GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales · Charity number 1018920

Details

Other names	GLEBE HOUSE PROJECT, THE GLEBE HOUSE PROJECT
Status	Registered
Legal form	Charitable company
Company number	02724141
Registered	1993-03-18
Register	View on the Charity Commission register

Contact

Address	Glebe House (Charnwood) Ltd Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ
Phone	01509218096
Email	enquiries@glebehouseproject.org.uk
Website	www.glebehouseproject.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF PERSONS WHO HAVE A LEARNING DISABILITY OR WHO ARE CARING FOR SOMEONE WITH A LEARNING DISABILITY

Activities: We provide comprehensive support to people of all ages with learning disabilities & autism and their families, prioritising those living in Leicestershire.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** People With Disabilities

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Geography

- Leicestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,210,733	£1,162,412	£966,185	70
2024-03-31	£1,079,071	£1,117,338	£893,935	70
2023-03-31	£968,382	£1,039,956	£911,650	69
2022-03-31	£837,608	£896,012	£992,449	67
2021-03-31	£1,031,160	£903,220	£987,803	41

Trustees

Name	Role	Appointed
Hatel vanmali Mistry		2025-11-27
MARIE MOORE		
Sharon Dewsbury		2023-08-10

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GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales - Charity number 1018920

Accounts

Docusign Envelope ID: 354F2F14-48D4-4C96-A96B-9C47D0AB7809

Charity Registration No. 1018920

Company Registration No. 02724141 (England and Wales)

GLEBE HOUSE (CHARNWOOD) LIMITED
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2025

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GLEBE HOUSE (CHARNWOOD) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Chiragh (Resigned 24 July 2025) Mrs S Elliott (Resigned 25 November 2024) Mrs M Moore Mrs L Nicholls-Sykes Mr T Unsworth (Resigned 17 July 2024) Mr M Ellerby Mrs S Dewsbury
Chief Executive	Mr P Warlow (Resigned 31 July 25)
Charity number	1018920
Company number	02724141
Principal address	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ
Registered office	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ
Auditor	Newby Castleman LLP West Walk Building 110 Regent Road Leicester LE1 7LT
Bankers	Lloyds Bank plc 37/38 High Street Loughborough Leicester LE11 2QG
Investment advisors	iib Financial Services Ltd Prospect House 6 Brookside Ashby-de-la-Zouch Leicestershire LE65 1JW

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GLEBE HOUSE (CHARNWOOD) LIMITED

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GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charitable company present their report and financial statements of the charity for the year ended 31 March 2025, which is also prepared to meet the requirements for a director's report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements, and comply with the charity's governing document, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice for charities applying FRS 102 (2019), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

OBJECTIVES AND ACTIVITIES

Objectives

The charity's objects are to promote any charitable purpose for the benefit of persons who have a learning disability and /or autism or who are caring for someone with a learning disability and/or autism.

The charity provides a wide range of services to children and adults (8-80) with a learning disability and /or autism. Our aim is to improve independency, develop skills and provide a high quality of care and support to those in the Charnwood area, although not exclusively, if they can travel to our location.

Services and support, which are provided through an agreement with the local authority, are open to anyone who has sufficient funds to support their service. We make funding applications to funders independent of LCC and staff will regularly support families with help and signposting beyond any contract requirement.

Public benefit statement

The charity Trustees have considered the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The charity has a range of policies and procedures, which are managed by the Chief Executive and updated and reviewed on a regular basis. A Diversity Statement provides guidance for the fair treatment for all stakeholders in the organisation.

Activities

Glebe House remains a unique provider of services to adults and children with learning disabilities and/or autism in the Charnwood area, offering a range of services and flexibility that is unmatched by any other local provider. We support over 120 adults and children with learning disabilities on a regular basis. All our adult and children's services are funded through individual's personal budgets, which means that the primary source of income is Leicestershire County Council. Clients/carers can choose to manage this budget themselves or request that the Council manages the funding on their behalf.

The Glebe House Board of Trustees remains without a formal Chair, with alternating board members chairing meetings. Naveed Chiragh retains his role as Honorary Treasurer. There were no additions to the Board this year, but Sarah Elliott stepped down in November 2024, after 6 years as a trustee. The Finance and General Purposes ("F&GP") subcommittee, chaired by Naveed Chiragh is no longer quorate and so the detailed analysis of budgeting, financial planning and investments is now the sole responsibility of the full Board.

Marie Moore has been a Board Member for over twenty years, and this is justified on the grounds that, she is one of two Trustees who have sons with a learning disability who use the services of Glebe House, providing a unique perspective on the charity's governance and performance.

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Adult Services: Based at Woodgate Chambers unless otherwise stated.

These are the services currently provided by Glebe House for over 120 adults and children.

- **Community Life Choices supports adults between the ages of 18-80 each weekday and through a person-centred planning approach ensures that people have a choice of activities including access to community facilities, trips and leisure services. Clients with profound learning disabilities who require higher levels of care and support (PMLD) also attend Community Life Choices.**

- **The Weekend and Short Break service is provided at Glebe Cottage for those over 16 years old with a budget to support their stay. Each overnight stay is personalised to the client attending and is aimed at providing a short respite for both the client and the carers. This is a CQC registered service.**

- **Challenge days (also known as Adult Activity Days) are usually provided for 12 days a year throughout holidays during the year, for young adults and they choose a variety of 'days out' such as boat trips, theme parks or to places of local interest.**

- **The Autism service is delivered in three locations, Glebe Cottage, Woodgate Chambers and The Old School in Shepshed. The service operates for five days a week, supports young adults with autism who have high levels of dependency. Many of the clients require at least a 1:1 staffing ratio.**

- **The Work Skills service operates every weekday from the Glebe Workshop. This programme supports those who are looking to develop practical skills in the Workshop and the allotment. The prime areas of support are gardening and property maintenance and woodworking. The Work Skills team contributes to the overall maintenance and safety of Glebe House.**

- **The evening Social Clubs provide safe social interaction. Socialisation remains a key area of importance for those with learning disabilities, which is why the Glebe House Social clubs are so important. The activities of the Monday night Youth Club (ages 17-23) and the Wednesday evening Carry On Club (aged 24+) are planned by those attending but funded by fundraising by Glebe House, parents and carers and a small contribution made by clients. The Monday night disco remains a hugely popular monthly event, with more clients under one roof at the same time than for any other Glebe House service.**

- **The Transitions service aim is to enable young people to move seamlessly from our children's service into one of our adult services. We encourage the young person to review all of their options, including attending college and other providers and help them to develop a package of support that will help them in the next stage of their life.**

Children Services: Based at The Old School, Shepshed

- **The Holiday Play Scheme offers activities for up to 10 children a day during half terms and school holidays. The Play Scheme is on the voluntary Ofsted register.**

- **The Saturday respite days, every Saturday, for up to 15 children each weekend, provides a day full of activities and outings. This service is on the voluntary Ofsted Register.**

The management and Board ensure that the services remain relevant to the clients and remain at a high standard by implementing client surveys once a year and having suggestion boxes in the venues. The Chief Executive holds regular staff meetings for quality updates . These meetings allow all attendees to question and give direct feedback to the senior managers.

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ACHIEVEMENTS AND PERFORMANCE

Summary of Performance

Glebe House has the advantage of staff loyalty that greatly aids the standard of support to clients. 30 of the current 70 staff members have worked at Glebe House for over ten years. In August 2024, Kirstie Jackson, the Finance Manager retired from the charity and the SMT was dissolved for a period of time. Peter Warlow resigned from the Chief Executive role in July 2025.

The primary venue change was the relocation of the Work Skills service to the Bull in the Hollow site in Quorn which has been successful and was fitted out by funding from the National Lottery and Intelligent Energy.

Funding applications have continued to purchase and develop a new digital IT system to update the administration of the organisation. Funding has also been obtained to refurbish the appearance and furniture at Woodgate Chambers. Kiernan Dewsbury-Hall , in his role as Patron has continued to offer personal hands on support and financial support to the charity as well as providing media opportunities to promote the work at Glebe House and we are grateful for his time and continued involvement.

Our clients all continue to input into their own support and the variety of activities available at Glebe House seven days a week continues to grow. We provide as many opportunities as we can to everyone to offer all clients the chance to enjoy their time with us , socialise and develop life skills.

An Ofsted inspection in March 2025 was successful with the Childrens Service being Compliant.

In April 2025, the increase of the National Living Wage and the changes to employers National Insurance have put pressure on the long term finance of the charity and the short term reserves.
The Healthy Awareness programme continued for all staff and the charity now offers third party wellbeing support for all staff for a comprehensive set of issues.

Support for Other Organisations

We have continued a strong association with Steps, which is a provider of services for children with disabilities as well as supporting many community venues in the area. All of our team leaders attend client reviews when requested and we provide a high level of feedback to all stakeholders to get the highest level of support available for those we support.

FINANCIAL REVIEW

The results for the year ended 31st March 2025 are shown in the Statement of Financial Activities on page 12. This, together with the balance sheet on page 13, should be read in conjunction with the related notes which have been prepared in accordance with the Charities SORP 2019 (FRS 102).

Total income for the year amounted to £1,210,733 (2024 - £1,079,071). The principal funding source continues to be charitable activity income from the Leicestershire County Council. However, many clients now have their own budgets (albeit that these are funded from the Council) which pay for the services that they choose, and this includes allocated funds for overnight respite. The main children's services are also funded from personal budgets paid from Leicestershire County Council.

Total expenditure for the year amounted to £1,162,412 (2024 - £1,117,338). A breakdown of expenditure is set out in notes to the financial statements.

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Reserves Policy

Reserves are needed to cover any immediate drop in income caused by external unforeseeable circumstances. The Trustees have set a reserves policy, which requires that reserves be maintained at a level, which ensures that Glebe House (Charnwood) Limited's core activity could continue during a period of unforeseen difficulty and that a proportion of reserves be maintained in a readily realisable form. The Trustees consider readily realisable reserves to be the amount of reserves that are easily converted into cash should the need arise ('free reserves'). The calculation of the required level of reserves is an integral part of Glebe House (Charnwood) Ltd.'s planning, budgeting and forecasting cycle. It takes into account the risks associated with each stream of income and expenditure varying from budget; the planned activity level; and Glebe House (Charnwood) Limited's future commitments or costs concerned with level of reserves needed in the event of the closure of the charity's activities, including redundancy pay and the full cost of leases and commitments which would crystallise. The Trustees consider that the ideal level of reserves as at 31st March 2025 would be £186,642.

The balance of reserves at 31st March 2025 was £966,185, made up of £73,081 restricted funds and £893,104 of unrestricted funds. Current free reserves (unrestricted funds less tangible fixed assets and investments) are £202,168 which is slightly above the reserves policy.

Investment Policy and Performance

It is our policy that investments need to be readily accessible and that we maintain a balance between income and capital growth. iib Financial Services Ltd, who invest our funds according to our policy, manages the charity investments. The market value of investments has increased to be £257,566 at 31 March 2025 (2024 - £254,063). The F&GP group recommends the organisation that manages the investments to the Board after a selection process and this decision is reviewed annually.

Risk Management

The Trustees recognise the importance of Risk Management within the framework of governance and internal control. It remains the responsibility of the Chief Executive to provide the input for the risk management system, whilst the Trustees continue to review the major risks to which the charity is exposed and ensure that systems have been established to mitigate those risks. A risk management policy has been implemented which includes:

- **An annual review of the risks which the charity may face and updating of the risk register.**
- **The establishment of systems and procedures to mitigate those risks identified in the review.**
- **The implementation of procedures designed to minimise any potential impact on the charity should any of these risks materialise. These are found in the Business Continuity Plan.**

All staff members, together with Trustees, are involved in identifying the risks that the charity faces. The most serious risks, remain overall social care budget cuts which will impact the level of individual personal budgets. In addition, the key risks are an imprecise pricing policy, poor cash flow, an incident or inspection that could cause a loss of reputation and increased competition. The accessibility of the building is assessed and the identified risks are managed as far as reasonably possible alongside the requirements of the Equality Act 2010. Ongoing staff training takes place to maintain skills and knowledge levels. Glebe House is recognised as a Disability Confident Employer by the DWP.

Glebe House retains the services of Flint Bishop who provide Glebe House with a professional HR update service in addition to advice and guidance and reduce the risk of HR non-compliance. The services of LRB Consulting are retained to provide professional support and regular audits on matters of Health and Safety and Fire Safety.

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The dilapidations matter that has continued since the ending of the lease at 190 Forest Road, in April 2013 has not been addressed by Leicestershire County Council . Under RICS, there is an expectation that claims should be resolved within a 12 year period and this has now passed. Funds allocated in previous accounts for any future dilapidation claim have now been released back into the accounts. There has been no meaningful correspondence from LCC since April 2015 and the Trustees have agreed that the likelihood of a dilapidations claim is no longer probable but is still possible.

PLANS FOR FUTURE PERIOD

As ever, all aspects of the charity are under review, looking for improvements in service delivery and looking to grow client numbers. Whilst in the past revenue growth has been a key financial issue , the increases in costs of the national living wage, employer national insurance, operational costs, utilities and rent are putting a strain on finances previously not experienced, which will affect the future development and investment of services. The strategic action plan remains in place, but financial constraints may inhibit what can be achieved, over and above the provision of existing services.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 18th June 1992, and registered as a charity on 18th March 1993. The charitable company was formed in 1992 by members of the then Charnwood Mencap Society to take over the running of Glebe House. The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

Organisational structure

The Council of Management (Board of Trustees) is currently comprised of a cross-section of people, including two parents of people with learning disabilities and those with significant experience of the voluntary and the private sector. The Council of Management meets at least six times a year to set the strategic direction of the charity, to ensure financial probity and constitutional compliance and to ensure the charity is providing a high standard of services. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1.

The Finance and General Purposes subcommittee which was formed to discuss the detail of finances on a regular basis and to provide detailed support to the main Board is currently dormant due to lack of trustee volunteers. Peter Warlow is the Chief Executive employed to oversee the day-to-day running of the charity, with Noel Suthesh the Finance Manager. Following Peter's departure on 31st July 2025 Noel Suthesh now oversees the day-to-day running of the charity.

Decision making

The Trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive on an annual basis and in accordance with the organisations policy, withdraw from decisions where a conflict of interest arises.

Recruitment and Appointment of Trustees

In accordance with the Memorandum and Articles of Association the Board of Trustees, may from time to time elect any person, who agrees to hold office, to be a Trustee. The minimum number of Trustees is three and there is no maximum. Disclosure and Barring Service checks are carried out for all Trustees and renewed every three years.

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Trustee Induction and Training

All new members of the Board of Trustees spend time with senior management to familiarise themselves with the workings of the organisation. They receive copies of the governing documents and a set of the latest accounts and the Charity Commission's guidance "The Essential Trustee". All Trustees are given a copy of the "Good Governance" code for the Voluntary and Community Sector and are provided with information on appropriate conduct. The senior staff occasionally attend the Trustees' meetings to keep them informed of the current situation and future plans for each service. An annual skills analysis is used to identify gaps in the Board knowledge.

Staff Remuneration Policy

The Trustee Board carries salary reviews out each year. However, a review does not guarantee a pay rise and there is no contractual right to an annual pay rise. Staff will be informed of the result of the review in writing.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for 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 judgements and estimates that are reasonable and prudent.**
- **state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.**
- **prepare 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 auditors 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 auditors are aware of that information.**

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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AUDITORS

A resolution to reappoint Newby Castleman as auditors will be put to the members at the forthcoming Annual General Meeting.

SMALL COMPANY PROVISIONS

This report has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

11-09-2025

Approved by Board of Trustees on …….. and signed on its behalf by

Signed by:

E25AD24FA05A4C7...

Mrs L Nicholls-Sykes – Trustee

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GLEBE HOUSE (CHARNWOOD) LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED

Opinion

We have audited the financial statements of Glebe House (Charnwood) Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report. The trustees are responsible for the other information contained within the 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

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

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Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 6, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Extent to which the audit was considered capable of detecting irregularities

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. However, responsibility for the prevention and detection of fraud ultimately rests with both those charged with governance and management of the charitable company.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company by considering the nature of the industry in which the charitable company operates and enquiring of management; and
- identifying the key laws and regulations considered to have a direct impact on the financial statements including the UK Companies Act 2006, UK Charities Act 2011, UK Generally Accepted Accounting Practice and UK tax legislation. Other regulations identified which were not considered to have a direct impact on the financial statements but which were considered central to the ability of the charitable company to operate were those of the Care Quality Commission and Ofsted; and

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- assessing how the charitable company is complying with the applicable legal and regulatory framework by making further enquiries of management and observing the company's control environment regarding compliance with regulations and fraud prevention; and
- assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by considering the effectiveness of the charitable company's accounting systems and controls and how these were monitored by management. Where the risk of material misstatement was considered to be higher in certain areas, further audit procedures were designed to address this increased risk; and
- discussing amongst the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.

Audit response to risks of irregularities identified

Our procedures to respond to risks identified included the following:

- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- enquiry of charitable company staff responsible for compliance to identify any instances of non-compliance with laws and regulations; and
- reviewing supporting documentation confirming compliance with specific laws and regulations considered central to the ability of the company to operate; and
- enquiry of management, those charged with governance and other relevant parties around actual and potential litigation claims; and
- reviewing supporting documentation regarding actual and potential litigation claims; and
- reviewing minutes of meetings of those charged with governance; and
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias; and
- communicating identified laws and regulations and potential fraud risks to all engagement team members and assessing whether there are any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

Use of our report

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED



Paul Barnett FCCA (Senior Statutory Auditor)
for and on behalf of Newby Castleman LLP
Chartered Accountants
Statutory Auditor
West Walk Building
110 Regent Road
Leicester
LE1 7LT

25 September 2025

Docusign Envelope ID: 354F2F14-48D4-4C96-A96B-9C47D0AB7809

GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies	**3**	3,466	56,675	60,141	38,606
Charitable activities	**4**	1,138,457	-	1,138,457	1,024,703
Other trading activities	**5**	5,374	-	5,374	9,783
Investments	**6**	6,381	-	6,381	5,979
Other income	**7**	380	-	380	-
Total		1,154,058	56,675	1,210,733	1,079,071
Expenditure on:					
Raising funds	**8**	4,116	-	4,116	3,896
Charitable activities	**9**	1,230,187	22,039	1,252,226	1,113,442
Other expenditure	**12**	(93,930)	-	(93,930)	-
Total		1,140,373	22,039	1,162,412	1,117,338
Net gains on investments	**14**	3,929	-	3,929	20,552
Net income/(expenditure)		17,614	34,636	52,250	(17,715)
Other recognised gains and losses:					
Revaluation of tangible fixed assets		20,000	-	20,000	-
Net movement in funds		37,614	34,636	72,250	(17,715)
Reconciliation of funds:					
Total funds brought forward		855,490	38,445	893,935	911,650
Total funds carried forward		893,104	73,081	966,185	893,935

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

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GLEBE HOUSE (CHARNWOOD) LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**16**		481,611		455,289
Investments	**17**		257,566		254,063
			739,177		709,352
Current assets					
Debtors	**18**	106,328		92,255	
Cash at bank and in hand		180,565		245,938	
		286,893		338,193	
Creditors: amounts falling due within one year	**19**	(59,885)		(57,596)	
Net current assets			227,008		280,597
Total assets less current liabilities			966,185		989,949
Creditors: amounts falling due after more than one year	**20**		-		(2,084)
Provisions for liabilities	**21**		-		(93,930)
Total net assets			966,185		893,935
Charity funds					
Restricted funds	**25**		73,081		38,445
Unrestricted funds:					
General funds		688,658		671,044	
Revaluation reserve		204,446		184,446	
	26		893,104		855,490
Total charity funds			966,185		893,935

The financial statements were approved and authorised by the board of trustees on 11-09-2025 and are signed on its behalf by:

Signed by:

E25AD24FA05A4C7...

Mrs L Nicholls-Sykes
Trustee

Company Registration No. 02724141

The notes on pages 15 - 31 form part of these financial statements.

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GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash absorbed by operations	**29**		(35,042)		(46,963)
Investing activities					
Purchase of tangible fixed assets		(35,802)		(41,046)	
Proceeds from disposal of tangible fixed assets		450		-	
Proceeds from disposal of investments		427		1,218	
Investment income received		6,381		5,979	
Net cash used in investing activities			(28,544)		(33,849)
Financing activities					
Payment of obligations under finance leases		(1,787)		(1,787)	
Net cash used in financing activities			(1,787)		(1,787)
Net decrease in cash and cash equivalents			(65,373)		(82,599)
Cash and cash equivalents at beginning of year			245,938		328,537
Cash and cash equivalents at end of year			180,565		245,938

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1 Accounting policies

Charity information

Glebe House (Charnwood) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office and place of business is given in the legal and administrative information page of these financial statements.

1.1 Basis of preparation

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold property and to include certain financial instruments at fair value. The principal accounting policies adopted are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

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

1.4 Income recognition

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

Income from charitable activities includes income received from local authorities for the provision of services to adults and children with learning disabilities and/or autism. Income from these categories is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

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1 Accounting policies **(Continued)**

Investment income is earned through holding assets for investment purposes. It comprises bank interest and is recognised on an accruals basis.

1.5 Expenditure recognition

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

- Costs of raising funds - includes fundraising and investment management costs.
- Expenditure on charitable activities - includes staff and associated costs to further the delivery of the objectives of the charity.

1.6 Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and costs of raising funds and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure in line with the objectives of the charity. Support costs are allocated to costs of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 11.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold property	Not depreciated
Freehold property improv'ts	10% straight line
Leasehold improvements	10% straight line
Fixtures and fittings	25% straight line
Motor vehicles	25% reducing balance

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount in order to determine the extent of the impairment loss (if any). Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities (SOFA) unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

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1 Accounting policies **(Continued)**

1.11 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Debtors and creditors with no stated interest rate and receivable or payable within one year are measured at transaction price. Any losses arising from impairment are recognised in the SOFA.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

1.13 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.15 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.16 Taxation

Glebe House (Charnwood) Limited is a registered charity and no taxation provision is required as its income from charitable activities falls within the various exemptions available to registered charities.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

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2 Critical accounting estimates and judgements (Continued)

Key sources of estimation uncertainty

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

Valuation of freehold property

The valuation of freehold property is reassessed annually by the trustees and, when necessary, amended to reflect current estimates.

3 Income from donations and legacies

	Unrestricted funds 2025	**Restricted funds 2025**	**Total 2025**	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	**£**	**£**	£	£	£
Donations	3,466	1,000	4,466	19,339	2,740	22,079
Grants	-	55,675	55,675	-	16,527	16,527
	3,466	56,675	60,141	19,339	19,267	38,606

4 Income from charitable activities

	Unrestricted funds 2025	**Restricted funds 2025**	**Total 2025**	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	**£**	**£**	£	£	£
Adult Services	901,987	-	901,987	805,912	-	805,912
Children's Services	80,022	-	80,022	92,684	-	92,684
Weekend and Short Breaks	156,448	-	156,448	126,107	-	126,107
	1,138,457	-	1,138,457	1,024,703	-	1,024,703

5 Income from other trading activities

	Unrestricted funds 2025	**Restricted funds 2025**	**Total 2025**	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	**£**	**£**	£	£	£
Fundraising events	2,263	-	2,263	7,345	-	7,345
Letting and licensing arrangements	436	-	436	688	-	688
Work skills project sales	2,675	-	2,675	1,750	-	1,750
	5,374	-	5,374	9,783	-	9,783

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6 Income from investments

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total 2025 £**	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Interest receivable	6,381	-	6,381	5,979	-	5,979

7 Other income

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total 2025 £**	**Unrestricted funds 2024 £**	**Restricted funds 2024 £**	**Total 2024 £**
Net gain on disposal of tangible fixed assets	380	-	380	-	-	-

8 Expenditure on raising funds

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total 2025 £**	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising costs	3,689	-	3,689	2,155	-	2,155
Investment management	427	-	427	1,741	-	1,741
	4,116	-	4,116	3,896	-	3,896

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9 Expenditure on charitable activities

	Activities undertaken directly Note 10	Support Costs Note 11	Total 2025	Total 2024
	£	£	£	£
Adult Services	669,357	321,937	991,294	888,265
Children's Services	55,421	28,562	83,983	89,589
Weekend and Short Breaks	121,110	55,839	176,949	135,588
	845,888	406,338	1,252,226	1,113,442
Unrestricted funds			1,230,187	1,102,398
Restricted funds			22,039	11,044
			1,252,226	1,113,442

10 Expenditure on activities undertaken directly

	Adult Services	Children's Services	Weekend and Short Breaks	Total 2025	Total 2024
	£	£	£	£	£
Staff costs	644,240	53,244	115,972	813,456	734,350
Depreciation and impairment	-	-	-	-	4,618
Activities	9,734	1,667	5,138	16,539	11,782
Room Hire	-	600	-	600	600
Mileage	283	(90)	-	193	(212)
Workshop Costs	15,100	-	-	15,100	11,540
	669,357	55,421	121,110	845,888	762,678

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11 Expenditure on support costs

	2025	2024
	£	£
Staff costs	188,419	171,254
Depreciation & loss on disposal	29,409	20,290
Other staff costs	13,707	12,389
Household costs	32,157	27,611
Premises costs	65,610	54,059
Insurance	8,914	7,774
Motor and travel	18,782	20,015
Printing, postage and stationery	4,884	5,509
Computer and telephone costs	7,142	7,871
Legal and professional costs	14,896	13,559
Repairs and maintenance	6,150	8,978
Other costs	16,268	1,455
	406,338	350,764
Analysed between:		
Charitable activities	406,338	350,764

Support costs have been allocated to activities on a relevant basis to the nature of the underlying costs in proportion to resources used. Support costs include governance costs totalling £7,232 (2024: £6,681).

Governance costs includes payments to the auditors of £6,300 (2024- £6,270) for audit fees.

12 Other material expenditure

The company classifies certain one-off charges and credits which have a material impact on the company's financial results as 'exceptional items'. These are disclosed separately to provide further understanding of the financial performance of the company.

This exceptional item is due to the reversal of a brought forward dilapidation provision that is no longer required.

13 Trustees

None of the trustees received nor waived any remuneration or benefits or reimbursements from the charity during the year, or in the previous year.

14 Net gains/(losses) on investments

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Revaluation of investments	3,929	-	3,929	20,552	-	20,552

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15 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Total	71	70

Employment costs	**2025**	2024
	£	£
Wages and salaries	923,179	833,106
Social security costs	54,268	49,083
Other pension costs	21,387	19,488
Termination payments	3,042	3,927
	1,001,876	905,604

There were no employees whose annual remuneration was more than £60,000.

16 Tangible fixed assets

	Freehold property	**Freehold property improv'ts**	**Leasehold improvements**	**Fixtures and fittings**	**Motor vehicles**	**Total**
	£	**£**	**£**	**£**	**£**	**£**
Cost or valuation						
At 1 April 2024	365,000	12,270	21,915	64,945	125,810	589,940
Additions	-	9,513	14,803	11,486	-	35,802
Disposals	-	-	-	-	(27,328)	(27,328)
Revaluation	20,000	-	-	-	-	20,000
At 31 March 2025	385,000	21,783	36,718	76,431	98,482	618,414
Depreciation and impairment						
At 1 April 2024	-	7,428	10,919	46,755	69,549	134,651
Depreciation charged in the year	-	1,240	3,088	11,028	14,054	29,410
Eliminated in respect of disposals	-	-	-	-	(27,258)	(27,258)
At 31 March 2025	-	8,668	14,007	57,783	56,345	136,803
Carrying amount						
At 31 March 2025	385,000	13,115	22,711	18,648	42,137	481,611
At 31 March 2024	365,000	4,842	10,996	18,189	56,262	455,289

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16 Tangible fixed assets (Continued)

Freehold property was revalued on 25 May 2022 by Alexanders, independent valuers not connected with the charity, on the basis of market value. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties.

A subsequent revaluation has been undertaken by the trustees as at 31 March 2025 based on recent market transactions on arm's length terms for similar properties.

At 31 March 2025, had the revalued assets been carried at historic cost less accumulated depreciation and accumulated impairment losses, their carrying amount would have been £180,554 (2024 - £180,554).

17 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	254,063
Valuation changes	3,503
At 31 March 2025	257,566
Carrying amount	
At 31 March 2025	257,566
At 31 March 2024	254,063

18 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	92,353	77,929
Other debtors	-	162
Prepayments and accrued income	13,975	14,164
	106,328	92,255

19 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Obligations under finance leases	22	2,084	1,787
Other taxation and social security		-	11,223
Trade creditors		10,944	11,571
Other creditors		9,820	5,530
Accruals and deferred income		37,037	27,485
		59,885	57,596

20 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Obligations under finance leases	22	-	2,084

21 Provisions for liabilities

	2025 £	2024 £
Dilapidation provision	-	93,930

The dilapidations matter that has continued since the ending of the lease at 190 Forest Road, in April 2013 has not been addressed by Leicestershire County Council . Under RICS, there is an expectation that claims should be resolved within a 12 year period and this has now passed. Funds allocated in previous accounts for any future dilapidation claim have now been released back into the accounts. There has been no meaningful correspondence from LCC since April 2015 and the Trustees have agreed that the likelihood of a dilapidations claim is no longer probable.

22 Finance lease obligations

Future minimum lease payments due under finance leases:

	2025 £	2024 £
Within one year	2,084	1,787
Within two and five years	-	2,084
	2,084	3,871

The charity has leased a Quality Compliance System. The lease term is 5 years and is on a fixed repayment basis.

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	50,607	46,823
Between two and five years	42,000	56,400
	92,607	103,223

Lease payments totalling £46,823 (2024 - £22,564) have been recognised as an expense during the year.

24 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees.

The charge to the SOFA in respect of defined contribution schemes was £21,387 (2024 - £19,488). This expenditure has been allocated to support costs and unrestricted general funds.

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25 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds		
	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
Capital grants - short breaks for Charnwood borough council	481	-	(120)	361
Kiernan Dewsbury Hall	2,654	1,000	(1,567)	2,087
National Lottery Community Fund - Minibus	6,472	-	(1,618)	4,854
SHIRE Community Grant	1,942	-	(485)	1,457
Baily Thomas	647	-	(162)	485
RHS Grant re Aquaponics System	1,160	-	-	1,160
National Lottery Community Fund - Minibus	9,375	-	(2,344)	7,031
Garfield Weston - Minibus	2,812	-	(703)	2,109
Edward Gostlin - Minibus	9,375	-	(2,344)	7,031
Screwfix Wheelchair Path	3,527	-	(353)	3,174
National Lottery (Workshop Grant)	-	17,200	(847)	16,353
Intelligent Energy (Workshop Grant)	-	10,000	(9)	9,991
Clothworkers (OneTouch)	-	8,600	(6,450)	2,150
Leicestershire Partnership Grant (iPads and One Touch	-	1,795	(634)	1,161
J R Corah - Grant for New Furniture	-	750	(440)	310
Baily Thomas	-	2,500	(1,667)	833
Miracles to Believe	-	420	(420)	-
Heathcote and Associates	-	300	(300)	-
Charnwood Borough council	-	3,000	-	3,000
Greenfields	-	1,500	(1,500)	-
Maud Elkington Charitable Trust		2,000		2,000
Groundwork		7,610	(76)	7,534
	38,445	56,675	(22,039)	73,081

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25 Restricted funds **(Continued)**

		Movement in funds		
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Capital grants - short breaks for Charnwood borough council	641	-	(160)	481
Kiernan Dewsbury Hall	5,000	-	(2,346)	2,654
National Lottery Community Fund - Minibus	8,629	-	(2,157)	6,472
SHIRE Community Grant	2,589	-	(647)	1,942
Baily Thomas	863	-	(216)	647
RHS Grant re Aquaponics System	2,500	-	(1,340)	1,160
National Lottery Community Fund - Minibus	10,000	-	(625)	9,375
Garfield Weston - Minibus	-	3,000	(188)	2,812
Edward Gostlin - Minibus	-	10,000	(625)	9,375
Screwfix Wheelchair Path	-	3,527	-	3,527
National Lottery (Workshop Grant)	-	250	(250)	-
Intelligent Energy (Workshop Grant)	-	100	(100)	-
Clothworkers (OneTouch)	-	100	(100)	-
Leicestershire Partnership Grant (iPads and One Touch	-	310	(310)	-
J R Corah - Grant for New Furniture	-	280	(280)	-
Baily Thomas	-	200	(200)	-
Miracles to Believe	-	1,500	(1,500)	-
	30,222	19,267	(11,044)	38,445

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25 Restricted funds **(Continued)**

Capital grants – short breaks for Charnwood Borough Council.
This fund is represented by fixed assets, and relates to a grant to provide a Vauxhall Zafira vehicle for the use of Glebe House. This is held in the form of an asset.

Kiernan Dewsbury Hall
The donations from KDH is a contribution towards services in the Childrens Service, it has been used to fund trips, travel, and other celebrations. This is held in the form of cash.

National Lottery Community Fund - Minibus
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from Shire Community Grant and Baily Thomas.

SHIRE Community Grant
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from National Lottery Community Fund and Baily Thomas.

Baily Thomas
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from National Lottery Community Fund and Shire Community Grant.

RHS Grant re Aquaponics System
This grant is to cover the costs of setting up an Aquaponics system at the Work Shop. This is held in the form of cash.

National Lottery Community Fund - Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from Garfield Weston and Edward Gostlin to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Garfield Weston - Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from National Lottery and Edward Gostlin to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Edward Gostlin - Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from National Lottery and Garfield Weston to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Screwfix Wheelchair Path
These funds were used to provide a new pathway at The Old School Shepshed for improved wheelchair access.

National Lottery (Workshop Grant)
This fund relates to a grant towards fitting out the new workshop.

Intelligent Energy (Workshop Grant)
This fund relates to a grant towards fitting out the new workshop.

Clothworkers (One Touch)
This fund relates to a grant to implement One Touch, a new care management system for the organisation.

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25 Restricted funds **(Continued)**

Leicestershire Partnership Grant (iPads and One Touch)
This fund relates to a grant to implement One Touch, a new care management system for the organisation.

J R Corah - Grant for New Furniture
This fund relates to a grant provided to refurbish woodgate chambers.

Baily Thomas
This fund relates to a grant to implement One Touch, a new care management system for the organisation.

Miracles to Believe
Funds were provided for clients to go on a Santa Boat Trip, the funds were spent in the year.

Heathcote and Associates
Funds were provided to support the running of the Youth Club, the funds were spent in the year.

Charnwood Borough Council
This fund relates to a grant provided to refurbish woodgate chambers.

Greenfields
This fund relates to a donation toward the costs of running the Youth Club, the funds were spent in the year.

Maud Elkington Charitable Trust
This fund relates to a grant provided to refurbish woodgate chambers.

Groundwork
This fund relates to a grant to add solar panels to Glebe cottage. The solar panels were purchased in the year and is currently held as a fixed asset and being depreciated from this fund.

26 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

		Movement in funds				
	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2025
	£	£	£	£	£	£
General funds	671,044	1,154,058	(1,140,373)	-	3,929	688,658
Revaluation reserve	184,446	-	-	-	20,000	204,446
	855,490	1,154,058	(1,140,373)	-	23,929	893,104

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26 Unrestricted funds **(Continued)**

	Balance at 1 April 2023	Movement in funds: Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2024
	£	£	£	£	£	£
General funds	696,982	1,059,804	(1,106,294)	-	20,552	671,044
Revaluation reserve	184,446	-	-	-	-	184,446
	881,428	1,059,804	(1,106,294)	-	20,552	855,490

27 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
Fund balances at 31 March 2025 are represented by:			
Tangible assets	433,370	48,241	481,611
Investments	257,566	-	257,566
Current assets/(liabilities)	202,168	24,840	227,008
	893,104	73,081	966,185

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
Fund balances at 31 March 2024 are represented by:			
Tangible assets	424,184	31,105	455,289
Investments	254,063	-	254,063
Current assets/(liabilities)	273,257	7,340	280,597
Long term liabilities	(2,084)	-	(2,084)
Provisions	(93,930)	-	(93,930)
	855,490	38,445	893,935

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28 Related party transactions

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2025	2024
	£	£
Aggregate compensation	145,815	123,600

There were no other disclosable related party transactions during the year (2024 - none).

29 Cash generated from operations

	2025	2024
	£	£
Surplus/(deficit) for the year	52,250	(17,715)
Adjustments for:		
Investment income recognised in statement of financial activities	(6,381)	(5,979)
Gain on disposal of tangible fixed assets	(380)	-
Fair value gains and losses on investments	(3,929)	(20,552)
Depreciation and impairment of tangible fixed assets	29,409	24,908
Movements in working capital:		
(Increase) in debtors	(14,073)	(23,138)
Increase/(decrease) in creditors	1,992	(4,487)
Increase in provisions	(93,930)	-
Cash absorbed by operations	(35,042)	(46,963)

30 Analysis of changes in net funds

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	245,938	(65,373)	180,565
Obligations under finance leases	(3,871)	1,787	(2,084)
	242,067	(63,586)	178,481

GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales - Charity number 1018920

Accounts

Docusign Envelope ID: D7CB2873-2A8A-43A4-A467-A6F3355868C4

Charity Registration No. 1018920

Company Registration No. 02724141 (England and Wales)

GLEBE HOUSE (CHARNWOOD) LIMITED
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2024

Docusign Envelope ID: D7CB2873-2A8A-43A4-A467-A6F3355868C4

GLEBE HOUSE (CHARNWOOD) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Chiragh (Honorary Treasurer)	
	Dr G Balasubramaniam (Resigned 12 June 2023)	
	Mrs S Elliott	
	Mr B Higgins (Resigned 29 August 2023)	
	Mrs M Moore	
	Mrs L Nicholls-Sykes	
	Mr T Unsworth (Resigned 17 July 2024)	
	Mr M Ellerby	
	Mrs S Dewsbury	(Appointed 10 August 2023)
Chief Executive	Mr P Warlow	
Charity number	1018920	
Company number	02724141	
Principal address	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ	
Registered office	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ	
Auditor	Newby Castleman LLP West Walk Building 110 Regent Road Leicester LE1 7LT	
Bankers	Lloyds Bank plc 37/38 High Street Loughborough Leicester LE11 2QG	
Investment advisors	iib Financial Services Ltd Prospect House 6 Brookside Ashby-de-la-Zouch Leicestershire LE65 1JW	

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GLEBE HOUSE (CHARNWOOD) LIMITED

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GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charitable company present their report and financial statements of the charity for the year ended 31 March 2024, which is also prepared to meet the requirements for a director's report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements, and comply with the charity's governing document, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice for charities applying FRS 102 (2019), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

OBJECTIVES AND ACTIVITIES

Objectives

The charity's objects are to promote any charitable purpose for the benefit of persons who have a learning disability and /or autism or who are caring for someone with a learning disability and/or autism.

The charity provides a wide range of services to children and adults (8-80) with a learning disability and /or autism. Our aim is to improve independency, develop skills and provide a high quality of care and support to those in the Charnwood area, although not exclusively, if they can travel to our location.

Services and support, which are not provided through an agreement with the local authority, are open to anyone who has sufficient funds to support their service. We do consider how to obtain funds for people who do not have resources to pay for services themselves. We make funding applications to funders independent of LCC and staff will regularly support families with help and signposting beyond any contract requirement.

Public benefit statement

The charity Trustees have considered the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The charity has a range of policies and procedures, which are managed by the Quality and Care Manager, and updated and reviewed on a regular basis. A Diversity Statement provides guidance for the fair treatment for all stakeholders in the organisation.

Activities

Glebe House remains a unique provider of services to adults and children with learning disabilities and/or autism in the Charnwood area, offering a range of services and flexibility that is unmatched by any other local provider. We support over 120 adults and children with learning disabilities on a regular basis. All of our adult and children's services are funded through individual's personal budgets, which means that the primary source of income is Leicestershire County Council. Clients/carers can choose to manage this budget themselves or request that the Council manages the funding on their behalf.

The Glebe House Board of Trustees was without a Chair throughout 2022 but in April 2023, Bryan Higgins agreed to return to this role. However, ill health caused him to step down and resign his position from the Board completely in August 2023 and since then, the charity is once again without a Chair. Naveed Chiragh retains his role as Honorary Treasurer. Sharon Dewsbury joined the Board in August 2023 . Dr Geetha Bala resigned from the Board in June 2023 after being an essential member of the trustees for over ten years. The loss of Bryan and Geetha means that the Finance and General Purposes ("F&GP") subcommittee, chaired by Naveed Chiragh is no longer quorate. The detailed analysis of budgeting, financial planning and investments is now the sole responsibility of the full Board.

Since June 2023, Board meetings have been a mixture of online and in person meetings. Marie Moore has been a Board Member for over twenty years, and this is justified on the grounds that, she is one of two Trustees who have sons with a learning disability who use the services of Glebe House, providing a unique perspective on the charity's governance and performance.

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Adult Services: Based at Woodgate Chambers unless otherwise stated.

These are the services currently provided by Glebe House for over 120 adults and children.

- Community Life Choices supports adults between the ages of 18-80 each weekday and through a person-centred planning approach ensures that people have a choice of activities including access to community facilities, trips and leisure services. Clients with profound learning disabilities who require higher levels of care and support (PMLD) also attend Community Life Choices.

- The Weekend and Short Break service is provided at Glebe Cottage for those over 16 years old with a budget to support their stay. Each overnight stay is personalised to the client attending and is aimed at providing a short respite for both the client and the carers. This is a CQC registered service.

- Challenge days (also known as Adult Activity Days) are usually provided for 12 days a year throughout holidays during the year, for young adults and they choose a variety of 'days out' such as boat trips, theme parks or to places of local interest.

- The Autism service is delivered in three locations, Glebe Cottage, Woodgate Chambers and The Old School in Shepshed. The service operates for five days a week, supports young adults with autism who have high levels of dependency. Many of the clients require at least a 1:1 staffing ratio.

- The Work Skills service operates every weekday from the Glebe Workshop. This programme supports those who are looking to develop practical skills in the Workshop and the allotment. The prime areas of support are gardening and property maintenance and woodworking. The Work Skills team contributes to the overall maintenance and safety of Glebe House.

- The evening Social Clubs provide safe social interaction. Socialisation remains a key area of importance for those with learning disabilities, which is why the Glebe House Social clubs are so important. The activities of the Monday night Youth Club (ages 17-23) and the Wednesday evening Carry On Club (aged 24+) are planned by those attending but funded by fundraising by Glebe House, parents and carers and a small contribution made by clients. The Monday night disco remains a hugely popular monthly event, with more clients under one roof at the same time than for any other Glebe House service.

- The Transitions service aim is to enable young people to move seamlessly from our children's service into one of our adult services. We encourage the young person to review all of their options, including attending college and other providers and help them to develop a package of support that will help them in the next stage of their life.

Children Services: Based at The Old School, Shepshed and Rawlins Community College

- Holiday Play Scheme activities for up to 10 children a day during half terms and school holidays. The Play Scheme is on the voluntary Ofsted register.

- Saturday respite days, every Saturday, for up to 15 children each weekend, providing a day full of activities and outings. This service is on the voluntary Ofsted Register.

The management and Board ensure that the services remain relevant to the clients and remain at a high standard by implementing client surveys once a year and having suggestion boxes in the venues. The Chief Executive holds regular all staff House meetings for quality updates and also the Client Representative meetings, chaired by an elected client is held quarterly. These meetings allow all attendees to question and give direct feedback to the senior managers.

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ACHIEVEMENTS AND PERFORMANCE

Summary of Performance

The financial performance outlined in the 2024 accounts shaped the services delivered in this financial year. Following a financial performance review of all the services by the Board, led at the time by Bryan Higgins, the decision was taken to close two services, the childrens After Schools Club (ASC) and the Adult Home and Community Support (AHCS) service. The ASC continued to provide support until July, the end of the school year and the AHCS ended support for the final client in August 2023. As a result of the closures, three staff were made redundant. At the point of closure, the budget deficit was projected to be worse than 2023, but there has been a significant upturn in financial performance over the past six months. This is as a result of improved management of resources and staffing levels, new clients, grants & donations and improved investment performance. The guidance of Naveed Chiragh has been indispensable.

Glebe House has the advantage of staff loyalty that greatly aids the standard of support to clients. 31 of the current 64 staff members have worked at Glebe House for over ten years. Sadly, Ann Folkes, the longest serving employee in the charity's history passed away after a short illness in February 2024. Ann served Glebe House for 38 years as HR and Administration Manager and as part of the SMT helped shape the foundations and continued performance of the charity.
In August 2024, Kirstie Jackson, the long serving Finance Manager and SMT member will retire from the charity and as a result of these two changes the SMT will be dissolved . We promoted three support staff internally to the roles of part time Autism Team Leaders to support the management of the service.

In January 2024, the landlord of Glebe Workshop , home of the Work Skills service since 2016, informed us that the whole building would close in March 2024 and we would need to relocate. A new home at Unit 8, Bull in the Hollow Farm on the edge of Loughborough was found and due to the dedication and hard work of Mark Horsfield and Lisa Denham, the managers of the service, the transfer of services between bases was completed before Easter.

Funding applications have continued, and this allowed the purchase of a minibus to help the Work Skills team as well as the funds to provide a much-needed path at The Old School House to aid wheelchair access. Further funding has been achieved to fit out the new Workshop and applications are in place to purchase a new digital IT system to update the administration of the organisation. Kiernan Dewsbury-Hall , in his role as Patron has continued to offer personal hands on support and financial support to the charity as well as providing media opportunities to promote the work at Glebe House and we are grateful for his time and continued involvement.

Our clients all continue to input into their own support and the variety of activities available seven days a week continues to grow. We provide as many opportunities as we can to everyone to ensure that all of our clients continue to experience life to the full.

Financially Glebe House remains in a strong position for the next twelve months and with a renewed business plan in place, we are optimistic about the future development.

Support for Other Organisations

We have continued a strong association with Steps, which is a provider of services for children with disabilities as well as supporting many community venues in the area. All of our team leaders attend client reviews when requested and we provide a high level of feedback to all stakeholders to get the highest level of support available for those we support.

FINANCIAL REVIEW

The results for the year ended 31st March 2024 are shown in the Statement of Financial Activities on page 12. This, together with the balance sheet on page 13, should be read in conjunction with the related notes which have been prepared in accordance with the Charities SORP 2019 (FRS 102).

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Total income for the year amounted to £1,059,804 (2023 - £968,382). The principal funding source continues to be charitable activity income from the Leicestershire County Council. However, many clients now have their own budgets (albeit that these are funded from the Council) which pay for the services that they choose, and this includes allocated funds for overnight respite. The main children's services are also funded from personal budgets paid from Leicestershire County Council.

Total expenditure for the year amounted to £1,117,338 (2023 - £1,039,956). A breakdown of expenditure is set out in notes to the financial statements.

Reserves Policy

Reserves are needed to cover any immediate drop in income caused by external unforeseeable circumstances. The Trustees have set a reserves policy, which requires that reserves be maintained at a level, which ensures that Glebe House (Charnwood) Limited's core activity could continue during a period of unforeseen difficulty and that a proportion of reserves be maintained in a readily realisable form. The Trustees consider readily realisable reserves to be the amount of reserves that are easily converted into cash should the need arise ('free reserves'). The calculation of the required level of reserves is an integral part of Glebe House (Charnwood) Ltd.'s planning, budgeting and forecasting cycle. It takes into account the risks associated with each stream of income and expenditure varying from budget; the planned activity level; and Glebe House (Charnwood) Limited's future commitments or costs concerned with level of reserves needed in the event of the closure of the charity's activities, including redundancy pay and the full cost of leases and commitments which would crystallise. The Trustees consider that the ideal level of reserves as at 31st March 2024 would be £186,642.

The balance of reserves at 31st March 2024 was £893,935, made up of £38,445 restricted funds and £855,490 of unrestricted funds. Current free reserves (unrestricted funds less tangible fixed assets and investments) are £146,138 which is slightly below the reserves policy.

Investment Policy and Performance

It is our policy that investments need to be readily accessible and that we maintain a balance between income and capital growth. iib Financial Services Ltd, who invest our funds according to our policy, manages the charity investments. The market value of investments has increased to be £254,063 to the Board after a selection process and this decision is reviewed annually.

Risk Management

The Trustees recognise the importance of Risk Management within the framework of governance and internal control. It remains the responsibility of the Chief Executive to provide the input for the risk management system, whilst the Trustees continue to review the major risks to which the charity is exposed and ensure that systems have been established to mitigate those risks. A risk management policy has been implemented which includes:

- An annual review of the risks which the charity may face and updating of the risk register.
- The establishment of systems and procedures to mitigate those risks identified in the review.
- The implementation of procedures designed to minimise any potential impact on the charity should any of these risks materialise. These are found in the Business Continuity Plan.

All staff members, together with Trustees, are involved in identifying the risks that the charity faces. The most serious risks, remain overall social care budget cuts which will impact the level of individual personal budgets. In addition, the key risks are an imprecise pricing policy, poor cash flow, an incident or inspection that could cause a loss of reputation and increased competition. The accessibility of the building is assessed and the identified risks are managed as far as reasonably possible alongside the requirements of the Disability Discrimination Act 1995 (DDA). Ongoing staff training takes place to maintain skills and knowledge levels. Glebe House is recognised as a Disability Confident Employer by the DWP.

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Glebe House retains the services of Flint Bishop who provide Glebe House with a professional HR update service in addition to advice and guidance and reduce the risk of HR non-compliance. The services of LRB Consulting are retained to provide professional support and regular audits on matters of Health and Safety and Fire Safety.

The dilapidations matter that has continued since the ending of the lease at 190 Forest Road, in April 2013, continues without resolution. Funds have been allocated in previous accounts and despite requests for updated information, there has been no meaningful correspondence from LCC since April 2015 and the position remains unchanged.

PLANS FOR FUTURE PERIOD

The charity is looking to improve all aspects of the organisation, ranging from the digitisation of support administration to the widening of respite and support provision. The introduction of a healthy awareness programme, a widening of a training offer to clients and the increased involvement of the staff and clients in the future of the charity should continue to ensure that Glebe House remains a top support choice for those with learning disabilities.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 18th June 1992, and registered as a charity on 18th March 1993. The charitable company was formed in 1992 by members of the then Charnwood Mencap Society to take over the running of Glebe House. The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

Organisational structure

The Council of Management (Board of Trustees) is currently comprised of a cross-section of people, including two parents of people with learning disabilities and those with significant experience of the voluntary and the private sector. The Council of Management meets at least six times a year to set the strategic direction of the charity, ensure financial probity and constitutional compliance and ensure the charity is providing a high standard of services. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1.

The Finance and General Purposes subcommittee which was formed to discuss the detail of finances on a regular basis and to provide detailed support to the main Board is currently dormant due to lack of trustee volunteers. Peter Warlow is the Chief Executive employed to oversee the day-to-day running of the charity.

Decision making

The Trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the organisations policy, withdraw from decisions where a conflict of interest arises.

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Recruitment and Appointment of Trustees

In accordance with the Memorandum and Articles of Association the Board of Trustees, may from time to time elect any person, who agrees to hold office, to be a Trustee. The minimum number of Trustees is three and there is no maximum. Disclosure and Barring Service checks are carried out for all Trustees and renewed every three years.

Trustee Induction and Training

All new members of the Board of Trustees spend time with senior management to familiarise themselves with the workings of the organisation. They receive copies of the governing documents and a set of the latest accounts and the Charity Commission's guidance "The Essential Trustee". All Trustees are given a copy of the "Good Governance" code for the Voluntary and Community Sector and are provided with information on appropriate conduct. The senior staff occasionally attend the Trustees' meetings to keep them informed of the current situation and future plans for each service. An annual skills analysis is used to identify gaps in the Board knowledge.

Staff Remuneration Policy

The Trustee Board carries salary reviews out each year. However, a review does not guarantee a pay rise and there is no contractual right to an annual pay rise. Staff will be informed of the result of the review in writing.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for 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 judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare 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 auditors 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 auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

SMALL COMPANY PROVISIONS

This report has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

01-08-2024

Approved by Board of Trustees on …… and signed on its behalf by

Signed by:
Naveed Chiragh
73E5CE92C8F34DD...
Mr N Chiragh – Honorary Treasurer

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GLEBE HOUSE (CHARNWOOD) LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED

Opinion

We have audited the financial statements of Glebe House (Charnwood) Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report. The trustees are responsible for the other information contained within the 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

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

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Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 6, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Extent to which the audit was considered capable of detecting irregularities

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. However, responsibility for the prevention and detection of fraud ultimately rests with both those charged with governance and management of the charitable company.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company by considering the nature of the industry in which the charitable company operates and enquiring of management; and
- identifying the key laws and regulations considered to have a direct impact on the financial statements including the UK Companies Act 2006, UK Charities Act 2011, UK Generally Accepted Accounting Practice and UK tax legislation. Other regulations identified which were not considered to have a direct impact on the financial statements but which were considered central to the ability of the charitable company to operate were those of the Care Quality Commission and Ofsted; and

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- assessing how the charitable company is complying with the applicable legal and regulatory framework by making further enquiries of management and observing the company's control environment regarding compliance with regulations and fraud prevention; and
- assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by considering the effectiveness of the charitable company's accounting systems and controls and how these were monitored by management. Where the risk of material misstatement was considered to be higher in certain areas, further audit procedures were designed to address this increased risk; and
- discussing amongst the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.

Audit response to risks of irregularities identified

Our procedures to respond to risks identified included the following:

- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- enquiry of charitable company staff responsible for compliance to identify any instances of non-compliance with laws and regulations; and
- reviewing supporting documentation confirming compliance with specific laws and regulations considered central to the ability of the company to operate; and
- enquiry of management, those charged with governance and other relevant parties around actual and potential litigation claims; and
- reviewing supporting documentation regarding actual and potential litigation claims; and
- reviewing minutes of meetings of those charged with governance; and
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias; and
- communicating identified laws and regulations and potential fraud risks to all engagement team members and assessing whether there are any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

Use of our report

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED



Paul Barnett FCCA (Senior Statutory Auditor)
for and on behalf of Newby Castleman LLP
Chartered Accountants
Statutory Auditor
West Walk Building
110 Regent Road
Leicester
LE1 7LT

13 August 2024

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GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	**3**	19,339	19,267	38,606	87,238
Charitable activities	**4**	1,024,703	-	1,024,703	877,112
Other trading activities	**5**	9,783	-	9,783	1,786
Investments	**6**	5,979	-	5,979	2,246
Total		1,059,804	19,267	1,079,071	968,382
Expenditure on:					
Raising funds	**7**	3,896	-	3,896	3,227
Charitable activities	**8**	1,102,398	11,044	1,113,442	1,036,729
Total		1,106,294	11,044	1,117,338	1,039,956
Net gains/(losses) on investments	**12**	20,552	-	20,552	(9,225)
Net income/(expenditure) and movement in funds		(25,938)	8,223	(17,715)	(80,799)
Reconciliation of funds:					
Total funds brought forward		881,428	30,222	911,650	992,449
Total funds carried forward		855,490	38,445	893,935	911,650

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

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GLEBE HOUSE (CHARNWOOD) LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		455,289		439,152
Investments	**15**		254,063		234,728
			709,352		673,880
Current assets					
Debtors	**16**	92,255		69,117	
Cash at bank and in hand		245,938		328,537	
		338,193		397,654	
Creditors: amounts falling due within one year	**17**	(57,596)		(62,083)	
Net current assets			280,597		335,571
Total assets less current liabilities			989,949		1,009,451
Creditors: amounts falling due after more than one year	**18**		(2,084)		(3,871)
Provisions for liabilities	**19**		(93,930)		(93,930)
Total net assets			893,935		911,650
Charity funds					
Restricted funds	**23**		38,445		30,222
Unrestricted funds:					
General funds		671,044		696,982	
Revaluation reserve		184,446		184,446	
	24		855,490		881,428
Total charity funds			893,935		911,650

01-08-2024

The financial statements were approved and authorised by the board of trustees on ..... and are signed on its behalf by:

Signed by:
Naveed Chiragh
73E5CE92C8F34DD...

Mr N Chiragh (Honorary Treasurer)
Trustee

Company Registration No. 02724141

The notes on pages 15 - 29 form part of these financial statements.

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GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash absorbed by operations	**28**		(46,963)		(37,137)
Investing activities					
Purchase of tangible fixed assets		(41,046)		(50,481)	
Proceeds on disposal of investments		1,218		1,852	
Investment income received		5,979		2,246	
Net cash used in investing activities			(33,849)		(46,383)
Financing activities					
Payment of finance leases obligations		(1,787)		(1,787)	
Net cash used in financing activities			(1,787)		(1,787)
Net decrease in cash and cash equivalents			(82,599)		(85,307)
Cash and cash equivalents at beginning of year			328,537		413,844
Cash and cash equivalents at end of year			245,938		328,537

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1 Accounting policies

Charity information

Glebe House (Charnwood) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office and place of business is given in the legal and administrative information page of these financial statements.

1.1 Basis of preparation

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold property and to include certain financial instruments at fair value. The principal accounting policies adopted are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

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

1.4 Income recognition

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

Income from charitable activities includes income received from local authorities for the provision of services to adults and children with learning disabilities and/or autism. Income from these categories is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

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1 Accounting policies **(Continued)**

Investment income is earned through holding assets for investment purposes. It comprises bank interest and is recognised on an accruals basis.

1.5 Expenditure recognition

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

- Costs of raising funds - includes fundraising and investment management costs.
- Expenditure on charitable activities - includes staff and associated costs to further the delivery of the objectives of the charity.

1.6 Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and costs of raising funds and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure in line with the objectives of the charity. Support costs are allocated to costs of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 10.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold property	Not depreciated
Freehold property improv'ts	10% straight line
Leasehold improvements	10% straight line
Fixtures and fittings	25% straight line
Motor vehicles	25% reducing balance

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount in order to determine the extent of the impairment loss (if any). Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities (SOFA) unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

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1 Accounting policies **(Continued)**

1.11 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Debtors and creditors with no stated interest rate and receivable or payable within one year are measured at transaction price. Any losses arising from impairment are recognised in the SOFA.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

1.13 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.15 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.16 Taxation

Glebe House (Charnwood) Limited is a registered charity and no taxation provision is required as its income from charitable activities falls within the various exemptions available to registered charities.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

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2 Critical accounting estimates and judgements **(Continued)**

Key sources of estimation uncertainty

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

Valuation of freehold property

The valuation of freehold property is reassessed annually by the trustees and, when necessary, amended to reflect current estimates.

3 Income from donations and legacies

	Unrestricted funds 2024	**Restricted funds 2024**	**Total 2024**	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	**£**	**£**	£	£	£
Donations	19,339	2,740	22,079	28,540	6,500	35,040
Grants	-	16,527	16,527	3,996	48,202	52,198
	19,339	19,267	38,606	32,536	54,702	87,238

4 Income from charitable activities

	Unrestricted funds 2024	**Restricted funds 2024**	**Total 2024**	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	**£**	**£**	£	£	£
Adult Services	805,912	-	805,912	729,266	-	729,266
Children's Services	92,684	-	92,684	66,078	-	66,078
Weekend and Short Breaks	126,107	-	126,107	81,768	-	81,768
	1,024,703	-	1,024,703	877,112	-	877,112

5 Income from other trading activities

	Unrestricted funds 2024	**Restricted funds 2024**	**Total 2024**	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	**£**	**£**	£	£	£
Fundraising events	7,345	-	7,345	76	-	76
Letting and licensing arrangements	688	-	688	519	-	519
Work skills project sales	1,750	-	1,750	1,191	-	1,191
	9,783	-	9,783	1,786	-	1,786

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6 Income from investments

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Interest receivable	5,979	-	5,979	2,246	-	2,246

7 Expenditure on raising funds

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising costs	2,155	-	2,155	1,375	-	1,375
Investment management	1,741	-	1,741	1,852	-	1,852
	3,896	-	3,896	3,227	-	3,227

8 Expenditure on charitable activities

	Activities undertaken directly Note 9 £	**Support Costs Note 10 £**	**Total 2024 £**	Total 2023 £
Adult Services	605,383	282,882	888,265	850,956
Children's Services	58,833	30,756	89,589	100,672
Weekend and Short Breaks	98,462	37,126	135,588	85,101
	762,678	350,764	1,113,442	1,036,729
Unrestricted funds			1,102,398	995,427
Restricted funds			11,044	41,302
			1,113,442	1,036,729

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9 Expenditure on activities undertaken directly

	Adult Services	**Children's Services**	**Weekend and Short Breaks**	**Total 2024**	Total 2023
	£	**£**	**£**	**£**	£
Staff costs	586,042	54,241	94,067	734,350	689,907
Depreciation and impairment	4,618	-	-	4,618	2,103
Activities	3,403	3,979	4,400	11,782	9,300
Room Hire	-	600	-	600	10,801
Mileage	(220)	13	(5)	(212)	587
Workshop Costs	11,540	-	-	11,540	11,760
Accomodation	-	-	-	-	2,130
	605,383	58,833	98,462	762,678	726,588

10 Expenditure on support costs

	2024	2023
	£	£
Staff costs	171,254	171,218
Depreciation & loss on disposal	20,290	20,454
Other staff costs	12,389	9,751
Household costs	27,611	15,384
Premises costs	54,059	34,823
Insurance	7,774	7,106
Motor and travel	20,015	12,969
Printing, postage and stationery	5,509	4,375
Computer and telephone costs	7,871	8,062
Legal and professional costs	13,559	13,536
Repairs and maintenance	8,978	13,251
Other costs	1,455	(788)
	350,764	310,141
Analysed between:		
Charitable activities	350,764	310,141

Support costs have been allocated to activities on a relevant basis to the nature of the underlying costs in proportion to resources used. Support costs include governance costs totalling £6,681 (2023: £7,203).

Governance costs includes payments to the auditors of £6,270 (2023- £5,700) for audit fees.

11 Trustees

None of the trustees received nor waived any remuneration or benefits or reimbursements from the charity during the year, or in the previous year.

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12 Net gains/(losses) on investments

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Revaluation of investments	20,552	-	20,552	(9,246)	-	(9,246)
Gain/(loss) on sale of investments	-	-	-	21	-	21
	20,552	-	20,552	(9,225)	-	(9,225)

13 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Total	70	69

Employment costs	**2024 £**	2023 £
Wages and salaries	835,572	789,595
Social security costs	47,503	49,573
Other pension costs	19,488	18,030
Termination payments	3,042	3,927
	905,605	861,125

There were no employees whose annual remuneration was more than £60,000.

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14 Tangible fixed assets

	Freehold property	Freehold property improv'ts	Leasehold improvements	Fixtures and fittings	Motor vehicles	Total
	£	£	£	£	£	£
Cost or valuation						
At 1 April 2023	365,000	12,170	18,795	57,504	95,425	548,894
Additions	-	100	3,120	7,441	30,385	41,046
At 31 March 2024	365,000	12,270	21,915	64,945	125,810	589,940
Depreciation and impairment						
At 1 April 2023	-	6,201	9,013	36,138	58,391	109,743
Depreciation charged in the year	-	1,227	1,906	10,618	11,157	24,908
At 31 March 2024	-	7,428	10,919	46,756	69,548	134,651
Carrying amount						
At 31 March 2024	365,000	4,842	10,996	18,189	56,262	455,289
At 31 March 2023	365,000	5,969	9,783	21,366	37,034	439,152

Freehold property was revalued on 25 May 2022 by Alexanders, independent valuers not connected with the charity, on the basis of market value. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties.

At 31 March 2024, had the revalued assets been carried at historic cost less accumulated depreciation and accumulated impairment losses, their carrying amount would have been approximately £180,554 (2023 - £180,554).

15 Fixed asset investments

	Listed investments
	£
Cost or valuation	
At 1 April 2023	234,728
Valuation changes	19,335
At 31 March 2024	254,063
Carrying amount	
At 31 March 2024	254,063
At 31 March 2023	234,728

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16 Debtors

	2024	2023
Amounts falling due within one year:	**£**	**£**
Trade debtors	77,929	56,545
Other debtors	162	13
Prepayments and accrued income	14,164	12,559
	92,255	69,117

17 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Obligations under finance leases	20	1,787	1,787
Other taxation and social security		11,223	8,554
Trade creditors		11,571	6,912
Other creditors		5,530	5,530
Accruals and deferred income		27,485	39,300
		57,596	62,083

18 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Obligations under finance leases	20	2,084	3,871

19 Provisions for liabilities

	2024 £	2023 £
Dilapidation provision	93,930	93,930

Movements on provisions:

	Dilapidation provision £
At 1 April 2023 and 31 March 2024	93,930

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20 Finance lease obligations

Future minimum lease payments due under finance leases:

	2024	2023
	£	£
Within one year	1,787	1,787
Within two and five years	2,084	3,871
	3,871	5,658

The charity has leased a Quality Compliance System. The lease term is 5 years with and is on a fixed repayment basis.

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	46,823	22,564
Between two and five years	56,400	-
	103,223	22,564

Lease payments totalling £22,564 (2023 - £25,209) have been recognised as an expense during the year.

22 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees.

The charge to the SOFA in respect of defined contribution schemes was £19,488 (2023 - £18,030). This expenditure has been allocated to support costs and unrestricted general funds.

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23 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds		
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Capital grants - short breaks for Charnwood borough council	641	-	(160)	481
Kiernan Dewsbury Hall	5,000	-	(2,346)	2,654
National Lottery Community Fund - Minibus	8,629	-	(2,157)	6,472
SHIRE Community Grant	2,589	-	(647)	1,942
Baily Thomas	863	-	(216)	647
RHS Grant re Aquaponics System	2,500	-	(1,340)	1,160
National Lottery Community Fund - Minibus	10,000	-	(625)	9,375
Garfield Weston - Minibus	-	3,000	(188)	2,812
Edward Gostlin - Minibus	-	10,000	(625)	9,375
Screwfix Wheelchair Path	-	3,527	-	3,527
All Truck Employee Donation - Youth Club	-	250	(250)	-
A Mills Autism Service Icecreams	-	100	(100)	-
A Petty Autism Service Drinks	-	100	(100)	-
Brooksby Agricultural College	-	310	(310)	-
Miracles to Believe - Santa Boat Trip	-	280	(280)	-
Heathcote and Associates - Youth Club	-	200	(200)	-
Greenfields - Youth Club	-	1,500	(1,500)	-
	30,222	19,267	(11,044)	38,445

		Movement in funds		
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Capital grants - short breaks for Charnwood borough council	825	-	(184)	641
Kiernan Dewsbury Hall	-	1,500	(1,500)	5,000
National Lottery Community Fund - Minibus	10,000	-	(1,371)	8,629
SHIRE Community Grant	2,997	(2,997)	-	2,589
Baily Thomas	3,000	-	(411)	863
RHS Grant re Aquaponics System	-	5,000	-	2,500
National Lottery Community Fund - Minibus	-	1,000	(137)	10,000
Garfield Weston - Minibus	-	5,000	(5,000)	-
Edward Gostlin - Minibus	-	10,000	-	-
Screwfix Wheelchair Path	-	2,500	-	-
All Truck Employee Donation - Youth Club	-	32,699	(32,699)	-
	16,822	54,702	(41,302)	30,222

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23 Restricted funds **(Continued)**

Capital grants – short breaks for Charnwood Borough Council.
This fund is represented by fixed assets, and relates to a grant to provide a Vauxhall Zafira vehicle for the use of Glebe House. This is held in the form of an asset.

Kiernan Dewsbury Hall
This donation was made to provide a contribution towards services in the Childrens Service, it has been used in 2023/24 to provide PlayStation and Nintendo gaming devices, plus provide a day out to the seaside for the childrens service. This is held in the form of cash.

National Lottery Community Fund
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from Shire Community Grant and Baily Thomas.

Shire Community Grant
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from National Lottery Community Fund and Baily Thomas.

Baily Thomas
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle. This was used to purchase a Red Independence 2.0 L2 Diesel Autor RE DF 2CB vehicle registration SA72GOX in collaboration with grants from National Lottery Community Fund and Shire Community Grant.

RHS Grant re Aquaponics System
This grant is to cover the costs of setting up an Aquaponics system at the Work Shop. This is held in the form of cash.

National Lottery Grant for Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from Garfield Weston and Edward Gostlin to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Garfield Weston for Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from National Lottery and Edward Gostlin to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Edward Gostlin Grant for Minibus
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service. This was used in collaboration with the grants from National Lottery and Garfield Weston to buy a Ford Transit 410 Str Bus 15 Str registration HX64 JZH and is held as an asset.

Screwfix Wheel Chair Path
These funds were used to provide a new pathway at The Old School Shepshed for improved wheelchair access. The funds were not received until the next financial year but had been promised so were included.

All Truck Employee Donation.
These funds were used to support the running costs of the Youth Club and were spent in the year.

A Mills Autism Service Icecreams.
Funds were provided by the parent of a client to provide icecreams for staff and clients of the Autism Service. The funds were spent in the year.

A Petty Autism Service Drinks
Funds were provided by a parent of a client to provide refreshments for Autism Staff as a thank you for support provided. The funds were spent in the year.

Docusign Envelope ID: D7CB2873-2A8A-43A4-A467-A6F3355868C4

23 Restricted funds **(Continued)**

Brooksby Agricultural College
As a thank you to the Work Skills Service for making show jumps, Brooksby Agricultural College held a fundraising event for the Work Skills Service. The funds were spent in the year.

Miracles to Believe
Fund were provided for clients to go on a Santa Boat Trip, the funds were spent in the year.

Heathcote and Associates – Youth Club
Funds were provided to support the running of the Youth Club, the funds were spent in the year.

Loughborough Greenfields
This fund relates to a donation toward the costs of running the Youth Club, the funds were spent in the year.

24 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

		Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2024
	£	£	£	£	£	£
General funds	696,982	1,059,804	(1,106,294)	-	20,552	671,044
Revaluation reserve	184,446	-	-	-	-	184,446
	881,428	1,059,804	(1,106,294)	-	20,552	855,490

		Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£
General funds	791,181	913,680	(998,654)	-	(9,225)	696,982
Revaluation reserve	184,446	-	-	-	-	184,446
	975,627	913,680	(998,654)	-	(9,225)	881,428

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25 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2024 are represented by:			
Tangible assets	424,184	31,105	455,289
Investments	254,063	-	254,063
Current assets/(liabilities)	273,257	7,340	280,597
Long term liabilities	(2,084)	-	(2,084)
Provisions	(93,930)	-	(93,930)
	855,490	38,445	893,935

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2023 are represented by:			
Tangible assets	426,430	12,722	439,152
Investments	234,728	-	234,728
Current assets/(liabilities)	318,071	17,500	335,571
Long term liabilities	(3,871)	-	(3,871)
Provisions	(93,930)	-	(93,930)
	881,428	30,222	911,650

26 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	120,000	129,070

During the year, M Nicholls-Sykes, the daughter of Mrs L Nicholls-Sykes, was paid £nil (2023 - £894) for her services as an employee.

There were no other disclosable related party transactions during the year (2023 - none).

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27 Contingent liabilities

There exists a contingent liability for £102,755 in respect of a claim made by Leicestershire County Council ('The Council'). In March 2013 the charity vacated premises owned by the council. In January 2014 the council made a claim for £95,000 based on the assumption of the work required and estimated costs in respect of dilapidations. The charity instructed surveyors to carry out a survey of the building, however the council let the building and carried out the work before an independent survey could be carried out. This is not in accordance with the Royal Institute of Chartered Surveyors protocols. The anticipated costs of £95,000 were provided for in the accounts for the year ended 31 March 2013. In February 2015, the council made a revised claim on a costs incurred basis for £197,755. The charity has requested further information from the council but none has been forthcoming. Based on the advice of an independent surveyor the difference in the two claims relates to building works necessary for statutory compliance which cannot be claimed as dilapidations.

Following the advice received the trustees consider that no additional provision is necessary.

28 Cash generated from operations

	2024	2023
	£	£
Deficit for the year	(17,715)	(80,799)
Adjustments for:		
Investment income recognised in statement of financial activities	(5,979)	(2,246)
Gain on disposal of investments	-	(21)
Fair value gains and losses on investments	(20,552)	9,246
Depreciation and impairment of tangible fixed assets	24,908	22,556
Movements in working capital:		
(Increase)/decrease in debtors	(23,138)	9,217
(Decrease)/increase in creditors	(4,487)	4,908
Cash absorbed by operations	(46,963)	(37,139)

29 Analysis of changes in net funds

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	328,537	(82,599)	245,938
Obligations under finance leases	(5,658)	1,787	(3,871)
	322,879	(80,812)	242,067

GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales - Charity number 1018920

Accounts

DocuSign Envelope ID: F481434C-61B1-4EE9-9938-5998C0B91343

Charity Registration No. 1018920

Company Registration No. 02724141 (England and Wales)

GLEBE HOUSE (CHARNWOOD) LIMITED
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2023

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GLEBE HOUSE (CHARNWOOD) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Chiragh (Honorary Treasurer)	
	Dr G Balasubramaniam (Resigned 8 June 2023)	
	Mrs S Elliott	
	Mr D Frost (Resigned 30 July 2022)	
	Mr B Higgins (Chairman)	
	Mrs M Moore	
	Mrs L Nicholls-Sykes	
	Mr T Unsworth	
	Mr M Ellerby	(Appointed 26 January 2023)
	Mrs S Dewsbury	(Appointed 10 August 2023)
Chief Executive	Mr P Warlow	
Charity number	1018920	
Company number	02724141	
Principal address	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ	
Registered office	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ	
Auditor	Newby Castleman LLP West Walk Building 110 Regent Road Leicester LE1 7LT	
Bankers	Lloyds Bank plc 37/38 High Street Loughborough Leicester LE11 2QG	
Investment advisors	iib Financial Services Ltd Prospect House 6 Brookside Ashby-de-la-Zouch Leicestershire LE65 1JW	

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GLEBE HOUSE (CHARNWOOD) LIMITED

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GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charitable company present their report and financial statements of the charity for the year ended 31 March 2023, which is also prepared to meet the requirements for a director's report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements, and comply with the charity's governing document, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice for charities applying FRS 102 (2019), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

OBJECTIVES AND ACTIVITIES

Objectives

The charity's objects are to promote any charitable purpose for the benefit of persons who have a learning disability and /or autism or who are caring for someone with a learning disability and/or autism.

The charity provides a wide range of services to children and adults (8-80) with a learning disability and /or autism. Our aim is to improve independency, develop skills and provide a high quality of care and support to those in the Charnwood area, although not exclusively, if they can travel to our location.

Services and support, which are not provided through an agreement with the local authority, are open to anyone who has sufficient funds to support their service. We do consider how to obtain funds for people who do not have resources to pay for services themselves. We make funding applications to funders independent of LCC and staff will regularly support families with help and signposting beyond any contract requirement.

Public benefit statement

The charity Trustees have considered the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The charity has a range of policies and procedures, which are managed by the Quality and Care Manager, and updated and reviewed on a regular basis. A Diversity Statement provides guidance for the fair treatment for all stakeholders in the organisation.

Activities

Glebe House remains a unique provider of services to adults and children with learning disabilities and/or autism in the Charnwood area, offering a range of services and flexibility that is unmatched by any other local provider. We support over 120 adults and children with learning disabilities on a regular basis. All of our adult and children's services are funded through individual's personal budgets, which means that the primary source of income is Leicestershire County Council. Clients/carers can choose to manage this budget themselves or request that the Council manages the funding on their behalf.

The Board of Trustees remained without an appointed Chair throughout 2022 with meetings being chaired by rotation by the Directors. However, in April 2023, Bryan Higgins agreed to return to this role and will chair meetings from June onwards. Naveed Chiragh retains his role as Honorary Treasurer. The Board was saddened by the news in July 2022 that Mr David Frost who had been a trustee for 8 years had passed away. In January 2023, Mike Ellerby, the director of LRB Consulting joined the Board. The Finance and General Purposes ("F&GP") subcommittee, chaired by Naveed Chiragh, continues to meet online, on a regular basis to provide detailed support to the main Board. The other F&GP members in this year were, Geetha Bala, David Frost, Bryan Higgins, Peter Warlow (Chief Executive) and Kirstie Jackson (Finance Manager). The F&GP subcommittee conducts an annual review of investments.

All of the Board meetings and F&GP meetings since January 2020 have been held online and this has continued , with the first face to face meeting scheduled for June 2023. Marie Moore has been a Board Member for over twenty years, and this is justified on the grounds that, she is one of two Trustees who have sons with a learning disability who use the services of Glebe House, providing a unique perspective on the charity's governance and performance.

Adult Services: Based at Woodgate Chambers unless otherwise stated.

These are the services currently provided by Glebe House for over 120 adults and children.

- Community Life Choices supports adults between the ages of 18-80 each weekday and through a person-centred planning approach ensures that people have a choice of activities including access to community facilities, trips and leisure services. One client with profound learning disabilities who requires higher levels of care and support (PMLD) also attends Community Life Choices.

- Adult Home and Community Support service provides community-based support to adults to enable them to keep safe, healthy and happy either in their own homes or with their families. The extensive range of activities catered for within the service enables those supported to have a wider variety of activities and opportunities for friendships.

- The Weekend and Short Break service is provided at Glebe Cottage for those over 16 years old with a budget to support their stay. Each overnight stay is personalised to the client attending and is aimed at providing a short respite for both the client and the carers. This is a CQC registered service.

- Challenge days (also known as Adult Activity Days) are usually provided for 12 days a year throughout holidays during the year, for young adults and they choose a variety of 'days out' such as boat trips, theme parks or to places of local interest.

- The Autism service is delivered in three locations, Glebe Cottage, Woodgate Chambers and The Old School in Shepshed. The service operates for five days a week, supports young adults with autism who have high levels of dependency. Many of the clients require at least a 1:1 staffing ratio.

- The Work Skills service operates every weekday from Glebe Workshop. This programme supports those who are looking to develop practical skills in the Workshop and the allotments. The prime areas of support are gardening and property maintenance and woodworking. The Work Skills team contributes to the overall maintenance and safety of Glebe House.

- The evening Social Clubs provide safe social interaction. Socialisation remains a key area of importance for those with learning disabilities, which is why the Glebe House Social clubs are so important. The activities of the Monday night Youth Club (ages 17-23) and the Wednesday evening Carry On Club (aged 24+) are planned by those attending but funded by fundraising by Glebe House, parents and carers and a small contribution made by clients. The Monday night disco remains a hugely popular monthly event, with more clients under one roof at the same time than for any other Glebe House service.

- The Transitions service aim is to enable young people to move seamlessly from our children's service into one of our adult services. We encourage the young person to review all of their options, including attending college and other providers and help them to develop a package of support that will help them in the next stage of their life.

Children Services: Based at The Old School, Shepshed and Rawlins Community College

- An After School Club during term-time for up running for two days a week.
- Holiday Play Scheme activities for up to 10 children a day during half terms and school holidays. The Play Scheme is on the voluntary Ofsted registration.
- Saturday respite days, every Saturday, for up to 20 children each weekend, providing a day full of activities and outings. This service is on the voluntary Ofsted Register.

The management and Board ensure that the services remain relevant to the clients and remain at a high standard by implementing client surveys once a year and having suggestion boxes in the venues. The Chief Executive reinstated the all staff House meetings in 2022 for quality updates and also the Client Representative meetings have returned. These meetings allow all attendees to question and give direct feedback to the senior managers.

ACHIEVEMENTS AND PERFORMANCE

Summary of Performance

The restrictions of Covid 19 continued to dominate the operation of all services throughout 2022.The wearing of masks finally stopped in late December and throughout the early months of 2023, staff and client's attendance after contact with Covid became more flexible. Previous to this, services were disrupted by cautious concern to try and prevent people spreading Covid on our premises. Only in April 2023, just over three years later, do we find ourselves barely affected by Covid.

In late 2022, the incumbent Learning and Development manager left the charity and Lee Bowley, the registered manager has taken over the reins, providing greater depth and flexibility. The induction process and staff development will continue to improve over the coming year, strengthening our retention which is already strong. Over thirty of the current staff have worked for Glebe House for ten years or more.

Funding applications have continued, and this allowed the purchase of a much-needed adapted vehicle to replace the previous minibus. We have already achieved £23,000 of funding towards another vehicle to replace the Work Skills bus.

Financially, although Glebe House remains in a strong position for the next twelve months, there is no doubt that the fallout from the restricted attendance numbers had a major effect on our income and subsequently our annual surplus. In addition to the lowered income, general price inflation, fuel costs and labour costs have put major pressure on our finances. In March 2023, following a Board operational and financial review, the decision was made to close the After School Club in July and to close the Adult Home and Community Support service as soon as alternative support has been found for the remainder of the clients.

The charity has a new Patron, Kiernan Dewsbury-Hall who it is hoped will be able to promote the name of Glebe House to a wider audience.

Support for Other Organisations

We have continued a strong association with Steps, which is a provider of services for children with disabilities as well as supporting many community venues in the area. All of our team leaders attend client reviews when requested and we provide a high level of feedback to all stakeholders to get the highest level of support available for those we support.

GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

The results for the year ended 31st March 2023 are shown in the Statement of Financial Activities on page 12. This, together with the balance sheet on page 13, should be read in conjunction with the related notes which have been prepared in accordance with the Charities SORP 2019 (FRS 102).

Total income for the year amounted to £968,382 (2022 - £837,608). The principal funding source continues to be charitable activity income from the Leicestershire County Council. However, many clients now have their own budgets (albeit that these are funded from the Council) which pay for the services that they choose, and this includes allocated funds for overnight respite. The main children's services are also funded from personal budgets paid from Leicestershire County Council.

Total expenditure for the year amounted to £1,039,956 (2022 - £896,012). A breakdown of expenditure is set out in notes to the financial statements.

Prior to the revaluation of tangible fixed assets, but after transfers between funds, there was a deficit on unrestricted funds totalling £94,199 and a surplus on restricted funds totalling £13,400 giving a combined deficit of £80,799. After revaluation gains of £Nil (2022 - £25,000), there was a £80,799 decrease (2022 - £22,949 decrease) in funds for the year. The funds for the charity at the year-end totalled £911,650 which comprise restricted funds of £30,222 and unrestricted funds of £881,428.

Reserves Policy

Reserves are needed to cover any immediate drop in income caused by external unforeseeable circumstances. The Trustees have set a reserves policy, which requires that reserves be maintained at a level, which ensures that Glebe House (Charnwood) Limited's core activity could continue during a period of unforeseen difficulty and that a proportion of reserves be maintained in a readily realisable form. The Trustees consider readily realisable reserves to be the amount of reserves that are easily converted into cash should the need arise ('free reserves'). The calculation of the required level of reserves is an integral part of Glebe House (Charnwood) Ltd.'s planning, budgeting and forecasting cycle. It takes into account the risks associated with each stream of income and expenditure varying from budget; the planned activity level; and Glebe House (Charnwood) Limited's future commitments or costs concerned with level of reserves needed in the event of the closure of the charity's activities, including redundancy pay and the full cost of leases and commitments which would crystallise. The Trustees consider that the ideal level of reserves as at 31st March 2023 would be £346,000.

The balance of reserves at 31st March 2023 was £911,650, made up of £30,222 restricted funds and £881,428 of unrestricted funds. Current free reserves (unrestricted funds less tangible fixed assets and investments) are £220,270, which is below the reserves policy. The Trustees are taking steps in order to rebuild the reserves.

Investment Policy and Performance

It is our policy that investments need to be readily accessible and that we maintain a balance between income and capital growth. iib Financial Services Ltd, who invest our funds according to our policy, manages the charity investments. The market value of investments has decreased to be £234,728 at 31 March 2023 (2022- £245,804). The F&GP group recommends the organisation that manages the investments to the Board after a selection process and this decision is reviewed annually.

GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Risk Management

The Trustees recognise the importance of Risk Management within the framework of governance and internal control. It remains the responsibility of the Chief Executive to provide the input for the risk management system, whilst the Trustees continue to review the major risks to which the charity is exposed and ensure that systems have been established to mitigate those risks. A risk management policy has been implemented which includes:

- An annual review of the risks which the charity may face and updating of the risk register.
- The establishment of systems and procedures to mitigate those risks identified in the review.
- The implementation of procedures designed to minimise any potential impact on the charity should any of these risks materialise. These are found in the Business Continuity Plan.

All staff members, together with Trustees, are involved in identifying the risks that the charity faces. The most serious risks, COVID 19 notwithstanding, remain overall social care budget cuts which will impact the level of individual personal budgets. In addition, the key risks are an imprecise pricing policy, poor cash flow, an incident or inspection that could cause a loss of reputation and increased competition. The accessibility of the building is assessed and the identified risks are managed as far as reasonably possible alongside the requirements of the Disability Discrimination Act 1995 (DDA). Ongoing staff training takes place to maintain skills and knowledge levels. Glebe House is recognised as a Disability Confident Employer by the DWP.

Glebe House retains the services of Flint Bishop who provide Glebe House with a professional HR update service in addition to advice and guidance and reduce the risk of HR non-compliance. The services of LRB Consulting are retained to provide professional support and regular audits on matters of Health and Safety and Fire Safety.

The dilapidations matter that has continued since the ending of the lease at 190 Forest Road, in April 2013, continues without resolution. Funds have been allocated in previous accounts and despite requests for updated information, there has been no meaningful correspondence from LCC since April 2015 and the position remains unchanged.

PLANS FOR FUTURE PERIODS

Difficult decisions have already been taken and actions taken to streamline the charity and bring some focus onto the financial challenges that Glebe House faces which will result in the closure of the After School Club and the Adult Home and Community Support service by the summer of 2023. Having carried out extensive external works to Glebe Cottage, plans are in place to refurbish the Cottage inside along with the base at Woodgate Chambers. There is a need to recruit additional management support within the autism service to provide stability across the service and management attention is being directed towards getting new additions to our client roster and to improve the quality of their experience whilst they are with us. We have discussed the possibility of acquiring new premises to ease the dual service burden on Glebe Cottage.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 18th June 1992, and registered as a charity on 18th March 1993. The charitable company was formed in 1992 by members of the then Charnwood Mencap Society to take over the running of Glebe House. The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Organisational structure

The Council of Management (Board of Trustees) is currently comprised of a cross-section of people, including two parents of a person with learning disabilities and those with significant experience of the voluntary and the private sector. The Council of Management meets at least six times a year to set the strategic direction of the charity, ensure financial probity and constitutional compliance and ensure the charity is providing a high standard of services. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1.

A Finance and General Purposes subcommittee meets to discuss the detail of finances on a regular basis to provide support to the main Board. Peter Warlow is the Chief Executive and is employed to oversee the day-to-day running of the charity.

Decision making

The Trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the organisations policy, withdraw from decisions where a conflict of interest arises.

Recruitment and Appointment of Trustees

In accordance with the Memorandum and Articles of Association the Board of Trustees, may from time to time elect any person, who agrees to hold office, to be a Trustee. The minimum number of Trustees is three and there is no maximum. Disclosure and Barring Service checks are carried out for all Trustees and renewed every three years.

Trustee Induction and Training

All new members of the Board of Trustees spend time with senior management to familiarise themselves with the workings of the organisation. They receive copies of the governing documents and a set of the latest accounts and the Charity Commission's guidance "The Essential Trustee". All Trustees are given a copy of the "Good Governance" code for the Voluntary and Community Sector and are provided with information on appropriate conduct. The senior staff occasionally attend the Trustees' meetings to keep them informed of the current situation and future plans for each service. An annual skills analysis is used to identify gaps in the Board knowledge.

Staff Remuneration Policy

The Trustee Board carries salary reviews out each year. However, a review does not guarantee a pay rise and there is no contractual right to an annual pay rise. Staff will be informed of the result of the review in writing.

GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for 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 judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare 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 auditors 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 auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

SMALL COMPANY PROVISIONS

This report has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

Approved by Board of Trustees on 01-09-2023 and signed on its behalf by

DocuSigned by:
Naveed Chiragh
73E5CE92C8F34DD...
Mr N Chiragh – Honorary Treasurer

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GLEBE HOUSE (CHARNWOOD) LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED

Opinion

We have audited the financial statements of Glebe House (Charnwood) Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report. The trustees are responsible for the other information contained within the 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

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

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Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 6, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Extent to which the audit was considered capable of detecting irregularities

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. However, responsibility for the prevention and detection of fraud ultimately rests with both those charged with governance and management of the charitable company.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company by considering the nature of the industry in which the charitable company operates and enquiring of management; and
- identifying the key laws and regulations considered to have a direct impact on the financial statements including the UK Companies Act 2006, UK Charities Act 2011, UK Generally Accepted Accounting Practice and UK tax legislation. Other regulations identified which were not considered to have a direct impact on the financial statements but which were considered central to the ability of the charitable company to operate were those of the Care Quality Commission and Ofsted; and

- assessing how the charitable company is complying with the applicable legal and regulatory framework by making further enquiries of management and observing the company's control environment regarding compliance with regulations and fraud prevention; and
- assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by considering the effectiveness of the charitable company's accounting systems and controls and how these were monitored by management. Where the risk of material misstatement was considered to be higher in certain areas, further audit procedures were designed to address this increased risk; and
- discussing amongst the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.

Audit response to risks of irregularities identified

Our procedures to respond to risks identified included the following:

- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- enquiry of charitable company staff responsible for compliance to identify any instances of non-compliance with laws and regulations; and
- reviewing supporting documentation confirming compliance with specific laws and regulations considered central to the ability of the company to operate; and
- enquiry of management, those charged with governance and other relevant parties around actual and potential litigation claims; and
- reviewing supporting documentation regarding actual and potential litigation claims; and
- reviewing minutes of meetings of those charged with governance; and
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias; and
- communicating identified laws and regulations and potential fraud risks to all engagement team members and assessing whether there are any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

Use of our report

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED



Paul Barnett FCCA (Senior Statutory Auditor)
for and on behalf of Newby Castleman LLP
Chartered Accountants
Statutory Auditor
West Walk Building
110 Regent Road
Leicester
LE1 7LT

5 September 2023

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GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	3	32,536	54,702	87,238	27,828
Charitable activities	4	877,112	-	877,112	806,455
Other trading activities	5	1,786	-	1,786	1,830
Investments	6	2,246	-	2,246	1,495
Total		913,680	54,702	968,382	837,608
Expenditure on:					
Raising funds	7	3,227	-	3,227	2,891
Charitable activities	8	995,427	41,302	1,036,729	860,632
Other	12	-	-	-	32,489
Total		998,654	41,302	1,039,956	896,012
Net gains/(losses) on investments	13	(9,225)	-	(9,225)	10,455
Net (outgoing)/incoming resources		(94,199)	13,400	(80,799)	(47,949)
Other recognised gains and losses					
Revaluation of tangible fixed assets		-	-	-	25,000
Net movement in funds		(94,199)	13,400	(80,799)	(22,949)
Reconciliation of funds					
Total funds brought forward		975,627	16,822	992,449	1,015,398
Total funds carried forward		881,428	30,222	911,650	992,449

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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GLEBE HOUSE (CHARNWOOD) LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**15**		439,152		411,227
Investments	**16**		234,728		245,804
			673,880		657,031
Current assets					
Debtors	**17**	69,117		78,336	
Cash at bank and in hand		328,537		413,844	
		397,654		492,180	
Creditors: amounts falling due within one year	**18**	(62,083)		(57,174)	
Net current assets			335,571		435,006
Total assets less current liabilities			1,009,451		1,092,037
Creditors: amounts falling due after more than one year	**19**		(3,871)		(5,658)
Provisions for liabilities	**20**		(93,930)		(93,930)
Total net assets			911,650		992,449
Charity funds					
Restricted funds	**24**		30,222		16,822
Unrestricted funds:					
General funds		696,982		791,181	
Revaluation reserve		184,446		184,446	
	25		881,428		975,627
Total charity funds			911,650		992,449

The financial statements were approved and authorised by the board of trustees on 01-09-2023 and are signed on its behalf by:

DocuSigned by:
Naveed Chiragh
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Mr N Chiragh (Honorary Treasurer)
Trustee

Company Registration No. 02724141

The notes on pages 15 - 29 form part of these financial statements.

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GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash absorbed by operations	29		(37,137)		(16,390)
Investing activities					
Purchase of tangible fixed assets		(50,481)		(19,725)	
Proceeds on disposal of investments		1,852		1,556	
Investment income received		2,246		1,495	
Net cash used in investing activities			(46,383)		(16,674)
Financing activities					
Payment of finance leases obligations		(1,787)		7,445	
Net cash (used in)/generated from financing activities			(1,787)		7,445
Net decrease in cash and cash equivalents			(85,307)		(25,619)
Cash and cash equivalents at beginning of year			413,844		439,463
Cash and cash equivalents at end of year			328,537		413,844

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1 Accounting policies

Charity information

Glebe House (Charnwood) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office and place of business is given in the legal and administrative information page of these financial statements.

1.1 Basis of preparation

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold property and to include certain financial instruments at fair value. The principal accounting policies adopted are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

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

1.4 Income recognition

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

Income from charitable activities includes income received from local authorities for the provision of services to adults and children with learning disabilities and/or autism. Income from these categories is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

1 Accounting policies **(Continued)**

Investment income is earned through holding assets for investment purposes. It comprises bank interest and is recognised on an accruals basis.

1.5 Expenditure recognition

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

- Costs of raising funds - includes fundraising and investment management costs.
- Expenditure on charitable activities - includes staff and associated costs to further the delivery of the objectives of the charity.
- Other expenditure - includes staff costs covered by income from the coronavirus job retention scheme.

1.6 Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and costs of raising funds and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure in line with the objectives of the charity. Support costs are allocated to costs of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 10.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold property	Not depreciated
Freehold property improv'ts	10% straight line
Leasehold improvements	10% straight line
Fixtures and fittings	25% straight line
Motor vehicles	25% reducing balance

Freehold property whose fair value can be measured reliably is held under the revaluation model and is carried at a revalued amount, being their fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. The fair value of the land and buildings is usually considered to be the market value.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year.

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies **(Continued)**

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount in order to determine the extent of the impairment loss (if any). Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities (SOFA) unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Debtors and creditors with no stated interest rate and receivable or payable within one year are measured at transaction price. Any losses arising from impairment are recognised in the SOFA.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

1.13 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.15 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies **(Continued)**

1.16 Taxation

Glebe House (Charnwood) Limited is a registered charity and no taxation provision is required as its income from charitable activities falls within the various exemptions available to registered charities.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

Valuation of freehold property

The valuation of freehold property is reassessed annually by the trustees and, when necessary, amended to reflect current estimates.

3 Income from donations and legacies

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Donations	28,540	6,500	35,040	536	700	1,236
Grants	3,996	48,202	52,198	16,092	10,500	26,592
	32,536	54,702	87,238	16,628	11,200	27,828

4 Income from charitable activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Adult Services	729,266	-	729,266	679,758	-	679,758
Children's Services	66,078	-	66,078	71,496	-	71,496
Weekend and Short Breaks	81,768	-	81,768	55,201	-	55,201
	877,112	-	877,112	806,455	-	806,455

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Income from other trading activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fundraising events	76	-	76	979	-	979
Letting and licensing arrangements	519	-	519	495	-	495
Work skills project sales	1,191	-	1,191	356	-	356
	1,786	-	1,786	1,830	-	1,830

6 Income from investments

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Interest receivable	2,246	-	2,246	1,495	-	1,495

7 Expenditure on raising funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fundraising costs	1,375	-	1,375	1,335	-	1,335
Investment management	1,852	-	1,852	1,556	-	1,556
	3,227	-	3,227	2,891	-	2,891

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Expenditure on charitable activities

	Activities undertaken directly Note 9	Support Costs Note 10	Total 2023	Total 2022
	£	£	£	£
Adult Services	591,534	259,422	850,956	707,693
Children's Services	72,878	27,794	100,672	90,946
Weekend and Short Breaks	62,176	22,925	85,101	61,993
	726,588	310,141	1,036,729	860,632
Unrestricted funds			995,427	859,613
Restricted funds			41,302	1,019
			1,036,729	860,632

9 Expenditure on activities undertaken directly

	Adult Services	Children's Services	Weekend and Short Breaks	Total 2023	Total 2022
	£	£	£	£	£
Staff costs	566,637	64,892	58,378	689,907	591,983
Depreciation and impairment	2,103	-	-	2,103	-
Activities	3,128	2,381	3,791	9,300	5,338
Room Hire	7,519	3,282	-	10,801	10,077
Mileage	387	193	7	587	(738)
Workshop Costs	11,760	-	-	11,760	12,201
Accomodation	-	2,130	-	2,130	2,013
	591,534	72,878	62,176	726,588	620,874

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

10 Expenditure on support costs

	2023	2022
	£	£
Staff costs	171,218	116,678
Depreciation & loss on disposal	20,454	15,980
Other staff costs	9,751	10,695
Household costs	15,384	7,540
Premises costs	34,823	28,847
Insurance	7,106	6,789
Motor and travel	12,969	11,332
Printing, postage and stationery	4,375	4,373
Computer and telephone costs	8,062	8,864
Legal and professional costs	13,536	16,237
Repairs and maintenance	13,251	9,482
Other costs	(788)	2,941
	310,141	239,758
Analysed between:		
Charitable activities	310,141	239,758

Support costs have been allocated to activities on a relevant basis to the nature of the underlying costs in proportion to resources used. Support costs include governance costs totalling £6,681 (2022: £7,203).

Governance costs includes payments to the auditors of £6,270 (2022- £5,700) for audit fees.

11 Trustees

None of the trustees received nor waived any remuneration or benefits or reimbursements from the charity during the year, or in the previous year.

12 Other expenditure

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Wages	-	-	-	32,489	-	32,489

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

13 Net gains/(losses) on investments

	Unrestricted funds 2023 £	**Restricted funds 2023 £**	**Total 2023 £**	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Revaluation of investments	(9,246)	-	(9,246)	10,840	-	10,840
Gain/(loss) on sale of investments	21	-	21	(385)	-	(385)
	(9,225)	-	(9,225)	10,455	-	10,455

14 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Total	69	67

Employment costs	**2023 £**	2022 £
Wages and salaries	792,061	682,238
Social security costs	47,993	38,886
Other pension costs	18,030	16,099
Termination payments	3,042	3,927
	861,126	741,150

There were no employees whose annual remuneration was more than £60,000.

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

15 Tangible fixed assets

	Freehold property	Freehold property improv'ts	Leasehold improvements	Fixtures and fittings	Motor vehicles	Total
	£	£	£	£	£	£
Cost or valuation						
At 1 April 2022	365,000	7,146	17,276	47,962	61,030	498,414
Additions	-	5,024	1,520	9,542	34,395	50,481
At 31 March 2023	365,000	12,170	18,796	57,504	95,425	548,895
Depreciation and impairment						
At 1 April 2022	-	3,944	7,198	24,416	51,629	87,187
Depreciation charged in the year	-	2,257	1,815	11,722	6,762	22,556
At 31 March 2023	-	6,201	9,013	36,138	58,391	109,743
Carrying amount						
At 31 March 2023	365,000	5,969	9,783	21,366	37,034	439,152
At 31 March 2022	365,000	3,202	10,078	23,546	9,401	411,227

Freehold property was revalued on 25 May 2022 by Alexanders, independent valuers not connected with the charity, on the basis of market value. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties.

At 31 March 2023, had the revalued assets been carried at historic cost less accumulated depreciation and accumulated impairment losses, their carrying amount would have been approximately £180,554 (2022 - £180,554).

16 Fixed asset investments

	Listed investments
	£
Cost or valuation	
At 1 April 2022	245,804
Valuation changes	(11,076)
At 31 March 2023	234,728
Carrying amount	
At 31 March 2023	234,728
At 31 March 2022	245,804

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

17 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	56,545	59,317
Other debtors	13	1,128
Prepayments and accrued income	12,559	17,891
	69,117	78,336

18 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Obligations under finance leases	21	1,787	1,787
Other taxation and social security		8,554	8,923
Trade creditors		6,912	4,968
Other creditors		5,530	7,021
Accruals and deferred income		39,300	34,475
		62,083	57,174

19 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Obligations under finance leases	21	3,871	5,658

20 Provisions for liabilities

	2023 £	2022 £
Dilapidation provision	93,930	93,930

Movements on provisions:

	Dilapidation provision £
At 1 April 2022 and 31 March 2023	93,930

21 Finance lease commitments

Future minimum lease payments due under finance leases:

	2023	2022
	£	£
Within one year	1,787	1,787
Within two and five years	3,871	5,658
	5,658	7,445

The charity has leased a Quality Compliance System. The lease term is 5 years with and is on a fixed repayment basis.

22 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	22,564	25,209
Between two and five years	-	470
	22,564	25,679

Lease payments totalling £25,209 (2022 - £18,518) have been recognised as an expense during the year.

23 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees.

The charge to the SOFA in respect of defined contribution schemes was £18,030 (2022 - £16,099). This expenditure has been allocated to support costs and unrestricted general funds.

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

24 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds		
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Capital grants - short breaks for Charnwood borough council	825	-	(184)	641
Social club	-	1,500	(1,500)	-
National Lottery Community Fund - Minibus	10,000	-	(1,371)	8,629
BFSS Grant	2,997	(2,997)	-	-
SHIRE Community grant	3,000	-	(411)	2,589
Kiernan Dewsbury Hall	-	5,000	-	5,000
Baily Thomas	-	1,000	(137)	863
LCC SHIRE Community grant	-	5,000	(5,000)	-
National Lottery Community Fund	-	10,000	-	10,000
RHS Grant for Aquaponics System	-	2,500	-	2,500
CLC Worker Retention Grant	-	32,699	(32,699)	-
	16,822	54,702	(41,302)	30,222

		Movement in funds		
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Capital grants - short breaks for Charnwood borough council	1,062	-	(237)	825
National Lottery Community Fund - Minibus	-	700	(700)	10,000
BFSS Grant	10,000	-	-	2,997
SHIRE Community grant	-	7,500	(82)	3,000
Kiernan Dewsbury Hall	-	3,000	-	-
	11,062	11,200	(1,019)	16,822

24 Restricted funds (Continued)

Capital grants – short breaks for Charnwood Borough Council.
This fund is represented by fixed assets, and relates to a grant to provide a Vauxhall Zafira vehicle for the use of Glebe House

Loughborough Greenfields
This fund relates to a donation toward the costs of running the Youth Club

National Lottery Community Fund
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle.

BFSS Grant
This fund relates to an underspend on purchase of sensory equipment. The funds were returned to the provider.

Shire Community Grant
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle.

Kiernan Dewsbury Hall
This donation was made to provide a contribution towards services in the Childrens Service, it has been used in 2023/24 to provide PlayStation and Nintendo gaming devices, plus provide a day out to the seaside for the childrens service.

Baily Thomas
This fund relates to a grant towards the purchase of a wheelchair adapted vehicle.

LCC Shire Community Grant
This grant is to provide funds towards running the Youth Club.

National Lottery Grant for Vehicle
This fund relates to a grant towards the purchase of a replacement vehicle for the Work Skills Service.

RHS Grant re Aquaponics System
This grant is to cover the costs of setting up an Aquaponics system at the Work Shop.

CLC Worker Retention Grant
Grant provided By LCC to CLC providers staff as a reward for the tireless efforts of the adult social care workforce in keeping people safe and supported during the COVID -19 pandemic.

25 Unrestricted funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£
General funds	791,181	913,680	(998,654)	-	(9,225)	696,982
Revaluation reserve	184,446	-	-	-	-	184,446
	975,627	913,680	(998,654)	-	(9,225)	881,428

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

25 Unrestricted funds (Continued)

	Balance at 1 April 2021	Movement in funds: Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2022
	£	£	£	£	£	£
General funds	844,890	826,408	(894,993)	4,421	10,455	791,181
Revaluation reserve	114,446	-	-	-	25,000	184,446
	959,336	826,408	(894,993)	4,421	35,455	975,627

26 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Tangible assets	426,430	12,722	439,152
Investments	234,728	-	234,728
Current assets/(liabilities)	318,071	17,500	335,571
Long term liabilities	(3,871)	-	(3,871)
Provisions	(93,930)	-	(93,930)
	881,428	30,222	911,650

	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 31 March 2022 are represented by:			
Tangible assets	410,402	825	411,227
Investments	245,804	-	245,804
Current assets/(liabilities)	419,009	15,997	435,006
Long term liabilities	(5,658)	-	(5,658)
Provisions	(93,930)	-	(93,930)
	975,627	16,822	992,449

27 Related party transactions

During the year, M Nicholls-Sykes, the daughter of Mrs L Nicholls-Sykes, was paid £894 (2022 - £442) for her services as an employee.

There were no other disclosable related party transactions during the year (2022 - none).

GLEBE HOUSE (CHARNWOOD) LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

28 Contingent liabilities

There exists a contingent liability for £102,755 in respect of a claim made by Leicestershire County Council ('The Council'). In March 2013 the charity vacated premises owned by the council. In January 2014 the council made a claim for £95,000 based on the assumption of the work required and estimated costs in respect of dilapidations. The charity instructed surveyors to carry out a survey of the building, however the council let the building and carried out the work before an independent survey could be carried out. This is not in accordance with the Royal Institute of Chartered Surveyors protocols. The anticipated costs of £95,000 were provided for in the accounts for the year ended 31 March 2013. In February 2015, the council made a revised claim on a costs incurred basis for £197,755. The charity has requested further information from the council but none has been forthcoming. Based on the advice of an independent surveyor the difference in the two claims relates to building works necessary for statutory compliance which cannot be claimed as dilapidations.

Following the advice received the trustees consider that no additional provision is necessary.

29 Cash generated from operations

	2023	2022
	£	£
Deficit for the year	(80,799)	(47,949)
Adjustments for:		
Investment income recognised in statement of financial activities	(2,246)	(1,495)
(Gain)/loss on disposal of investments	(21)	385
Fair value gains and losses on investments	9,246	(10,840)
Depreciation and impairment of tangible fixed assets	22,557	15,979
Movements in working capital:		
Decrease in debtors	9,217	34,683
Increase/(decrease) in creditors	4,909	(7,155)
Cash absorbed by operations	(37,137)	(16,392)

30 Analysis of changes in net funds

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	413,844	(85,307)	328,537
Obligations under finance leases	(7,445)	1,787	(5,658)
	406,399	(83,520)	322,879

GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales - Charity number 1018920

Accounts

Charity Registration No. 1018920

Company Registration No. 02724141 (England and Wales)

GLEBE HOUSE (CHARNWOOD) LIMITED
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2022

GLEBE HOUSE (CHARNWOOD) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Chiragh (Honorary Treasurer) Dr G Balasubramaniam Mrs S Elliott Mr D Frost (Resigned 30 July 2022) Mr B Higgins Mrs M Moore Mrs L Nicholls-Sykes Mr T Unsworth
Chief Executive	Mr P Warlow
Charity number	1018920
Company number	02724141
Principal address	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ
Registered office	Woodgate Chambers 70 Woodgate Loughborough Leicestershire LE11 2TZ
Auditor	Newby Castleman LLP West Walk Building 110 Regent Road Leicester LE1 7LT
Bankers	Lloyds Bank plc 37/38 High Street Loughborough Leicester LE11 2QG
Investment advisors	iib Financial Services Ltd Prospect House 6 Brookside Ashby-de-la-Zouch Leicestershire LE65 1JW

GLEBE HOUSE (CHARNWOOD) LIMITED

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GLEBE HOUSE (CHARNWOOD) LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charitable company present their report and financial statements of the charity for the year ended 31 March 2022, which is also prepared to meet the requirements for a director's report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements, and comply with the charity's governing document, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice for charities applying FRS 102 (2019), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

OBJECTIVES AND ACTIVITIES

Objectives

The charity's objects are to promote any charitable purpose for the benefit of persons who have a learning disability and /or autism or who are caring for someone with a learning disability and/or autism.

The charity provides a wide range of services to children and adults (8-80) with a learning disability and /or autism. Our aim is to improve independency, develop skills and provide a high quality of care and support to those in the Charnwood area, although not exclusively, if they can travel to our location.

Services and support, which are not provided through an agreement with the local authority, are open to anyone who has sufficient funds to support their service. We do consider how to obtain funds for people who do not have resources to pay for services themselves. We make funding applications to funders independent of LCC and staff will regularly support families with help and signposting beyond any contract requirement.

Public benefit statement

The charity Trustees have considered the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The charity has a range of policies and procedures, which are managed by the Quality and Care Manager, and updated and reviewed on a regular basis. A Diversity Statement provides guidance for the fair treatment for all stakeholders in the organisation.

Activities

Glebe House remains a unique provider of services to adults and children with learning disabilities and/or autism in the Charnwood area, offering a range of services and flexibility that is unmatched by any other local provider. Although pressures have increased on our clients' personal budgets, we have retained our overall numbers across the charity over the past twelve months. We support over 140 adults and children with learning disabilities on a regular basis. All of our adult and children's services are funded through individual's personal budgets, which means that the primary source of income is Leicestershire County Council. Clients/carers can choose to manage this budget themselves or request that the Council manages the funding on their behalf.

Bryan Higgins stepped down as the Chair of Trustees after the November 2021 AGM although he remains a Trustee. No replacement Chair has been appointed, with meetings being chaired by a rotation of the Directors. Naveed Chiragh retains his role as Honorary Treasurer. The Board retained all of its members over the course of the year, with no new trustees and no resignations for the second year in succession. The Finance and General Purposes ("F&GP") subcommittee, chaired by Naveed Chiragh, continues to meet online, on a regular basis to provide detailed support to the main Board. The other F&GP members in this year were, Geetha Bala, David Frost, Bryan Higgins, Peter Warlow (Chief Executive) and Kirstie Jackson (Finance Manager).

All of the Board meetings and F&GP meetings since January 2020 have been held online and this continued throughout 2021 and into 2022. Until such time as "face to face" meetings are restored, online meetings have become the standard format. Marie Moore has been a Board Member for over twenty years, and this is justified on the grounds that, she is one of two Trustees who have sons with a learning disability who use the services of Glebe House, providing a unique perspective on the charity's governance and performance.

Adult Services: Based at Woodgate Chambers unless otherwise stated.

These are the services currently provided by Glebe House for over 140 adults and children.

- Community Life Choices supports adults between the ages of 18-80 each weekday and through a person-centred planning approach ensures that people have a choice of activities including access to community facilities, trips and leisure services. One client with profound learning disabilities who requires higher levels of care and support (PMLD) also attends Community Life Choices.

- Adult Home and Community Support service provides community-based support to adults to enable them to keep safe, healthy and happy either in their own homes or with their families. The extensive range of activities catered for within the service enables those supported to have a wider variety of activities and opportunities for friendships.

- The Weekend and Short Break service is provided at Glebe Cottage for those over 16 years old with a budget to support their stay. Each overnight stay is personalised to the client attending and is aimed at providing a short respite for both the client and the carers. This is a CQC registered service.

- Challenge days (also known as Adult Activity Days) are usually provided for 12 days a year throughout holidays during the year, for young adults and they choose a variety of 'days out' such as boat trips, theme parks or to places of local interest.

- The Autism service is delivered in three locations, Glebe Cottage, Woodgate Chambers and some of the group now attend The Old School in Shepshed. The service operates for five days a week, supports young adults with autism who have high levels of dependency. Many of the clients require at least a 1:1 staffing ratio.

- The Work Skills service operates every weekday from Glebe Workshop. This programme supports those who are looking to develop practical skills in the Workshop and the allotments. The prime areas of support are gardening and property maintenance and woodworking. The Work Skills team contributes to the overall maintenance and safety of Glebe House.

- The evening Social Clubs provide safe social interaction. Socialisation remains a key area of importance for those with learning disabilities, which is why the Glebe House Social clubs are so important. The activities of the Monday night Youth Club (ages 17-23) and the Wednesday evening Carry On Club (aged 24+) are planned by those attending but funded by fundraising by Glebe House, parents and carers and a small contribution made by clients. The Monday night disco remains a hugely popular monthly event, with more clients under one roof at the same time than for any other Glebe House service.

- The Transitions service aim is to enable young people to move seamlessly from our children's service into one of our adult services. We encourage the young person to review all of their options, including attending college and other providers and help them to develop a package of support that will help them in the next stage of their life.

Children Services: Based at The Old School, Shepshed and Rawlins Community College

- An After School Club during term-time for up to 4 days a week.

- Holiday Play Scheme activities for up to 10 children a day during half terms and school holidays. The Play Scheme is on the voluntary Ofsted registration.

- Saturday respite days, every Saturday, for up to 20 children each weekend, providing a day full of activities and outings.

- Children's Buddy sitting service is primarily a sitting service for children with learning disabilities, but overnight stays and trips out can also be provided. The service is funded from personal budgets and direct payments.

The management and Board ensure that the services remain relevant to the clients and remain at a high standard by implementing client surveys once a year and having suggestion boxes in the venues. In previous years, the Chief Executive has attended a Client Representative meeting every quarter, which gave clients the opportunity to formally comment on current services, how they can be improved and also to make suggestions for new services. These meetings were suspended in March 2020 and due to social distancing, have not yet been reinstated.

ACHIEVEMENTS AND PERFORMANCE

Summary of Performance

In the 2020/21 annual review, Covid 19 dominated every aspect of the charity's organisation and activities. In Spring 2022, there are signs that the last serious Covid control measures are coming to an end. However, the infection has once again been significant over the last 12 months, with capacity restrictions in our venues and constant absences by clients and staff due to self-isolation, disrupting the services. In early 2022, we lifted all capacity restrictions but the combination of staff shortages and some clients changing their service requirements means that the number of support hours provided has yet to return to the March 2020 levels.

The prevailing attitude in the past years has been one of caution, from the clients, carers and the charity, with all of us trying to ensure that the risk of passing on the infection is limited as much as possible. This cautious approach has muted much of the service delivery and prevented the team from putting into place the strategic plan that was signed off in the days just before the March 2020 lockdown.

During the course of the year, we successfully tendered for a new contract for Community Life Choices Adults Services with LCC and extended our lease for Glebe Workshop. We also extended our existing Children's Framework agreement. We had a successful Ofsted inspection in August 2021 -there were no other third-party inspections. We subscribed to a Policy update service which keeps our policies and procedures legally compliant. As the Covid restrictions fade, we have returned to all of the past activities, including going to the gym, bowling, swimming, playing tennis, going to the cinema and attending shows and numerous other community events.

Financially, although Glebe House remains in a strong position for the next twelve months, there is no doubt that the fallout from the restricted attendance numbers had a major effect on our income and subsequently our annual surplus.

The roles played by the management team individually and collectively over the past 12 months is the primary reason why Glebe House has retained its reputation as a high-quality provider of services.

Support for Other Organisations

We have continued a strong association with Steps, which is a provider of services for children with disabilities as well as supporting many community venues in the area. All of our team leaders attend client reviews when requested and we provide a high level of feedback to all stakeholders to get the highest level of support available for those we support.

FINANCIAL REVIEW

The results for the year ended 31st March 2022 are shown in the Statement of Financial Activities on page 12. This, together with the balance sheet on page 13, should be read in conjunction with the related notes which have been prepared in accordance with the Charities SORP 2019 (FRS 102).

Total income for the year amounted to £837,608 (2021 - £1,031,160). The principal funding source continues to be charitable activity income from the Leicestershire County Council. However, many clients now have their own budgets (albeit that these are funded from the Council) which pay for the services that they choose and this includes allocated funds for overnight respite. The main children's services are also funded from personal budgets paid from Leicestershire County Council.

Total expenditure for the year amounted to £896,012 (2021 - £914,821). A breakdown of expenditure is set out in notes to the financial statements.

Prior to the revaluation of tangible fixed assets, but after transfers between funds, there was a deficit on unrestricted funds totalling £53,709 and a surplus on restricted funds totalling £5,760 giving a combined deficit of £47,949. After revaluation gains of £25,000 (2021 - £25,000), there was a £22,949 decrease (2021 - £202,191 increase) in funds for the year. The funds for the charity at the year-end totalled £992,449 which comprise restricted funds of £16,822 and unrestricted funds of £975,627.

Reserves Policy

Reserves are needed to cover any immediate drop in income caused by external unforeseeable circumstances. The Trustees have set a reserves policy, which requires that reserves be maintained at a level, which ensures that Glebe House (Charnwood) Limited's core activity could continue during a period of unforeseen difficulty and that a proportion of reserves be maintained in a readily realisable form. The Trustees consider readily realisable reserves to be the amount of reserves that are easily converted into cash should the need arise ('free reserves'). The calculation of the required level of reserves is an integral part of Glebe House (Charnwood) Ltd's planning, budgeting and forecasting cycle. It takes into account the risks associated with each stream of income and expenditure varying from budget; the planned activity level; and Glebe House (Charnwood) Limited's future commitments or costs concerned with level of reserves needed in the event of the closure of the charity's activities, including redundancy pay and the full cost of leases and commitments which would crystallise. The Trustees consider that the ideal level of reserves as at 31st March 2022 would be £346,000.

The balance of reserves at 31st March 2022 was £992,449, made up of £16,822 restricted funds and £975,627 of unrestricted funds. Current free reserves (unrestricted funds less tangible fixed assets and investments) are £319,421, which is slightly below the reserves policy.

Investment Policy and Performance

It is our policy that investments need to be readily accessible and that we maintain a balance between income and capital growth. iib Financial Services Ltd, who invest our funds according to our policy, manages the charity investments. The market value of investments has increased to be £245,804 at 31 March 2022 (2021 - £236,905). The F&GP group recommends the organisation that manages the investments to the Board after a selection process and this decision is reviewed annually.

Risk Management

The Trustees recognise the importance of Risk Management within the framework of governance and internal control. It remains the responsibility of the Chief Executive to provide the input for the risk management system, whilst the Trustees continue to review the major risks to which the charity is exposed and ensure that systems have been established to mitigate those risks. A risk management policy has been implemented which includes:

- An annual review of the risks which the charity may face and updating of the risk register.
- The establishment of systems and procedures to mitigate those risks identified in the review.
- The implementation of procedures designed to minimise any potential impact on the charity should any of these risks materialise. These are found in the Business Continuity Plan.

All staff members, together with Trustees, are involved in identifying the risks that the charity faces. The most serious risks, COVID 19 notwithstanding, remain overall social care budget cuts which will impact the level of individual personal budgets. In addition, the key risks are an imprecise pricing policy, poor cash flow, an incident or inspection that could cause a loss of reputation and increased competition. The accessibility of the

building is assessed and the identified risks are managed as far as reasonably possible alongside the requirements of the Disability Discrimination Act 1995 (DDA). Ongoing staff training takes place to maintain skills and knowledge levels. Glebe House is recognised as a Disability Confident Employer by the DWP.

Glebe House retains the services of Flint Bishop who provide Glebe House with a professional HR update service in addition to advice and guidance and reduce the risk of HR non-compliance. The services of LRB Consulting are retained to provide professional support and regular audits on matters of Health and Safety and Fire Safety.

The dilapidations matter that has continued since the ending of the lease at 190 Forest Road, in April 2013, continues without resolution. Funds have been allocated in previous accounts and despite requests for updated information, there has been no meaningful correspondence from LCC since April 2015 and the position remains unchanged.

PLANS FOR FUTURE PERIODS

The business plan that was created in early 2020 is yet to come to fruition as the Covid restrictions continue. The erosion of staff levels over lockdown means that as we reopen, we have an opportunity to bring new staff and new ideas to the charity and seek new funding to improve the client's support. The most important aim is for the social distancing to end and to get all the clients back to the services that they were used to. We also need to successfully tender for the new Adults Framework and also purchase a replacement vehicle to transport our clients.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 18th June 1992, and registered as a charity on 18th March 1993. The charitable company was formed in 1992 by members of the then Charnwood Mencap Society to take over the running of Glebe House. The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

Organisational structure

The Council of Management (Board of Trustees) is currently comprised of a cross-section of people, including parents of a sibling with learning disabilities and those with significant experience of the voluntary and the private sector. The Council of Management meets at least six times a year to set the strategic direction of the charity, ensure financial probity and constitutional compliance and ensure the charity is providing a high standard of services. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1.

A Finance and General Purposes subcommittee meets to discuss the detail of finances on a regular basis to provide support to the main Board. Peter Warlow is the Chief Executive and is employed to oversee the day-to-day running of the charity.

Decision making

The Trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the organisations policy, withdraw from decisions where a conflict of interest arises.

Recruitment and Appointment of Trustees

In accordance with the Memorandum and Articles of Association the Board of Trustees, may from time to time elect any person, who agrees to hold office, to be a Trustee. The minimum number of Trustees is three and there is no maximum. Disclosure and Barring Service checks are carried out for all Trustees and renewed every three years.

Trustee Induction and Training

All new members of the Board of Trustees spend time with senior management to familiarise themselves with the workings of the organisation. They receive copies of the governing documents and a set of the latest accounts and the Charity Commission's guidance "The Essential Trustee". All Trustees are given a copy of the "Good Governance" code for the Voluntary and Community Sector and are provided with information on appropriate conduct. The senior staff occasionally attend the Trustees' meetings to keep them informed of the current situation and future plans for each service. An annual skills analysis is used to identify gaps in the Board knowledge.

Staff Remuneration Policy

The Trustee Board carries salary reviews out each year. However, a review does not guarantee a pay rise and there is no contractual right to an annual pay rise. Staff will be informed of the result of the review in writing.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for 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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare 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 auditors 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 auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

SMALL COMPANY PROVISIONS

This report has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

Approved by Board of Trustees on 14 October 2022 and signed on its behalf by

Mr N Chiragh – Honorary Treasurer

GLEBE HOUSE (CHARNWOOD) LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED

Opinion

We have audited the financial statements of Glebe House (Charnwood) Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report. The trustees are responsible for the other information contained within the 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 6, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Extent to which the audit was considered capable of detecting irregularities

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. However, responsibility for the prevention and detection of fraud ultimately rests with both those charged with governance and management of the charitable company.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company by considering the nature of the industry in which the charitable company operates and enquiring of management; and
- identifying the key laws and regulations considered to have a direct impact on the financial statements including the UK Companies Act 2006, UK Charities Act 2011, UK Generally Accepted Accounting Practice and UK tax legislation. Other regulations identified which were not considered to have a direct impact on the financial statements but which were considered central to the ability of the charitable company to operate were those of the Care Quality Commission and Ofsted; and

- assessing how the charitable company is complying with the applicable legal and regulatory framework by making further enquiries of management and observing the company's control environment regarding compliance with regulations and fraud prevention; and
- assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by considering the effectiveness of the charitable company's accounting systems and controls and how these were monitored by management. Where the risk of material misstatement was considered to be higher in certain areas, further audit procedures were designed to address this increased risk; and
- discussing amongst the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.

Audit response to risks of irregularities identified

Our procedures to respond to risks identified included the following:

- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- enquiry of charitable company staff responsible for compliance to identify any instances of non-compliance with laws and regulations; and
- reviewing supporting documentation confirming compliance with specific laws and regulations considered central to the ability of the company to operate; and
- enquiry of management, those charged with governance and other relevant parties around actual and potential litigation claims; and
- reviewing supporting documentation regarding actual and potential litigation claims; and
- reviewing minutes of meetings of those charged with governance; and
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias; and
- communicating identified laws and regulations and potential fraud risks to all engagement team members and assessing whether there are any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%e2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

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

Paul Barnett FCCA (Senior Statutory Auditor)
for and on behalf of Newby Castleman LLP
Chartered Accountants
Statutory Auditor
West Walk Building
110 Regent Road
Leicester
LE1 7LT

27 October 2022

GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total as restated 2021 £
Income from:					
Donations and legacies	**3**	16,628	11,200	27,828	218,753
Charitable activities	**4**	806,455	-	806,455	807,459
Other trading activities	**5**	1,830	-	1,830	396
Investments	**6**	1,495	-	1,495	4,552
Total		826,408	11,200	837,608	1,031,160
Expenditure on:					
Raising funds	**7**	2,891	-	2,891	12,088
Charitable activities	**8**	859,613	1,019	860,632	626,428
Other	**11**	32,489	-	32,489	276,305
Total		894,993	1,019	896,012	914,821
Net gains/(losses) on investments	**12**	10,455	-	10,455	60,852
Net (expenditure)/income		(58,130)	10,181	(47,949)	177,191
Transfers between funds		4,421	(4,421)	-	-
Net (outgoing)/incoming resources		(53,709)	5,760	(47,949)	177,191
Other recognised gains and losses					
Revaluation of tangible fixed assets		25,000	-	25,000	25,000
Net movement in funds		(28,709)	5,760	(22,949)	202,191
Reconciliation of funds					
Total funds brought forward - as restated		1,004,336	11,062	1,015,398	813,207
Total funds carried forward		975,627	16,822	992,449	1,015,398

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

GLEBE HOUSE (CHARNWOOD) LIMITED

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 as restated £	2021 as restated £
Fixed assets					
Tangible assets	**15**		411,227		382,482
Investments	**16**		245,804		236,905
			657,031		619,387
Current assets					
Debtors	**17**	78,336		113,019	
Cash at bank and in hand		413,844		439,463	
		492,180		552,482	
Creditors: amounts falling due within one year	**18**	(57,174)		(62,541)	
Net current assets			435,006		489,941
Total assets less current liabilities			1,092,037		1,109,328
Creditors: amounts falling due after more than one year	**19**		(5,658)		-
Provisions for liabilities	**20**		(93,930)		(93,930)
Total net assets			992,449		1,015,398
Charity funds					
Restricted funds	**24**		16,822		11,062
Unrestricted funds:					
General funds		791,181		844,890	
Revaluation reserve		184,446		159,446	
	25		975,627		1,004,336
Total charity funds			992,449		1,015,398

The financial statements were approved and authorised by the board of trustees on 14 October 2022 and are signed on its behalf by:

Mr N Chiragh (Honorary Treasurer)
Trustee

Company Registration No. 02724141

The notes on pages 15 - 30 form part of these financial statements.

GLEBE HOUSE (CHARNWOOD) LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**29**		(16,390)		148,015
Investing activities					
Purchase of tangible fixed assets		(19,725)		(4,746)	
Proceeds on disposal of tangible fixed assets		-		999	
Purchase of investments		-		(28,604)	
Proceeds on disposal of investments		1,556		37,213	
Investment income received		1,495		4,552	
Net cash (used in)/generated from investing activities			(16,674)		9,414
Financing activities					
New finance leases		7,445		-	
Net cash generated from/(used in) financing activities			7,445		-
Net (decrease)/increase in cash and cash equivalents			(25,619)		157,429
Cash and cash equivalents at beginning of year			439,463		282,034
Cash and cash equivalents at end of year			413,844		439,463

1 Accounting policies

Charity information

Glebe House (Charnwood) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office and place of business is given in the legal and administrative information page of these financial statements.

1.1 Basis of preparation

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold property and to include certain financial instruments at fair value. The principal accounting policies adopted are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

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

1.4 Income recognition

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

Income from charitable activities includes income received from local authorities for the provision of services to adults and children with learning disabilities and/or autism. Income from these categories is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured with reliability. If entitlement is not met, then the amounts are deferred.

1 Accounting policies **(Continued)**

Investment income is earned through holding assets for investment purposes. It comprises bank interest and is recognised on an accruals basis.

1.5 Expenditure recognition

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

- Costs of raising funds - includes fundraising and investment management costs.
- Expenditure on charitable activities - includes staff and associated costs to further the delivery of the objectives of the charity.
- Other expenditure - includes staff costs covered by income from the coronavirus job retention scheme.

1.6 Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and costs of raising funds and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure in line with the objectives of the charity. Support costs are allocated to costs of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 10.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold property	Not depreciated
Freehold property improv'ts	10% straight line
Leasehold improvements	10% straight line
Fixtures and fittings	25% straight line
Motor vehicles	25% reducing balance

Freehold property whose fair value can be measured reliably is held under the revaluation model and is carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated impairment losses. The fair value of the land and buildings is usually considered to be the market value.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year.

1 Accounting policies **(Continued)**

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount in order to determine the extent of the impairment loss (if any). Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities (SOFA) unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Debtors and creditors with no stated interest rate and receivable or payable within one year are measured at transaction price. Any losses arising from impairment are recognised in the SOFA.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

1.13 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.15 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1 Accounting policies **(Continued)**

1.16 Taxation

Glebe House (Charnwood) Limited is a registered charity and no taxation provision is required as its income from charitable activities falls within the various exemptions available to registered charities.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

Valuation of freehold property

The valuation of freehold property is reassessed annually by the trustees and, when necessary, amended to reflect current estimates.

3 Income from donations and legacies

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Donations	536	700	1,236	1,793	-	1,793
Grants	16,092	10,500	26,592	216,210	750	216,960
	16,628	11,200	27,828	218,003	750	218,753

4 Income from charitable activities

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Adult Services	679,758	-	679,758	734,668	-	734,668
Children's Services	71,496	-	71,496	72,791	-	72,791
Weekend and Short Breaks	55,201	-	55,201	-	-	-
	806,455	-	806,455	807,459	-	807,459

5 Income from other trading activities

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fundraising events	979	-	979	-	-	-
Fees	-	-	-	100	-	100
Letting and licensing arrangements	495	-	495	-	-	-
Work skills project sales	356	-	356	296	-	296
	1,830	-	1,830	396	-	396

6 Income from investments

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from listed investments	-	-	-	2,071	-	2,071
Interest receivable	1,495	-	1,495	2,481	-	2,481
	1,495	-	1,495	4,552	-	4,552

7 Expenditure on raising funds

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fundraising costs	1,335	-	1,335	1,408	-	1,408
Investment management	1,556	-	1,556	10,680	-	10,680
	2,891	-	2,891	12,088	-	12,088

8 Expenditure on charitable activities

	Activities undertaken directly	Support Costs	Total 2022	Total 2021
	Note 9	Note 10		
	£	£	£	£
Adult Services	506,402	201,291	707,693	527,997
Children's Services	68,304	22,642	90,946	87,811
Weekend and Short Breaks	46,168	15,825	61,993	10,620
	620,874	239,758	860,632	626,428
Unrestricted funds			859,613	625,373
Restricted funds			1,019	1,055
			860,632	626,428

9 Expenditure on activities undertaken directly

	Adult Services	Children's Services	Weekend and Short Breaks	Total 2022	Total 2021
	£	£	£	£	£
Staff costs	486,518	61,703	43,762	591,983	367,302
Activities	1,476	1,482	2,380	5,338	1,178
Room Hire	7,104	2,973	-	10,077	9,827
Mileage	(897)	133	26	(738)	(2,363)
Workshop Costs	12,201	-	-	12,201	10,703
Accomodation	-	2,013	-	2,013	2,013
	506,402	68,304	46,168	620,874	388,660

10 Expenditure on support costs

	2022	2021
	£	£
Staff costs	116,678	129,393
Depreciation & loss on disposal	15,980	15,333
Other staff costs	10,695	5,053
Household costs	7,540	9,670
Premises costs	28,847	26,578
Insurance	6,789	6,892
Motor and travel	11,332	6,422
Printing, postage and stationery	4,373	4,216
Computer and telephone costs	8,864	6,472
Legal and professional costs	16,237	12,177
Repairs and maintenance	9,482	11,741
Other costs	2,941	3,821
	239,758	237,768
Analysed between:		
Charitable activities	239,758	237,768

Support costs have been allocated to activities on a relevant basis to the nature of the underlying costs in proportion to resources used. Support costs include governance costs totalling £7,203 (2021: £3,764).

Governance costs includes payments to the auditors of £5,700 (2021- £4,750) for audit fees.

11 Other expenditure

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Wages	32,489	-	32,489	276,305	-	276,305

12 Net gains/(losses) on investments

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Revaluation of investments	10,840	-	10,840	54,983	-	54,983
Gain/(loss) on sale of investments	(385)	-	(385)	5,869	-	5,869
	10,455	-	10,455	60,852	-	60,852

13 Trustees

None of the trustees received nor waived any remuneration or benefits or reimbursements from the charity during the year, or in the previous year.

14 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Total	67	63

Employment costs	**2022**	2021
	£	£
Wages and salaries	682,238	707,604
Social security costs	38,886	40,439
Other pension costs	16,099	17,653
Termination payments	3,927	-
	741,150	765,696

There were no employees whose annual remuneration was more than £60,000.

15 Tangible fixed assets

	Freehold property	Freehold property improv'ts	Leasehold improvements	Fixtures and fittings	Motor vehicles	Total
	£	£	£	£	£	£
Cost or valuation						
At 1 April 2021	340,000	7,146	15,056	33,528	60,530	456,260
Additions	-	-	2,220	17,005	500	19,725
Disposals	-	-	-	(2,571)	-	(2,571)
Revaluation	25,000	-	-	-	-	25,000
At 31 March 2022	365,000	7,146	17,276	47,962	61,030	498,414
Depreciation and impairment						
At 1 April 2021	-	2,157	5,636	16,914	49,071	73,778
Depreciation charged in the year	-	1,787	1,562	10,073	2,558	15,980
Eliminated in respect of disposals	-	-	-	(2,571)	-	(2,571)
At 31 March 2022	-	3,944	7,198	24,416	51,629	87,187
Carrying amount						
At 31 March 2022	365,000	3,202	10,078	23,546	9,401	411,227
At 31 March 2021	340,000	4,989	9,420	16,614	11,459	382,482

Freehold property was revalued on 25 May 2022 by Alexanders, independent valuers not connected with the charity, on the basis of market value. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties.

At 31 March 2022, had the revalued assets been carried at historic cost less accumulated depreciation and accumulated impairment losses, their carrying amount would have been approximately £180,554 (2021 - £180,554).

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	236,905
Unrealised gain/(losses)	10,840
Movement in cash awaiting investment	494
Disposals	(2,435)
At 31 March 2022	245,804
Carrying amount	
At 31 March 2022	245,804
At 31 March 2021	236,905

17 Debtors

	2022	2021
Amounts falling due within one year:	£	£
Trade debtors	59,317	88,038
Other debtors	1,128	14,774
Prepayments and accrued income	17,891	10,207
	78,336	113,019

18 Creditors: amounts falling due within one year

	Notes	2022 £	2021 as restated £
Obligations under finance leases	21	1,787	-
Other taxation and social security		8,923	6,827
Trade creditors		4,968	6,288
Other creditors		7,021	9,762
Accruals and deferred income		34,475	39,664
		57,174	62,541

19 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Obligations under finance leases	21	5,658	-

20 Provisions for liabilities

	2022	2021
	£	£
Dilapidation provision	93,930	93,930

Movements on provisions:

	Dilapidation provision
	£
At 1 April 2021 and 31 March 2022	93,930

21 Finance lease commitments

Future minimum lease payments due under finance leases:

	2022	2021
	£	£
Within one year	1,787	-
Within two and five years	5,658	-
	7,445	-

The charity has leased a Quality Compliance System. The lease term is 5 years with and is on a fixed repayment basis.

22 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	25,209	18,518
Between two and five years	470	1,098
	25,679	19,616

Lease payments totalling £18,518 (2021 - £7,706) have been recognised as an expense during the year.

23 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees.

The charge to the SOFA in respect of defined contribution schemes was £16,099 (2021 - £17,653). This expenditure has been allocated to support costs and unrestricted general funds.

24 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 April 2021 as restated	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Capital grants - short breaks for Charnwood borough council	1,062	-	(237)	-	825
Loughborough Greenfields	-	700	(700)	-	-
National Lottery Community Fund	10,000	-	-	-	10,000
BFSS grant	-	7,500	(82)	(4,421)	2,997
SHIRE Community grant	-	3,000	-	-	3,000
	11,062	11,200	(1,019)	(4,421)	16,822

		Movement in funds			
	Balance at 1 April 2020 as restated	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021 as restated
	£	£	£	£	£
Capital grants - short breaks for Charnwood borough council	1,367	-	(305)	-	1,062
Social club	-	750	(750)	-	-
National Lottery Community Fund	10,000	-	-	-	10,000
	11,367	750	(1,055)	-	11,062

24 Restricted funds **(Continued)**

Capital grants – Short Breaks for Charnwood Borough Council
This fund is represented by fixed assets, and relates to a grant to provide a Vauxhall Zafira vehicle for the use of Glebe House.

Loughborough Greenfields Sports and Social Club
This fund relates to a donation towards the costs of running the Youth Club.

National Lottery Community Fund
This fund is represented by cash, and relates to a grant towards the purchase of a wheelchair adapted vehicle.

BFSS
This fund is represented by cash and relates to a grant towards the purchase of sensory equipment. Transfers have been made from restricted funds into unrestricted funds to transfer the value of fixed assets purchased where the restriction has lapsed.

SHIRE Community Grant.
This fund is represented by cash, and relates to a grant toward the purchase of a wheelchair adapted vehicle.

25 Unrestricted funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

			Movement in funds			
	Balance at 1 April 2021 as restated	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2022
	£	£	£	£	£	£
General funds	844,890	826,408	(894,993)	4,421	10,455	791,181
Revaluation reserve	159,446	-	-	-	25,000	184,446
	1,004,336	826,408	(894,993)	4,421	(9,545)	930,627

			Movement in funds			
	Balance at 1 April 2020 as restated	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2021 as restated
	£	£	£	£	£	£
General funds	667,394	1,030,410	(913,766)	-	60,852	844,890
Revaluation reserve	134,446	-	-	-	25,000	159,446
	801,840	1,030,410	(913,766)	-	85,852	1,004,336

26 Analysis of net assets between funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 31 March 2022 are represented by:			
Tangible assets	410,402	825	411,227
Investments	245,804	-	245,804
Current assets/(liabilities)	419,009	15,997	435,006
Long term liabilities	(5,658)	-	(5,658)
Provisions	(93,930)	-	(93,930)
	975,627	16,822	992,449

	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£
Fund balances at 31 March 2021 are represented by:			
Tangible assets	381,420	1,062	382,482
Investments	236,905	-	236,905
Current assets/(liabilities)	479,941	10,000	489,941
Provisions	(93,930)	-	(93,930)
	1,004,336	11,062	1,015,398

27 Related party transactions

During the year, M Nicholls-Sykes, the daughter of Mrs L Nicholls-Sykes, was paid £442 (2021 - £1,817) for her services as an employee.

There were no other disclosable related party transactions during the year (2021 - none).

28 Contingent liabilities

There exists a contingent liability for £102,755 in respect of a claim made by Leicestershire County Council ('The Council'). In March 2013 the charity vacated premises owned by the council. In January 2014 the council made a claim for £95,000 based on the assumption of the work required and estimated costs in respect of dilapidations. The charity instructed surveyors to carry out a survey of the building, however the council let the building and carried out the work before an independent survey could be carried out. This is not in accordance with the Royal Institute of Chartered Surveyors protocols. The anticipated costs of £95,000 were provided for in the accounts for the year ended 31 March 2013. In February 2015, the council made a revised claim on a costs incurred basis for £197,755. The charity has requested further information from the council but none has been forthcoming. Based on the advice of an independent surveyor the difference in the two claims relates to building works necessary for statutory compliance which cannot be claimed as dilapidations.

Following the advice received the trustees consider that no additional provision is necessary.

29 Cash generated from operations

	2022	2021
	£	£
(Deficit)/surpus for the year	(47,949)	177,191
Adjustments for:		
Investment income recognised in statement of financial activities	(1,495)	(4,552)
(Gain)/loss on disposal of tangible fixed assets	-	1,179
Loss/(gain) on disposal of investments	385	(5,869)
Fair value gains and losses on investments	(10,840)	(54,983)
Depreciation and impairment of tangible fixed assets	15,980	14,153
Movements in working capital:		
Decrease in debtors	34,683	909
(Decrease) in creditors	(7,154)	(73,943)
(Decrease) in provisions	-	93,930
Cash (absorbed by)/generated from operations	(16,390)	148,015

30 Analysis of changes in net funds

	At 1 April 2021	Cash flows	At 31 March 2022
	£	£	£
Cash at bank and in hand	439,463	(25,619)	413,844
Obligations under finance leases	-	(7,445)	(7,445)
	439,463	(33,064)	406,399

31 Prior period adjustment

The prior period adjustment relates to a restatement of the previously reported statement of financial activities and balance sheet figures in relation to:

1) grant income totalling £10,000 that should have been released from deferred income and recognised in the statement of financial activities as restricted income in the year to 31 March 2020, and

2) a holiday pay accrual totalling £15,805 that should have been recognised on the balance sheet as at 31 March 2020, plus the increase in this accrual of £11,600 in the year to 31 March 2021.

3) revaluation gains on freehold property totalling £20,000 at 31 March 2020 and £25,000 at 31 March 2021.

The comparative figures, have been adjusted as follows:

Changes to the balance sheet

	At 31 March 2021		
	As previously reported	Adjustment	As restated
	£	£	£
Fixed assets			
Tangible assets	337,482	45,000	382,482
Creditors due within one year			
Accruals and deferred income	(116,189)	(17,405)	(133,594)
Funds			
Restricted funds	1,062	10,000	11,062
Unrestricted funds - revaluation reserve	114,446	45,000	159,446
Unrestricted funds - general funds	872,295	(27,405)	844,890
Total	987,803	27,595	1,015,398

GLEBE HOUSE (CHARNWOOD) LIMITED

England & Wales - Charity number 1018920

Accounts

GLEBE HOUSE (CHARNWOOD) LIMITED

AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

CHARITY NUMBER 1018920
COMPANY REGISTRATION NO. 2724141
(A company limited by guarantee)

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GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

REFERENCE AND ADMINSTRATIVE DETAILS OF THE CHARITY

The Board of Trustees, who are also directors of the charitable company for the purposes of the Companies Act, present their annual report and the audited financial statements for the year ended 31st March 2021.

CHARITY REGISTRATION NUMBER:	**1018920**
COMPANY REGISTRATION NUMBER:	**2724141**
THE BOARD OF TRUSTEES:	**Mr B Higgins Chair** **Dr G. Balasubramaniam** **Mr N. Chiragh Hon Treasurer** **Mrs S Elliott** **Mr D Frost** **Mrs M. Moore** **Mrs L. Nicholls-Sykes** **Mr T Unsworth**
CHIEF EXECUTIVE	**Mr P. Warlow**
REGISTERED OFFICE AND OPERATIONAL ADDRESS	**Woodgate Chambers** **70 Woodgate** **Loughborough** **Leicestershire** **LE11 2TZ**
AUDITORS	**Cobb Burgin** **3rd Floor** **Butt Dyke House** **33 Park Row** **Nottingham** **NG1 6EE**
BANKERS	**Lloyds TSB** **37-38 High Street** **Loughborough** **Leicestershire** **LE11 3HZ**
INVESTMENT ADVISORS	**iib Financial Services Ltd** **Prospect House** **6 Brookside** **Ashby-de-la-Zouch** **Leicestershire** **LE65 1JW**

GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report and financial statements of the charitable company for the year ended 31 March 2021, which is also prepared to meet the requirements for a trustee's report and accounts for Companies Act purposes. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts, and comply with 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 (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES
Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 18th June 1992, and registered as a charity on 18th March 1993. The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1. The charitable company's objects are to promote any charitable purpose for the benefit of persons who have a learning disability and /or autism or who are caring for someone with a learning disability and/or autism.

Activities

Glebe House remains a unique provider of services to adults and children with learning disabilities and/or autism in the Charnwood area, offering a range of services and flexibility that is unmatched by any other local provider. Although pressures have increased on our clients personal budgets, we have retained our overall numbers across the charitable company over the past twelve months. We support 140 adults and children with learning disabilities on a regular basis. All of our adult and children's services are funded through individual's personal budgets, which means that the primary source of income is Leicestershire County Council.

Bryan Higgins remains the Chair of Trustees, with Naveed Chiragh retaining his role as Honorary Treasurer. For the first time in many years, the Board retained all of its members over the course of the year, with no new trustees and no resignations. The Finance and General Purposes subcommittee continues to meet on a regular basis to provide detailed support to the main Board, chaired by Naveed Chiragh. The other F&GP members in this year were, Geetha Bala, David Frost, Bryan Higgins, Peter Warlow and Kirstie Jackson (Finance Manager). All of the Board meetings and F&GP meetings since January 2020 have been held online and this will continue throughout 2021, until such time as the Board decides to return to "round the table" meetings. It may be that the online meetings become the standard format. Marie Moore has been a Board Member for over nineteen years, and this is justified on the grounds that, she is one of two Trustees who have sons with a learning disability who use the services of Glebe House, providing a unique perspective on the charities governance and performance.

Adult Services: Based at Woodgate Chambers unless otherwise stated.

These are the services currently provided by Glebe House for over 140 adults and children.

- Community Life Choices supports adults between the ages of 18-80 each weekday and through a person-centred planning approach ensures that people have a choice of activities including access to community facilities, trips and leisure services. One client with profound learning disabilities who requires higher levels of care and support (PMLD) also attends Community Life Choices.

- Adult Home and Community Support service provides community-based support to adults to enable them to keep safe, healthy and happy either in their own homes or with their families. The extensive range of activities catered for within the service enables those supported to have a wider variety of activities and opportunities for friendships.

- The Weekend and Short Break service is provided at Glebe Cottage for those over 16 years old with a budget to support their stay. Each overnight stay is personalised to the client attending and is aimed at providing a respite for both the client and the carers. This is a CQC registered service. This service did not run at all from March 2020 to April 2021, but reopened in mid April 2021.

- Challenge days (also known as Adult Activity Days) are usually provided for 12 days a year throughout holidays during the year, for young adults and they choose a variety of 'days out' such as boat trips, theme parks or to places of local interest. This service closed completely in the pandemic due to the concerns around social distancing, but it is scheduled to return for Summer 2021.

- Autism Support: The service is delivered is usually delivered in two locations, but to maximise building capacities, some of the group now attend The Old School in Shepshed. The other parts of the service run for five days a week, supports young adults with autism who have high levels of dependency and at least a 1:1 staffing ratio and is based at Glebe Cottage and the other part of the service supports adults with autism who have developed their independence skills. These clients don't require the same level of intensive support but seek something more autism-specific. This runs on weekdays throughout the year from Woodgate Chambers.

- Work Skills: Glebe House continues to develop its work skills service for over 20 adults, which runs every weekday from Glebe Workshop. This programme supports those who are looking to develop work skills, which enable them to volunteer within Glebe House or with other organisations and companies or find paid employment. The prime areas of support are gardening and property maintenance and woodworking. The Work Skills team contributes to the overall maintenance and safety of Glebe House.

- Social Clubs: Safe social interaction remains a key area of importance for those with learning disabilities, which is why the Glebe House Social clubs are so important. However, neither of the clubs ran from March 2020 until April 2021. The Youth Club has now re opened in May 2021. The activities of the Monday night Youth Club (ages 17-23) and the Wednesday evening Carry On Club (aged 24+) are planned by those attending but funded by fundraising by Glebe House, parents and carers and a small contribution made by clients. The Monday night disco was historically a hugely popular monthly event- we aim for its return in July 2021.

- Transitions: The aim of this service is to enable young people to move seamlessly from our childrens service into one of our adult services. We encourage the young person to review all of their options, including attending college and other providers and help them to develop a package of support that will help them in the next stage of their life.

- Skills for Independent Work and Living: This service is aimed at providing a group or 1:1 service to younger adults who are looking to improve their basic skills at home, which will enable them to live lives that are more independent in the future. It is a more structured programme than most at Glebe House, keeping the clients focussed on learning new skills, including cooking, cleaning, IT and money management and it supports clients for two days a week.

Children Services: Based at The Old School, Shepshed

There was disruption to the childrens services in the early part of the pandemic (from March to July 2020) but the delivery model of the services then followed the path of the education system and from July onwards, most of the childrens services returned to business as usual. The primary difference was that because of social distancing there were considerably less children than normal (the usual numbers are outlined below) and the level of activities was greatly curtailed by the closure of many places we would normally go to and the restrictions in the ability to share transport.

- An After School Club during term-time for up to 4 days a week.
- Holiday Play Scheme activities for up to 10 children a day during half terms and school holidays. The Play Scheme is on the voluntary Ofsted registration.
- Saturday respite days, every Saturday, for up to 20 children each weekend, providing a day full of activities and outings.
- Childrens Buddy sitting service is primarily a sitting service for children with learning disabilities, but overnight stays and trips out can also be provided. The service is funded from personal budgets and direct payments.
- Transitions Club - We are offering a teatime club for those who have attended our After School Club in the past but have become 18 during the school year. We also offer a large number of social and skill building activities for young adults.

The management and Board ensure that the services remain relevant to the clients and remain at a high standard by implementing client surveys once a year and having suggestion boxes in the venues. In previous years, the Chief Executive has attended a Client Representative meeting every quarter, which gave clients the opportunity to formally comment on current services, how they can be improved and also to make suggestions for new services. These meetings were suspended in March 2020 and due to social distancing , have not yet been reinstated.

ACHIEVEMENTS AND PERFORMANCE

Summary of Performance

This year, every aspect of the charitable company, from HR, finance, operations, health and safety to governance, has been dominated and overshadowed by the response to Covid 19. With the organisation locked down from March to July 2020 and the numbers of people permitted to attend services after this greatly restricted by social distancing measures and local government intervention, we have not been able to provide the number of support hours that we would like. The second and third lockdowns in November and January also reduced attendance, with some clients being absent from March 2020 to June 2021. One of the lights at the end of the tunnel is the vaccinations programme, which gave priority to our staff in late January and by the end of May, nearly all of the staff and a third of the adult clients have been double vaccinated. Although almost all of the original Covid safe restrictions remain in place, by the summer 2021, we look forward to some kind of normality again.

During the course of the year, we signed a contract extension for the Adults Framework with Leicestershire County Council and a new ten year lease for our main base at Woodgate Chambers. We also successfully tendered for a new contract for Childrens Services with LCC and extended our lease for Glebe Workshop. We had a successful Ofsted inspection in October 2020-there were no other third party inspections.

Financially and operationally, Glebe House is in a strong position for the next twelve months although the doubts around the effect of COVID 19 will remain for some time. We took the opportunity to review staff positions in 2020 and made three redundancies and we also put in place new systems for payroll, timesheets, payslips and improved the e-communication to staff. The organisation now has a cloud based telephone system linking the four sites.

The roles played by the management team individually and collectively during lockdown was a huge reason why Glebe House remains in the strong position it is. The managers remained engaged with clients and with all the processes of locking down and reopening when required to do so. They faced new challenges and in every case found workable solutions. The overall Covid situation which could have become impossible has been eminently possible due to their efforts.

FINANCIAL REVIEW

Our net movement in funds for the year was a surplus of £188,792, (2020: deficit of £19,421)

Donations and Grants

This year we have received a number of grants and voluntary funding which has enabled us to expand and develop our services and we are grateful for all the donations we have received.

We received restricted donations and grants totalling £750 which was:

- £750 Grant for Social Clubs

Investment Policy and Performance

It is our policy that investments need to be readily accessible and that we maintain a balance between income and capital growth. iib Financial Services Ltd, who invest our funds according to our policy, manages the charitable company's investments. The market value of the investments has risen by £60,852 throughout the year. The F&GP group recommends the organisation that manages the investments to the Board after a selection process and this decision is reviewed annually.

Risk Management

The Trustees recognise the importance of Risk Management within the framework of governance and internal control. It remains the responsibility of the Chief Executive to provide the input for the risk management system, whilst the Trustees continue to review the major risks to which the charitable company is exposed and ensure that systems have been established to mitigate those risks. A risk management policy has been implemented which includes:

- An annual review of the risks which the charitable company may face and updating of the risk register
- The establishment of systems and procedures to mitigate those risks identified in the review
- The implementation of procedures designed to minimise any potential impact on the charitable company should any of these risks materialise. These are found in the Business Continuity Plan.

All staff members, together with Trustees, are involved in identifying the risks that the charitable company faces. The most serious risks, COVID 19 notwithstanding, remain overall social care budget cuts which will impact the level of individual personal budgets. In addition, the key risks are an imprecise pricing policy, poor cash flow, an incident or inspection that could cause a loss of reputation and increased competition. The accessibility of the building is assessed and the identified risks are managed as far as reasonably possible alongside the requirements of the Disability Discrimination Act 1995 (DDA). Ongoing staff training takes place to maintain skills and knowledge levels. Glebe House is recognised as a Disability Confident Employer by the DWP.

Glebe House retains the services of an HR Management Company. Flint Bishop provide a professional HR update service in addition to advice and guidance and reduce the risk of HR non-compliance. The services of LRB Consulting are retained to provide professional support and regular audits on matters of Health and Safety and Fire Safety.

The dilapidations matter that has continued since the ending of the lease at 190, Forest Road, in April 2013, continues without resolution. Funds have been allocated in previous accounts and despite requests for updated information, there has been no meaningful correspondence from LCC since April 2015 and the position remains unchanged.

Principal Funding Source

The principal funding source remains the Leicestershire County Council. However, many clients now have their own budgets (albeit that these are funded from the Council) which pay for the services that they choose and this includes allocated funds for overnight respite. The main childrens services are also funded from personal budgets paid from Leicestershire County Council.

Reserves Policy

The Trustees have set a reserves policy, which requires that reserves be maintained at a level, which ensures that Glebe House (Charnwood) Ltd.'s core activity could continue during a period of unforeseen difficulty and that a proportion of reserves be maintained in a readily realisable form. The Trustees consider readily realisable reserves to be the amount of reserves that are easily converted into cash should the need arise. The calculation of the required level of reserves is an integral part of Glebe House (Charnwood) Ltd.'s planning, budgeting and forecasting cycle. It takes into account the risks associated with each stream of income and expenditure varying from budget; the planned activity level; and Glebe House (Charnwood) Ltd.'s future commitments or costs concerned with level of reserves needed in the event of the closure of the charitable companies activities, including redundancy pay and the full cost of leases and commitments which would crystallise. The Trustees consider that the ideal level of reserves as at 31st March 2021 would be £346,000.

The balance of reserves at 31st March 2021 was £987,803, made up of £1,062 restricted funds and £986,741 of unrestricted funds, which is above the Trustees minimum required level of reserves. Current free reserves are £413,416.

PLANS FOR FUTURE PERIODS

The business plan that was created in early 2020 is yet to come to fruition as the Covid restrictions continue. The erosion of staff levels over lockdown means that as we reopen, we have an opportunity to bring new staff and new ideas to the charitable company and seek new funding to improve the clients support. The most important aim is for the social distancing to end and to get all the clients back to the services that they were used to. We also need to successfully tender for the new Adults Framework and also purchase a replacement vehicle to transport our clients.

STRUCTURE GOVERNANCE AND MANAGEMENT

Organisational structure

The charity No 1018920, was formed in 1992 by members of the then Charnwood Mencap Society to take over the running of Glebe House. The Council of Management (Board of Trustees) is currently comprised of a cross-section of people, including parents of a sibling with learning disabilities and those with significant experience of the voluntary and the private sector. The Council of Management meets at least six times a year to set the strategic direction of the charitable company, ensure financial probity and constitutional compliance and ensure the charitable company is providing a high standard of services. A Finance and General Purposes subcommittee meets to discuss the detail of finances on a regular basis to provide support to the main Board. Peter Warlow is the Chief Executive and is employed to oversee the day-to-day running of the charitable company.

Decision making

The Trustees consider the board of trustees, the Chief Executive and senior managers as detailed in note 10 as comprising the key management personnel of the charitable company in charge of directing and controlling the charitable company and running and operating the charitable company on a day-to-day basis. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the organisations policy, withdraw from decisions where a conflict of interest arises.

Recruitment and Appointment of Trustees

The directors of the charitable company are also charity Trustees for the purposes of charity law and under the charitable company's Articles are known as members of the Board of Trustees. In accordance with the Memorandum and Articles of Association the members, may from time to time elect any person, who agrees to hold office, to be a Trustee. The minimum number of Trustees is three and there is no maximum. Disclosure and Barring Service checks are carried out for all Trustees and renewed every three years.

Trustee Induction and Training

All new members of the Board of Trustees spend time with senior management to familiarise themselves with the workings of the organisation. They receive copies of the governing documents and a set of the latest accounts and the Charity Commission's guidance "The Essential Trustee". All Trustees are given a copy of the "Good Governance" code for the Voluntary and Community Sector and are provided with information on appropriate conduct. The senior staff occasionally attend the Trustees' meetings to keep them informed of the current situation and future plans for each service. An annual skills analysis is used to identify gaps in the Board knowledge.

Staff Remuneration Policy

The Trustee Board carries salary reviews out each year. However, a review does not guarantee a pay rise and there is no contractual right to an annual pay rise. Staff will be informed of the result of the review in writing.

Support for Other Organisations

We have continued a strong association with Steps, which is a provider of services for children with disabilities as well as supporting many community venues in the area. All of our team leaders attend client reviews when requested and we provide a high level of feedback to all stakeholders to get the highest level of support available for those we support.

Public benefit statement

Glebe House is a charitable company providing a wide range of services to adults and children (8-80) with a learning disability and /or autism. Our aim is to improve independency, develop skills and provide a high quality of care and support to those in the Charnwood area, although not exclusively, if they can travel to our location. Services and support, which are not provided through an agreement with the local authority, are open to anyone who has sufficient funds to support their service. We do consider how to obtain funds for people who do not have resources to pay for services themselves. We make funding applications to funders independent of LCC and staff will regularly support families with help and signposting beyond any contract requirement.

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

The charity Trustees have considered the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The charity has a range of policies and procedures, which are managed by the Quality and Care Manager, and updated and reviewed on a regular basis. A Diversity Statement provides guidance for the fair treatment for all stakeholders in the organisation.

Trustees' responsibilities in relation to the financial statements

The charities Trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Board of Trustees nominates the auditors at the AGM each year.

Company law requires the Trustees to prepare financial statements for each 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 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;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charitable company, and enable them to ensure that the financial statements comply with the Companies Act 2006. 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 or other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the company's auditors are unaware, and
- The Trustees, having made enquiries of fellow directors and the auditor 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.

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2021
(CONTINUED)

Approved by Board of Trustees on 15th November **2021 and signed on its behalf by**

.....

Mr N. Chiragh - Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GLEBE HOUSE (CHARNWOOD) LIMITED

Opinion

We have audited the financial statements of Glebe House (Charnwood) Limited (the 'charitable company') for the year ended 31 March 2021 which comprise Statement of Financial Activities, the Summary Income and Expenditure Account, 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, including Financial Reporting Standard 102. The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year which the financial statements are prepared is consistent with the financial statements; and
- the trustee's report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 9] the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

We considered the nature of the charitable company's activities and its control environment. We also enquired of management about their identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework in which the charitable company operates and identified key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements, which included the Companies Act 2006 and payroll legislation; and
- did not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how / where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of accounting adjustments and journal entries, assessed whether accounting estimates were reasonable and accurate and reviewed the accounting records for any significant and unusual transactions.

In addition, our procedures to respond to the risks identified included:

- Reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify any unusual or unexpected variances that may indicate risks of material misstatement due to fraud;
- Enquiring of management about any instances of non-compliance with laws and regulations and any instances of known or suspected fraud;
- Reviewing minutes of trustees meetings.

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

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

Use of our report

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

Cobb Burgin

Philip Handley FCA (Senior Statutory Auditor)

For and on behalf of Cobb Burgin
Chartered Accountants and Statutory Auditor
3rd Floor, Butt Dyke House
33 Park Row
Nottingham
NG1 6EE

Date 7th December 2021

GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
Incoming and endowments from:					
Donations and legacies	2	**1,793**	-	**1,793**	3,486
Charitable activities	3				
Contract Services		**807,459**	-	**807,459**	1,002,041
Grants		**216,210**	**750**	**216,960**	18,201
Other trading activities	4	**396**	-	**396**	4,040
Investments	5	**4,552**	-	**4,552**	5,363
Total Income		**1,030,410**	**750**	**1,031,160**	1,033,131
Expenditure on:					
Raising funds	6	**12,088**	-	**12,088**	7,127
Charitable activities	7	**890,077**	**1,055**	**891,132**	1,023,566
Total Expenditure		**902,165**	**1,055**	**903,220**	1,030,693
Net income/(expenditure) and net Movement in funds before gains And losses on investments		**128,245**	**(305)**	**127,940**	2,438
Net gains/(losses) on investments		**60,852**	-	**60,852**	(21,859)
Net income/(expenditure)		**189,097**	**(305)**	**188,792**	(19,421)
Transfers between funds		-	-	-	-
Other recognised gains/(losses)					
Other gains/(losses) on revaluation of fixed assets		-	-	-	-
Net movement in funds		**189,097**	**(305)**	**188,792**	(19,421)
Reconciliation of funds:					
Total funds brought forward		**797,644**	**1,367**	**799,011**	818,432
Total funds carried forward		**986,741**	**1,062**	**987,803**	799,011

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

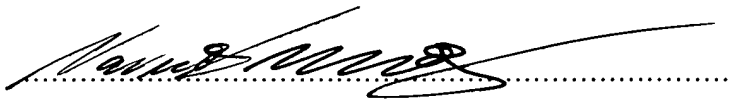
BALANCE SHEET AT 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
FIXED ASSETS					
Tangible assets	14	**336,420**	**1,062**	**337,482**	349,067
Investments	15	**236,905**	**-**	**236,905**	184,661
Total Fixed Assets		**573,325**	**1,062**	**574,387**	533,728
CURRENT ASSETS					
Debtors	16	**113,019**	**-**	**113,019**	113,928
Cash at bank and in hand		**439,463**	**-**	**439,463**	282,034
Total Current Assets		**552,482**	**-**	**552,482**	395,962
LIABIBILITES					
Creditors falling due within one year	17	**(139,066)**	**-**	**(139,066)**	(130,679)
NET CURRENT ASSETS		**413,416**	**-**	**413,416**	265,283
NET ASSETS		**986,741**	**1,062**	**987,803**	799,011
FUNDS					
Restricted income funds		**-**	**1,062**	**1,062**	1,367
Unrestricted income funds		**872,295**	**-**	**872,295**	683,198
Revaluation reserves		**114,446**	**-**	**114,446**	114,446
TOTAL CHARITY FUNDS		**986,741**	**1,062**	**987,803**	799,011

The notes at pages 18 to 32 form part of these accounts

These financial statements were approved by the trustees on 15th November 2021 and signed on their behalf. These accounts have been prepared in accordance with the provisions applicable charitable companies subject to the small companies regime.

by:



Mr N Chiragh - Trustee

GLEBE HOUSE (CHARNWOOD) LIMITED
(LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDING 31 MARCH 2021

	Notes	Total Funds 2021 £	Prior Year 2020 £
Cash flows from operating activities:			
Net cash provided by (used in) Operating activities	19	**153,885**	6,854
Investments			
Cash flows from investing activities:			
Dividends, interest from investments		**4,552**	5,363
Proceeds from sale of property, plant & equipment		**999**	-
Purchase of property, plant & equipment		**(4,746)**	(25,295)
Proceeds from sale of investments		**31,343**	260
Purchase of investments		**(28,604)**	-
Net Cash provided by (used in) investing activities		**3,544**	(19,672)
Change in cash and cash equivalents in the year:		**157,429**	(12,818)
Cash and cash equivalents brought forward		**282,034**	294,852
Cash and cash equivalents carried forward		**439,463**	282,034

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES AND STATUTORY INFORMATION

a) Statutory Information

Glebe House (Charnwood) Limited is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office can be found on the company information page.

b) Basis of preparation and assessment of going concern.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

c) Preparation of the accounts on a going concern basis

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

d) Fund accounting

The charitable company maintains various types of funds as follows:

Restricted funds - Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

Designated funds - Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.

Unrestricted funds - Unrestricted funds are available for use at the discretion of the Board of Trustees in furtherance of the general objectives of the charitable company.

e) Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

ACCOUNTING POLICIES AND STATUTORY INFORMATION (CONTINUED)

- Voluntary income is received by way of donations and grants and is included in full in the Statement of Financial Activities when receivable Grants, where entitlement is not conditional on the delivery of a specific performance by the charitable company are recognised when the charitable company becomes unconditionally entitled to the grant.

- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charitable company earns the right to consideration by its performance.

- The value of services provided by volunteers has not been included in these accounts.

- Investment income is included when receivable.

f) **Resources expended and basis of allocation of costs**
Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT, which cannot be recovered, and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of fundraising.

- Charitable activities expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company and include the audit fees and costs linked to the strategic management of the charitable company.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis to reflect the use of the resou4rce. Costs relating to a particular activity are allocated directly. The resources expended in the operation of the charitable company's central services system and central office which cannot be directly allocated are apportioned between the expenditure categories on the basis of the estimated amount of staff time involved in each activity.

g) **Tangible fixed assets and depreciation**
All assets are capitalised and valued at cost (or deemed cost). Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, at varying rates. The rates of depreciation applied to the assets are:

Leasehold property improvements	10% straight line
Freehold property improvements	10% straight line
Fixtures and fittings	25% straight line
Motor vehicles	25% reducing balance

During the year the charitable company has adopted the revaluation model in respect of Freehold Property. All items of equipment that are not consumable in nature are capitalised. Donated assets are brough in at their second-hand value at the date of receipt.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

ACCOUNTING POLICIES AND STATUTORY INFORMATION (CONTINUED)

h) Debtors

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

i) Creditors and provisions

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

j) Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities (SOFA) over the period in which the cost is incurred.

k) Pension costs

Employees of the charitable company are entitled to join a defined contribution 'money purchase' scheme. The charitable company contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and charged to the unrestricted funds of the charitable company.

The money purchase plan is managed by the Peoples Pension and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan. The pension fund is then converted into a pension upon the employee's normal retirement age which is defined as when they are eligible for a state pension. The total expense ratio of the plan is 0.5% and this is deducted from the investment fund annually. The Trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities included the net gains and losses arising on revaluation and disposals throughout the year.

The Trust does not acquire put options, derivatives, or other complex financial instruments.

The main form of financial risk faced by the charitable company is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

ACCOUNTING POLICIES AND STATUTORY INFORMATION (CONTINUED)

m) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term liquid investments with a short maturity of three months or less from date of acquisition.

o) Termination payments

Termination payments do not provide the charitable company with future economic benefits, are recognised as an expense once the charitable company can demonstrate commitment to termination of an employee contract.

2. VOLUNTARY INCOME

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
General donations and grants	**1,793**	**-**	**1,793**	3,486

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Contracted services				
Community Life Choices	**233,401**	**-**	**233,401**	270,079
Adult Home & Community Support	**84,686**	**-**	**84,686**	115,018
Autism Service	**289,318**	**-**	**289,318**	259,074
Work Skills	**64,129**	**-**	**64,129**	77,422
Adult Activity days	**-**	**-**	**-**	4,356
Overnight Short Breaks	**-**	**-**	**-**	55,069
Carry on Club	**-**	**-**	**-**	5,080
Youth Club	**-**	**-**	**-**	5,213
Transition Service	**63,134**	**-**	**63,134**	90,013
After Schools Club	**10,215**	**-**	**10,215**	21,179
Playscheme	**15,750**	**-**	**15,750**	32,918
Saturday Club	**46,826**	**-**	**46,826**	59,670
Childrens Buddy Sitting	-	-	-	502
Conference Room	-	-	-	6,448
	807,459	**-**	**807,459**	1,002,041
Grants	**£**	**£**	**£**	**£**
Sensory Equipment	-	-	-	15,020
Work Skills	-	-	-	1,629
Social Club	-	**750**	**750**	750
BSOG	**604**	**-**	**604**	802
Charnwood BC Disc' Grant	**10,000**	**-**	**10,000**	-
JRS	**202,490**	**-**	**202,490**	-
LCC Covid Grant	**1,017**	**-**	**1,017**	-
Grant re LFT	**789**	**-**	**789**	-
RTF 15% Payment	**150**	**-**	**150**	-
Partner A & C	**1,160**	**-**	**1,160**	-
	216,210	**750**	**216,960**	18,201

4. ACTIVITIES FOR GENERATING FUNDS

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Fundraising events	-	-	-	2,027
Fees	**100**	**-**	**100**	-
Work Skills Project Sales	**296**	**-**	**296**	1,998
Staff Sales	-	-	-	15
	396	**-**	**396**	4,040

5. INVESTMENT INCOME

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Managed portfolio investments	**2,071**	**-**	**2,071**	3,504
Deposit account interest	**2,481**	**-**	**2,481**	1,859
	4,552	**-**	**4,552**	5,363

6. COSTS OF GENERATING VOLUNTARY INCOME

	2021 Total £	2020 Total £
Fundraising costs	**1,408**	1,875
Investment Management Costs	**10,680**	5,252
	12,088	7,127

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

7. COST OF CHARITABLE ACTIVITIES

	2021 Direct Costs £	2021 Support Costs £	2021 Total £	2020 Total £
Community Life Choices	**100,547**	**144,791**	**245,338**	285,761
Adult Home & Community Support	**60,212**	**82,276**	**142,488**	131,401
Autism Service	**78,295**	**114,525**	**192,820**	269,031
Work Skills	**47,265**	**50,828**	**98,093**	83,704
Adult Activity Days	**16**	**20**	**36**	2,129
Overnight Short Breaks	**6,560**	**8,924**	**15,484**	63,426
Carry on Club	**3,041**	**4,086**	**7,127**	5,217
Youth Club	**2,573**	**3,312**	**5,885**	6,661
Transition Service	**20,569**	**30,813**	**51,382**	52,708
After Schools Club	**18,279**	**17,151**	**35,430**	27,737
Playscheme	**13,078**	**20,515**	**33,593**	28,717
Saturday Club	**26,441**	**32,833**	**59,274**	59,074
Childrens Domiciliary Care	**-**	**-**	**-**	346
Conference Room	**183**	**235**	**418**	3,808
Governance Costs	**-**	**3,764**	**3,764**	3,846
	377,059	**514,073**	**891,132**	1,023,566

GOVERNANCE COSTS	2021 Total £	2020 Total £
Staff costs	**314**	396
Auditors Remuneration	**3,420**	3,420
Postage and stationery	**30**	30
	3,764	3,846

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

8. SUPPORT COSTS

	Management	Accom & Premises	Communication	Depreciation	Minibus & motor vehicles	Equipment	Total 2021	Total 2020
	£	£	£	£	£	£	£	£
Community Life Choices	120,270	15,916	1,638	4,362	1,565	1,040	144,791	79,535
Adult Home & Community Support	78,443	1,569	1,068	430	88	678	82,276	28,987
Autism Service	95,373	11,335	1,299	3,317	2,377	824	114,525	69,158
Work Skills	45,722	1,391	623	1,887	810	395	50,828	19,130
Adult Activity Days	20	-	-	-	-	-	20	217
Overnight Short Breaks	7,981	-	109	-	765	69	8,924	14,728
Carry on Club	3,825	-	52	-	176	33	4,086	1,397
Youth Club	3,239	-	44	-	1	28	3,312	1,307
Transition Service	25,838	2,235	352	612	1,553	223	30,813	16,151
After Schools Club	16,427	-	267	-	288	169	17,151	5,763
Playscheme	19,563	-	224	-	586	142	20,515	6,146
Saturday Club	30,397	-	414	-	1,759	263	32,833	14,162
Childrens Domiciliary Care	-	-	-	-	-	-	-	72
Conference Room	230	-	3	-	-	2	235	797
Governance Costs	-	-	-	-	-	-	-	-
	447,328	32,446	6,093	10,608	9,968	3,866	510,309	257,550

Support costs are allocated on the following basis

Activity	Basis of Allocation
Management & Administration	Employment costs per activity
Accommodation & Premises	Accommodation hours per annum
Communication	Employment cost per activity
Depreciation	Accommodation hours per annum
Depreciation - Motor vehicles	Mini-bus mileage activity
Mini-bus & Motor vehicles	Mini-bus mileage activity
Equipment costs	Accommodation hours per annum

NOTES TO THE FINAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

9. NET INCOMING/OUTGOING RESOURCES

Net resources are stated after charging/crediting

	2021 Total £	2020 Total £
Depreciation – owned assets	**12,648**	12,756
Depreciation – leased assets	**1,505**	1,464
Auditors remuneration	**3,420**	3,420
Other operating leases	**1,334**	1,150

There were no expenses reimbursed to members of the Board of Trustees during this or the previous year. No member of the Board of Trustees received any remuneration during this or the previous year.

10. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2021 Total £	2020 Total £
Salaries	**696,003**	802,688
Social security costs	**40,439**	46,468
Pension costs	**17,653**	18,857
	754,095	868,013

No employees had employee benefits in excess of £60,000 in the year (2020: £ nil). The charitable company's trustees were not paid or received any other benefits from employment with the charitable company in the year (2020: £ nil) neither were they reimbursed expenses during the year (2020: £ nil). No trustee received payment for professional or other services supplied to the charitable company (2020 £: nil).

The key management personnel of the charitable company, comprise the trustees, the Chief Executive Officer and additional management of Adult Services Manager, HR and Admin Manager, Childrens Services Manager and Finance Manager.

The total employee benefits of the key and additional management personnel of the charitable company were £117,444 (2020: £139,190).

The charitable company made £17,653 of contributions to the pension plan operated by The Peoples Pension on behalf of the employees (2020: £18,857).
For more information about the pension contributions refer to note 1 (k).

11. STAFF NUMBERS

The average monthly head count was 63 staff (2020:72) staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2021 Total No	2020 Total No
Chief executive	**1**	1
Management staff	**2**	3
Administration and support	**3**	3
Staff – Direct services	**35**	37
	41	44

12. TAXATION

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

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2020 Total £
Incoming and endowments from			
Donations and legacies	1,827	1,659	3,486
Charitable activities			
Contract Services	1,002,041	-	1,002,041
Grants	15,822	2,379	18,201
Other trading activities	4,040	-	4,040
Investments	5,363	-	5,363
Total income	1,029,093	4,038	1,033,131
Expenditure on:			
Raising funds	7,127	-	7,127
Charitable activities	1,019,088	4,478	1,023,566
Total expenditure	1,026,215	4,478	1,030,693
Net income(expenditure) and net Movement in funds before gains And losses on Investments	2,878	(440)	2,438
Net gains(losses) on investments	(21,859)	-	(21,859)
Net Income(expenditure)	(18,981)	(440)	(19,421)
Transfers between funds	-	-	-
Other recognised gains(losses)			
Other gains(losses) on revaluation of fixed assets	-	-	-
Net movement in funds	(18,981)	(440)	(19,421)
Reconciliation of funds:			
Total funds brought forward	816,625	1,807	818,432
Total funds carried forward	797,644	1,367	799,011

14. TANGIBLE FIXED ASSETS

Charity

	Freehold Property	Freehold Property Imps	Leasehold Property Imps	Fixtures & Fittings	Motor Vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2020	**295,000**	**7,146**	**15,056**	**53,860**	**88,585**	**459,647**
Additions	-	-	-	**4,746**	-	**4,746**
Disposals	-	-	-	**25,078**	**28,055**	**53,133**
AT 31 MARCH 2021	**295,000**	**7,146**	**15,056**	**33,528**	**60,530**	**411,260**
Depreciation						
At 1 April 2020	-	**371**	**4,131**	**34,372**	**71,706**	**110,580**
Charge for year	-	**1,786**	**1,505**	**7,315**	**3,547**	**14,153**
Revaluation	-	-	-	-	-	-
Disposals	-	-	-	**24,773**	**26,182**	**50,955**
AT 31 MARCH 2021	-	**2,157**	**5,636**	**16,914**	**49,071**	**73,778**
NET BOOK VALUE						
At 31 March 2021	**295,000**	**4,989**	**9,420**	**16,614**	**11,459**	**337,482**
At 31 March 2020	295,000	6,775	10,925	19,488	16,879	349,067

If the charitable company's freehold property had not been revalued it would be stated at historical cost of £180,554.

A professional valuation of the freehold property on Shelley Street, Loughborough, Leicestershire was carried out by Alexanders, a commercial property consultants, on 13 May 2019.

Their valuation was in the sum of £295,000. The carrying value of this asset in the balance sheet amounts to £295,000.

15. FIXED ASSEST INVESTMENTS

MARKET VALUE

	2021 Total £	2020 Total £
Opening cost/valuation	**184,661**	208,269
Additions	**28,604**	-
Disposals	**(31,648)**	(260)
Unrealised gain/(losses)	**54,983**	(23,348)
Movement in cash awaiting investment	**305**	-
Closing cost / valuation	**236,905**	184,661

16. DEBTORS

	2021 Total £	2020 Total £
Trade debtors	**88,038**	103,101
Prepayments and accrued income	**10,207**	10,827
Other debtors	**14,774**	-
	113,019	113,928

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 Total £	2020 Total £
Trade creditors	**6,288**	11,076
Social security and other taxes	**6,827**	10,235
Accruals and deferred income	**116,189**	109,368
Other creditors	**9,762**	-
	139,066	130,679

18. FINANCIAL COMMITMENTS

The charitable company has annual commitments under non-cancellable operating leases as follows:

	2021 Total £	2020 Total £
Operating leases which expire:		
Within 1 year		
Land and Buildings	**14,158**	7,079
Other items	**627**	627
Within 2 to 5 years		
Land and buildings	**-**	-
Other items	**1,098**	1,725

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 Total £	2020 Total £
Net income/(expenditure) for the reporting period		
(as per the statement of financial activities)	**148,792**	(19,421)
Adjustments for:		
Depreciation charges	**14,153**	14,220
(Gains)/losses on investments	**(54,983)**	23,348
Dividends, interest from investments	**(4,552)**	(5,363)
Loss/(profit) on the sale of fixed assets	**1,179**	-
(Increase)/decrease in debtors	**909**	(11,087)
Increase/(decrease) in creditors	**48,387**	5,157
Revaluation gains	**-**	-
Net cash provided by (used in) operating activities	**153,885**	**6,854**

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Resources Unrestricted £	**Resources Restricted £**	**Resources Total £**	2020 Total £
Fixed assets	**573,325**	**1,062**	**574,387**	533,728
Current assets	**552,482**	**-**	**552,482**	395,962
Current liabilities	**(139,066)**	**-**	**(139,066)**	(130,679)
Net assets at 31 March 2021	**986,741**	**1,062**	**987,803**	799,011

21. MOVEMENT IN FUNDS

Restricted funds	At 1 April 2020 £	Incoming resources £	Outgoing resources £	At 31 March 2021 £
Capital Grants – Short Breaks for Charnwood Borough Council	1,367	-	305	1,062
Social Club	-	750	750	-
	1,367	750	1,055	1,062

22. RELATED PARTY TRANSACTIONS AND TRUSTEE'S EXPENSES AND REMUNERATION

There were no related party transactions requiring disclosure undertaken during the year.

23. CONTINGENT LIABILITIES

There exists a contingent liability for £102,755 in respect of a claim made by Leicestershire County Council ('The Council'). In March 2013 the charitable company vacated premises owned by the council. In January 2014 the council made a claim for £95,000 based on the assumption of the work required and estimated costs in respect of dilapidations. The charitable company instructed surveyors to carry out a survey of the building, however the council let the building and carried out the work before an independent survey could be carried out. This is not in accordance with the Royal Institute of Chartered Surveyors protocols. The anticipated costs of £95,000 were provided for in the accounts for the year ended 31 March 2013. In February 2015, the council made a revised claim on a costs incurred basis for £197,755. The charitable company has requested further information from the council but none has been forthcoming. Based on the advice of an independent surveyor the difference in the two claims relates to building works necessary for statutory compliance which cannot be claimed as dilapidations.

Following the advice received the trustees consider that no additional provision is necessary.