the year ended 31 March 2021, management services amounting to £792 were provided to Tro@ Limited, the profit making arm introduced to support the charitable aims of the Organisation. Tro@ Limited also donated £130 to The Rowan Organisation. Mrs D Houghton and Mrs K Smith, the chief executive and deputy chief executive respectively of the Rowan Organisation are also directors of Tro@ Limited. At 31 March 2021 £1,080 was owed to The Rowan Organisation.

The Rowan Organisation

Personnel Sub-Committee
Chair: Anne Forwood

Finance and Development Sub-Committee
Chair: Anne Forwood

Board of Management
Chair: Jackie Taylor Vice Chair: Anne Forwood

Chief Executive
Debbie Houghton

Deputy Chief Executive
Karen Smith

Personal Health Budgets Lead
Steve Cotton

Head Office Services
Training
Charity Administration
IT
Managed Accounts Service
Payroll Service

Personal Health Budgets
Coventry
Warwickshire
Staffordshire
Shropshire
Telford & Wrekin
Luton Boroughs
Birmingham
Worcestershire
Northamptonshire
Milton Keynes
Bolton
Buckinghamshire
Herts Valley

DP Locality Projects
Staffordshire
Suffolk

Support Planning & Brokerage
Derbyshire
Knowsley

Information Service
First Port of Call

Head Office Services
Recruitment Line
DBS Vetting Service
Clerical Support

DP Locality Projects
Conwy
Denbighshire
Gwynedd

Welsh Office Services
HR & Personnel
Organisational Finance
Managed Accounts Service
Payroll Service

Board of Management | Senior Management | Direct Payment Support | Support Planning & Brokerage | Health Budgets | Core Services