TEN North East Limited

England & Wales · Charity number 1045638

Details

Other names	SOUTH TYNESIDE TRAINING AND ENTERPRISE NETWORK LIMITED, T E N
Status	Registered
Legal form	Charitable company
Company number	02957689
Registered	1995-04-06
Register	View on the Charity Commission register

Contact

Address	The Eco Centre Windmill Way Hebburn Tyne and Wear NE31 1SR
Phone	07387415110
Email	natalie@southtynesideten.com
Website	www.southtynesideten.com

Activities

Objects: TO RELIEVE POVERTY AND ADVANCE EDUCATION WITHIN THE METROPOLITAN BOROUGH OF SOUTH TYNESIDE AND THE WIDER REGION

Activities: To raise aspirations and create better prospects by supporting individuals to become resilient, confident, ambitious and independant under our vision of "Your Future - Our Business". To achieve the objectives of the charity through the provision of education and vocational training, provide counselling and advisory services and assist with advice and information to both individuals and charities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** BOROUGH OF SOUTH TYNESIDE AND THE WIDER REGION
- Durham
- Gateshead
- Newcastle Upon Tyne City
- North Tyneside
- Northumberland
- South Tyneside
- Sunderland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£282,397	£252,223	-	-
2024-03-31	£127,605	£141,142	-	-
2023-03-31	£306,294	£303,851	-	-
2022-03-31	£237,567	£231,601	-	-
2021-03-31	£253,815	£259,182	-	-

Trustees

Name	Role	Appointed
Alexandra Laverick		2023-05-17
Jeremy Robert Cripps		2020-05-19
John Short		2022-08-01

TEN North East Limited

England & Wales - Charity number 1045638

Accounts

Charity registration number 1045638 (England and Wales)

Company registration number 02957689

TEN NORTH EAST LIMITED

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

TEN NORTH EAST LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee's	J Cripps P M Makepeace J R Short A Laverick	
Senior management	A Watts	Chief operating Officer
Charity number (England and Wales)	1045638	
Company number	02957689	
Registered office	The Eco Centre Windmill Way Hebburn Tyne & Wear NE31 1SR	
Independent examiner	Simon Brown BA ACA DChA Azets Audit Services Bulman House Regent Centre Gosforth Newcastle Upon Tyne NE3 3LS	
Bankers	Royal Bank of Scotland 31 Grey Street Newcastle upon Tyne NE1 6ES	
Solicitors	PGS Law Law Court Chambers Waterloo Square South Shields Tyne And Wear United Kingdom NE33 1AW	

TEN NORTH EAST LIMITED

CONTENTS

TEN NORTH EAST LIMITED

TRUSTEE'S REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustee's present their annual report and financial statements for the year ended 31 March 2025.

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, a deed of trust, the Companies Act 2006 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
• TEN provides information, advice and guidance to support young people and adults with multiple barriers including health problems on their journey to secure employment to alleviate their poverty and hardship.

• TENNE provides the tools, equipment, skills, and confidence to enable people to gain and sustain employment.

• TENNE through the Young Carers service supports children and young people between the ages of 5 to 24, who are caring for a family member dealing with an illness, disability, addiction problem or mental health issues.

Overall through our objectives we aim to transform the lives of disadvantaged children, young people and adults in North East England.

TEN North East Ltd (TENNE) was established in 1994 to address the unemployment levels within South Tyneside which was impacted by the decline in the shipbuilding and coal mining industries. The service is even more relevant and vital today as it was then due to increased cost of living.

To support our work and service offer to the local community, in 2016 we integrated the South Tyneside Young Carers Service into TENNE, and the service continues to grow through the grants and donations secured.

Through our services, we are committed to continue deliverying our vision "Your Future - Our Business".

Main activities undertaken to further the Charitable Company's purposes for the public benefit
The trustee's have had regard to guidance issued by the Charity Commission on public benefit, and are satisfied that the charity delivers public benefit, and due regard is paid to the guidance on public benefit when deciding what activities the charity should undertake.

Achievements and performance
To deliver our objects and aims, we have delivered services and support under the following programmes during the 2024/25 financial year:

- Children in Need Main Grant to deliver emotional wellbeing support for young carers.
- National Lottery Community Fund to deliver respite support activities for young carers and families.
- The Balinger Charitable Trust to support the delivery of respite support services for young carers.
- Holiday Activity and Food Fund, in partnership with South Tyneside Council, we delivered a programme of targeted clubs through school holidays to targets families.
- LGA Foundation to support activity costs for respite services for young carers.
- Consortium Partnership led by Newcastle Carers via North East Combined Authority to support young carers in schools.

The Trustees would like to take this opportunity to thank all of our partners, funders and donators for their support over the past year, without our dedicated staff and partners support, the Charitable Company wouldn’t have been able to offer the excellent and supportive services to the communities we serve.

A detailed overview of the impact of our work is outlined in our annual Impact Report which is available on our website (www.tennortheast.org.uk). The report describes the powerful work of our staff and great outcomes achieved.

Quality and Standards
To support our excellent services, TENNE endeavours to deliver continuous improvement. Through the year TENNE has achieved or retained the following quality standards and accreditations:
- Matrix
- ISO14001
- Better Health at Work award

Fundraising practices

The charity is required to report how it deals with fundraising from the public. The charity does not use a professional fundraiser or commercial participator to raise funds. Any monies raised direct from the public follows all guidelines set out by the Charities Commission and UK law in every respect. We respect the privacy and contact preferences of all public donors.

Financial review
Total funds at 31 March 2025 are £78,894 (2024: £48,720) of which £30,262 (2024; £12,069) are restricted.

Going concern

The financial statements have been prepared on a going concern basis. The trustees have reviewed and considered all relevant information including future budgets and cash flows in making their assessment.

Based on these factors, the trustees conclude that they can continue to adopt the going concern basis in preparing the annual report and financial statements.

Reserves policy

The Trustees have reviewed the reserves requirements in accordance with guidelines issued by the Charity Commission for England & Wales.

The current financial climate reflects a highly competitive market place for the bidding of funding and contracts. Additionally, the decision process on the awarding of contracts and funding can take a significant amount of time. Inevitably this can lead to gaps in income streams being received. The Trustees are, therefore, mindful to retain such reserves as to meet all day to day running costs of the Charity.

The Trustees monitor the Charity's reserves on a regular basis and adopted new financial procedures in June 2024.

Investment policy

The company currently holds all its funds in current accounts and short term deposit accounts because it needs to have easy access to funds to meet its financial commitments.

Financial and risk management objectives and policies
The Trustees have reviewed the Charities and Risk Management requirements in accordance with guidelines issued by the Charities Commissioners for England & Wales.

In particular, the Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have conducted a review of the major risks to which the Charity is exposed and systems have been established to minimise those risks. External risks related to the generation of funding and activities have led to the development of a strategic plan allowing for the diversification of funding. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity.

It is the Trustees policy to wind down and close activities where there is no prospect of securing adequate funding.

Financial Sustainability
TENNE continues to review and integrate its work and operating model with its parent charity whilst it retains its own charitable company status, and continues to provide financial accounts, Trustee Reports and AGM's to both Companies House and Charity Commission. In addition, all restricted funds will remain as this classification and reported accordingly.

The charitable company like many others has been impacted by the cost of living and have worked with partners, stakeholders and funders over the past year to ensure that we deliver the services required during this difficult time whilst ensuring that our staff, volunteers and clients are supported. The cost of living hasn't had a significant financial impact on the charitable company due to existing contracts in place and limited building/asset costs.

The charity secured a tender from South Tyneside Council to deliver Young Carers assessments, this contract alongside external funding will provide a secure footing for the next 3 years.

The Trustees would again like to take this opportunity to thank all staff and partners for their help over the past year.

Plans for future periods
Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

<u>Green Jobs - </u>The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and North of East Combined Authority Trailblazer programmes.

<u>Young Carers - </u>To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers have secured funding to explore a new Counselling Service.

Future development will include broadening audience reach, to support a greater number of high needs young people with emotional wellbeing support and counselling as well as connecting to wider community networks to ensure a rich programme of respite activity, bespoke to young carer interests and personal development pathways.

Structure, governance and management
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The trustee's, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:
J Cripps
P M Makepeace
J R Short
A Laverick

Recruitment and appointment of trustees
New trustees, either replacements or additional, are found by seeking nominations from people based in the South Tyneside area who have an interest in helping the unemployed residents of South Tyneside into work, and who have experience in managing relevant functions or companies. The present trustees are always pleased to hear from people fitting this profile who might be interested in becoming a trustee in the future.

Newly appointed trustees undertake an appropriate induction to become familiar with TENNE's operations. Appropriate workshops and seminars are attended by trustees as part of continuous professional development.

Organisational structure
TENNE is a charitable, not for profit organisation, established to help the unemployed residents of South Tyneside and the wider North East region, into work. The provisions of its Memorandum and Articles of Association govern it. It operates employment support facilities in the Borough of South Tyneside.

TENNE seeks to assist in the social and economic regeneration of South Tyneside by working to align its services with economic policies, such as those developed by Central Government, the Local Authority and strategic partners. TENNE also has strong links with statutory, third and private sector organisations working within areas of regeneration in South Tyneside and the wider region.

TENNE integrated into Groundwork in July 2018. Groundwork has become the controlling Company Member of TENNE. This provides the financial sustainability of the organisation whilst retaining its own charitable company status. Under this arrangement, the TENNE CEO role is shared with Groundwork.

Decision making
The Charity operates under the control of the Director of Skills, Education and Care Services with the support from the Chief Executive Officer (CEO) who has overall responsibility of the Charity's day to day operations.

The Trustees meet on a quarterly basis and all strategic and significant decisions affecting the Charity are approved at these meetings. The Director of Skills, Education and Care Services is the designated officer with support from Chief Executive Officer and Managers also attend these meetings and provide to the Trustees their recommendations to allow effective decision making to be made.

Key Management Personnel
The board, who give their time freely with no trustees received remuneration in the year, have considered who the Key Management Personnel (KMP) of the charity are, as noted in the Reference and Administration section, Together with the board, these KMP are those in charge of directing and controlling, running and operating the activities of the charity on a day to day basis. The pay of the KMP is reviewed annually and normally increased in accordance with average earnings. The trustees benchmark against pay levels of other charities and similar organisations within the sector and the region. Pay levels are set using this information, together with budget and forecast information, ensuring that the charity can afford any proposed increases. The board then agree any uplift to remuneration.

The trustee's report was approved by the Board of Trustee's.

Signed by:
John Short
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J R Short
Trustee

Date: 10 December 2025

TEN NORTH EAST LIMITED

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustee's, who are also the directors of Ten North East Limited for the purpose of company law, are responsible for preparing the Trustee's 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 trustee's to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustee's 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustee's are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TEN NORTH EAST LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEE'S OF TEN NORTH EAST LIMITED

I report to the trustee's on my examination of the financial statements of Ten North East Limited (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report
As the trustee's of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity’s financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement
Since the charity’s gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Signed by:
Simon Brown
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Simon Brown BA ACA DChA

Azets Audit Services
Bulman House
Regent Centre
Gosforth
Newcastle Upon Tyne
NE3 3LS

Date: 11 December 2025

TEN NORTH EAST 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 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	**2**	7,204	-	7,204	20,547	-	20,547
Charitable activities	**3**	135,344	139,849	275,193	6,800	98,416	105,216
Other income	**4**	-	-	-	1,842	-	1,842
Total income		142,548	139,849	282,397	29,189	98,416	127,605
Expenditure on:							
Charitable activities	**5**	130,567	121,656	252,223	25,748	115,394	141,142
Total expenditure		130,567	121,656	252,223	25,748	115,394	141,142
Net income/(expenditure)		11,981	18,193	30,174	3,441	(16,978)	(13,537)
Transfers between funds		-	-	-	(4,514)	4,514	-
Net movement in funds	**7**	11,981	18,193	30,174	(1,073)	(12,464)	(13,537)
Reconciliation of funds:							
Fund balances at 1 April 2024		36,651	12,069	48,720	37,724	24,533	62,257
Fund balances at 31 March 2025		48,632	30,262	78,894	36,651	12,069	48,720

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

TEN NORTH EAST LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Current assets					
Debtors	**12**	11,455		2,287	
Cash at bank and in hand		79,631		67,769	
		91,086		70,056	
Creditors: amounts falling due within one year	**13**	(12,192)		(21,336)	
Net current assets			78,894		48,720
The funds of the charity					
Restricted income funds	**16**		30,262		12,069
Unrestricted funds	**17**		48,632		36,651
			78,894		48,720

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The financial statements were approved by the trustee's on 10 December 2025

Signed by:

John Short

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J R Short

Trustee

Company registration number 02957689 (England and Wales)

1 Accounting policies

Charity information

Ten North East Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Eco Centre, Windmill Way, Hebburn, Tyne & Wear, NE31 1SR.

The liability of individual trustees is required to contribute an amount of £nil towards the assets of the charity in the event of liquidation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustee's have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustee's 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 trustee's in furtherance of their charitable objectives.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

Grants receivable
Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income
Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

1.5 Expenditure
Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

1.6 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. Individual assets are capitalised over a value of £400.

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:

Fixtures and fittings	10 years straight line and 3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 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, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments
The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

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

TEN NORTH EAST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity’s contractual obligations expire or are discharged or cancelled.

1.9 Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

1.12 Exemption from preparing a cash flow statement

The charity opted to adopt Bulletin 1 and have therefore not included a cash flow statement in these financial statements.

2 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	7,204	20,547

3 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Young carers services						
Services provided under contract	135,344	139,849	275,193	6,800	98,416	105,216

4 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	-	1,842

TEN NORTH EAST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Expenditure on charitable activities

	Young carers services 2025 £	Young carers services 2024 £
Direct costs		
Staff costs	132,036	75,281
Project costs	51,827	32,832
Travel	6,167	4,322
Equipment	7,840	5,273
Training	3,640	1,530
Professional	656	710
Telephone	1,149	1,869
Room hire	9,380	1,440
	212,695	123,257
Share of support and governance costs (see note 6)		
Support	30,774	11,537
Governance	8,754	6,348
	252,223	141,142
Analysis by fund		
Unrestricted funds	130,567	25,748
Restricted funds	121,656	115,394
	252,223	141,142

6 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Depreciation	-	-	-	1,192	-	1,192
Office costs	2,664	-	2,664	1,323	-	1,323
Other costs	-	-	-	1,210	-	1,210
External charges	27,417	-	27,417	7,200	-	7,200
Bank charges	693	-	693	612	-	612
Independent examination	-	3,750	3,750	-	3,550	3,550
Accountancy	-	738	738	-	-	-
Legal and professional	-	3,162	3,162	-	1,694	1,694
Payroll	-	1,104	1,104	-	1,104	1,104
	30,774	8,754	39,528	11,537	6,348	17,885
Analysed between						
Charitable activities	30,774	8,754	39,528	11,537	6,348	17,885

7 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	3,750	3,550
Depreciation of owned tangible fixed assets	-	1,192

8 Trustee's

None of the trustee's (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Young Carers Staff	6	4
Management	1	1
Total	7	5

Employment costs	2025	2024
	£	£
Wages and salaries	125,553	74,005
Social security costs	4,493	-
Other pension costs	1,990	1,276
	132,036	75,281

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

Remuneration of key management personnel
Due to the down sizing of operations, the key management is provided by the parent charity, Groundwork South and North Tyneside Limited. The charity recharges a proportion of these costs as management fees.

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 April 2024	23,511
At 31 March 2025	23,511
Depreciation and impairment	
At 1 April 2024	23,511
At 31 March 2025	23,511
Carrying amount	
At 31 March 2025	-
At 31 March 2024	-

12 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	10,967	-
Other debtors	488	487
Prepayments and accrued income	-	1,800
	11,455	2,287

13 Creditors: amounts falling due within one year

		2025	2024
	Notes	£	£
Other taxation and social security		1,169	1,155
Deferred income	14	1,138	4,880
Trade creditors		556	8,618
Amount owed to parent undertaking		4,553	2,500
Accruals		4,776	4,183
		12,192	21,336

14 Deferred income

	2025	2024
	£	£
Other deferred income	1,138	4,880

Deferred income is included in the financial statements as follows:

14 Deferred income (Continued)

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	1,138	4,880
Movements in the year:		
Deferred income at 1 April 2024	4,880	1,225
Released from previous periods	(4,880)	(1,225)
Resources deferred in the year	1,138	4,880
Deferred income at 31 March 2025	1,138	4,880

15 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	1,990	1,276

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Contributions totalling £540 (2024: £223) were payable to the scheme at the end of the year and are included in creditors.

16 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.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Young Carers - Children In need	12,069	41,193	(39,621)	-	13,641
Garfield Weston	-	20,000	(3,462)	-	16,538
HAF	-	3,615	(3,615)	-	-
Community Fund	-	67,219	(67,136)	-	83
LGA	-	7,822	(7,822)	-	-
	12,069	139,849	(121,656)	-	30,262

TEN NORTH EAST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds **(Continued)**

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Young Carers - Children In need	8,853	36,983	(35,408)	1,641	12,069
Garfield Weston	10,936	-	(10,936)	-	-
HAF	3,103	4,223	(7,326)	-	-
Community Foundation	-	42,432	(44,165)	1,733	-
LGA	-	3,779	(3,779)	-	-
Covid Champions	-	-	(901)	901	-
Young Carers - Ballinger	1,641	-	-	(1,641)	-
Young Carers - Peer Network	-	10,999	(12,879)	1,880	-
	24,533	98,416	(115,394)	4,514	12,069

Young Carers - Children in Need - This funding is currently used for the salary of the Young Carers Activity Officer (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers -Lottery Community Fund -RC North East and Cumbria Region - Grant to grow the project in other areas to ensure it is inclusive to all across the borough of South Tyneside and encourage the Young Carers to participate in new positive experiences.

Young Carers - HAF - The Holiday Activities and Food Programme (HAF) is a central government initiative that requires all Local Authorities to deliver a programme of inclusive activities including a hot meal over the school holidays for children aged 5 – 16 years.

Garfield Weston-TENNE was awarded a grant of £20,000 to support core costs and development of services to support young people. This will enable us to build upon the service we have delivered to date, continue to provide one-to-one employability support and offer additional progression opportunities and coaching for Young Carers accessing our respite services across South Tyneside.

17 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.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Fundraising	42,071	7,204	-	-	49,275
General funds	(5,420)	135,344	(130,567)	-	(643)
	36,651	142,548	(130,567)	-	48,632

TEN NORTH EAST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Unrestricted funds **(Continued)**

Previous year:	**At 1 April 2023**	**Incoming resources**	**Resources expended**	**Transfers**	**At 31 March 2024**
	£	**£**	**£**	**£**	**£**
Fundraising	30,524	20,547	(9,000)	-	42,071
General funds	7,200	8,642	(16,748)	(4,514)	(5,420)
	37,724	29,189	(25,748)	(4,514)	36,651

The fundraising designated fund is held for future fundraising events

18 Analysis of net assets between funds

	Unrestricted funds 2025	**Restricted funds 2025**	**Total 2025**
	£	**£**	**£**
At 31 March 2025:			
Current assets/(liabilities)	48,632	30,262	78,894
	48,632	30,262	78,894

	Unrestricted funds 2024	**Restricted funds 2024**	**Total 2024**
	£	**£**	**£**
At 31 March 2024:			
Current assets/(liabilities)	36,651	12,069	48,720
	36,651	12,069	48,720

19 Related party transactions

The charity has taken exemption from disclosing transactions with its parent company Groundwork South and North Tyneside. There were no other related party transactions in the year or prior year.

20 Parent undertaking

The charitable company's immediate parent is Groundwork South and North Tyneside, incorporated in England and Wales. These financial statements are available upon request from The Eco Centre, Windmill Way, Hebburn NE31 1SR.

TEN North East Limited

England & Wales - Charity number 1045638

Accounts

Company registration number: 02957689

Charity registration number: 1045638

TEN NORTH EAST LIMITED

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

TEN North East Limited

Contents

TEN North East Limited

Reference and Administrative Details

Trustees	P M Makepeace J R Cripps J R Short A Laverick (appointed 17 May 2023)
Key Management Personnel	A Watts, Chief Operating Officer
Registered Office	The Eco Centre Windmill Way Hebburn Tyne & Wear NE31 1SR The charity is incorporated in England & Wales.
Company Registration Number	02957689
Charity Registration Number	1045638
Solicitors:	PGS Law Law Court Chambers Waterloo Square South Shields Tyne and Wear NE33 1AW
Bankers	Royal Bank of Scotland Newcastle 31 Grey St Newcastle upon Tyne NE1 6ES
Independent Examiner	Simon Brown BA ACA DChA Azets Audit Services Bulman House Regent Centre Gosforth Newcastle upon Tyne NE3 3LS

TEN North East Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Structure, governance and management

Nature of governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees Roles

The Charity always looks to appoint Trustees who have particular skills which will both benefit the Charity and ultimately its clients and partners.

The Trustees who served during the year are as follows;

John Short - Chair
Paula Makepeace
Jeremy Cripps
Alex Laverick

Company Secretary - Andrew Watts (CEO)

Recruitment and appointment of trustees

New trustees, either replacements or additional, are found by seeking nominations from people based in the South Tyneside area who have an interest in helping the unemployed residents of South Tyneside into work, or have experience / knowledge of caring responsibilities, and who also have experience in managing relevant functions or companies.

The present trustees are always pleased to hear from people fitting this profile who might be interested in becoming a trustee in the future.

Newly appointed trustees undertake an appropriate induction to become familiar with TENNE's operations. Appropriate workshops and seminars are attended by trustees as part of continuous professional development.

Organisational structure

TENNE is a charitable, not for profit organisation, established to help the unemployed residents of South Tyneside and the wider North East region, into work. The provisions of its Memorandum and Articles of Association govern it. It operates employment support facilities in the Borough of South Tyneside.

TENNE seeks to assist in the social and economic regeneration of South Tyneside by working to align its services with economic policies, such as those developed by Central Government, the Local Authority and strategic partners. TENNE also has strong links with statutory, third and private sector organisations working within areas of regeneration in South Tyneside and the wider region.

In November 2016 the Young Carers Service in South Tyneside joined TENNE and now is an integral part of charities services.

TENNE integrated into Groundwork in July 2018. Groundwork has become the controlling Company Member of TENNE. This provides the financial sustainability of the organisation whilst retaining its own charitable company status. Under this arrangement, the TENNE CEO role is shared with Groundwork.

TEN North East Limited

Trustees' Report

Decision making

The Charity operates under the control of the Chief Executive Officer (CEO) who has overall responsibility of the Charity's day to day operations, the CEO is supported by the wider management team.

The Trustees meet on a quarterly basis and all strategic and significant decisions affecting the Charity are approved at these meetings. The Chief Executive Officer and Managers also attend these meetings and provide to the Trustees their recommendations to allow effective decision making to be made

TEN North East Limited

Trustees' Report

Objectives and activities

Objects and aims

• TEN provides information, advice and guidance to support young people and adults with multiple barriers including health problems on their journey to secure employment to alleviate their poverty and hardship.

• TENNE provides the tools, equipment, skills, and confidence to enable people to gain and sustain employment.

• TENNE through the Young Carers service supports children and young people between the ages of 5 to 24, who are caring for a family member dealing with an illness, disability, addiction problem or mental health issues.

Overall through our objectives we aim to transform the lives of disadvantaged children, young people and adults in North East England.

To deliver our objects and aims, we have delivered services and support under the following programmes during the 2023/24 financial year:

• Young Carers in partnership with South Tyneside Council and external funding from Children in Need, The National Lottery Community Fund, Community Foundation, Port of Tyne, The Ballinger Charitable Trust, LGA Foundation, Awards for All and local donations.

The Trustees would like to take this opportunity to thank all of our partners, funders and donators for their support over the past year, without our dedicated staff and partners support, the Charitable Company wouldn’t have been able to offer the excellent and supportive services to the communities we serve.

A detailed overview of the impact of our work is outlined in our annual Impact Report which is available on our website (www.tennortheast.org.uk). The report describes the powerful work of our staff and great outcomes achieved.

Main activities undertaken to further the Charitable Company's purposes for the public benefit

The Trustees have had regard to the Charity Commission's guidance on their legal duty on public benefit, and are satisfied that the charity delivers public benefit, and due regard is paid to the guidance on public benefit when deciding on what new projects the charity should undertake.

Quality and Standards
To support our excellent services, TENNE endeavours to deliver continuous improvement. Through the year TENNE has achieved or retained the following quality standards and accreditations:
· Matrix
· ISO14001
· Better Health at Work award

Fundraising disclosures

The charity is required to report how it deals with fundraising from the public. The charity does not use a professional fundraiser or commercial participator to raise funds. Any monies raised direct from the public follows all guidelines set out by the Charity Commission and UK law in every respect. We respect the privacy and contact preferences of all public donors.

Going concern
The financial statements have been prepared on a going concern basis. The trustees have reviewed and considered all relevant information including future budgets and cash flows in making their assessment.

Based on these factors, the trustees conclude that they can continue to adopt the going concern basis in preparing the annual report and financial statements.

Plans for future periods
Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

Employment and Skills - The continued development of our relationship with the Wise Group to enable the delivery of employability and support programmes across South Tyneside and beyond through existing and new programmes / initiatives. Furthermore, through the Green Recovery programme, the development of new green jobs provides an opportunity for TENNE. As highlighted above, due to delays within the emerging markets and end of ESF funding, the existing Employment Team left the organisation in April 2023.

Green Jobs - The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and North of Tyne Combined Authority. Also as mentioned above the Plans for Jobs initiative provides an opportunity for TENNE to provide its services to the unemployed.

Young Carers - To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers has created a hub and bespoke model to offer community based services, it hoped to expand services and integrate into wider community based initiatives.

Financial review
Investment policy

The company currently holds all its funds in current accounts and short term deposit accounts because it needs to have easy access to funds to meet its financial commitments.

Policy on reserves

The Trustees have reviewed the reserves requirements in accordance with guidelines issued by the Charity Commission for England & Wales.

The current financial climate reflects a highly competitive market place for the bidding of funding and contracts. Additionally, the decision process on the awarding of contracts and funding can take a significant amount of time. Inevitably this can lead to gaps in income streams being received. The Trustees are, therefore, mindful to retain such reserves as to meet all day to day running costs of the Charity.

The Trustees monitor the Charity's reserves on a regular basis and adopted new financial procedures in May 2023.

TEN North East Limited

Trustees' Report

Financial and risk management objectives and policies

The Trustees have reviewed the Charities and Risk Management requirements in accordance with guidelines issued by the Charity Commissioners for England & Wales.

In particular, the Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have conducted a review of the major risks to which the Charity is exposed and systems have been established to minimise those risks. External risks related to the generation of funding and activities have led to the development of a strategic plan allowing for the diversification of funding. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity.

It is the Trustees policy to wind down and close activities where there is no prospect of securing adequate funding.

Financial Sustainability

TENNE continues to review and integrate its work and operating model with its parent charity whilst it retains its own charitable company status, and continues to provide financial accounts, Trustee Reports and AGM’s to both Companies House and Charity Commission. In addition, all restricted funds will remain as this classification and reported accordingly.

The charitable company like many others has been impacted by the cost of living and have worked with partners, stakeholder and funders over the past year to ensure that we deliver the services required during this difficult time whilst ensuring that our staff, volunteers and clients are supported. The cost of living hasn’t had a significant financial impact on the charitable company due to existing contracts in place and limited building/asset costs.

The charity secured a tender from South Tyneside Council to delivery Young Carers assessments, this contract alongside external funding will provide a secure footing for the next 3yrs.

The Trustees would again like to take this opportunity to thank all staff and partners for their help over the past year.

Future Developments

Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

<u>Green Jobs</u> - The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and emerging North of East Combined Authority.

<u>Young Carers</u> - To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers has created a outreach activity to provide a wider geographical reach across South Tyneside. Future development will include broadening audience reach, to support a greater number of high needs young people with emotional wellbeing support and counselling as well as connecting to wider community networks to ensure a rich programme of respite activity, bespoke to young carer interests and personal development pathways.

Key Management Personnel
The board, who give their time freely and no trustees received remuneration in the year, have considered who the Key Management Personnel (KMP) of the charity, as noted in the Reference and Administration section. Together with the board, these KMP are those in charge of directing and controlling, running and operating the activities of the charity on a day to day basis. The pay of the KMP is reviewed annually and normally increased in accordance with average earnings. The trustees benchmark against pay levels of other charities and similar organisations within the sector and the region. Pay levels are set using this information together with the budget and forecast information, ensuring that the charity can afford any proposed increases. The board then agree any uplift to remuneration.

TEN North East Limited

Trustees' Report

Statement of Trustees' Responsibilities

The trustees (who are also the directors of TEN North East 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

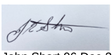
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 can 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.

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

The annual report was approved by the trustees of the charity on 06/12/2024 .... and signed on its behalf by:



John Short 06 Dec 2024 12:01:21 GMT (UTC +0)

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J R Short
Trustee

TEN North East Limited

Independent Examiner's Report to the trustees of TEN North East Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of TEN North East Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Simon Brown

Simon Brown 06 Dec 2024 12:01:22 GMT (UTC +0)

....

Simon Brown BA ACA DChA
Azets Audit Services
Bulman House
Regent Centre
Gosforth
Newcastle upon Tyne
NE3 3LS

Date: 06/12/2024

Azets Audit Services is a trading name of Azets Audit Services Limited

TEN North East Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	20,547	-	20,547	34,343
Charitable activities	4	6,800	98,416	105,216	239,765
Other income	5	1,842	-	1,842	32,186
Total Income		29,189	98,416	127,605	306,294
Expenditure on:					
Charitable activities	6	(25,748)	(115,394)	(141,142)	(303,851)
Total Expenditure		(25,748)	(115,394)	(141,142)	(303,851)
Net income/(expenditure)		3,441	(16,978)	(13,537)	2,443
Transfers between funds		(4,514)	4,514	-	-
Net movement in funds		(1,073)	(12,464)	(13,537)	2,443
Reconciliation of funds					
Total funds brought forward		37,724	24,533	62,257	59,814
Total funds carried forward	19	36,651	12,069	48,720	62,257

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 19.

TEN North East Limited

Comparative Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	4,343	30,000	34,343
Charitable activities	4	4,855	234,910	239,765
Other income	5	32,186	-	32,186
Total income		41,384	264,910	306,294
Expenditure on:				
Charitable activities	6	(33,440)	(270,411)	(303,851)
Total expenditure		(33,440)	(270,411)	(303,851)
Net income/(expenditure)		7,944	(5,501)	2,443
Net movement in funds		7,944	(5,501)	2,443
Reconciliation of funds				
Total funds brought forward		29,780	30,034	59,814
Total funds carried forward	19	37,724	24,533	62,257

TEN North East Limited

(Registration number: 02957689)
Balance Sheet as at 31 March 2024

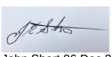
	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	-	1,192
Current assets			
Debtors	14	2,287	27,954
Cash at bank and in hand	15	67,769	63,252
		70,056	91,206
Creditors: Amounts falling due within one year	16	(21,336)	(30,141)
Net current assets		48,720	61,065
Net assets		48,720	62,257
Funds of the charity:			
Restricted		12,069	24,533
Unrestricted income funds			
Designated funds		42,071	30,524
Unrestricted funds		(5,420)	7,200
Total unrestricted funds		36,651	37,724
Total funds	19	48,720	62,257

For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements on pages 10 to 27 were approved by the trustees, and authorised for issue on 06/12/2024 and signed on their behalf by:



John Short 06 Dec 2024 12:01:21 GMT (UTC +0)

....
J R Short
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is: The Eco Centre, Windmill Way, Hebburn, Tyne & Wear, NE31 1SR

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
TEN North East Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charitable company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charitable company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Exemption from preparing a cash flow statement
The charity opted to adopt Bulletin 1 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the performance model and are measured at the fair value of the asset received or receivable. Grants are recognised in income. Where performance conditions are not metthen the income is deferred, and is recognised as deferred income within creditors.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £400.00 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	**Depreciation method and rate**
Fixtures and fittings	Straignt Line over 10 years
Office equipment	Straight line over 3 years

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The Charitable Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charitable Company to the fund in respect of the year.

Up until the end of 2009 the company administered a separate defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions were charged to the Statement of Financial Activities.

3 Income from donations and legacies

	Unrestricted funds Designated £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	20,547	-	20,547
	20,547	-	20,547

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	4,343	-	4,343
Grants, including capital grants;			
Grants from other charities	-	30,000	30,000
	4,343	30,000	34,343

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Young Carers Service	6,800	98,416	105,216

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Employment Services	-	125,104	125,104
Young Carers Service	4,855	109,806	114,661
	4,855	234,910	239,765

5 Other income

	Unrestricted funds General £	Total 2024 £
Fees and supplies	1,842	1,842

	Unrestricted funds General £	Total 2023 £
Fees and supplies	32,186	32,186

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

	Young carers services £	Activity support costs £	2024 £
Salary	75,281	-	75,281
Project Costs	32,832	-	32,832
Office Costs	-	1,323	1,323
Travel	4,322	-	4,322
Equipment	5,273	-	5,273
Training	1,530	-	1,530
Other	-	1,210	1,210
Professional	710	1,694	2,404
Depreciation	-	1,192	1,192
Telephone	1,869	-	1,869
Independent Examination	-	3,550	3,550
Payroll	-	1,104	1,104
External Charges	-	7,200	7,200
Bank charges	-	612	612
Room Hire	1,440	-	1,440
	123,257	17,885	141,142

	Employment Support £	Young carers services £	Activity support costs £	2023 £
Salary	83,102	68,802	49,474	201,378
Project Costs	32,293	36,358	-	68,651
Office Costs	180	220	855	1,255
Travel	421	3,480	1,403	5,304
Training	-	5,009	531	5,540
Other	30	165	205	400
Professional	-	-	378	378
Depreciation	-	-	2,835	2,835
Telephone	-	-	2,749	2,749
Independent Examination	-	-	2,716	2,716
Payroll	-	-	1,656	1,656
External Charges	-	-	7,147	7,147
Bank charges	-	-	791	791
Website Fees	-	-	1,012	1,012
Room Hire	-	-	2,039	2,039
	116,026	114,034	73,791	303,851

In addition to the expenditure analysed above, there are also governance costs of £6,348 (2023 - £2,716) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	External management £	Administration costs £	Depreciation £	Total 2024 £
Other Income	6,348	3,476	6,869	1,192	17,885

	Governance costs £	External management £	Staff costs £	Administration costs £	Premises costs including depreciation £	Total 2023 £
Employment Services	454	1,195	8,696	597	1,400	12,342
Young Carers Service	359	943	6,864	471	1,105	9,742
Other Income	1,903	5,008	36,431	2,498	5,867	51,707
	2,716	7,146	51,991	3,566	8,372	73,791

Governance costs

	Unrestricted funds General £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	3,550	3,550
Legal fees	2,798	2,798
	6,348	6,348

	Restricted funds £	Total 2023 £
Independent examiner fees		
Examination of the financial statements	3,300	3,300
	3,300	3,300

8 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2024 £	2023 £
Depreciation of fixed assets	1,192	2,835
Independent examination	3,550	3,300

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	74,005	189,638
Social security costs	-	9,543
Pension costs	1,276	2,197
	75,281	201,378

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Employability	4	4
Young Carers staff	-	4
Management	1	1
	5	9

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £Nil (2023 - £33,902).

Due to the down sizing of operations the Key management is provided by the parent Charity Groundwork South and North Tyneside. This is covered by the £7,200 management fees.

11 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	3,550	3,300

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Taxation

The charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	23,511	23,511
At 31 March 2024	23,511	23,511
Depreciation		
At 1 April 2023	22,319	22,319
Charge for the year	1,192	1,192
At 31 March 2024	23,511	23,511
Net book value		
At 31 March 2024	-	-
At 31 March 2023	1,192	1,192

14 Debtors

	2024 £	2023 £
Trade debtors	-	5,141
Due from group undertakings	-	4,506
Prepayments	1,800	-
Other debtors	487	18,307
	2,287	27,954

15 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	67,769	63,252

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	8,618	3,292
Due to group undertakings	2,500	5,703
Other taxation and social security	1,155	-
Other creditors	223	-
Accruals	3,960	19,921
Deferred income	4,880	1,225
	21,336	30,141

	2024 £	2023 £
Deferred income at 1 April 2023	1,225	10,340
Resources deferred in the period	4,880	1,225
Amounts released from previous periods	(1,225)	(10,340)
Deferred income at year end	4,880	1,225

17 Obligations under leases and hire purchase contracts

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1,276 (2023 - £2,197).

Contributions totalling £223 (2023 - £Nil) were payable to the scheme at the end of the year and are included in creditors.

19 Funds

Unrestricted funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
Designated					
Donations/fundraising	30,524	20,547	(9,000)	-	42,071
Other					
General Fund	7,200	8,642	(16,748)	(4,514)	(5,420)
	7,200	8,642	(16,748)	(4,514)	(5,420)
Total unrestricted funds	37,724	29,189	(25,748)	(4,514)	36,651
Restricted funds					
Young Carers - Children In Need	8,853	36,983	(35,408)	1,641	12,069
Young Carers - Peer Network	-	10,999	(12,879)	1,880	-
Young Carers - Lottery Community Fund-RC North East and Cumbria Region'	-	42,432	(44,165)	1,733	-
Young Carers - HAF	3,103	4,223	(7,326)	-	-
Garfield Weston - Core	10,936	-	(10,936)	-	-
LGA	-	3,779	(3,779)	-	-
Covid Champions	-	-	(901)	901	-
Young Carers - Ballinger	1,641	-	-	(1,641)	-
Total restricted funds	24,533	98,416	(115,394)	4,514	12,069
Total funds	62,257	127,605	(141,142)	-	48,720

The specific purposes for which the funds are to be applied are as follows:

Young Carers - Children in Need - This funding is currently used for the salary of the Young Carers Activity Officer (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers -Lottery Community Fund -RC North East and Cumbria Region - Grant to grow the project in other areas to ensure it is inclusive to all across the borough of South Tyneside and encourage the Young Carers to participate in new positive experiences.

Young Carers - Ballinger - This funding is year 2 and 3 for the salary of the Young Carers Activity Office yr (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers - HAF - The Holiday Activities and Food Programme (HAF) is a central government initiative that requires all Local Authorities to deliver a programme of inclusive activities including a hot meal over the school holidays for children aged 5 – 16 years.

Garfield Weston-TENNE was awarded a grant of £30,000 to support core costs and development of services to support young people. This will enable us to build upon the service we have delivered to date, continue to provide one-to-one employability support and offer additional progression opportunities and coaching for Young Carers accessing our respite services across South Tyneside.

COVID Champions-Family support following the pandemic, utilising champions from communities disproportionately impacted by COVID-19 could help reduce barriers to engagement and support uptake of services, including vaccination.
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20 Analysis of net assets between funds

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds at 31 March 2023 £
Net current assets/(liabilities)	(5,420)	42,071	12,069	48,720

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds at 31 March 2023 £
Tangible fixed assets	1,192	-	-	1,192
Net current assets/(liabilities)	6,008	30,524	24,533	61,065
Total net assets	7,200	30,524	24,533	62,257

21 Analysis of net funds

	At 1 April 2023 £	Financing cash flows £	At 31 March 2024 £
Cash at bank and in hand	63,252	4,517	67,769
Net Funds	63,252	4,517	67,769

	At 1 April 2022 £	Financing cash flows £	At 31 March 2023 £
Cash at bank and in hand	41,342	21,910	63,252
Net Funds	41,342	21,910	63,252

22 Related party transactions

There were no related party transactions in the year.

23 Parent and ultimate parent undertaking

The company's immediate parent is Groundwork South and North Tyneside, incorporated in England and Wales.

These financial statements are available upon request from The Eco Centre, Windmill Way, Hebburn NE31 1SR.

The charity has taken exemption from disclosing transactions with its parent company Groundwork South and North Tyneside.

Accounts

Company registration number: 02957689

Charity registration number: 1045638

TEN NORTH EAST LIMITED

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

TEN North East Limited

Contents

TEN North East Limited

Reference and Administrative Details

Trustees	P K Brumby (resigned 3 August 2022) P M Makepeace J R Cripps C E Potts (resigned 6 January 2023) J R Short (appointed 1 August 2022)
Key Management Personnel	A Watts, Chief Operating Officer
Registered Office	The Eco Centre Windmill Way Hebburn Tyne & Wear NE31 1SR The charity is incorporated in England & Wales.
Company Registration Number	02957689
Charity Registration Number	1045638
Solicitors:	PGS Law Law Court Chambers Waterloo Square South Shields Tyne and Wear NE33 1AW
Bankers	Royal Bank of Scotland Newcastle 31 Grey St Newcastle upon Tyne NE1 6ES
Independent Examiner	Simon Brown BA ACA DChA Azets Audit Services Bulman House Regent Centre Gosforth Newcastle upon Tyne NE3 3LS

TEN North East Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

TEN North East Ltd (TENNE) was established in 1994 to address the unemployment levels within South Tyneside which was impacted by the decline in the shipbuilding and coal mining industries. The service is even more relevant and vital today as it was then due increased cost of living.

To support our work and service offer to the local community, in 2016 we integrated the South Tyneside Young Carers Service into TENNE and the service continues to grow through the grants and donations secured..

Through our services, we are committed to continue delivering our vision “Your Future - Our Business”.

Structure, governance and management

Nature of governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees Roles

The Charity always looks to appoint Trustees who have particular skills which will both benefit the Charity and ultimately its clients and partners.

The Trustees who served during the year are as follows;

John Short - Chair
Paula Makepeace
Jeremy Cripps
Alex Laverick

Company Secretary - Andrew Watts (CEO)

Recruitment and appointment of trustees

New trustees, either replacements or additional, are found by seeking nominations from people based in the South Tyneside area who have an interest in helping the unemployed residents of South Tyneside into work, and who also have experience in managing relevant functions or companies. The present trustees are always pleased to hear from people fitting this profile who might be interested in becoming a trustee in the future.

Newly appointed trustees undertake an appropriate induction to become familiar with TENNE's operations. Appropriate workshops and seminars are attended by trustees as part of continuous professional development.

TEN North East Limited

Trustees' Report

Organisational structure

TENNE is a charitable, not for profit organisation, established to help the unemployed residents of South Tyneside and the wider North East region, into work. The provisions of its Memorandum and Articles of Association govern it. It operates employment support facilities in the Borough of South Tyneside.

TENNE seeks to assist in the social and economic regeneration of South Tyneside by working to align its services with economic policies, such as those developed by Central Government, the Local Authority and strategic partners. TENNE also has strong links with statutory, third and private sector organisations working within areas of regeneration in South Tyneside and the wider region.

TENNE integrated into Groundwork in July 2018. Groundwork has become the controlling Company Member of TENNE. This provides the financial sustainability of the organisation whilst retaining its own charitable company status. Under this arrangement, the TENNE CEO role is shared with Groundwork.

Decision making

The Charity operates under the control of the Chief Executive Officer (CEO) who has overall responsibility of the Charity's day to day operations, the CEO is supported by the wider management team.

The Trustees meet on a quarterly basis and all strategic and significant decisions affecting the Charity are approved at these meetings. The Chief Executive Officer and Managers also attend these meetings and provide to the Trustees their recommendations to allow effective decision making to be made

TEN North East Limited

Trustees' Report

Objectives and activities

Objects and aims

· TEN provides information, advice and guidance to support young people and adults with multiple barriers including health problems on their journey to secure employment to alleviate their poverty and hardship.

· TENNE provides the tools, equipment, skills, and confidence to enable people to gain and sustain employment.

· TENNE through the Young Carers service supports children and young people between the ages of 5 to 24, who are caring for a family member dealing with an illness, disability, addiction problem or mental health issues.

Overall through our objectives we aim to transform the lives of disadvantaged children, young people and adults in North East England.

To deliver our objects and aims, we have delivered services and support under the following programmes during the 2022/23 financial year:

· Building Better Opportunities in partnership with the Wise Group

· Young Carers in partnership with South Tyneside Council and external funding from Children in Need, National Lottery, Community Foundation, Port of Tyne, Ballinger Trust, Tesco – Carrier for Causes, Awards for All and local donations.

The Trustees would like to take this opportunity to thank all of our partners, funders and donators for their support over the past year, without our dedicated staff and partners support, the Charitable Company wouldn’t have been able to offer the excellent and supportive services to the communities we serve.

A detailed overview of the impact of our work is outlined in our annual Impact Report which is available on our website (www.tennortheast.org.uk). The report describes the powerful work of our staff and great outcomes achieved.

Main activities undertaken to further the Charitable Company's purposes for the public benefit

The Trustees have had regard to the Charity Commission's guidance on their legal duty on public benefit, and are satisfied that the charity delivers public benefit, and due regard is paid to the guidance on public benefit when deciding on what new projects the charity should undertake.

Quality and Standards

To support our excellent services, TENNE endeavours to deliver continuous improvement. Through the year TENNE has achieved or retained the following quality standards and accreditations:
· Matrix
· ISO14001
· Better Health at Work award

Fundraising disclosures

The charity is required to report how it deals with fundraising from the public. The charity does not use a professional fundraiser or commercial participator to raise funds. Any monies raised direct from the public follows all guidelines set out by the Charity Commission and UK law in every respect. We respect the privacy and contact preferences of all public donors.

Going concern

The financial statements have been prepared on a going concern basis. The trustees have reviewed and considered all relevant information including future budgets and cash flows in making their assessment.

Based on these factors, the trustees conclude that they can continue to adopt the going concern basis in preparing the annual report and financial statements.

Financial review

The Board are satisfied with the performance of the charity. The charity reported a surplus of £2,443 (2022: surplus £5,966).

Investment policy

The company currently holds all its funds in current accounts and short term deposit accounts because it needs to have easy access to funds to meet its financial commitments.

Policy on reserves

The Trustees have reviewed the reserves requirements in accordance with guidelines issued by the Charity Commission for England & Wales.

The current financial climate reflects a highly competitive market place for the bidding of funding and contracts. Additionally, the decision process on the awarding of contracts and funding can take a significant amount of time. Inevitably this can lead to gaps in income streams being received. The Trustees are, therefore, mindful to retain such reserves as to meet all day to day running costs of the Charity.

The Trustees monitor the Charity's reserves on a regular basis and adopted new financial procedures in May 2023.

TEN North East Limited

Trustees' Report

Financial and risk management objectives and policies

The Trustees have reviewed the Charities and Risk Management requirements in accordance with guidelines issued by the Charity Commissioners for England & Wales.

In particular, the Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have conducted a review of the major risks to which the Charity is exposed and systems have been established to minimise those risks. External risks related to the generation of funding and activities have led to the development of a strategic plan allowing for the diversification of funding. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity.

It is the Trustees policy to wind down and close activities where there is no prospect of securing adequate funding.

Financial Sustainability

TENNE continues to review and integrate its work and operating model with its parent charity whilst it retains its own charitable company status, and continues to provide financial accounts, Trustee Reports and AGM's to both Companies House and Charity Commission. In addition, all restricted funds will remain as this classification and reported accordingly.

The charitable company like many others has been impacted by the cost of living and have worked with partners, stakeholder and funders over the past year to ensure that we deliver the services required during this difficult time whilst ensuring that our staff, volunteers and clients are supported. The cost of living hasn't had a significant financial impact on the charitable company due to existing contracts in place and limited building/asset costs.

Due to delays within the emerging markets and end of ESF funding contract, the existing Employment Team left the organisation in April 2023, this is disappointing as the outcomes from the service where extremely high which are highlighted ion our Impact Report 2022/23. The charitable company has a number of external funding application submitted to delivery similar employment, training and skills services during 2023 and beyond.

The Trustees would again like to take this opportunity to thank all staff and partners for their help over the past year.

Key Management Personnel
The board, who give their time freely and no trustees received remuneration in the year, have considered who the Key Management Personnel (KMP) of the charity, as noted in the Reference and Administration section. Together with the board, these KMP are those in charge of directing and controlling, running and operating the activities of the charity on a day to day basis. The pay of the KMP is reviewed annually and normally increased in accordance with average earnings. The trustees benchmark against pay levels of other charities and similar organisations within the sector and the region. Pay levels are set using this information together with the budget and forecast information, ensuring that the charity can afford any proposed increases. The board then agree any uplift to remuneration.

Plans for future periods
Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

Employment and Skills - The continued development of our relationship with the Wise Group to enable the delivery of employability and support programmes across South Tyneside and beyond through existing and new programmes / initiatives. Furthermore, through the Green Recovery programme, the development of new green jobs provides an opportunity for TENNE. As highlighted above, due to delays within the emerging markets and end of ESF funding, the existing Employment Team left the organisation in April 2023.

Green Jobs - The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and North of Tyne Combined Authority. Also as mentioned above the Plans for Jobs initiative provides an opportunity for TENNE to provide its services to the unemployed.

Young Carers - To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers has created a hub and bespoke model to offer community based services, it hoped to expand services and integrate into wider community based initiatives.

TEN North East Limited

Trustees' Report

Statement of Trustees' Responsibilities

The trustees (who are also the directors of TEN North East Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles 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; and
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

The annual report was approved by the trustees of the charity on 30/10/2023..... and signed on its behalf by:

John Short 30 Oct 2023 13:27:17 GMT (UTC +0)
....
J R Short
Trustee

TEN North East Limited

Independent Examiner's Report to the trustees of TEN North East Limited ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of TEN North East Limited are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Azets Audit Services, which is one of the listed bodies.

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

1. accounting records were not kept in respect of TEN North East Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Simon Brown
Simon Brown 06 Nov 2023 09:30:12 GMT (UTC +0)
....

Simon Brown BA ACA DChA
Azets Audit Services
Bulman House
Regent Centre
Gosforth
Newcastle upon Tyne
NE3 3LS

Date: 06 November 2023

Azets Audit Services is a trading name of Azets Audit Services Limited

TEN North East Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	3	4,343	30,000	34,343	30,137
Charitable activities	4	4,855	234,910	239,765	182,024
Other income	5	32,186	-	32,186	25,406
Total Income		41,384	264,910	306,294	237,567
Expenditure on:					
Charitable activities	6	(33,440)	(270,411)	(303,851)	(231,601)
Total Expenditure		(33,440)	(270,411)	(303,851)	(231,601)
Net income/(expenditure)		7,944	(5,501)	2,443	5,966
Net movement in funds		7,944	(5,501)	2,443	5,966
Reconciliation of funds					
Total funds brought forward		29,780	30,034	59,814	53,848
Total funds carried forward	19	37,724	24,533	62,257	59,814

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 19.

TEN North East Limited

Comparative Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	30,137	-	30,137
Charitable activities	4	-	182,024	182,024
Other income	5	25,406	-	25,406
Total income		55,543	182,024	237,567
Expenditure on:				
Charitable activities	6	(45,749)	(185,852)	(231,601)
Total expenditure		(45,749)	(185,852)	(231,601)
Net income/(expenditure)		9,794	(3,828)	5,966
Transfers between funds		(1,945)	1,945	-
Net movement in funds		7,849	(1,883)	5,966
Reconciliation of funds				
Total funds brought forward		21,931	31,917	53,848
Total funds carried forward	19	29,780	30,034	59,814

TEN North East Limited

(Registration number: 02957689)
Balance Sheet as at 31 March 2023

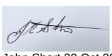
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	13	1,192	4,027
Current assets			
Debtors	14	27,954	33,710
Cash at bank and in hand	15	63,252	41,342
		91,206	75,052
Creditors: Amounts falling due within one year	16	(30,141)	(19,265)
Net current assets		61,065	55,787
Net assets		62,257	59,814
Funds of the charity:			
Restricted		24,533	30,034
Unrestricted income funds			
Designated funds		30,524	11,744
Unrestricted funds		7,200	18,036
Total unrestricted funds		37,724	29,780
Total funds	19	62,257	59,814

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements on pages 10 to 27 were approved by the trustees, and authorised for issue on 30/10/2023.... and signed on their behalf by:



John Short 30 Oct 2023 13:27:17 GMT (UTC +0)

....

J R Short
Trustee

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is: The Eco Centre, Windmill Way, Hebburn, Tyne & Wear, NE31 1SR

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
TEN North East Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charitable company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charitable company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Exemption from preparing a cash flow statement
The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Estimation uncertainty and judgements
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the performance model and are measured at the fair value of the asset received or receivable. Grants are recognised in income. Where performance conditions are not metthen the income is deferred, and is recognised as deferred income within creditors.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £400.00 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	**Depreciation method and rate**
Fixtures and fittings	Straignt Line over 10 years
Office equipment	Straight line over 3 years

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

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

Up until the end of 2009 the company administered a separate defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions were charged to the Statement of Financial Activities.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	4,343	-	4,343
Grants, including capital grants;			
Grants from other charities	-	30,000	30,000
	4,343	30,000	34,343

	Unrestricted funds General £	Total 2022 £
Donations and legacies;		
Donations from companies, trusts and similar proceeds	2,500	2,500
Donations from individuals	17,637	17,637
Legacies	10,000	10,000
	30,137	30,137

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Employment Services	-	125,104	125,104
Young Carers Service	4,855	109,806	114,661
	4,855	234,910	239,765

	Restricted funds £	Total 2022 £
Employment Services	95,722	95,722
Young Carers Service	86,302	86,302
	182,024	182,024

5 Other income

	Unrestricted funds General £	Total 2023 £
Fees and supplies	32,186	32,186

	Unrestricted funds General £	Total 2022 £
Fees and supplies	25,406	25,406

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

6 Expenditure on charitable activities

	Employment support £	Young carers services £	Activity support costs £	2023 £
Salary	83,102	68,802	49,474	201,378
Project Costs	32,293	36,358	-	68,651
Office Costs	180	220	855	1,255
Travel	421	3,480	1,403	5,304
Training	-	5,009	531	5,540
Other	30	165	205	400
Professional	-	-	378	378
Depreciation	-	-	2,835	2,835
Telephone	-	-	2,749	2,749
Audit	-	-	2,716	2,716
Payroll	-	-	1,656	1,656
External Charges	-	-	7,147	7,147
Bank charges	-	-	791	791
Website Fees	-	-	1,012	1,012
Room Hire	-	-	2,039	2,039
	116,026	114,034	73,791	303,851

	Employment Support £	Young carers services £	Activity support costs £	2022 £
Salary	78,381	66,259	23,551	168,191
Project Costs	13,678	19,255	-	32,933
Office Costs	324	-	414	738
Travel	466	2,302	395	3,163
Equipment	779	20	38	837
Training	-	1,340	-	1,340
Other	160	352	170	682
Professional	-	2,740	37	2,777
Depreciation	-	-	4,083	4,083
Telephone	-	-	196	196
Audit	-	-	2,255	2,255
Payroll	-	-	552	552
External Charges	-	-	13,284	13,284
Bank charges	-	-	570	570
	93,788	92,268	45,545	231,601

In addition to the expenditure analysed above, there are also governance costs of £3,300 (2022 - £2,807) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	External management £	Staff costs £	Administration costs £	Depreciation £	Total 2023 £
Employment Services	454	1,195	8,696	597	1,400	12,342
Young Carers Service	359	943	6,864	471	1,105	9,742
Other Income	1,903	5,008	36,431	2,498	5,867	51,707
	2,716	7,146	51,991	3,566	8,372	73,791

	Governance costs £	External management £	Staff costs £	Administration costs £	Premises costs including depreciation £	Total 2022 £
Employment Services	1,397	6,610	11,719	905	2,032	22,663
Young Carers Service	1,410	6,674	11,832	915	2,051	22,882
	2,807	13,284	23,551	1,820	4,083	45,545

Governance costs

	Restricted funds £	Total 2023 £
Independent examiner fees		
Examination of the financial statements	3,300	3,300
	3,300	3,300

	Restricted funds £	Total 2022 £
Independent examiner fees		
Examination of the financial statements	2,250	2,250
Other governance costs	557	557
	2,807	2,807

8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023 £	2022 £
Depreciation of fixed assets	2,835	4,083
Independent examination	2,716	2,255

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	189,638	157,607
Social security costs	9,543	8,667
Pension costs	2,197	1,918
	201,378	168,192

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Employability	4	3
Young Carers staff	4	4
Management	1	1
	9	8

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £33,902 (2022 - £29,626).

11 Independent examiner's remuneration

	2023 £	2022 £
Examination of the financial statements	3,300	2,250

12 Taxation

The charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	23,511	23,511
At 31 March 2023	23,511	23,511
Depreciation		
At 1 April 2022	19,484	19,484
Charge for the year	2,835	2,835
At 31 March 2023	22,319	22,319
Net book value		
At 31 March 2023	1,192	1,192
At 31 March 2022	4,027	4,027

14 Debtors

	2023 £	2022 £
Trade debtors	5,141	9,811
Due from group undertakings	4,506	15,312
Prepayments	-	2,896
Other debtors	18,307	5,691
	27,954	33,710

15 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	-	499
Cash at bank	63,252	40,843
	63,252	41,342

16 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	3,292	6,144
Due to group undertakings	5,703	-
Other creditors	-	381
Accruals	19,921	2,400
Deferred income	1,225	10,340
	30,141	19,265

	2023 £	2022 £
Deferred income at 1 April 2022	10,340	-
Resources deferred in the period	1,225	10,340
Amounts released from previous periods	(10,340)	-
Deferred income at year end	1,225	10,340

17 Obligations under leases and hire purchase contracts

The total value of future minimum lease payments was as follows:

	2023 £
Within one year	5,703

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £2,197 (2022 - £1,918).

Contributions totalling £Nil (2022 - £366) were payable to the scheme at the end of the year and are included in creditors.

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

19 Funds

Unrestricted funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
Designated					
Donations/fundraising	26,638	-	-	3,886	30,524
Other					
General Fund	3,142	41,384	(33,440)	(3,886)	7,200
	3,142	41,384	(33,440)	(3,886)	7,200
Total unrestricted funds	29,780	41,384	(33,440)	-	37,724
Restricted funds					
Wise Group - BBO	1,115	125,104	(126,219)	-	-
Young Carers - Children In Need	5,248	40,342	(36,737)	-	8,853
Young Carers - Newcastle Building Society	50	-	(50)	-	-
Young Carers - Lottery Community Fund	10,689	43,057	(53,746)	-	-
Young Carers - HAF	-	9,505	(6,402)	-	3,103
Young Carers - Awards for All	9,971	-	(9,971)	-	-
Young Carers - Rise	892	-	(892)	-	-
Garfield Weston - Core	-	30,000	(19,064)	-	10,936
Covid Champions	2,069	10,340	(12,409)	-	-
Young Carers - Ballinger	-	6,562	(4,921)	-	1,641
Total restricted funds	30,034	264,910	(270,411)	-	24,533
Total funds	59,814	306,294	(303,851)	-	62,257

The specific purposes for which the funds are to be applied are as follows:

Wise Group BBO - Wise Steps help people in Tyne and Wear to change their lives through work.7

Young Carers - Children in Need - This funding is currently used for the salary of the Young Carers Activity Officer (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers - Newcastle Building Society - Grant to deliver multi-sports activities with a qualified sports coach to increase understanding of and participation in physical activity, reduce social isolation and improve family relationships.

Young Carers - Lottery Community Fund - Grant to grow the project in other areas to ensure it is inclusive to all across the borough of South Tyneside and encourage the Young Carers to participate in new positive experiences.

Young Carers - Awards for All - Grant to fund a family worker post for 6 months to provide family support for Young Carers.

Young Carers - Rise - Deliver sports and games activities aimed at increasing levels of physical activity and offering respite to small groups to follow social distancing regulations.

Young Carers - Ballinger - This funding is year 2 and 3 for the salary of the Young Carers Activity Office yr (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers - HAF - The Holiday Activities and Food Programme (HAF) is a central government initiative that requires all Local Authorities to deliver a programme of inclusive activities including a hot meal over the school holidays for children aged 5 – 16 years.

Garfield Weston-TENNE was awarded a grant of £30,000 to support core costs and development of services to support young people. This will enable us to build upon the service we have delivered to date, continue to provide one-to-one employability support and offer additional progression opportunities and coaching for Young Carers accessing our respite services across South Tyneside.

COVID Champions-Family support following the pandemic, utilising champions from communities disproportionately impacted by COVID-19 could help reduce barriers to engagement and support uptake of services, including vaccination.

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20 Analysis of net assets between funds

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds at 31 March 2023 £
Tangible fixed assets	1,192	-	-	1,192
Net current assets/(liabilities)	6,008	30,524	24,533	61,065
Total net assets	7,200	30,524	24,533	62,257

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds at 31 March 2022 £
Tangible fixed assets	4,027	-	-	4,027
Net current assets/(liabilities)	(885)	26,638	30,034	55,787
Total net assets	3,142	26,638	30,034	59,814

21 Analysis of net funds

	At 1 April 2022 £	Financing cash flows £	At 31 March 2023 £
Cash at bank and in hand	41,342	21,910	63,252
Net Funds	41,342	21,910	63,252

	At 1 April 2021 £	Financing cash flows £	At 31 March 2022 £
Cash at bank and in hand	45,871	(4,529)	41,342
Net Funds	45,871	(4,529)	41,342

22 Related party transactions

There were no related party transactions in the year.

23 Parent and ultimate parent undertaking

The company's immediate parent is Groundwork South and North Tyneside, incorporated in England and Wales.

These financial statements are available upon request from The Eco Centre, Windmill Way, Hebburn NE31 1SR.

The charity has taken exemption from disclosing transactions with its parent company Groundwork South and North Tyneside.

TEN North East Limited

England & Wales - Charity number 1045638

Accounts

Company registration number: 02957689

Charity registration number: 1045638

TEN NORTH EAST LIMITED

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

TEN North East Limited

Contents

TEN North East Limited

Reference and Administrative Details

Trustees	P K Brumby (resigned 3 August 2022) P M Makepeace J R Cripps C E Potts J R Short (appointed 1 August 2022)
Secretary	C E Potts
Key Management Personnel	A Watts, Chieff Operating Officer
Registered Office	The Eco Centre Windmill Way Hebburn Tyne & Wear NE31 1SR The charity is incorporated in England & Wales.
Company Registration Number	02957689
Charity Registration Number	1045638
Solicitors:	PGS Law Law Court Chambers Waterloo Square South Shields Tyne and Wear NE33 1AW
Bankers	Royal Bank of Scotland Newcastle 31 Grey St Newcastle upon Tyne NE1 6ES
Auditor	Simon Brown BA ACA DChA Azets Audit Services Bulman House Regent Centre Gosforth Newcastle upon Tyne NE3 3LS

TEN North East Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2022.

The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

TEN North East Ltd (TENNE) was established in 1994 to address the unemployment levels within South Tyneside which was impacted by the decline in the shipbuilding and coal mining industries. The service is even more relevant and vital today as it was then due in the main to the repercussions of pandemic.

To support our work and service offer to the local community, in 2016 we integrated the South Tyneside Young Carers Service into TENNE and the service continues to grow through the grants and donations secured.

Through our services, we are committed to continue delivering our vision "Your Future - Our Business".

Structure, governance and management

Nature of governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees Roles

The Charity always looks to appoint Trustees who have particular skills which will both benefit the Charity and ultimately its clients and partners.
The Trustees who served during the year are as follows;

Recruitment and appointment of trustees

New trustees, either replacements or additional, are found by seeking nominations from people based in the South Tyneside area who have an interest in helping the unemployed residents of South Tyneside into work, and who also have experience in managing relevant functions or companies. The present trustees are always pleased to hear from people fitting this profile who might be interested in becoming a trustee in the future.

Newly appointed trustees undertake an appropriate induction to become familiar with TENNE's operations. Appropriate workshops and seminars are attended by trustees as part of continuous professional development.

TEN North East Limited

Trustees' Report

Organisational structure

TENNE is a charitable, not for profit organisation, established to help the unemployed residents of South Tyneside and the wider North East region,to have the necessary skills to obtain suitable employment.The provisions of its Memorandum and Articles of Association govern it. It operates employment support facilities in the Borough of South Tyneside. TENNE also provides advice and support to Young Carers in South Tyneside.

TENNE seeks to assist in the social and economic regeneration of North East England by working to align its services with economic policies, such as those developed by Central Government, the Local Authority and strategic partners. TENNE also has strong links with statutory, third and private sector organisations working within areas of regeneration in South Tyneside and the wider region.

TENNE integrated into Groundwork in July 2018. Groundwork has become the controlling Company Member of TENNE. This provides the financial sustainability of the organisation whilst retaining its own charitable company status. Under this arrangement, the TENNE CEO role is shared with Groundwork.

Decision making

The Charity operates under the control of the Chief Executive Officer (CEO) who has overall responsibility of the Charity's day to day operations, the CEO is supported by the wider management team.

The Trustees meet on a quarterly basis and all strategic and significant decisions affecting the Charity are approved at these meetings. The Chief Executive Officer and Managers also attend these meetings and provide to the Trustees their recommendations to allow effective decision making to be made

TEN North East Limited

Trustees' Report

Objectives and activities

Objects and aims

· TEN provides information, advice and guidance to support young people and adults with multiple barriers including health problems on their journey to secure employment to alleviate their poverty and hardship.

· TENNE provides the tools, equipment, skills, and confidence to enable people to gain and sustain employment.

· TENNE through the Young Carers service supports children and young people between the ages of 5 to 24, who are caring for a family member dealing with an illness, disability, addiction problem or mental health issues.

Overall through our objectives we aim to transform the lives of disadvantaged children, young people and adults in North East England.

To deliver our objects and aims, we have delivered services and support under the following programmes during the 2021/22 financial year:

· Building Better Opportunities in partnership with the Wise Group

· Young Carers in partnership with South Tyneside Council and external funding from Children in Need, National Lottery,
Community Foundation, Police and Crime Commissioner, Tesco – Carrier for Causes, Awards for All, Mind, Rise and local donations.

The Trustees would like to take this opportunity to thank all of our partners, funders and donators for their support over the past year, without our dedicated staff and partners support, the Charitable Company wouldn't have been able to offer the excellent and supportive services to the communities we serve.

A detailed overview of the impact of our work is outlined in our annual Impact Report which is available on our website (www.tennortheast.org.uk). The report describes the powerful work of our staff and great outcomes achieved.

Main activities undertaken to further the Charitable Company's purposes for the public benefit

The Trustees have had regard to the Charity Commission's guidance on their legal duty on public benefit, and are satisfied that the charity delivers public benefit, and due regard is paid to the guidance on public benefit when deciding on what new projects the charity should undertake.

Quality and Standards
To support our excellent services, TENNE endeavours to deliver continuous improvement. Through the year TENNE has achieved or retained the following quality standards and accreditations:
· Matrix
· Investors in People
· ISO14001
· Better Health at Work award
· Cyber Essentials

TEN North East Limited

Trustees' Report

Fundraising disclosures

The charity is required to report how it deals with fundraising from the public. The charity does not use a professional fundraiser or commercial participator to raise funds. Any monies raised direct from the public follows all guidelines set out by the Charity Commission and UK law in every respect. We respect the privacy and contact preferences of all public donors.

Public benefit

TEN North East Limited (TENNE) was established in 1994 to address the unemployment levels within South Tyneside which was impacted by the decline in the shipbuilding and coal mining industries. The service is even more relevant and vita! today as it was then due in the main to the repercussions of Covid 19.

To support our work and service offer to the local community, in 2016 we integrated the South Tyneside Young Carers Service into TENNE and the service continues to growthrough the grants and donations secured.

Through our services, we are committed to continue delivering our vision "Your Future - Our Business".

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Going concern

The financial statements have been prepared on a going concern basis. The trustees have reviewed and considered all relevant information including future budgets and cash flows in making their assessment. In particular, the slow recovery from the Covid-19 pandemic and the recommencing of operations and government funding opportunities, gives confidence for the medium term. Additionally, the majority of face to face activities recommencing in early 2021 has led to a more stable operating model and financial performance.

Based on these factors, the trustees conclude that they can continue to adopt the going concern basis in preparing the annual report and financial statements.

Financial review

The Board are satisfied with the performance of the charity. The charity reported a surplus of £5,966 (£2021: deficit £5,367).

Investment policy

The company currently holds all its funds in current accounts and short term deposit accounts because it needs to have easy access to funds to meet its financial commitments.

TEN North East Limited

Trustees' Report

Policy on reserves

The Trustees have reviewed the reserves requirements in accordance with guidelines issued by the Charity Commission for England & Wales.

The current financial climate reflects a highly competitive market place for the bidding of funding and contracts. Additionally, the decision process on the awarding of contracts and funding can take a significant amount of time. Inevitably this can lead to gaps in income streams being received. The Trustees are, therefore, mindful to retain such reserves as to meet all day to day running costs of the Charity.

The Trustees monitor the Charity's reserves on a regular basis and adopted new financial procedures in March 2020.

Financial and risk management objectives and policies

The Trustees have reviewed the Charities and Risk Management requirements in accordance with guidelines issued by the Charity Commissioners for England & Wales.

In particular, the Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have conducted a review of the major risks to which the Charity is exposed and systems have been established to minimise those risks. External risks related to the generation of funding and activities have led to the development of a strategic plan allowing for the diversification of funding. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity.

It is the Trustees policy to wind down and close activities where there is no prospect of securing adequate funding.

Financial Sustainability

TENNE continues to review and integrate its work and operating model with its parent charity whilst it retains its own charitable company status, and continues to provide financial accounts, Trustee Reports and AGM's to both Companies House and Charity Commission. In addition, all restricted funds will remain as this classification and reported accordingly.

The charitable company like many others has been impacted by the pandemic and have worked with partners, stakeholder and funders over the past year to ensure that we deliver the services required during this difficult time whilst ensuring that our staff, volunteers and clients are safe. The pandemic hasn't had a significant financial impact on the charitable company due to existing contracts in place. It has impacted our delivery models which have seen more on-line services and outdoor activities provided rather than standard operating model. It's certain that we will benefit from the way we have had to operate in the past year to improve our flexible working practices in the future.

The Trustees would again like to take this opportunity to thank all staff and partners for their help over the past year.

Key Management Personnel
The board, who give their time freely and no trustees received remuneration in the year, have considered who the Key Management Personnel (KMP) of the charity, as noted in the Reference and Administration section. Together with the board, these KMP are those in charge of directing and controlling, running and operating the activities of the charity on a day to day basis. The pay of the KMP is reviewed annually and normally increased in accordance with average earnings. The trustees benchmark against pay levels of other charities and similar organisations within the sector and the region. Pay levels are set using this information together with the budget and forecast information, ensuring that the charity can afford any proposed increases. The board then agree any uplift to remuneration.

Plans for future periods
Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

Employment and Skills - The continued development of our relationship with the Wise Group to enable the delivery of employability and support programmes across South Tyneside and beyond through existing and new programmes / initiatives. Furthermore, through the Green Recovery programme, the development of new green jobs provides an opportunity for TENNE.

Green Jobs - The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and North of Tyne Combined Authority. Also as mentioned above the Plans for Jobs initiative provides an opportunity for TENNE to provide its services to the unemployed.

Young Carers - To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers has created a hub and bespoke model to offer community based services, it hoped to expand services and integrate into wider community based initiatives.

TEN North East Limited

Trustees' Report

Statement of Trustees' Responsibilities

The trustees (who are also the directors of TEN North East Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles 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; and
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

The annual report was approved by the trustees of the charity on 8/12/22 and signed on its behalf by:

....

C E Potts
Company secretary and trustee

TEN North East Limited

Independent Examiner's Report to the trustees of TEN North East Limited ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of TEN North East Limited are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of TEN North East Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

....
Simon Brown BA ACA DChA
Azets Audit Services

Bulman House
Regent Centre
Gosforth
Newcastle upon Tyne
NE3 3LS

Date:..............................

Azets Audit Services is a trading name of Azets Audit Services Limited

TEN North East Limited

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	3	30,137	-	30,137	21,321
Charitable activities	4	-	182,024	182,024	223,298
Other income	5	25,406	-	25,406	9,196
Total Income		55,543	182,024	237,567	253,815
Expenditure on:					
Charitable activities	6	(45,749)	(185,852)	(231,601)	(259,182)
Total Expenditure		(45,749)	(185,852)	(231,601)	(259,182)
Net income/(expenditure)		9,794	(3,828)	5,966	(5,367)
Transfers between funds		(1,945)	1,945	-	-
Net movement in funds		7,849	(1,883)	5,966	(5,367)
Reconciliation of funds					
Total funds brought forward		21,931	31,917	53,848	59,215
Total funds carried forward	19	29,780	30,034	59,814	53,848

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 19.

TEN North East Limited

Comparative Statement of Financial Activities for the Year Ended 31 March 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	17,518	3,803	21,321
Charitable activities	4	-	223,298	223,298
Other income	5	9,196	-	9,196
Total income		26,714	227,101	253,815
Expenditure on:				
Charitable activities	6	(45,744)	(213,438)	(259,182)
Total expenditure		(45,744)	(213,438)	(259,182)
Net (expenditure)/income		(19,030)	13,663	(5,367)
Net movement in funds		(19,030)	13,663	(5,367)
Reconciliation of funds				
Total funds brought forward		40,961	18,254	59,215
Total funds carried forward	19	21,931	31,917	53,848

TEN North East Limited

(Registration number: 02957689)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	14	4,027	5,250
Current assets			
Debtors	15	33,710	22,802
Cash at bank and in hand	16	41,342	45,871
		75,052	68,673
Creditors: Amounts falling due within one year	17	(19,265)	(20,075)
Net current assets		55,787	48,598
Net assets		59,814	53,848
Funds of the charity:			
Restricted		30,034	31,917
Unrestricted income funds			
Designated funds		11,744	-
Unrestricted funds		18,036	21,931
Total unrestricted funds		29,780	21,931
Total funds	19	59,814	53,848

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements on pages 10 to 28 were approved by the trustees, and authorised for issue on ..8/12/22.. and signed on their behalf by:

....
C E Potts
Company secretary and trustee

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is: The Eco Centre, Windmill Way, Hebburn, Tyne & Wear, NE31 1SR

2 Accounting policies

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

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
TEN North East Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charitable company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charitable company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Exemption from preparing a cash flow statement
The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Estimation uncertainty and judgements
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the performance model and are measured at the fair value of the asset received or receivable. Grants are recognised in income. Where performance conditions are not metthen the income is deferred, and is recognised as deferred income within creditors.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £400.00 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	**Depreciation method and rate**
Fixtures and fittings	Straignt Line over 10 years
Office equipment	Straight line over 3 years

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

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

Up until the end of 2009 the company administered a separate defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions were charged to the Statement of Financial Activities.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,500	-	2,500
Donations from individuals	17,637	-	17,637
Legacies	10,000	-	10,000
	30,137	-	30,137

Notes to the Financial Statements for the Year Ended 31 March 2022

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Donations and legacies;			
Donations from individuals	4,050	-	4,050
Grants, including capital grants;			
Government grants	13,468	-	13,468
Grants from other charities	-	3,803	3,803
	17,518	3,803	21,321

4 Income from charitable activities

	Restricted funds £	Total 2022 £
Employment Services	95,722	95,722
Young Carers Service	86,302	86,302
	182,024	182,024

	Restricted funds £	Total 2021 £
Employment Services	94,947	94,947
Young Carers Service	128,351	128,351
	223,298	223,298

5 Other income

	Unrestricted funds General £	Total 2022 £
Fees and supplies	25,406	25,406

	Unrestricted funds General £	Total 2021 £
Fees and supplies	9,196	9,196

6 Expenditure on charitable activities

	Employment support £	Young carers services £	Activity support costs £	2022 £
Salary	78,381	66,259	23,551	168,191
Project Costs	13,678	19,255	-	32,933
Office Costs	324	-	414	738
Travel	466	2,302	395	3,163
Equipment	779	20	38	837
Training	-	1,340	-	1,340
Other	160	352	170	682
Professional	-	2,740	37	2,777
Depreciation	-	-	4,083	4,083
Telephone	-	-	196	196
Audit	-	-	2,255	2,255
Payroll	-	-	552	552
External Charges	-	-	13,284	13,284
Bank charges	-	-	570	570
	93,788	92,268	45,545	231,601

Notes to the Financial Statements for the Year Ended 31 March 2022

	Employment Support £	Young carers services £	Activity support costs £	2021 £
Salary	76,677	76,035	27,422	180,134
Project Costs	2,667	23,279	2,235	28,181
Office Costs	304	31	990	1,325
Travel	71	1,485	49	1,605
Equipment	30	1,413	2,339	3,782
Training	360	2,015	-	2,375
Other	984	1,654	873	3,511
Professional	-	-	924	924
Depreciation	-	-	8,265	8,265
Telephone	-	-	105	105
Audit	-	-	5,120	5,120
Payroll	-	-	535	535
External Charges	-	-	18,148	18,148
Bank charges	-	-	649	649
Insurance	-	-	4,523	4,523
	81,093	105,912	72,177	259,182

In addition to the expenditure analysed above, there are also governance costs of £2,807 (2021 - £5,655) which relate directly to charitable activities. See note 7 for further details.

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	External management £	Staff costs £	Administration costs £	Depreciation £	Total 2022 £
Employment Services	1,397	6,610	11,719	905	2,032	22,663
Young Carers Service	1,410	6,674	11,832	915	2,051	22,882
	2,807	13,284	23,551	1,820	4,083	45,545

	Governance costs £	External management £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2021 £
Employment Services	2,146	6,885	10,404	3,614	3,136	1,199	27,384
Young Carers Service	3,509	11,263	17,018	5,913	5,129	1,961	44,793
	5,655	18,148	27,422	9,527	8,265	3,160	72,177

Governance costs

	Restricted funds £	Total 2022 £
Independent examiner fees		
Examination of the financial statements	2,255	2,255
Other governance costs	552	552
	2,807	2,807

Notes to the Financial Statements for the Year Ended 31 March 2022

	Restricted funds £	Total 2021 £
Audit fees		
Audit of the financial statements	5,120	5,120
Other governance costs	535	535
	5,655	5,655

8 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2022 £	2021 £
Audit fees	-	5,120
Depreciation of fixed assets	4,083	5,129
Independent examination	2,255	-

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	157,607	169,499
Social security costs	8,667	8,314
Pension costs	1,918	2,341
	168,192	180,154

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Employability	3	3
Young Carers staff	4	5
Management	1	1
	8	9

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £29,626 (2021 - £28,240).

11 Independent examiner's remuneration

	2022 £	2021 £
Examination of the financial statements	2,255	-

12 Auditors' remuneration

	2022 £	2021 £
Audit of the financial statements	-	5,120

13 Taxation

The charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2021	20,651	20,651
Additions	2,860	2,860
At 31 March 2022	23,511	23,511
Depreciation		
At 1 April 2021	15,401	15,401
Charge for the year	4,083	4,083
At 31 March 2022	19,484	19,484
Net book value		
At 31 March 2022	4,027	4,027
At 31 March 2021	5,250	5,250

15 Debtors

	2022 £	2021 £
Trade debtors	9,811	1,358
Due from group undertakings	15,312	16,485
Prepayments	2,896	4,932
Other debtors	5,691	27
	33,710	22,802

16 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	499	-
Cash at bank	40,843	45,871
	41,342	45,871

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	6,144	637
Other taxation and social security	-	1,933
Other creditors	381	404
Accruals	2,400	17,101
Deferred income	10,340	-
	19,265	20,075

	2022 £
Resources deferred in the period	10,340

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1,918 (2021 - £Nil).

Contributions totalling £366 (2021 - £404) were payable to the scheme at the end of the year and are included in creditors.

Notes to the Financial Statements for the Year Ended 31 March 2022

19 Funds

Unrestricted funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
Designated					
Redundancy	11,744	-	-	(11,744)	-
Donations/fundraising	-	-	-	26,638	26,638
	11,744	-	-	14,894	26,638
Other					
General Fund	10,187	55,543	(45,749)	(16,839)	3,142
	10,187	55,543	(45,749)	(16,839)	3,142
Total unrestricted funds	21,931	55,543	(45,749)	(1,945)	29,780
Restricted funds					
Wise Group - BBO	-	93,749	(92,634)	-	1,115
Young Carers - Children In Need	-	30,802	(25,554)	-	5,248
Young Carers - Newcastle Building Society	2,199	-	(2,149)	-	50
Young Carers - # Will	2,288	-	(2,688)	400	-
Young Carers - Lottery Community Fund	17,181	42,433	(48,925)	-	10,689
Young Carers - Tesco	142	-	(1,687)	1,545	-
Young Carers - Awards for All	-	9,971	-	-	9,971
Young Carers - Newcastle Building Society	-	3,000	(3,000)	-	-
Young Carers - Mind	8,964	-	(8,964)	-	-
Young Carers - Rise	1,143	-	(251)	-	892
Covid Champions	-	2,069	-	-	2,069
Total restricted funds	31,917	182,024	(185,852)	1,945	30,034
Total funds	53,848	237,567	(231,601)	-	59,814

TEN North East Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Unrestricted funds				
General	40,961	26,714	(45,744)	21,931
Restricted funds	18,254	227,101	(213,438)	31,917
Total funds	59,215	253,815	(259,182)	53,848

The specific purposes for which the funds are to be applied are as follows:

Wise Group BBO - Wise Steps help people in Tyne and Wear to change their lives through work.7

Young Carers - Children in Need - This funding is currently used for the salary of the Young Carers Activity Officer (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers - Newcastle Building Society - Grant to deliver multi-sports activities with a qualified sports coach to increase understanding of and participation in physical activity, reduce social isolation and improve family relationships.

Young Carers - #IWill - Grant to support five young carers aged 10-16 to become peer mentors and facilitate sessions for young carers and their families throughout the year.

Young Carers - Lottery Community Fund - Grant to grow the project in other areas to ensure it is inclusive to all across the borough of South Tyneside and encourage the Young Carers to participate in new positive experiences.

Young Carers - Tesco - Grant to provide Homework Clubs giving access to necessary facilities and support not available at home

Young Carers - Police and Crime Commissioner & Newcastle Building Society - Grants to fund "Mind of My Own" app, a digital solution to increase engagement with a wider number of Young Carers (YC) at risk of disengagement through the pandemic restrictions.

Young Carers - Tesco Bags for Life - To provide crisis support for our vulnerable higher needs Young Carers and their families, specifically supporting with food shopping and prescription collection.

Young Carers - Awards for All - Grant to fund a family worker post for 6 months to provide family support for Young Carers.

Young Carers - Mind - Grant to develop our existing package of support to offer a navigator service for young carers and their families.

Young Carers - Rise - Deliver sports and games activities aimed at increasing levels of physical activity and offering respite to small groups to follow social distancing regulations.

Community Foundation - Funds for core costs and two laptops to allow us to further adapt out services and make remote-working possible for more of our team, increasing capacity.

The Charitable Company would also like to thank the South Tyneside Young Carers CIC for their work during the year, their fundraising has supported enrichment and respite activities for our young carers.

20 Analysis of net assets between funds

	Unrestricted General £	Restricted £	Total funds at 31 March 2022 £
Tangible fixed assets	4,027	-	4,027
Net current assets/(liabilities)	26,007	29,780	55,787
Total net assets	30,034	29,780	59,814

	Unrestricted General £	Restricted £	Total funds at 31 March 2021 £
Tangible fixed assets	5,250	-	5,250
Net current assets/(liabilities)	16,681	31,917	48,598
Total net assets	21,931	31,917	53,848

21 Analysis of net funds

	At 1 April 2021 £	Financing cash flows £	At 31 March 2022 £
Cash at bank and in hand	45,871	(4,529)	41,342
Net Funds	45,871	(4,529)	41,342

	At 1 April 2020 £	Financing cash flows £	At 31 March 2021 £
Cash at bank and in hand	29,956	15,915	45,871
Net Funds	29,956	15,915	45,871

22 Related party transactions

There were no related party transactions in the year.

23 Parent and ultimate parent undertaking

The company's immediate parent is Groundwork South and North Tyneside, incorporated in England and Wales.

These financial statements are available upon request from The Eco Centre, Windmill Way, Hebburn NE31 1SR.

The charity has taken exemption from disclosing transactions with its parent company Groundwork South and North Tyneside.

TEN North East Limited

England & Wales - Charity number 1045638

Accounts

Registered number: 02957689
Charity number: 1045638

TEN NORTH EAST LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

TEN NORTH EAST LIMITED

(A company limited by guarantee)

CONTENTS

TEN NORTH EAST LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees

Company registered number

02957689

Charity registered number

1045638

Registered office

The Eco Centre
Windmill Way
Hebburn
Tyne and Wear
NE31 1SR

Company secretary

C E Potts

Chief executive officer

A Watts

Independent auditors

Ryecroft Glenton
Registered Auditors
32 Portland Terrace
Newcastle upon Tyne
NE2 1QP

Bankers

Royal Bank of Scotland
31 Grey Street
Newcastle
NE1 6ES

Solicitors

PGS LAW
Law Court Chambers
Waterloo Square
South Shields
Tyne and Wear
NE33 1AW

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report together with the audited financial statements of the Charitable Company for the year 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

TEN North East Limited (TENNE) was established in 1994 to address the unemployment levels within South Tyneside which was impacted by the decline in the shipbuilding and coal mining industries. The service is even more relevant and vital today as it was then due in the main to the repercussions of Covid 19.

To support our work and service offer to the local community, in 2016 we integrated the South Tyneside Young Carers Service into TENNE and the service continues to grow through the grants and donations secured.

Through our services, we are committed to continue delivering our vision "Your Future – Our Business".

Objectives and activities

- **Policies and objectives**

- TENNE provides information, advice and guidance to support young people and adults with multiple barriers including health problems on their journey to secure employment to alleviate their poverty and hardship.
- TENNE provides the tools, equipment, skills, and confidence to enable people to gain and sustain employment.
- TENNE through the Young Carers service supports children and young people between the ages of 5 to 24, who are caring for a family member dealing with an illness, disability, addiction problem or mental health issues.

Overall through our objectives we aim to transform the lives of disadvantaged children, young people and adults in North East England.

To deliver our objects and aims, we have delivered services and support under the following programmes during the 2020/21 financial year:

- Building Better Opportunities in partnership with the Wise Group
- Young Carers through external funding from Children in Need, National Lottery, Community Foundation, Police and Crime Commissioner, Tesco – Carrier for Causes, Awards for All, Mind, Rise and local donations.

The Trustees would like to take this opportunity to thank all of our partners, funders and donators for their support over the past year, without our dedicated staff and partners support, the Charitable Company wouldn't have been able to offer the excellent and supportive services to the communities we serve.

A detailed overview of the impact of our work is outlined in our annual Impact Report which is available on our website (www.tennortheast.org.uk). The report describes the powerful work of our staff and great outcomes

Objectives and activities (continued)

achieved.

- **Main activities undertaken to further the Charitable Company's purposes for the public benefit**

The Trustees have had regard to the Charity Commission's guidance on their legal duty on public benefit, and are satisfied that the charity delivers public benefit, and due regard is paid to the guidance on public benefit when deciding on what new projects the charity should undertake.

Achievements and performance

- **Key performance indicators**

To support our excellent services, TENNE endeavours to deliver continuous improvement. Through the year TENNE has achieved or retained the following quality standards and accreditations, in partnership with Groundwork South and North Tyneside: -

- Matrix
- Investors in People
- ISO14001
- Better Health at Work award
- Cyber Essentials
- CHAS.

Financial review

- **Going concern**

The financial statements have been prepared on a going concern basis. The trustees have reviewed and considered all relevant information including future budgets and cash flows in making their assessment. In particular, the slow recovery from the Covid-19 pandemic and the recommencing of operations and government funding opportunities, gives confidence for the medium term. Additionally, the majority of face to face activities recommencing in early 2021 has led to a more stable operating model and financial performance.

Based on these factors, the trustees conclude that they can continue to adopt the going concern basis in preparing the annual report and financial statements.

- **Reserves policy**

The Trustees have reviewed the reserves requirements in accordance with guidelines issued by the Charity Commission for England & Wales.

The current financial climate reflects a highly competitive market place for the bidding of funding and contracts. Additionally, the decision process on the awarding of contracts and funding can take a significant amount of time. Inevitably this can lead to gaps in income streams being received. The Trustees are, therefore, mindful to retain such reserves as to meet all day to day running costs of the Charity.

The Trustees monitor the Charity's reserves on a regular basis and adopted new financial procedures in March 2020.

- **Material investments policy**

The charitable company currently holds all its funds in current accounts and short term deposit accounts because it needs to have easy access to funds to meet its financial commitments.

- **Financial risk management objectives and policies**

The Trustees have reviewed the Charities and Risk Management requirements in accordance with guidelines issued by the Charity Commissioners for England & Wales.

In particular, the Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have conducted a review of the major risks to which the Charity is exposed and systems have been established to minimise those risks. External risks related to the generation of funding and activities have led to the development of a strategic plan allowing for the diversification of funding. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity.

It is the Trustees policy to wind down and close activities where there is no prospect of securing adequate funding.

Financial Sustainability

TENNE continues to review and integrate its work and operating model with its parent charity whilst it retains its own charitable company status, and continues to provide financial accounts, Trustee Reports and AGM's to both Companies House and Charity Commission. In addition, all restricted funds will remain as this classification and reported accordingly.

TENNE like many others has been impacted by the Covid-19 pandemic and have worked with partners, stakeholder and funders over the past year to ensure that we deliver the services required during this difficult time whilst ensuring that our staff, volunteers and clients are safe. The pandemic hasn't had a significant financial impact on the charitable company due to existing contracts in place. It has impacted our delivery models which have seen more on-line services and outdoor activities provided rather than the standard operating model. It's certain that we will benefit from the way we have had to operate in the past year to improve our flexible working practices in the future.

The Trustees would again like to take this opportunity to thank all staff and partners for their help over the past year.

- **Overview**

The Charitable Company's main source of income is in the form of employment support, which is either restricted or unrestricted contracts. The income of the charity during the year was £253,815 compared with £338,741 for the previous year. Details of restricted reserves in existence during the year are given in note 14 to the financial statements.

Net outgoing resources for the year totalled £5,367 compared £8,350 for the previous year (outgoing). Reserves at the period end stand at £53,848 (£21,931 unrestricted and £31,917 restricted) compared to the previous year of £59,215 (£40,961 unrestricted and £18,254 restricted).

The Charitable Company would like to thank all of the agencies, trusts and foundations involved in providing funding and support during the year, and organisations who have awarded and commissioned contracts.

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

Structure, governance and management

- **Constitution**

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees Roles

TENNE always looks to appointing Trustees who have particular skills which will both benefit TENNE and ultimately its clients and partners.

The Trustees who served during the year are as follows;

Peter Brumby – Chair
Chris Potts – Company Secretary
Paula Makepeace - appointed May 2020
Jeremy Cripps - appointed May 2020
Joanna Barnard - resigned 30 June 2020.

The Trustees would like to take this opportunity to thank Joanna for her contribution.

- **Methods of appointment or election of Trustees**

New trustees, either replacements or additional, are found by seeking nominations from people based in the South Tyneside area who have an interest in helping the unemployed residents of South Tyneside into work, and who also have experience in managing relevant functions or companies. The present trustees are always pleased to hear from people fitting this profile who might be interested in becoming a trustee in the future.

- **Organisational structure and decision-making policies**

TENNE is a charitable, not for profit organisation, established to help the unemployed residents of South Tyneside and the wider North East region,to have the necessary skills to obtain suitable employment.The provisions of its Memorandum and Articles of Association govern it. It operates employment support facilities in the Borough of South Tyneside. TENNE also provides advice and support to Young Carers in South Tyneside.

TENNE seeks to assist in the social and economic regeneration of North East England by working to align its services with economic policies, such as those developed by Central Government, the Local Authority and strategic partners. TENNE also has strong links with statutory, third and private sector organisations working within areas of regeneration in South Tyneside and the wider region.

TENNE integrated into Groundwork in July 2018. Groundwork has become the controlling Company Member of TENNE. This provides the financial sustainability of the organisation whilst retaining its own charitable company status. Under this arrangement, the TENNE CEO role is shared with Groundwork.

Structure, governance and management (continued)

Decision making

The Charity operates under the control of the Chief Executive Officer (CEO) who has overall responsibility of the Charity's day to day operations, the CEO is supported by the wider management team.

The Trustees meet on a quarterly basis and all strategic and significant decisions affecting the Charity are approved at these meetings. The Chief Executive Officer and Managers also attend these meetings and provide to the Trustees their recommendations to allow effective decision making to be made.

- **Policies adopted for the induction and training of Trustees**

Newly appointed trustees undertake an appropriate induction to become familiar with TENNE's operations. Appropriate workshops and seminars are attended by trustees as part of continuous professional development.

- **Financial risk management**

The Trustees have assessed the major risks to which the Charitable Company is exposed, in particular those related to the operations and finances of the Charitable Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Through the integration into Groundwork, it provides TENNE with a number of opportunities to further develop its services and support to the communities we serve. Building on the existing strategy, TENNE will continue to focus on the core objects and aims of the organisation.

To date the following opportunities have been identified and integrated into the business strategy:

Employment and Skills - The continued development of our relationship with the Wise Group to enable the delivery of employability and support programmes across South Tyneside and beyond through existing and new programmes / initiatives. Through the Government's Plans for Jobs initiative linked to Covid-19, there are opportunities for TENNE to provide advice and guidance to those unemployed who looking to start new businesses. Furthermore, through the Green Recovery programme, the development of new green jobs provides an opportunity for TENNE.

Green Jobs - The development of new Green Jobs employment skills programmes to support local priorities and respond to local and regional opportunities such as the Advanced Manufacturing Park and North of Tyne Combined Authority. Also as mentioned above the Plans for Jobs initiative provides an opportunity for TENNE to provide its services to the unemployed.

Young Carers - To build on the existing support and advice services to provide new initiatives that offer wider support for this amazing group of young people. To support the development of new services, the young carers have created a hub and spoke model to offer community based services. It is hoped to expand services and integrated into wider community based initiatives.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Ryecroft Glenton, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 15 November 2021 and signed on their behalf by:

P.H. Brumby

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TEN NORTH EAST LIMITED

Opinion

We have audited the financial statements of Ten North East Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of financial activities, the balance sheet and the related notes, 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TEN NORTH EAST LIMITED (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

Matters on which we are required to report by exception

In the light of 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 Trustees' report.

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

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

Responsibilities of trustees

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TEN NORTH EAST LIMITED (CONTINUED)

Auditors' 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 auditors' 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.

The extent to which the audit was considered capable of detecting irregularities including fraud

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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 et seq., the Charities (Protection and Social Investment) Act 2016, the Trustees Acts 1925 and 2000 and Charity Commission regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured that the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by: -

- making enquiries of management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we: -

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the notes to the financial statements are indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which include, but are not limited to: -

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TEN NORTH EAST LIMITED (CONTINUED)

There are inherent limitations in our anticipated audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Detlev Anderson

Detlev Anderson (senior statutory auditor)

for and on behalf of
Ryecroft Glenton

Registered Auditors

32 Portland Terrace

Newcastle upon Tyne

NE2 1QP

25 November 2021

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	**17,518**	**3,803**	**21,321**	*18,206*
Charitable activities	4	**-**	**223,298**	**223,298**	*309,783*
Other income	5	**9,196**	**-**	**9,196**	*10,752*
Total income		**26,714**	**227,101**	**253,815**	*338,741*
Expenditure on:					
Charitable activities	6	**45,744**	**213,438**	**259,182**	*347,091*
Total expenditure		**45,744**	**213,438**	**259,182**	*347,091*
Net movement in funds		**(19,030)**	**13,663**	**(5,367)**	*(8,350)*
Reconciliation of funds:					
Total funds brought forward		**40,961**	**18,254**	**59,215**	*67,565*
Net movement in funds		**(19,030)**	**13,663**	**(5,367)**	*(8,350)*
Total funds carried forward		**21,931**	**31,917**	**53,848**	*59,215*

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

The notes on pages 14 to 31 form part of these financial statements.

TEN NORTH EAST LIMITED

(A company limited by guarantee)
REGISTERED NUMBER: 02957689

BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	11		**5,250**		*11,719*
			5,250		*11,719*
Current assets					
Debtors	12	**22,802**		*33,794*	
Cash at bank and in hand		**45,871**		*29,956*	
		68,673		*63,750*	
Creditors: amounts falling due within one year	13	**(20,075)**		*(16,254)*	
Net current assets			**48,598**		*47,496*
Total net assets			**53,848**		*59,215*
Charity funds					
Restricted funds	14		**31,917**		*18,254*
Unrestricted funds	14		**21,931**		*40,961*
Total funds			**53,848**		*59,215*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 15 November 2021 and signed on their behalf by:

P.H. Brumby

The notes on pages 14 to 31 form part of these financial statements.

1. General information

Ten North East Limited is a charitable company limited by guarantee incorporated in England and Wales, The registered office The Eco Centre, Windmill Way, Hebburn, Tyne and Wear, NE31 1SR.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Ten North East Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charitable company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charitable company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. In reaching this conclusion, the trustees have taken into consideration the potential impact of the Covid-19 pandemic.

2.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable, on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities based on head count. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

2. Accounting policies (continued)

2.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Fixtures and fittings	- Straight line over 10 years
Office equipment	- Straight line over 3 years

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2. Accounting policies (continued)

2.10 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

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

Up until the end of 2009 the company administered a separate defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions were charged to the Statement of Financial Activities.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charitable Company and which have not 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 Charitable Company for particular purposes. The costs 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.

3. Income from donations and legacies

	Unrestricted funds 2021 £	**Restricted funds 2021 £**	**Total funds 2021 £**
Donations	4,050	-	**4,050**
Grants	-	3,803	**3,803**
Government grants	13,468	-	**13,468**
	17,518	3,803	**21,321**

	Unrestricted funds 2020 £	*Total funds 2020 £*
Donations	*18,206*	*18,206*

4. Income from charitable activities

	Restricted funds 2021 £	Total funds 2021 £
Income from charitable activities - Employment support	94,947	**94,947**
Income from charitable activities - Young carers services	128,351	**128,351**
	223,298	**223,298**

	Unrestricted funds 2020 £	*Restricted funds 2020 £*	*Total funds 2020 £*
Income from charitable activities - Employment support	*81,201*	*133,738*	*214,939*
Income from charitable activities - Young carers services	-	*94,844*	*94,844*
	81,201	*228,582*	*309,783*

5. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £
Other income	9,196	**9,196**

	Unrestricted funds 2020 £	*Total funds 2020 £*
Other income	*10,752*	*10,752*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Employment support	10,014	98,471	**108,485**
Young carers services	35,730	114,967	**150,697**
	45,744	213,438	**259,182**

	Unrestricted funds 2020 £	*Restricted funds 2020 £*	*Total funds 2020 £*
Employment support	*78,964*	*131,656*	*210,620*
Young carers services	*32,030*	*104,441*	*136,471*
	110,994	*236,097*	*347,091*

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Employment support	81,093	27,392	**108,485**
Young carers services	105,912	44,785	**150,697**
	187,005	72,177	**259,182**

7. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2020 £	*Support costs 2020 £*	*Total funds 2020 £*
Employment support	*169,131*	*41,489*	*210,620*
Young carers services	*105,170*	*31,301*	*136,471*
	274,301	*72,790*	*347,091*

Analysis of direct costs

	Employment support 2021 £	**Young carers services 2021 £**	**Total funds 2021 £**
Staff costs	76,677	76,055	**152,732**
Project costs	2,667	23,229	**25,896**
Rent and rates	(455)	1,296	**841**
Repairs and maintenance	30	1,413	**1,443**
Postage and stationery	304	31	**335**
Advertising	-	50	**50**
Telephone	1,409	338	**1,747**
Motor and travel	71	1,485	**1,556**
Recruitment and training	360	2,015	**2,375**
General expenses	30	-	**30**
	81,093	105,912	**187,005**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Employment support 2020 £	*Young carers services 2020 £*	*Total funds 2020 £*
Staff costs	*133,465*	*63,418*	*196,883*
Project costs	*12,621*	*20,442*	*33,063*
Rent and rates	*13,307*	*7,683*	*20,990*
Repairs and maintenance	*2,032*	*1,825*	*3,857*
Postage and stationery	*1,302*	*723*	*2,025*
Advertising	*330*	*1,639*	*1,969*
Telephone	*739*	*403*	*1,142*
Motor and travel	*1,234*	*2,438*	*3,672*
Recruitment and training	*1,172*	*2,337*	*3,509*
General expenses	*1,322*	*192*	*1,514*
External management costs	*1,607*	*4,070*	*5,677*
	169,131	*105,170*	*274,301*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Employment support 2021 £	Young carers services 2021 £	Total funds 2021 £
Staff costs	10,407	17,015	**27,422**
Depreciation	3,136	5,129	**8,265**
Project costs	848	1,387	**2,235**
Repairs and maintenance	887	1,452	**2,339**
Postage and stationery	1,717	2,806	**4,523**
Telephone	376	614	**990**
Motor and travel	40	65	**105**
Recruitment and training	19	30	**49**
Bank charges	246	403	**649**
General expenses	331	542	**873**
Professional fees	351	573	**924**
Intercompany management costs	6,887	11,261	**18,148**
Governance costs	2,147	3,508	**5,655**
	27,392	44,785	**72,177**

During the year ended 31 March 2021 the charitable company incurred the following governance costs:

£2,147 included within the table above in respect of employment support
£3,508 included within the table above in respect of young carers services.

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Employment support 2020 £	*Young carers services 2020 £*	*Total funds 2020 £*
Staff costs	*14,245*	*10,746*	*24,991*
Depreciation	*4,524*	*3,413*	*7,937*
Project costs	*1,158*	*874*	*2,032*
Insurance	*1,450*	*1,094*	*2,544*
Postage and stationery	*1,898*	*1,431*	*3,329*
Telephone	*262*	*198*	*460*
Motor and travel	*153*	*116*	*269*
Recruitment and training	*456*	*344*	*800*
Bank charges	*332*	*251*	*583*
General expenses	*499*	*378*	*877*
Professional fees	*315*	*237*	*552*
External management costs	*10,843*	*8,180*	*19,023*
Governance costs	*5,354*	*4,039*	*9,393*
	41,489	*31,301*	*72,790*

During the period ended 31 March 2020 the charitable company incurred the following governance costs:

£5,354 included within the table above in respect of employment support
£4,039 included within the table above in respect of young carers services.

8. Auditors' remuneration

	2021 £	*2020 £*
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**5,120**	*5,200*

9. Staff costs

	2021 **£**	*2020* *£*
Wages and salaries	**169,499**	*201,114*
Social security costs	**8,314**	*17,678*
Contribution to defined contribution pension schemes	**2,341**	*3,082*
	180,154	*221,874*

The average number of persons employed by the Charitable Company during the year was as follows:

	2021 **No.**	*2020* *No.*
Employability	**3**	*4*
Young Carers staff	**5**	*4*
Management	**1**	*1*
	9	*9*

No employee received remuneration amounting to more than £60,000 in either year.

The total amount of employee benefits (including employers national insurance and pension contributions) received by key management personnel for their services to the charitable company was £28,240 (2020: £27,714).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2020 - £NIL)*.

During the year ended 31 March 2021, no Trustee expenses have been incurred *(2020 - £NIL)*.

11. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 April 2020	4,847	37,337	42,184
Additions	-	1,796	1,796
Disposals	(4,847)	(18,482)	(23,329)
At 31 March 2021	-	20,651	20,651
Depreciation			
At 1 April 2020	3,208	27,257	30,465
Charge for the year	1,639	6,626	8,265
On disposals	(4,847)	(18,482)	(23,329)
At 31 March 2021	-	15,401	15,401
Net book value			
At 31 March 2021	-	5,250	5,250
At 31 March 2020	*1,639*	*10,080*	*11,719*

12. Debtors

	2021 £	*2020 £*
Due within one year		
Trade debtors	1,358	*776*
Amounts owed by group undertakings	16,485	*29,087*
Other debtors	27	*3,520*
Prepayments and accrued income	4,932	*411*
	22,802	*33,794*

13. Creditors: Amounts falling due within one year

	2021 £	*2020 £*
Trade creditors	**637**	*7,844*
Other taxation and social security	**1,933**	*-*
Other creditors	**404**	*409*
Accruals and deferred income	**17,101**	*8,001*
	20,075	*16,254*

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
General fund	29,217	26,714	(45,744)	10,187
Redundancy reserve	11,744	-	-	11,744
	40,961	26,714	(45,744)	21,931
Restricted funds				
Wise Group BBO	2,082	94,946	(97,028)	-
Young Carers - Children in Need	-	36,041	(36,041)	-
Young Carers - Newcastle Building Society	2,984	-	(785)	2,199
Young Carers - #iwill	4,363	-	(2,075)	2,288
Young Carers - Lottery Community Fund	8,683	42,432	(33,934)	17,181
Young Carers - Tesco	142	-	-	142
Young Carers - Police & Crime Commissioner	-	4,967	(4,967)	-
Young Carers - Tesco Bags for Life	-	500	(500)	-
Young Carers - Awards for All	-	10,000	(10,000)	-
Young Carers - Newcastle Building Society	-	3,000	(3,000)	-
Young Carers - Mind	-	27,674	(18,710)	8,964
Young Carers - Rise	-	2,541	(1,398)	1,143
Young Carers - Community Foundation	-	1,197	(1,197)	-
Core costs - Community Foundation	-	3,803	(3,803)	-
	18,254	227,101	(213,438)	31,917
Total of funds	59,215	253,815	(259,182)	53,848

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
General fund	25,259	110,159	(106,201)	29,217
Redundancy reserve	16,537	-	(4,793)	11,744
	41,796	110,159	(110,994)	40,961
Restricted funds				
Wise Group BBO	1,270	-	(1,270)	-
Young Carers - Children in Need	-	29,892	(29,892)	-
Young Carers - Newcastle Building Society	-	98,846	(96,764)	2,082
Young Carers - Police & Crime Commissioner	-	39,119	(39,119)	-
Young Carers - Newcastle Building Society	19,999	-	(19,999)	-
Young Carers - Mind	4,000	-	(4,000)	-
Young Carers - Rise	500	-	(500)	-
Core costs - Community Foundation	-	2,984	-	2,984
Young Carers - #iwill	-	4,634	(271)	4,363
Santander	-	5,000	(5,000)	-
Young Carers - Lottery Community Fund	-	43,557	(34,874)	8,683
Young Carers - Tesco	-	3,000	(2,858)	142
Young Carers - Police & Crime Commissioner	-	1,550	(1,550)	-
	25,769	228,582	(236,097)	18,254
Total of funds	67,565	338,741	(347,091)	59,215

. **FUND DESCRIPTIONS**

UNRESTRICTED FUNDS:

General Fund - This fund is not related to any specific activity and is free from restrictions. It is predominately operated to manage and administer the Charity on a day to day basis. The pre incorporation reserve is part of the general fund.

Redundancy Reserve - This fund has been established to cover any potential redundancy costs.

RESTRICTED FUNDS:

Wise Group BBO - Wise Steps help people in Tyne and Wear to change their lives through work.

Young Carers - Children in Need - This funding is currently used for the salary of the Young Carers Activity Officer (Young Carers Program Lead) as well as helping to fund our Young Carer activity program. Activity program included weekly age appropriate after school respite groups for Young Carers age 5-18, school holiday activities residentials, one to one support and much more.

Young Carers – Newcastle Building Society - Grant to deliver multi-sports activities with a qualified sports coach to increase understanding of and participation in physical activity, reduce social isolation and improve family relationships.

Young Carers - #IWill - Grant to support five young carers aged 10-16 to become peer mentors and facilitate sessions for young carers and their families throughout the year.

Young Carers – Lottery Community Fund - Grant to grow the project in other areas to ensure it is inclusive to all across the borough of South Tyneside and encourage the Young Carers to participate in new positive experiences.

Young Carers – Tesco - Grant to provide Homework Clubs giving access to necessary facilities and support not available at home

Young Carers - Police and Crime Commissioner & Newcastle Building Society - Grants to fund "Mind of My Own" app, a digital solution to increase engagement with a wider number of Young Carers (YC) at risk of disengagement through the pandemic restrictions.

Young Carers - Tesco Bags for Life - To provide crisis support for our vulnerable higher needs Young Carers and their families, specifically supporting with food shopping and prescription collection.

Young Carers - Awards for All - Grant to fund a family worker post for 6 months to provide family support for Young Carers.

Young Carers - Mind - Grant to develop our existing package of support to offer a navigator service for young carers and their families.

Young Carers - Rise - Deliver sports and games activities aimed at increasing levels of physical activity and offering respite to small groups to follow social distancing regulations.

Community Foundation - Funds for core costs and two laptops to allow us to further adapt out services and make remote-working possible for more of our team, increasing capacity.

The Charitable Company would also like to thank the South Tyneside Young Carers CIC for their work during the year, their fundraising has supported enrichment and respite activities for our young carers.

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
General funds	**40,961**	**26,714**	**(45,744)**	**21,931**
Restricted funds	**18,254**	**227,101**	**(213,438)**	**31,917**
	59,215	**253,815**	**(259,182)**	**53,848**

Summary of funds - prior year

	Balance at 1 April 2019 £	*Income £*	*Expenditure £*	*Balance at 31 March 2020 £*
General funds	*41,796*	*110,159*	*(110,994)*	*40,961*
Restricted funds	*25,769*	*228,582*	*(236,097)*	*18,254*
	67,565	*338,741*	*(347,091)*	*59,215*

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	5,250	-	**5,250**
Current assets	36,756	31,917	**68,673**
Creditors due within one year	(20,075)	-	**(20,075)**
Total	21,931	31,917	**53,848**

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	*Restricted funds 2020 £*	*Total funds 2020 £*
Tangible fixed assets	*11,719*	*-*	*11,719*
Current assets	*45,496*	*18,254*	*63,750*
Creditors due within one year	*(16,254)*	*-*	*(16,254)*
Total	*40,961*	*18,254*	*59,215*

17. Financial instruments

	2021 £	*2020 £*
Financial assets		
Financial assets measured at fair value through income and expenditure	**45,871**	*29,956*

Financial assets measured at fair value through income and expenditure comprise bank and cash balances.

18. Pension commitments

During the year the company administered a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are administered by Trustees in a fund independent from those of the charitable company. The contributions paid during the year amounted to £2,341 (2020: £3,082).

19. Operating lease commitments

At 31 March 2021 the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	*2020 £*
Not later than 1 year	-	*2,772*

20. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

21. Related party transactions

The company is under the effective control of Groundwork South and North Tyneside Limited, which is considered to be its parent company. The company has taken advantage of the exemption under Section 33 of FRS102 not to disclose transactions with its parent company.

Mr M Charlton a trustee of Groundwork South and North Tyneside Limited, effective parent company of Ten North East, is the owner of Charlton & Co. During the year ended 31 March 2021, Charlton & Co. supplied payroll services to this charity amounting to £648 (gross).

22. Ultimate parent undertaking and controlling party

The charitable company is under the effective control of Groundwork South and North Tyneside Limited, a UK registered Company limited by guarantee and a registered Charity. Groundwork South and North Tyneside prepares group accounts which can be obtained from The Eco Centre, Windmill Way, Hebburn, Tyne and Wear, NE31 1SR.