READING VOLUNTARY ACTION

England & Wales · Charity number 1045782

Details

Other names	R V A
Status	Registered
Legal form	Charitable company
Company number	02982252
Registered	1995-04-12
Register	View on the Charity Commission register

Contact

Address	Reading Voluntary Action 35-39 London Street Reading RG1 4PS
Phone	01189372273
Email	info@rva.org.uk
Website	www.rva.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF THE COMMUNITY WITHIN THE AREA OF BENEFIT WITHOUT DISTINCTION OF SEX, SEXUAL ORIENTATION, RACE OR OF POLITICAL, RELIGIOUS OR OTHER OPINIONS, AND IN PARTICULAR BY: 1) THE ADVANCEMENT OF EDUCATION. 2) THE PROTECTION OF HEALTH AND THE RELIEF OF POVERTY, DISTRESS AND SICKNESS. 3) TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION IN THE INTEREST OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE FOR THE SAID COMMUNITY.

Activities: The promotion and support of voluntary action in the greater Reading area.

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Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** GREATER READING AREA
- Reading

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£722,697	£738,923	£275,829	19
2024-03-31	£696,961	£694,469	£149,352	20
2023-03-31	£731,503	£780,885	£74,515	22
2022-03-31	£612,114	£664,001	£-520,105	20
2021-03-31	£493,462	£514,737	-	-

Trustees

Name	Role	Appointed
Dave Poulton		2026-04-06
Gillian Berenice Thomas		2018-10-10
Julie Caroline Roberts		2018-10-10
Katherine Jennifer FORSTER		
PETER MATTHEW BRIERLEY		
Sarah Elizabeth Stevens		2018-10-10
Simone Jill Illger		2018-10-10
Stephen Leitch		2015-03-11
Susan Elizabeth Roberts		2026-04-06

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READING VOLUNTARY ACTION

England & Wales - Charity number 1045782

Accounts

Company registration number: 02982252
Charity registration number: 1045782

READING VOLUNTARY ACTION
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Holy Brook Associates Ltd

Document Ref: VAL3Z-FITXE-F7HSM-24XGT

Reading Voluntary Action
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Reading Voluntary Action
Reference and Administrative Details
For The Year Ended 31 March 2025

Trustees	Ms Julie Roberts Ms Sarah Stevens - Chair Ms Gillian Thomas Ms Simone Illger Mr Stephen Leitch - Treasurer Ms Kathryn Forster Mr Peter Brierley
Chief Executive Officer	Mrs R L Spencer
Charity Number	1045782
Company Number	02982252
Principal Address	35-39 London Street Reading Berkshire RG1 4PS
Registered Office	Risc 35-39 London Street Reading RG1 4PS
Independent Examiner	Rachel Eden FCMA Holy Brook Associates Ltd Curious Lounge Reading Berkshire RG11NH

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The trustees present their report and the financial statements for the year ended 31 March 2025.

Objectives and Activities

Aims and Objectives

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Charitable objects and aims

Reading Voluntary Action exists to promote and support a diverse voluntary and community sector to flourish locally, enhancing the quality of life for people living in Reading
Statement of Values

The way we work:

1. Empowerment - RVA recognises that empowering people leads to sustainable change for communities and individuals, and we seek to work in ways that increase the capability of local organisations.

2. Inclusiveness - RVA embraces the diversity of the local community. We believe that all people have the right to be heard in decision-making forums and to have equal access to the public services they need. We support organisations that promote these rights.

3. Accountability - RVA supports organisations to manage their affairs in an open and transparent way, and we seek to manage our own activities and decision-making in ways that enable external scrutiny and accountability.

4. Independence - RVA is an independent organisation and we support organisations in their right to independence of thought and action in pursuit of their aims.

RVA Charitable Aims

The Charity's object is to promote any charitable purpose for the benefit of the community within the area of benefit without distinction of sex, sexual orientation, race or of political, religious or other opinions and in particular by:

- *The advancement of education*
- *The protection of health and the relief of poverty, distress and sickness.*
- *To provide or assist in the provision of facilities for recreation or other leisure time occupation in the interest of social welfare with the object of improving the conditions of life for the said community.*

The NAVCA (National Association of Voluntary and Community Associations)

Four Functions of Infrastructure

RVA is a member of NAVCA and our services align with the Infrastructure model delivered by similar CVS (Council for Voluntary Service) across the UK. Every place is different with a shared aim to support local charities, voluntary groups and volunteers to work together on what matters to them with a common goal of helping communities to thrive.
In February 2024 NAVCA published the Four Functions of Infrastructure providing a framework to illustrate the purpose and ambition of our work:

1. Leadership and Advocacy
Mobilising and encouraging community action, strengthening our sectors voice and influence on key decision-makers and funders.

2. Partnership and Collaboration
Creating opportunities and driving effective joint working by building networks of local organisations and strategic partners.

3. Capacity Building
Providing practical support and development for local people and organisations, to nurture skills and build community resilience.

4. Volunteering Development
Building an environment in which volunteers and their communities thrive by encouraging and nurturing volunteering opportunities.

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Significant Activities

An overview of our activities and achievements during the year.

1. Leadership and Advocacy

RVA held 18 VCS Forums across the year with a diversity of theme, providing opportunities for consultation, as well as hearing from and speaking to policy makers and other stakeholders.

Reading VCS Leaders – open to anyone with a leadership role in a VCS organisation and providing a steering group for representation and advocacy for the VCS in Reading.

Reading VCS Assemblies – whole VCS engagement events providing opportunities to hear from peers sharing best practice and thought provoking speakers addressing some of the key issues and emerging needs for the VCS and wider community.

Small Groups Forum – RVA introduced the small groups forums this year to provide opportunities for volunteer groups to participate, share their experience and ensure their voice is heard.

Other RVA forums – RVA provides a number of other forums, listed further below in this report. We take these opportunities to update the VCS on opportunities to participate in sector advocacy activities.

Representation on cross sector Boards and forums – RVA represented the VCS on 47 cross sector partnership and Board meetings including: Health and Wellbeing Board, Reading Integration Board, Berkshire West Safeguarding Adults Board, Reading Climate Change Board, One Reading Children & Young People Partnership, Mental Health Group, Suicide Prevention Group, Voluntary Sector Intelligence Network, Community Safety Partnership, Reading Prevent Partnership.

BOB VCSE Alliance – RVA is a member of the BOB VCSE Alliance steering group building partnerships with Berkshire, Oxfordshire & Buckinghamshire Integrated Care Board.
Key outcomes for our leadership and advocacy work include:

The Reading Compact: Following an independent review of the working relationship between the Council and the voluntary and community sector, a new Compact document was a specific request from the sector. The Compact was co-produced with the Council and the Reading VCS.
The aim of the Compact is to create and embed mechanisms that ensure our work to improve the lives of our residents and communities is effectively joined up, that our complementary efforts are targeted where they can add most value and that each partner supports the other as much as it can.
The State of the sector Survey 2025: RVA opened a state of the sector survey in 2024. 68 VCS organisations completed the written survey and a further 23 participated in focus groups. The needs and issues identified have informed our own plans for the future delivery of infrastructure support and that of funders and commissioners. RVA will revisit and publish the findings every 2 years.

Safety and Safeguarding: RVA has given significant focus on safety and safeguarding following the publication in May 2024 of the Forbury Inquest Report into the deaths of James Furlong, Joseph Ritchie-Bennett and David Wails in Forbury Gardens in June 2020. This has led to closer working between the VCS and Safeguarding teams and an increased awareness of a cross sector Escalation Process to be used when safeguarding and safety concerns raised by the VCS, and other sectors, are ignored or rejected.

2. Partnerships and collaborations

We continue to deliver a number of services and projects that enable the VCS to work with cross sector partners to improve the lives of disadvantaged residents and in particular to overcome health inequalities.

Community Wellness Outreach

The Community Wellness Outreach (CWO) project in Reading is funded by the Integrated Care Board (ICB) to pilot outreach activities which reduce health inequalities for our most vulnerable communities. The programme focuses on people who are not accessing main stream services and are at risk of developing cardiovascular conditions.

The pilot is illustrating the vital role the VCS can play in enabling services to reach, engage and support people who may not otherwise receive services. Core voluntary sector delivery partners include Reading Community Learning Centre, Alliance for Community and Racial Equality, Whitley Community Development Association and The Forgotten British Gurkhas.

The partners are running health and wellbeing outreach hubs in community settings across Reading, providing NHS Health Checks and holistic support to enable people to take action to improve their health. RVA provides a co-ordinating role for the community engagement and small grants for participating community groups. The priority residents for the programme include: unpaid carers, people with disabilities, people from minority ethnic heritage, ex-military, previous offenders, people experiencing financial difficulty or who are isolated.

Key CWO numbers for the year

- 320 outreach events
- 2,631 residents received an NHS Health Check and appropriate follow on support

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Significant Activities - continued

• 2,145 of participants were within the priority groups

• £60,000 distributed in small grants to community groups

Social Prescribing services and infrastructure support

The aim of the Social Prescribing service is to link people aged 16 and over to the activities and support offered by Reading's voluntary and community groups, empowering people to improve their health and wellbeing.

RVA's Social Prescribing team works within Primary Care Networks (PCNs) across Reading, taking referrals from GPs and healthcare practitioners, as well as Reading Borough Council Adult Social Care, Royal Berkshire Hospital Occupational Therapists and Talking Therapies.
Key Social Prescribing numbers for the year.

773 referrals accepted and people supported with the main reasons for referral:
• 17.51% Loneliness and isolation
• 13.35% For support with mental health
• 10.24% Managing long term conditions
• 8.51% Struggling financially

With 50% of referrals for other reasons reflecting the complexity of people's lives.

- **Ready Friends Forum** - The Quarterly Befriending Forums attracted staff and volunteers from local VCOs as well as RBC and NHS trusts, addressing subjects such as the Voice of the Volunteer, Loneliness and Mental Health, Using Technology to Reduce Loneliness.
- **Social Prescribing Forum** - SP Forums brought together Reading's Social Prescribers with allied 'connector' roles and showcasing local VCOs by focussing on themes such as mental health, co-production, outcomes & impact, life skills and confidence-building.
- **Social Prescribing Community Wellbeing Training Programme** delivered 18 sessions on 12 subjects of interest to frontline VCS staff and volunteers, including learning disability, neurodiversity, menopause, managing healthy boundaries, time management and Mental Health First Aid.

RVA continues to showcase the work of the VCS through social prescribing and make the case for continued and further investment.

Improving access to voluntary sector services

- **Access to hard copy information for the public and professionals**: RVA's extensive hard copy leaflet display (c 560 unique leaflets) reduces digital exclusion for our wellbeing clients who are not online. RVA's social prescribing patients are supported by a comprehensive and equalities-driven information resource that is bespoke and sensitive to their physical, learning, cultural and lifestyle needs.

- **The JOY Platform and Digital Market Place**: RVA has supported the development and rollout of the Joy case management system used by social prescribers and PCNs, and the Joy Marketplace which aims to be Reading's key health and wellbeing directory and referral tool for local people to access and engage with the local support services they need.

- **RVA Get Online volunteer outreach programme**: A partnership project coordinating volunteers to provide informal support in community settings to enable people to get online. 87 sessions were delivered across the year providing 1005 one to one support opportunities.

3. Capacity Building

The RVA Advice Service provides free of charge advice to local voluntary and community (VCS) sector groups under the infrastructure function of 'Capacity Building'. Confidential advice is given in relation to the legalities and technicalities of running a group, with experienced and legally qualified staff running the service. Advice is available in-person, via Zoom, telephone or email.

The aim is to empower local groups to gain skills and knowledge to improve their effectiveness and sustainability, so that the sector thrives and meets the needs of local residents.
We are grateful to The Earley Charity for their continued support for the RVA Advice Service enabling us to provide a holistic and diverse offer for the benefit of the VCS and the residents they support.

The subject areas of advice given are broad and include:
• Community buildings support;
• Charity and Company law including charity registration and reviewing governing documents;
• Contracts and service level agreements;
• Data protection law;
• Employment law and HR;
• Equality, diversity and inclusion resources;

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Significant Activities - continued

• Funding strategies and holistic support with business plans, budgeting, organisational management, needs analysis, impact monitoring;
• Health and Safety law
• Governance, roles and responsibilities of trustees, an effective board, organisational risk management, and trustee recruitment and retention;
• Policies and procedures
• Safeguarding law and practice to protect everyone within the organisation;

Through a developmental approach we offer groups the opportunity to review and enhance their organisational impact and good governance through:

• First Steps towards Safe and Sound (introductory level)
• Safe and Sound (full accreditation)

Our bespoke training and events programme is designed specifically for local groups and includes: Introduction to the role and responsibilities of a Trustee; Treasurer Training; Understanding Charity Finances; Safeguarding training; Small Groups Forum; Community Buildings Forum; opportunities to connect with Funders; Volunteering and the law and more.

Key stats for: 2024-2025

Number of Advice Sessions: 473 Number of groups supported: 111
Number of training and events: 28 Number of attendees: 214

4. Volunteering Development

The RVA Volunteering Service aims to ensure that Reading is a place where the difference made by volunteering and social action is recognised, valued and celebrated. We want everybody to have the opportunity to make a meaningful contribution to the goal of making Reading a thriving community, improving and enriching the lives of all.
To help achieve this, we work with organisations that involve volunteers to ensure they have the support and resources they need to do so effectively. We do this by:

• Providing a volunteer matching platform allowing organisations to connect with members of the public looking to help.
• Sharing expertise on developing volunteering roles, managing and working with volunteers.
• Arranging or signposts relevant training opportunities for Volunteer Involving Organisations and their existing volunteers.
• Facilitating the Reading Volunteer Coordinators' Network, which provides information and peer support for those in volunteer management roles.
• Providing strategic leadership and help to ensure the value of volunteering in Reading is recognised, and volunteer activity is flourishing.

Our public focused work aims to ensure that people from across our diverse communities are able to identify and access opportunities to make a difference that fit with their motivations and goals. We offer one-to-one appointments, both in-person and remotely, that allow potential volunteers to chat through their reasons for volunteering, the kinds of opportunities they are looking for and any questions they have with an experienced member of our team. They will then be guided through the opportunities available on our matching platform, and beyond, to help them find the opportunity that is right for them.

We engage in a range of outreach activities to help promote volunteering to different groups. This includes regular sessions at the University of Reading and with those attending employability courses at the Earley CresCent Resource Centre.

Working in collaboration with our Social Prescribing and Community Wellness Outreach Projects, we have a particular focus on promoting the ways in which the right volunteering role can have a positive impact on an individual's health and wellbeing.

In the coming year we intend to further develop our Inclusive Volunteering offer. Collaborating with organisations across the sector, we will explore ways to ensure equitable access to the health and wellbeing boost that the right volunteering role can bring.

Key Stats 2024-25

71 organisations posted volunteering roles of the Reading Volunteer Connect platform promoting 172 unique opportunities.
452 potential volunteers registered with our Reading Volunteer Connect platform
606 expressions of interest received through the Reading Volunteer Connect platform
114 1:1 Advice appointments conducted

Public Benefit

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Financial Review

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Reserves Policy

The trustees have recognised that the organisation may incur potential liabilities for maternity pay, redundancy pay and other statutorv amounts and have therefore resolved a) to try to retain its existing investments to go towards settling these if necessary and b) to try to build up further reserves to meet their full obligation and other unforeseen needs.

A designated Pension Liability Reserve has also been put in place to manage reserves, targeted at covering the pension deficit. The investment policy of the Trustee Board is to maintain the bulk of reserves in cash in order to provide safe and liquid reserves.

Funds Materially in Deficit

The financial statements show an overall operating surplus for the year of £17,421 before gains and total funds of £149,452. After charges and the gain on the fund the pension scheme deficit fund is £14,000.

To give assurances to RVA for the future a change was made in 2021 in respect of the status of the fund itself. Consequently, there will no longer be a significant impact on the fund and organisations due to the possible lack of working members within RVA. To cover any possible deficits on the fund, the Local Government Pension Scheme administrators have formally agreed to continue accepting monies solely from RVA itself beyond the period when there may be no RVA employed members. This removes worry of the causative demise of RVA.

Going Concern

The charity has improved its financial position and had overall net assets at 31 March 2025 of £275.829, of which £186,709 were unrestricted. This included a deficit on the pension reserve of 14,000.

The pension liability represents the best estimate of the current value of pension benefits that will have to be funded by RVA. The liability relates to benefits earned by existing or previous employees up to 31 March 2025. These benefits are expressed in current value terms rather than the cash amount that will actually be paid out. RVA is able to meet the agreed pension contributions as they fall due.

The trustees have accordingly considered it appropriate to adopt a going concern basis for the preparation of these financial statements.

Structure, Governance and Management

Governing Document

The organisation was registered as a charity on 12th April 1985, incorporated as a charitable company limited by guarantee on 24th 1994 and amended by special resolutions in October 2008 and October 2011. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

Trustee Selection Methods

Trustees are appointed based on nomination from member organisations or co-option by the Board. The members of the Trustee Board are listed above. All members of the Board are directors of the company and trustees of the charity. Reading Voluntary Action indemnifies members against liability in relation to the company. In accordance with the Memorandum of Association each present director has undertaken to contribute to it a sum not exceeding £10 in the event of it being wound up while they are members and within one year if they cease to be members. One third of Board members retire each year but can offer themselves for re election at the Annual General Meeting.

Induction and training of trustees

New Board members are inducted by the Chair and Chief Executive and are given opportunities to meet members of the management and staff teams. New trustees are given guidance on the obligations of Board members and the current financial position contained in the latest published accounts.
All Board members are able to attend RVA training at no cost

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Organisational Structure

The Trustee Board is supported by the Chief Executive and the Company Secretary (currently the CEO). The Trustee Board establishes sub-groups as required to effectively manage areas of work these presently cover finance, risk and accommodation. Subgroups are led by members of the Board with executive support from RVA management and staff.

Major risks and management of those risks

Risk management
The Trustee Board has conducted a review of the major risks to which the Charity is exposed. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. This has led to the development of a strategic plan which will enable the charity to secure the resources necessary to deliver its strategic aims. Internal control risks are minimised by the implementation of procedures for authorisation of expenditure and new projects. Procedures are in place to ensure compliance with health and safety for staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. The Board will continue to carry out periodic reviews of risks and mitigation measures.

Along with many other charities, RVA has experienced significant changes in funding arrangements in recent years. This includes a change from grant funding to contracts. The RVA trustees continue to review the use of the available reserves to achieve best possible outcomes for the beneficiaries and to generate future income.

Statement of Trustees' Responsibilities

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

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

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

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at anytime the financial position of the charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant independent examination information and to establish that the charity's independent examiner is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the independent examiner is unaware.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Stephen Leitch

Mr Stephen Leitch

Trustee
26/01/2026

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Reading Voluntary Action
Independent Examiner's Report to the Trustees of Reading Voluntary Action
For The Year Ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity 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

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



Rachel Eden FCMA

26/01/2026
Curious Lounge
Reading
Berkshire
RG11NH

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Reading Voluntary Action
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	Notes	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
		£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	**4**	4,466	80,912	85,378	137,619
Charitable activities	**5**	1,465	627,078	628,543	553,779
Other trading activities		2,452	-	2,452	-
Investments	**6**	6,324	-	6,324	5,563
		14,707	707,990	722,697	696,961
EXPENDITURE ON:					
Charitable activities		(12,133)	(726,790)	(738,923)	(694,469)
NET (EXPENDITURE)/INCOME BEFORE INVESTMENT (LOSSES)/GAINS		2,573	(18,799)	(16,226)	2,492
Net (losses)/gains on investments		(1,295)	-	(1,295)	2,337
NET (EXPENDITURE)/INCOME		1,278	(18,799)	(17,521)	4,829
Other gains		144,000	-	144,000	73,001
NET MOVEMENT IN FUNDS		145,278	(18,799)	126,479	77,830
RECONCILIATION OF FUNDS:					
Total funds brought forward		41,431	107,919	149,350	71,522
TOTAL FUNDS CARRIED FORWARD	**17**	186,709	89,120	275,829	149,352

The notes on pages 12 to 21 form part of these financial statements.

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Reading Voluntary Action
Comparative Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	Notes	Unrestricted funds	Restricted funds	2024 Total funds
		£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	**4**	299	137,320	137,619
Charitable activities	**5**	4,135	549,644	553,779
Investments	**6**	5,563	-	5,563
		9,997	686,964	696,961
EXPENDITURE ON:				
Charitable activities		(4,825)	(689,644)	(694,469)
NET INCOME BEFORE INVESTMENT GAINS		5,172	(2,680)	2,492
Net gains on investments		2,337	-	2,337
NET INCOME		7,509	(2,680)	4,829
Transfers between funds	**17**	(32,215)	32,215	-
Other gains		73,001	-	73,001
NET MOVEMENT IN FUNDS		48,295	29,535	77,830
RECONCILIATION OF FUNDS:				
Total funds brought forward		(6,863)	78,385	71,522
TOTAL FUNDS CARRIED FORWARD	**17**	41,432	107,920	149,352

The notes on pages 12 to 21 form part of these financial statements.

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Reading Voluntary Action
Balance Sheet
As At 31 March 2025

	Notes	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
		£	£	£	£
FIXED ASSETS					
Investments	**12**	26,494	-	26,494	27,788
		26,494	-	26,494	27,788
CURRENT ASSETS					
Debtors	**13**	2,923	76,331	79,254	21,691
Cash at bank and in hand		196,399	18,104	197,417	332,372
		199,322	94,435	276,671	354,063
Creditors: Amounts Falling Due Within One Year	**14**	(25,107)	(5,315)	(13,336)	(84,499)
NET CURRENT ASSETS (LIABILITIES)		174,215	89,120	263,335	269,564
TOTAL ASSETS LESS CURRENT LIABILITIES		200,709	89,120	289,829	297,352
Creditors: Amounts Falling Due After More Than One Year	**15**	(14,000)	-	(14,000)	(148,000)
NET ASSETS		186,709	89,120	275,829	149,352
FUNDS OF THE CHARITY					
Restricted Funds				89,120	107,920
Unrestricted Funds				186,709	41,432
TOTAL FUNDS	**17**			275,829	149,352

For the year ending 31 March 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board

Stephen Leitch

Mr Stephen Leitch

Trustee
26/01/2026

The notes on pages 12 to 21 form part of these financial statements.

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1. General Information

Reading Voluntary Action is a company limited by guarantee, incorporated in England & Wales, registered number 02982252 and registered charity number 1045782. . Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The registered office is Risc, 35-39 London Street, Reading, RG1 4PS.

2. Statement of Compliance

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)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

3. Accounting Policies

3.1. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention.

The charitable company is a Public Benefit Entity as defined by FRS 102.

3.2. Incoming Resources

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.

3.3. Resources Expended

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. \Vhere 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 incuned 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.

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.

3.4. Intangible Fixed Assets and Amortisation - Other Intangible

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

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3.5. **Tangible Fixed Assets and Depreciation**

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

3.6. **Investments**

3.7. **Cash and Cash Equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3.8. **Taxation**

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

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 defmition 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.

3.9. **Pensions**

The charitable company operates a defined pension contribution scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.
Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3.10. **Trade Debtors**

Trade debtors are amounts due from customers for merchandise sold or services perfonned in the ordinary course ofbusiness.

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.

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.

4. **Income from Donations and Legacies**

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	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Donations and gifts	-	100	100	299
Grants	4,466	80,812	85,278	137,320
	4,466	80,912	85,378	137,619

5. **Income from Charitable Activities**

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Charitable Activities:				
Project Fees	-	-	-	2,668
Management fee	-	14,200	14,200	16,945
Contract Income	-	612,678	612,678	532,699
Training	429	-	429	555
Rental income	909	-	909	882
Other Income from charitable activities	127	200	327	30
	1,465	627,078	628,543	553,779

6. **Investment Income**

	2025 Unrestricted funds £	2024 Total funds £
Bank interest receivable	5,568	4,822
Dividends from investments	756	741
	6,324	5,563

7. **Net Income/(Expenditure)**

The net (expenditure)/income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets - owned	-	1,463

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8. **Independent Examiner's Remuneration**

	2025	2024
	£	£
Independent examination of the financial statements	4,594	4,881
Other assurance services	-	-
Tax advisory services	-	-
Other financial services	-	-
	4,594	4,881

The Independent Examiner changed during the financial year. The new examiner also provides training services to members of Reading Voluntary Action. THese are not financial services and in the financial year totalled £160 including VAT. The figures above include VAT

9. **Staff Costs**

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	465,267	466,754
Social security costs	35,457	-
Other pension costs	41,275	-
	541,999	466,754

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

10. **Average Number of Employees**

Average number of employees during the year was: 19 (2024: 20)

11. **Tangible Assets**

	Fixtures & Fittings
	£
Cost or Valuation	
As at 1 April 2024	29,907
Disposals	(29,907)
As at 31 March 2025	-
Depreciation	
As at 1 April 2024	29,907
Provided during the period	(29,907)
As at 31 March 2025	-
Net Book Value	
As at 31 March 2025	-
As at 1 April 2024	-

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12. **Investments**

	Listed
	£
Cost or Valuation	
As at 1 April 2024	27,788
Revaluations	(1,294)
As at 31 March 2025	26,494
Provision	
As at 1 April 2024	-
As at 31 March 2025	-
Net Book Value	
As at 31 March 2025	26,494
As at 1 April 2024	27,788

13. **Debtors**

	2025	2024
	£	£
Due within one year		
Trade debtors	15,442	14,962
Other debtors	63,812	6,729
	79,254	21,691

14. **Creditors: Amounts Falling Due Within One Year**

	2025	2024
	£	£
Trade creditors	7,663	22,737
Other creditors	-	57,262
Accruals and deferred income	5,673	4,500
	13,336	84,499

15. **Creditors: Amounts Falling Due After More Than One Year**

	2025	2024
	£	£
Other creditors	14,000	148,000

16. **Pension Commitments**

The Local Government Pension Scheme (LGPS) is a defmed benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings. Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS website.

The administering authority for the Fund is the Royal Borough of Windsor and Maidenhead. The Pension Fund Committee oversees the management of the Fund whilst the day to day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund's professional advisers.

As administering authority to the Fund, the Royal Borough of Windsor and Maidenhead, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These should be amended when appropriate based on the Fund's performance and funding.

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16. **Pension Commitments - continued**

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The next actuarial valuation of the Fund will be carried out as at 31 March 2028 and will set contributions for the period from 1 April 2028 to 31 March 2031. There are no minimum funding requirements in the LGPS but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The date of the most recent comprehensive actuarial valuation was 31 March 2025. In completing the calculations for pension accounting purposes the following items of data from the Royal Borough of Windsor and Maidenhead have been used:

□ The results of the latest funding valuation as at 31 March 2025 which was carried out for funding purposes and the results of the 31 March 2024 IAS19 report which was prepared for accounting purposes;

Fund asset statement at 31 March 2025;

- Fund income and expenditure items for the period to 31 March 2025;
- Employer income and expenditure items for the period to 31 March 2025;
- Details of any new early retirements for the period to 31 March 2025 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost; and
- Details of any settlements to/from the Employer for the period to 31 March 2025.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement offmancial position are as follows:

	2025	2024
	£	£
Fair value of scheme assets	1,247,000	1,290,000
Defined benefit pension scheme obligation	(1,261,000)	(1,438,000)
Designed benefit pension scheme deficit	(14,000)	(140,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2025
	£
Present value at start of the year	1,438,000
Current service cost	10,000
Interest cost	68,000
Change in financial assumptions	(166,000)
Change in demographic assumptions	(3,000)
Benefits paid	(85,000)
Contributions by scheme participants	3,000
Experience loss/(gain) on defined benefit obligation	(4,000)
Present value at end of year	1,261,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2025
	£
Fair value at start of year	1,290,000
Interest on assets	62,000

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Return on assets less interest	(35,000)
Contributions by employer	13,000
Contributions by scheme participants	3,000
Benefits paid	(85,000)
Administration expenses	-
Fair Value at end of year	1,247,000

The pension scheme has not invested in any of the charity's own financial instruments or in properties or other assets used by the charity.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2025	2024
	%	%
Discount rate	5.75%	4.90%
Future salary increases	3.90%	3.95%
Future pension increases	2.90%	2.95%

Post retirement mortality assumptions

	2025	2024
	Years	Years
Current UK pensioners at retirement age - male	20.70	20.80
Current UK pensioners at retirement age - female	23.60	23.60
Future UK pensioners at retirement age - male	22.00	22.00
Future UK pensioners at retirement age - female	25.00	25.00

17. **Movement in Funds**

	As at 1 April 2024	Income	Expenditure	Gains and losses	As at 31 March 2025
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	21,643	14,707	(2,135)	-	34,215
Designated:					
COIF Investment	27,788	-	(1,294)	-	26,494
Pension reserve	(148,000)	-	(10,000)	144,000	(14,000)
Pension liability reserve	80,000	-	-	-	80,000
Contingency reserve	60,000	-	-	-	60,000
	19,788	-	(11,294)	144,000	152,494
Total unrestricted funds	41,431	14,707	(13,429)	144,000	186,709
Restricted funds					
Advice Service (Earley Charity	2,949	43,474	(43,615)	-	2,808
Ready Friends (Earley Charity)	1,475	15,000	(16,475)	-	-
PCN Link Workers	1,441	246,912	(248,353)	-	-

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Faith Forum	8,974	-	-	-	8,974
Client Grants	663	3,588	(3,791)	-	460
Volunteering Development	5,818	(5,818)	-	-	-
CTG3 Infrastructure	11,267	133,524	(134,698)	-	10,093
Health Inequalities	19,358	7,481	(5,833)	-	21,006
Research Engagement Network	8,728	(8,728)	-	-	-
Community Wellness Outreach	36,426	181,262	(179,876)	-	37,812
RIB Wellbeing Training	10,820	-	(6,795)	-	4,025
Public Health Management project	-	35,000	(35,000)	-	-
CTG2 Social Prescribing	-	39,824	(39,824)	-	-
NHS BOB ICB Partnership	-	11,471	(11,471)	-	-
Cadbury Foundation	-	5,000	(1,058)	-	3,942
Total restricted funds	107,919	707,990	(726,789)	-	89,120
Total funds	149,350	722,697	(740,218)	144,000	275,829

	As at 1 April 2023	Net movement in funds	Transfers	As at 31 March 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	40,687	13,172	(32,215)	21,644
Designated:				
COIF Investment	25,450	2,338	-	27,788
Pension reserve	(213,000)	65,000	-	(148,000)
Pension liability reserve	80,000	-	-	80,000
Contingency reserve	60,000	-	-	60,000
	(47,550)	67,338	-	19,788
Total unrestricted funds	(6,863)	80,510	(32,215)	41,432
Restricted funds				
Advice Service (Earley Charity	5,786	(2,836)	-	2,950
Ready Friends (Earley Charity)	636	838	-	1,474
PCN Link Workers	1,441	1	-	1,442
Faith Forum	8,974	-	-	8,974
Client Grants	234	429	-	663
Volunteering Development	13,865	(8,047)	-	5,818
CTG3 Infrastructure	5,725	5,542	-	11,267
Health Inequalities	30,435	(11,077)	-	19,358
Research Engagement Network	-	8,728	-	8,728
Community Wellness Outreach	-	36,426	-	36,426
RIB Wellbeing Training	-	10,820	-	10,820
Public Health Management project	2,926	(2,926)	-	-
British Science Association Research	4,866	(4,866)	-	-
CTG2 Social Prescribing	-	(32,215)	32,215	-

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BSA community researchers	3,497	(3,497)	-	-
BHFT Engagement	-	-	-	-
NHS BOB ICB Partnership	-	-	-	-
ICB Mental Health Grants	-	-	-	-
Total restricted funds	78,385	(2,680)	32,215	107,920
Total funds	71,522	77,830	-	149,352

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

	Income	Expenditure	Gains and losses	Net movement in funds
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	9,997	5,512	(2,337)	13,172
Designated:				
COIF Investment	-	-	2,338	2,338
Pension reserve	-	(8,000)	73,000	65,000
Pension liability reserve	-	-	-	-
Contingency reserve	-	-	-	-
	-	(8,000)	75,338	67,338
Total unrestricted funds	9,997	(2,488)	73,001	80,510
Restricted funds				
Advice Service (Earley Charity	42,545	(45,381)	-	(2,836)
Ready Friends (Earley Charity)	11,650	(10,812)	-	838
PCN Link Workers	200,485	(200,484)	-	1
Faith Forum	-	-	-	-
Client Grants	2,205	(1,776)	-	429
Volunteering Development	-	(8,047)	-	(8,047)
CTG3 Infrastructure	158,000	(152,458)	-	5,542
Health Inequalities	18,915	(29,992)	-	(11,077)
Research Engagement Network	40,000	(31,272)	-	8,728
Community Wellness Outreach	80,172	(43,746)	-	36,426
RIB Wellbeing Training	11,420	(600)	-	10,820
Public Health Management project	30,000	(32,926)	-	(2,926)
British Science Association Research	5,635	(10,501)	-	(4,866)
CTG2 Social Prescribing	30,000	(62,215)	-	(32,215)
BSA community researchers	12,508	(16,005)	-	(3,497)
BHFT Engagement	1,429	(1,429)	-	-

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NHS BOB ICB Partnership	12,000	(12,000)	-	-
ICB Mental Health Grants	30,000	(30,000)	-	-
Total restricted funds	686,964	(689,644)	-	(2,680)
Total funds	696,961	(692,132)	73,001	77,830

18. **Transactions with Trustees**

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

19. **Related Party Disclosures**

There have been no related party transactions in the reporting period that require disclosure.

20. **Company limited by guarantee**

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £10.

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CERTIFICATE *of* SIGNATURE

REF. NUMBER
VAL3Z-FITXE-F7HSM-24XGT

DOCUMENT COMPLETED BY ALL PARTIES ON
29 JAN 2026 14:35:36
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SIGNER	TIMESTAMP	SIGNATURE
RACHEL EDEN EMAIL RACHEL.EDEN@HOLYBROOK.COM	SENT 29 JAN 2026 14:35:36 SIGNED 29 JAN 2026 14:35:36	 IP ADDRESS 82.12.207.190 LOCATION READING, UNITED KINGDOM

READING VOLUNTARY ACTION

England & Wales - Charity number 1045782

Accounts

Company registration number: 02982252

Charity registration number: 1045782

Reading Voluntary Action

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

Reading Voluntary Action

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Reading Voluntary Action

Reference and Administrative Details

Chairman	Ms S E Stevens
Chief Executive Officer	Mrs R L Spencer
Charity Registration Number	1045782
Company Registration Number	02982252
	The charity is incorporated in England.
Registered Office	3rd Floor Reading Central Library Abbey Square Reading Berkshire RG1 3BQ
Independent Examiner	David Jones & Co 2018 Limited The Centre Reading Road Eversley Centre Hampshire RG27 0NB

Reading Voluntary Action

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.

Objectives and activities

Objects and aims

Reading Voluntary Action exists to promote and support a diverse voluntary and community sector to flourish locally, enhancing the quality of life for people living in Reading.

Statement of Values

The way we work:

1. Empowerment - RVA recognises that empowering people leads to sustainable change for communities and individuals, and we seek to work in ways that increase the capability of local organisations.

2. Inclusiveness - RVA embraces the diversity of the local community. We believe that all people have the right to be heard in decision-making forums and to have equal access to the public services they need. We support organisations that promote these rights.

3. Accountability - RVA supports organisations to manage their affairs in an open and transparent way, and we seek to manage our own activities and decision-making in ways that enable external scrutiny and accountability.

4. Independence - RVA is an independent organisation and we support organisations in their right to independence of thought and action in pursuit of their aims.

We have 4 key aims:

- The third sector is influential as a force for positive change in Reading.
- Empowered residents have opportunities to participate in activity to make a difference to the lives of others and to enrich their own.
- Strong, flexible and collaborative third sector organisations have the skills, knowledge and resources to achieve their aims.
- RVA is an independent, effective, inclusive and sustainable organisation.

Fundraising disclosures

An overview of achievements and challenges during the year

1. Promoting and developing volunteering

RVA continues to build on the stakeholder engagement work completed in 2022 that led to the development of the Reading Vision for Volunteering launched in June 2023.

Reading is a place where the difference made by volunteering and social action is recognised, valued and celebrated. We want everybody to have the opportunity to make a meaningful contribution to the goal of making Reading a thriving community, improving and enriching the lives of all.

Our Reading Volunteer Connect platform is now fully embedded and providing data on people looking to volunteer as well as data on the opportunities available. The platform has introduced a range of new features for both organisations seeking volunteers and individuals looking for an opportunity to get involved. Contrary to anecdotal evidence, the data has shown strong enthusiasm for structured volunteering across ages and communities.

With 873 potential volunteers registered on Volunteer Connect during the period, the new platform will provide detail on those interested in volunteering including age, gender, ethnicity, employment status and disability or communication needs. We plan to use this information to support the development of future volunteering opportunities to meet the needs of volunteers and the voluntary sector.

The number of volunteering opportunities remains consistent, but the diversity of roles has shrunk, with larger charities looking to fill a number of the same role. RVA carried out a State of the Sector survey in the summer of 2024 to gather insight into why small and medium charities are recruiting less volunteers.

2. Supporting voluntary organisations to survive and thrive

The RVA Safe and Sound framework and quality award continues to be a popular and effective capacity building tool.

Safe and Sound is an aid to give Reading's charities the confidence that they have reached a basic level of good governance. It can be used to highlight any gaps in composition and procedures. The process highlights key considerations for trustees to consider and improve.

The process enables trustees to feel confident that they have relevant safeguards in place to protect themselves, the charity and beneficiaries. Whilst it is the duty of trustees to make the final decisions as to how to implement work, RVA can provide guidance and support in making those decisions.

RVA Safe and Sound is free of charge and covers:

The governing document (e.g. constitution or Articles)

- The governing document (e.g. constitution or Articles)
- Your management
- Finances
- Employment
- Managing volunteers
- Reporting and Monitoring
- Safeguarding
- Health and Safety
- Equality, diversity and inclusion

A First Steps process was introduced this year for smaller groups and to encourage new trustees. The First Step framework provides a self-audit and peer support groups facilitated by the RVA Advice Manager.

The Advice Service continued to see a considerable amount of uptake from the voluntary and community sector in Reading with advice given to charity managers and trustees of small and medium sized charities.

The main areas of advice requested were for governance, employment, funding and policies and procedures.

There is no similar service in the area that gives local organisations short, medium and long-term support and assistance with legal and practical aspects of running an organisation. The service therefore directly helps organisations to gain clarity and reduce risk of harm.

322 organisations received specific support from the Advice Service over the year. The wider voluntary sector has also benefitted from a series of forums to support fundraising and managing community buildings and attending the training programme.

132 individuals participated in the training programme with a range of topics including:

- Volunteer Management
- Trustee Training
- Small Groups Forums
- Community Buildings Forums
- Introduction to First Steps
- Safeguarding – children and adults
- Meet the Funder Forums
- Treasurer Training

RVA is grateful to the Earley Charity for their longstanding support of the Advice Service.

3. Leadership and partnerships

RVA has worked in partnership to ensure the voice of the VCS sector is captured and has influence.

Reading VCS Leaders – brings together voluntary sector leaders who provide generous leadership for the benefit of social action across Reading. The leaders meet every 8 weeks to discuss issues impacting the voluntary sector and residents. Attendance is open to anyone providing a leader role in Reading or anyone representing the voluntary sector on cross sector partnerships or forums.

Reading Compact – RVA worked in partnership with Reading Borough Council and the VCS Leaders over 6 months to develop a new Compact for Reading. The aim of the Compact is to create and embed mechanisms that ensure work to improve the lives of our residents and communities is effectively joined up, that our complementary efforts are targeted where they can add most value and that each partner supports the other as much as it can.

The Compact Action Plan - the success of the Compact and the delivery of the shared Compact Action Plan will be reviewed jointly each year by the Council and the VCS Leaders Group, with the results and successes communicated across the borough.

BOB VCSE Health Alliance – RVA works in partnership with infrastructure partners across Berkshire, Oxfordshire and Buckinghamshire in a steering group to deliver the VCSE Alliance to improve understanding and partnerships with BOB ICB.

Developing a connected Social Prescribing network

RVA employs a team of 8 Social Prescribing Link Workers (SPLW) working in neighbourhoods across the town. The team supported more than 1003 people across the year. The SPLWs work alongside people to enable them to improve the social challenges impacting on their mental and physical health.

The referrals come from 5 Primary Care Networks with the most common reasons for referral: anxiety and isolation, debt and other financial hardship issues, housing, and barriers to accessing support.

100% of respondents thought the first appointment was very helpful or helpful

95% of respondents thought that the follow-up information was very helpful or helpful

The success of the SPLW service is entirely dependent on the existence of a thriving and diverse voluntary sector, and RVA takes every opportunity to evidence this as well as highlighting gaps in provision or capacity.

RVA has continued to work with the team from JOY. The JOY platform provides a case management system for the SPLWs and a wellbeing Market Place.

Health inequalities – RVA has continued to develop activities that promote positive health outcomes.

Building on the partnership work established during the pandemic, RVA continues to work with MEET PEET, the community outreach team from the Royal Berkshire Hospital. This year has seen significant development with the launch of the Community Wellness Outreach programme funded by the ICB through the Reading Integration Board.

RVA has worked in partnership with many charities and community groups including ACRE, Whitley Community Development Association, Reading Community Learning Centre and Forgotten British Gurkhas to provide health checks and ongoing holistic support for people who are at risk of poor health outcomes or not engaging with universal services. The partnership has a target of engaging 5,200 residents before the end of June 2025, with priority groups including carers, ex-offenders, the homeless, people with disabilities, and ex-services.

Promoting activities and capacity building to overcome loneliness and isolation

The RVA Ready Friends project is all about supporting local people, communities and voluntary sector groups to reduce loneliness and social isolation in Reading. A number of Ready Friends activities (like the Befriending Forums) are held regularly and we also undertake time-limited projects in response to the changing needs of the people who live in the town.

Ready Friends supports lots of existing local community groups and charities and works in partnership with public bodies like Reading Borough Council. Ready Friends can help with information, advice, training and support around developing your idea; funding; finding a venue; recruiting volunteers; publicising your event or project and identifying potential partner organisations.

Over the year the Ready Friends programme:

delivered 4 in-person Befriending Forums on these topics: *Exploring loneliness stigma; The role that social prescribing plays in addressing loneliness and social isolation; The voice of the volunteer; Loneliness and Mental Health*

introduced a 16-month training programme for frontline staff and volunteering in a range of subjects aimed at reducing health inequalities and boosting awareness in these areas: safeguarding; mental health; ADHD/Autism; dementia; learning disability; menopause; substance abuse; managing healthy boundaries; motivational conversations.

Developed our hard-copy leaflet library and soft-copy service information for practitioners and the public, and launched a new Health and Wellbeing Activities noticeboard, publicising local events, for visitors to the library.

4. Get Online activities to overcome digital exclusion

Get Online is an initiative that provides informal support in community settings to enable people to access the internet.

The scheme now has a team of 28 volunteers, bringing the team back to capacity and is active across 7 community settings, supporting over 1,000 residents to access the internet, stay safe and keep costs low.

5. Funding advice and support

Our funding page allows local charities to keep up to date with the most relevant opportunities. This can be followed up with one-to-one support through the Advice Service.

Trustees' Report

Reading Community Lottery

Reading Community Lottery is a weekly lottery operated by Gatherwell, supporting good causes in the Reading area. Lotteries are a fun and effective way for causes to raise much-needed funds in these difficult times. By getting more people on board, they don't just raise funds, they also raise awareness. Reading Community Lottery was launched in January 2020, and now supports over 80 good causes.

Public benefit

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.

Financial review

Policy on reserves

The trustees have recognised that the organisation may incur potential liabilities for maternity pay, redundancy pay and other statutory amounts and have therefore resolved a) to try to retain its existing investments to go towards settling these if necessary and b) to try to build up further reserves to meet their full obligation and other unforeseen needs. A designated Pension Liability Reserve has also been put in place to manage reserves, targeted at covering the pension deficit. The investment policy of the Trustee Board is to maintain the bulk of reserves in cash in order to provide safe and liquid reserves.

Funds in deficit

The financial statements show an overall operating surplus for the year of £4,830 (2023: £50,373 deficit) and the total funds position is now in surplus by £149,352 (2023: £71,522 surplus). The pension scheme deficit has decreased for the year 2023/2024 by £65,000, and now stands at £148,000. The majority of this decrease has been due to material changes in parameters and assumptions and these changes are predominantly due to fluctuations in life expectancy, demographics and world financials.

To give assurances to RVA for the future, a change was made in 2021 in respect of the status of the fund itself. Consequently there will no longer be a significant impact on the fund and organisation due to the possible lack of working members within RVA. To cover any possible deficits on the fund, the Local Government Pension Scheme administrators have formally agreed to continue accepting monies solely from RVA itself beyond the period when there may be no RVA employed members. This removes the worry of the causative demise of RVA.

Going concern

The charity has improved its financial position and had overall net assets at 31 March 2024 of £149,352 (2023: £71,522 net liabilities).

The pension liability of £148,000 at 31 March 2024 (2023: £213,000) is recognised under International Accounting Standard 19 (IAS19) 'Employee Benefits'. It represents the best estimate of the current value of pension benefits that will have to be funded by RVA. The liability relates to benefits earned by existing or previous employees up to 31 March 2024. These benefits are expressed in current value terms rather than the cash amount that will actually be paid out.

RVA is able to meet the agreed pension contributions as they fall due. The trustees have accordingly considered it appropriate to adopt a going concern basis for the preparation of these financial statements.

Reading Voluntary Action

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Mr S Leitch (Treasurer)
	Ms K J Morton (resigned 31 March 2024)
	Mr P M Brierley
	Ms K Forster
	Ms S J Illger
	Ms J C Roberts
	Ms S E Stevens
	Ms G B Thomas
	Mrs R M Westbrook (appointed 22 October 2024 and resigned 30 October 2024)
Chairman:	Ms S E Stevens
Chief Executive Officer:	Mrs R L Spencer

Structure, governance and management

Nature of governing document

The organisation was registered as a charity on 12th April 1985, incorporated as a charitable company limited by guarantee on 24th October 1994, and amended by special resolutions in October 2008 and October 2011. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

Recruitment and appointment of trustees

Trustees are appointed based on nomination from member organisations or co-option by the Board. The members of the Trustee Board are listed above. All members of the Board are directors of the company and trustees of the charity. Reading Voluntary Action indemnifies members against liability in relation to the company. In accordance with the Memorandum of Association each present director has undertaken to contribute to it a sum not exceeding £10 in the event of it being wound up while they are members and within one year if they cease to be members. One third of Board members retire each year but can offer themselves for re-election at the Annual General Meeting.

At our AGM, our long serving Chair, Karen Morton, stood down after seven years. During her tenure, RVA and the wider VCS in Reading has faced many challenges including COVID-19. Her empathy and dedication enabled us to chart a course through these difficult times. Reading Voluntary Action thanks Karen for everything she has done.

Induction and training of trustees

New Board members are inducted by the Chair and Chief Executive and are given opportunities to meet members of the management and staff teams. New trustees are given guidance on the obligations of Board members and the current financial position contained in the latest published accounts.

All Board members are able to attend RVA training at no cost.

Organisational structure

The Trustee Board is supported by the Chief Executive and the Company Secretary (currently the CEO). The Trustee Board establishes sub-groups as required to effectively manage areas of work – these presently cover finance, risk and accommodation. Sub-groups are led by members of the Board with executive support from RVA management and staff.

Major risks and management of those risks

Risk management
The Trustee Board has conducted a review of the major risks to which the Charity is exposed. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. This has led to the development of a strategic plan which will enable the charity to secure the resources necessary to deliver its strategic aims. Internal control risks are minimised by the implementation of procedures for authorisation of expenditure and new projects. Procedures are in place to ensure compliance with health and safety for staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. The Board will continue to carry out periodic reviews of risks and mitigation measures.

Along with many other charities, RVA has experienced significant changes in funding arrangements in recent years. This includes a change from grant funding to contracts. The RVA trustees continue to review the use of the available reserves to achieve best possible outcomes for the beneficiaries and to generate future income.

Statement of trustees' responsibilities
The trustees (who are also the directors of Reading Voluntary Action 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.

Reading Voluntary Action

Trustees' Report

Disclosure of information to independent examiner

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant independent examination information and to establish that the charity's independent examiner is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the independent examiner is unaware.

The annual report was approved by the trustees of the charity on 12/11/24 and signed on its behalf by:

.....

Mr S Leitch (Treasurer)
Trustee

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action ('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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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 FCCA, 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 Reading Voluntary Action 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.

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action ('the Company')



.....

Antony Weller
FCCA

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

Date: 18/11/2024

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	299	-	299
Charitable activities	4	9,698	686,964	696,662
Total income		9,997	686,964	696,961
Expenditure on:				
Charitable activities	5	(4,825)	(689,644)	(694,469)
Total expenditure		(4,825)	(689,644)	(694,469)
Gains/losses on investment assets		2,338	-	2,338
Net income/(expenditure)		7,510	(2,680)	4,830
Transfers between funds		(32,215)	32,215	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		73,000	-	73,000
Net movement in funds		48,295	29,535	77,830
Reconciliation of funds				
Total funds brought forward		(6,863)	78,385	71,522
Total funds carried forward	16	41,432	107,920	149,352

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Charitable activities	4	19,900	711,603	731,503
Total income		19,900	711,603	731,503
Expenditure on:				
Charitable activities	5	(27,615)	(753,270)	(780,885)
Total expenditure		(27,615)	(753,270)	(780,885)
Gains/losses on investment assets		(991)	-	(991)
Net expenditure		(8,706)	(41,667)	(50,373)
Transfers between funds		(6,529)	6,529	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		642,000	-	642,000
Net movement in funds		626,765	(35,138)	591,627

The notes on pages 15 to 28 form an integral part of these financial statements.

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2023 £
Reconciliation of funds				
Total funds brought forward		(633,628)	113,523	(520,105)
Total funds carried forward	16	(6,863)	78,385	71,522

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

The funds breakdown for 2023 is shown in note 16.

Reading Voluntary Action

(Registration number: 02982252)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Investments	11	27,788	25,450
Current assets			
Debtors	12	21,691	37,035
Cash at bank and in hand	13	332,372	292,751
		354,063	329,786
Creditors: Amounts falling due within one year	14	(84,499)	(70,714)
Net current assets		269,564	259,072
Net assets excluding pension liability		297,352	284,522
Pension scheme liability	15	(148,000)	(213,000)
Net assets including pension liability		149,352	71,522
Funds of the charity:			
Restricted income funds			
Restricted funds		107,920	78,385
Unrestricted income funds			
Unrestricted funds		41,432	(6,863)
Total funds	16	149,352	71,522

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 12 to 28 were approved by the trustees, and authorised for issue on 12/11/24 and signed on their behalf by:

.....
Mr S Leitch (Treasurer)
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England, 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:
3rd Floor Reading Central Library
Abbey Square
Reading
Berkshire
RG1 3BQ

These financial statements were authorised for issue by the trustees on 12 November 2024.

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
Reading Voluntary Action 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.

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.

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.

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.

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.

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
Office equipment	Straight line method over estimated life

Fixed asset investments
Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

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 charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Donations from individuals	299	299
Total for 2024	299	299

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Contract income	-	532,699	532,699	402,862
Contract income	-	-	-	1
Training event income	555	-	555	331
Project fees	-	-	-	532
Project fees	2,668	-	2,668	3,300
Management fees	-	16,945	16,945	21,499
Management fees	-	-	-	130
Rental income	882	-	882	570
Other income	30	-	30	300
Income from listed investments	741	-	741	742
Interest on cash deposits	4,822	-	4,822	1,521
Grants receivable	-	137,320	137,320	286,710
Grants receivable	-	-	-	13,005
	9,698	686,964	696,662	731,503

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total funds £
Charity running costs		11,000	(26,003)	236,374	221,371
Depreciation, amortisation and other similar costs		-	638	825	1,463
Staff costs		(3,000)	17,309	452,445	466,754
Governance costs	6	-	4,881	-	4,881
Total for 2024		8,000	(3,175)	689,644	694,469
Total for 2023		29,000	(1,385)	753,270	780,885

Included in the £221,371 Charity running costs above are amounts paid for Partnership Transfers and Grant Awards (£100,400), Digital Solutions (£37,484) and Project Activities and Events (£10,296).

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	4,881	4,881
Total for 2024	4,881	4,881
Total for 2023	4,224	4,224

7 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 from the charity during the year.

8 Staff costs

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
Total	20	25

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

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	28,443	28,443
Additions	1,464	1,464
At 31 March 2024	29,907	29,907
Depreciation		
At 1 April 2023	28,443	28,443
Charge for the year	1,464	1,464
At 31 March 2024	29,907	29,907
Net book value		
At 31 March 2024	-	-
At 31 March 2023	-	-

11 Fixed asset investments

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2023	25,451	25,451
Revaluation	2,337	2,337
At 31 March 2024	27,788	27,788
Net book value		
At 31 March 2024	27,788	27,788
At 31 March 2023	25,451	25,451

The market value of the listed investments at 31 March 2024 was £27,788 (2023 - £25,451).

This investment relates to 1,360 units held in the Charities Official Investment Fund (COIF). It is primarily held to provide an investment return to the charity.

12 Debtors

	2024 £	2023 £
Trade debtors	14,962	30,325
Prepayments	4,696	5,599
Accrued income	2,033	1,111
	21,691	37,035

13 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	100	148
Cash at bank	332,272	292,603
	332,372	292,751

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	22,737	3,355
Other creditors	57,262	63,359
Accruals	4,500	4,000
	84,499	70,714

15 Pension and other schemes

Defined benefit pension scheme
Royal County of Berkshire Pension Fund

The Local Government Pension Scheme (LGPS) is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings. Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS website.

The administering authority for the Fund is the Royal Borough of Windsor and Maidenhead. The Pension Fund Committee oversees the management of the Fund whilst the day to day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund's professional advisers.

As administering authority to the Fund, the Royal Borough of Windsor and Maidenhead, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These should be amended when appropriate based on the Fund's performance and funding.

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The next actuarial valuation of the Fund will be carried out as at 31 March 2025 and will set contributions for the period from 1 April 2025 to 31 March 2028. There are no minimum funding requirements in the LGPS but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The date of the most recent comprehensive actuarial valuation was 31 March 2024. In completing the calculations for pension accounting purposes the following items of data from the Royal Borough of Windsor and Maidenhead have been used:

- The results of the latest funding valuation as at 31 March 2024 which was carried out for funding purposes and the results of the 31 March 2024 IAS19 report which was prepared for accounting purposes;
- Fund asset statement at 31 March 2024;
- Fund income and expenditure items for the period to 31 March 2024;
- Employer income and expenditure items for the period to 31 March 2024;
- Details of any new early retirements for the period to 31 March 2024 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost; and
- Details of any settlements to/from the Employer for the period to 31 March 2024.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2024	2023
	£	£
Fair value of scheme assets	1,290,000	1,218,000
Present value of defined benefit obligation	(1,438,000)	(1,431,000)
Defined benefit pension scheme deficit	(148,000)	(213,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2024
	£
Present value at start of year	1,431,000
Current service cost	8,000
Interest cost	68,000
Change in financial assumptions	(11,000)
Change in demographic assumptions	(19,000)
Benefits paid	(46,000)
Contributions by scheme participants	2,000
Experience loss/(gain) on defined benefit obligation	5,000
Present value at end of year	1,438,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2024 £
Fair value at start of year	1,218,000
Interest on assets	58,000
Return on assets less interest	48,000
Contributions by employer	11,000
Contributions by scheme participants	2,000
Benefits paid	(46,000)
Administration expenses	(1,000)
Fair value at end of year	1,290,000

Analysis of assets

The major categories of scheme assets are as follows:

	2024 £	2023 £
Public equities	737,000	613,000
Private equities	151,000	151,000
Infrastructure	162,000	168,000
Real Estate	117,000	154,000
Credit	169,000	177,000
Cash	12,000	18,000
Longevity Insurance	(58,000)	(63,000)
	1,290,000	1,218,000

The pension scheme has not invested in any of the charity's own financial instruments or in properties or other assets used by the charity.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2024 %	2023 %
Discount rate	4.90	4.80
Future salary increases	3.95	3.90
Future pension increases	2.95	2.90

Post retirement mortality assumptions

	2024 Years	2023 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	22.00	22.00
Future UK pensioners at retirement age - female	25.00	25.00

16 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
General						
General Fund	40,687	78,147	(64,975)	(32,215)	-	21,644
Designated						
COIF Investment	25,450	-	-	-	2,338	27,788
Pension Reserve	(213,000)	-	(8,000)	-	73,000	(148,000)
Pension Liability Reserve	80,000	-	-	-	-	80,000
Contingency Reserve	60,000	-	-	-	-	60,000
	(47,550)	-	(8,000)	-	75,338	19,788
Total unrestricted funds	(6,863)	78,147	(72,975)	(32,215)	75,338	41,432
Restricted funds						
Restricted Funds (see below)	78,385	686,964	(689,644)	32,215	-	107,920
Total funds	71,522	765,111	(762,619)	-	75,338	149,352

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

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
Restricted funds					
Advice Service (Earley Charity)	5,786	42,545	(45,381)	-	2,950
NHS Berkshire Oxfordshire Buckinghamshire Integrated Care Board Partnership	-	12,000	(12,000)	-	-
Ready Friends (Earley Charity)	636	11,650	(10,812)	-	1,474
PCN Link Workers	1,441	200,485	(200,484)	-	1,442
ICB Mental Health Grants	-	30,000	(30,000)	-	-
Faith Forum	8,974	-	-	-	8,974
Client Grants	234	2,205	(1,776)	-	663
Public Health Management Project	2,926	30,000	(32,926)	-	-
Volunteering Development	13,865	-	(8,047)	-	5,818
British Science Association Reasearch	4,866	5,635	(10,501)	-	-
CTG2 Social Prescribing	-	30,000	(62,215)	32,215	-
CTG3 Infrastructure	5,725	158,000	(152,458)	-	11,267
BSA Community Researchers	3,497	12,508	(16,005)	-	-
Health Inequalities	30,435	18,915	(29,992)	-	19,358
BHFT Engagement	-	1,429	(1,429)	-	-
Research Engagement Network	-	40,000	(31,272)	-	8,728
Community Wellness Outreach	-	80,172	(43,746)	-	36,426
RIB Wellbeing Training	-	11,420	(600)	-	10,820
Total restricted funds	78,385	686,964	(689,644)	32,215	107,920

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

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General	25,931	95,619	(74,334)	(6,529)	-	40,687
Designated	(659,559)	-	(29,000)	-	641,009	(47,550)
Total unrestricted funds	(633,628)	95,619	(103,334)	(6,529)	641,009	(6,863)
Restricted funds	113,523	711,603	(753,270)	6,529	-	78,385
Total funds	(520,105)	807,222	(856,604)	-	641,009	71,522

17 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Fixed asset investments	-	27,788	-	27,788
Current assets	188,879	-	165,184	354,063
Current liabilities	(27,235)	-	(57,264)	(84,499)
Pension scheme liability	-	(148,000)	-	(148,000)
Total net assets	161,644	(120,212)	107,920	149,352

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Fixed asset investments	-	25,450	-	25,450
Current assets	48,042	140,000	141,744	329,786
Current liabilities	(7,355)	-	(63,359)	(70,714)
Pension scheme liability	-	(213,000)	-	(213,000)
Total net assets	40,687	(47,550)	78,385	71,522

18 Related party transactions

There were no related party transactions in the year.

READING VOLUNTARY ACTION

England & Wales - Charity number 1045782

Accounts

Company registration number: 02982252

Charity registration number: 1045782

Reading Voluntary Action

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

Reading Voluntary Action

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Reading Voluntary Action

Reference and Administrative Details

Chief Executive Officer	Mrs R L Spencer
Charity Registration Number	1045782
Company Registration Number	02982252
	The charity is incorporated in England.
Registered Office	3rd Floor Reading Central Library Abbey Square Reading Berkshire RG1 3BQ
Independent Examiner	David Jones & Co 2018 Limited The Centre Reading Road Eversley Centre Hampshire RG27 0NB

Reading Voluntary Action

Trustees' Report

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

Objectives and activities

Objects and aims

Reading Voluntary Action exists to promote and support a diverse voluntary and community sector to flourish locally, enhancing the quality of life for people living in Reading.

Statement of Values

The way we work:

1. Empowerment - RVA recognises that empowering people leads to sustainable change for communities and individuals, and we seek to work in ways that increase the capability of local organisations.
2. Inclusiveness - RVA embraces the diversity of the local community. We believe that all people have the right to be heard in decision-making forums and to have equal access to the public services they need. We support organisations that promote these rights.
3. Accountability - RVA supports organisations to manage their affairs in an open and transparent way, and we seek to manage our own activities and decision-making in ways that enable external scrutiny and accountability.
4. Independence - RVA is an independent organisation and we support organisations in their right to independence of thought and action in pursuit of their aims.

Our Beliefs:

1. Voluntary Action - RVA believes that voluntary action makes a vital contribution to the health and democracy of our society by offering every individual the opportunity to make a positive contribution to that society and to their own community.
2. Quality services - RVA believes that the provision of quality services which meet the needs of service users is paramount and that one of the greatest assets of local voluntary and community organisations is their ability to respond sensitively to user needs.
3. Partnership - RVA believes in sharing knowledge and resources to provide better services and we promote collaborative work between organisations and sectors.
4. Confidentiality - RVA recognises individual privacy and approaches all work with a respect for confidentiality.

We have 4 key aims:

Aim 1 - The third sector is influential as a force for positive change in Reading.
Aim 2 - Empowered residents have opportunities to participate in activity to make a difference to the lives of others and to enrich their own.
Aim 3 - Strong, flexible and collaborative third sector organisations have the skills, knowledge and resources to achieve their aims.
Aim 4 - RVA is an independent, effective, inclusive and sustainable organisation.

This year was again dominated by the follow on of the pandemic and the cost of living crises. The increasingly challenging social and funding environment continues to have significant impact on individuals, volunteers and the voluntary sector. The RVA Aims remain relevant and shape how we worked in partnership to support Reading residents.

Reading Voluntary Action

Trustees' Report

Objectives, strategies and activities

Public benefit

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.

An overview of some of the work we have done this year to meet these aims.

Promoting and developing volunteering

We have remained conscious of the positive impact that volunteering has on those benefiting from the support and on those undertaking volunteering. For some, volunteering has provided a positive counterpoint to the feelings of uncertainty, anxiety and loss of control experienced by many in recent years.

Developing a vision

In March of 2022, RVA was approached by Reading Borough Council and asked to work with the voluntary sector and volunteers to develop a Vision for Volunteering for the town to help ensure Reading continues to benefit from the vital work undertaken by volunteers during the pandemic years.

Working alongside our partners Alliance for Cohesion and Racial Equality (ACRE) and Connect Reading, we engaged a broad range of stakeholders through 4 workshops in the summer of 2022, a series of in-depth interviews with volunteers, volunteer managers, public sector representatives and those benefiting from the work of volunteers. This initial stakeholder engagement work resulted in the creation of a draft vision and associated objectives and goals which were launched for consultation in October 2022.

The final Vision was launched at our Volunteer Thank You event in June 2023:

Reading is a place where the difference made by volunteering and social action is recognised, valued and celebrated. We want everybody to have the opportunity to make a meaningful contribution to the goal of making Reading a thriving community, improving and enriching the lives of all.

RVA continues to explore ways we can work with all those with a stake in the success of volunteering in our town to make this vision a reality, continuing to ensure we are **Recognising**, **Valuing** and **Celebrating** the difference volunteers and volunteering our making.

Early in 2022 we moved to our new Reading Volunteer Connect platform and continue to embed and expand its use. The new platform has introduced a range of new features for both organisations seeking volunteers and individuals looking for an opportunity to get involved.

Organisations are now able to create their own accounts on the Connect platform which allows them to directly add and edit opportunities on to the site and to access an archive of previously posted opportunities. In addition, the platform streamlines the initial process of managing contact from potential volunteers by providing the ability for individuals to express an interest via the site with organisations notified when interest is shown in their role and all volunteer interest collated within their accounts. Moreover, the platform is also able to make matching suggestions based on a range of data point, allowing organisations to proactively contact individuals who may be suitable for their roles.

Key numbers for the development of volunteering

268 volunteering opportunities advertised via Volunteer Connect

432 potential volunteers registering with Volunteer Connect

576 expressions of interest in volunteering opportunities posted to Volunteer Connect

22 outreach events and talks attended

Developing a connected Social Prescribing network

The social prescribing service has continued to grow during this year. RVA employs a team of 8 Social Prescribing Link Workers working together with primary care teams in neighbourhoods across the town. The team supported more than 800 referrals from GPs, Adult Social Care, Talking Therapies and others. There have been challenges establishing the service but the SPLWs have provided much needed support and contact for vulnerable people particularly at a time when services are stretched.

The SPLWs work alongside people and encourage them to make positive changes in their lives and connect with social and wellbeing activities. The project provides an opportunity to significantly improve partnership work across sectors for the benefit of people at risk of poor health outcomes.

The success of the SPLW service is entirely dependent on the existence of a thriving and diverse voluntary sector offer and RVA takes every opportunity to evidence this as well as highlighting gaps in provision or capacity.

We have been supported by RBC to commission a partnership platform for Reading and have selected JOY. The JOY platform enables the SPLWs to feed information directly to the patient records EMIS. JOY provides an easy and secure way for primary care to refer patients to the service. We can track progress of individuals through to voluntary and community services and in time build a detailed picture of the impact.

RVA has invested time and resource to provide a high-quality social prescribing service for Reading.

Developing an inclusive voluntary sector that works together to promote equality and diversity

RVA has continued to support organisations to reflect on their practice and services to consider diversity and accessibility. The demand for the support has increased significantly since the pandemic years when inequality of health and other social outcomes were starkly highlighted.

The RVA Inclusion Manager worked with 10 organisations across the year and supported them to develop Inclusion Development Plans. It's a personalised service that helps to focus on aims and priorities that are pertinent to each organisation which results in tangible actions for effective change.

RVA continues to support community research projects in partnership with the University of Reading and others to ensure the experiences of Reading residents from all communities can be heard and have influence. Also increasing the diversity of leaders from the voluntary sector engaging in democratic life.

Health inequalities – RVA has continued to prioritise activities that promote positive health outcomes

We supported the vaccine programme until the end October 2022 with our No One Left Behind project, coordinating the voluntary sector network to ensure that everyone who wanted to, could access the COVID vaccines.

Total number of vaccines 152

Vaccination line open until June 2023, 265 initial callers supported with their wish to have a vaccine.

In September and October 2022, we ran an outreach programme of 18 community wellbeing events in neighbourhood spaces across the town. The MeetPeet service from RBH was established and created through its work with RVA on the outreach project and is now providing walk in health checks in community settings.

Promoting activities and capacity building to overcome loneliness and isolation

The RVA Ready Friends project is all about supporting local people, communities and voluntary sector groups to reduce loneliness and social isolation in Reading. A number of Ready Friends activities (like the Befriending Forums) are held regularly, and we also undertake time-limited projects in response to the changing needs of the people who live in the town.

Ready Friends supports lots of existing local community groups and charities and works in partnership with public bodies like Reading Borough Council. Ready Friends can help with information, advice, training and support around developing your idea; funding; finding a venue; recruiting volunteers; publicising your event or project and identifying potential partner organisations.

Raised awareness of loneliness - national and local campaigns e.g. Mental Health Awareness Week and Loneliness Awareness Week - showcasing the contribution of Reading's VCOs in reducing loneliness

Developed the workforce - promoting local and national training offers; working with local partners on designing and publicising training programme

Helped recruit befriending volunteers - "Chat, Connect, Befriend" town-wide recruitment campaign - radio, print media, social media

Promoted the critical role of the VCS offer to the public, other VCOs, strategic bodies and forums

Set up and facilitated a pilot Tilehurst Wellbeing & Chat group to encourage isolated people to come together in a neighbourhood lacking community activities.

Key numbers for the Ready Friends project

52 participants, from 25 VCOs (with a combined volunteer force of over 600 befrienders and other 1-2-1 support volunteers) actively participated 4 Befriending Forums.

6 VCOs received a grant managed by RVA to address the mental health needs of BAMER communities with funding from Brighter Futures for Children and Berkshire Healthcare Foundation Trust.

100s of Chat, Connect, Befriend leaflets and posters distributed, promoting befriending volunteering - VCOs reporting 'bump' in applications to befriending volunteer roles since start of campaign.

Get Online activities to overcome digital exclusion

Get Online, an initiative that provides informal support in community settings to enable people to access the internet.

The scheme now has a team of 28 volunteers bringing the team back to capacity and active across 7 community settings supporting over 1000 residents to access the internet, stay safe and keep costs low.

75 households in financial hardship have benefited from laptops and tablets and support to access the internet as a result of the Get Online assistance scheme in 2021-23. Benefits derived have included access to online learning and job search websites.

Advice on legal and governance matters

RVA's Advice Service provides free and confidential legal and technical advice to those running charities and voluntary organisations in Reading.

Common areas of advice sought:

- Mid to longer term planning
- Staffing and volunteer issues
- Reassessing financial strategy and assistance with funding
- Buildings and leases
- Contracts and services
- Employment issues, including furlough and restructures

The Advice Service continues to offer advice via telephone, email and Zoom, Monday to Friday, either one-to-one to Charity managers or trustees, or by way of Board or Committee facilitation.

Training

RVA offers a range of training for local charities and community groups. We have also updated our training page to include free and heavily subsidised local and national providers on a range of topics. Examples of training we delivered:

- Data Protection
- Volunteer Management
- Designated Safeguarding Officer
- Treasurer Training
- Mental health First Aid

Funding advice and support

Our funding page allows local charities to keep up to date with the most relevant opportunities. This can be followed up with one-to-one support through the Advice Service.

Reading Community Lottery

Reading Community Lottery is a weekly lottery operated by Gatherwell supporting good causes in the Reading area. Lotteries are a fun and effective way for causes to raise much-needed funds in these difficult times. By getting more people on board, they don't just raise funds, they also raise awareness. Reading Community Lottery was launched in January 2020, and now supports over 65 good causes.

Financial review

Policy on reserves

The trustees have recognised that the organisation may incur potential liabilities for maternity pay, redundancy pay and other statutory amountsand have therefore resolved a) to try to retain its existing existing investment to go towards settling these if necessary and b) to try to build up further reserves to meet their full obligation and other unforeseen needs. A desiganated Pension Liability Reserve has also been put in place to manage reserves, targeted at covering the pension deficit. The investment policy of the Trustee Board is to maintain the bulk of reserves in cash in order to provide safe and liquid reserves.

Funds in deficit

The financial statements show an overall operating deficit for the year of £50,373 (2022: £49,778 deficit) and the total funds position is now in surplus by £71,522 (2022: £520,105 deficit). The pension scheme deficit has decreased for the year 2022/2023 by £613,000, and the majority of this decrease has been due to material changes in parameters and assumptions. These changes are predominantly due to fluctuations in life expectancy, demographics and world financials.

To give assurances to RVA for the future, a change was made in 2021 in respect of the status of the fund itself. Consequently there will no longer be a significant impact on the fund and organisation due to the possible lack of working members within RVA. To cover any possible deficits on the fund, the Local Government Pension Scheme administrators have formally agreed to continue accepting monies solely from RVA itself beyond the period when there may be no RVA employed members. This removes the worry of the causative demise of RVA.

Going concern

The charity has improved its financial position and had overall net assets at 31 March 2023 of £71,522 (2022: £520,105 net liabilities).

The pension liability of £213,000 at 31 March 2023 (2022: £826,000) is recognised under International Accounting Standard 19 (IAS19) 'Employee Benefits'. It represents the best estimate of the current value of pension benefits that will have to be funded by RVA. The liability relates to benefits earned by existing or previous employees up to 31 March 2023. These benefits are expressed in current value terms rather than the cash amount that will actually be paid out.

RVA is able to meet the agreed pension contributions as they fall due. The trustees have accordingly considered it appropriate to adopt a going concern basis for the preparation of these financial statements.

Reading Voluntary Action

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Ms K J Morton (Chair)
	Mr S Leitch (Treasurer)
	Mr P M Brierley
	Mrs K Forster
	Ms S J Illger
	Ms J C Roberts
	Ms S E Stevens
	Ms G B Thomas
Chief Executive Officer:	Mrs R L Spencer

Structure, governance and management

Nature of governing document

The organisation was registered as a charity on 12th April 1985, incorporated as a charitable company limited by guarantee on 24th October 1994, and amended by special resolutions in October 2008 and October 2011. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

Recruitment and appointment of trustees

Trustees are appointed based on nomination from member organisations or co-option by the Board. The members of the Trustee Board are listed above. All members of the Board are directors of the company and trustees of the charity. Reading Voluntary Action indemnifies members against liability in relation to the company. In accordance with the Memorandum of Association each present director has undertaken to contribute to it a sum not exceeding £10 in the event of it being wound up while they are members and within one year if they cease to be members. One third of Board members retire each year but can offer themselves for re-election at the Annual General Meeting.

Induction and training of trustees

New Board members are inducted by the Chair and Chief Executive and are given opportunities to meet members of the management and staff teams. New trustees are given guidance on the obligations of Board members and the current financial position contained in the latest published accounts.

All Board members are able to attend RVA training at no cost.

Organisational structure

The Trustee Board is supported by the Chief Executive and the Company Secretary (currently the CEO). The Trustee Board establishes sub-groups as required to effectively manage areas of work. These sub-groups are led by members of the Board with executive support from the management and staff teams.

Major risks and management of those risks

Risk management
The Trustee Board has conducted a review of the major risks to which the Charity is exposed. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. This has led to the development of a strategic plan which will enable the charity to secure the resources necessary to deliver its strategic aims. Internal control risks are minimised by the implementation of procedures for authorisation of expenditure and new projects. Procedures are in place to ensure compliance with health and safety for staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. The Board will continue to carry out periodic reviews of risks and mitigation measures.

Along with many other charities RVA has experienced significant changes in funding arrangements in recent years. This includes a reduction in overall income, a change from grant funding to contracts. The RVA trustees continue to review use of the available reserves to achieve best possible outcomes for the beneficiaries and to generate future income.

Statement of trustees' responsibilities
The trustees (who are also the directors of Reading Voluntary Action 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.

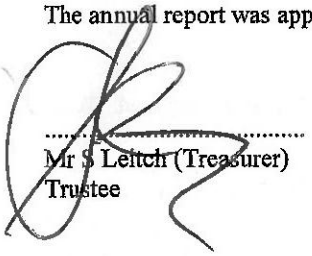
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Reading Voluntary Action

Trustees' Report

The annual report was approved by the trustees of the charity on 20/9/23 and signed on its behalf by:



.....
Mr S Leitch (Treasurer)
Trustee

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action ('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 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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 ACCA, which is one of the listed bodies.

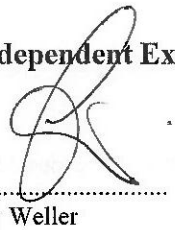
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Reading Voluntary Action 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.

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action ('the Company')



.....

Antony Weller
ACCA

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

25 September 2023

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Charitable activities	4	19,900	711,603	731,503
Total income		19,900	711,603	731,503
Expenditure on:				
Charitable activities	5	(27,615)	(753,270)	(780,885)
Total expenditure		(27,615)	(753,270)	(780,885)
Gains/losses on investment assets		(991)	-	(991)
Net expenditure		(8,706)	(41,667)	(50,373)
Transfers between funds		(6,529)	6,529	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		642,000	-	642,000
Net movement in funds		626,765	(35,138)	591,627
Reconciliation of funds				
Total funds brought forward		(633,628)	113,523	(520,105)
Total funds carried forward	16	(6,863)	78,385	71,522

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £ (As restated)
Income and Endowments from:				
Donations and legacies	3	124	-	124
Charitable activities	4	17,298	594,692	611,990
Total income		17,422	594,692	612,114
Expenditure on:				
Charitable activities	5	(71,204)	(592,797)	(664,001)
Total expenditure		(71,204)	(592,797)	(664,001)
Gains/losses on investment assets		2,109	-	2,109
Net (expenditure)/income		(51,673)	1,895	(49,778)
Transfers between funds		(25,378)	25,378	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		183,000	-	183,000
Net movement in funds		105,949	27,273	133,222

The notes on pages 16 to 29 form an integral part of these financial statements.

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2022 £ (As restated)
Reconciliation of funds				
Total funds brought forward		(739,577)	86,250	(653,327)
Total funds carried forward	16	(633,628)	113,523	(520,105)

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

The funds breakdown for 2022 is shown in note 16.

Reading Voluntary Action

(Registration number: 02982252)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £ (As restated)
Fixed assets			
Investments	11	25,450	26,442
Current assets			
Debtors	12	37,035	43,404
Cash at bank and in hand	13	292,751	326,212
		329,786	369,616
Creditors: Amounts falling due within one year	14	(70,714)	(90,163)
Net current assets		259,072	279,453
Net assets excluding pension liability		284,522	305,895
Pension scheme liability	15	(213,000)	(826,000)
Net assets/(liabilities) including pension liability		71,522	(520,105)
Funds of the charity:			
Restricted income funds			
Restricted funds		78,385	113,523
Unrestricted income funds			
Unrestricted funds		(6,863)	(633,628)
Total funds	16	71,522	(520,105)

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 13 to 29 were approved by the trustees, and authorised for issue on 20/9/23 and signed on their behalf by:

.....
Mr S Leitch (Treasurer)
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England, 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:
3rd Floor Reading Central Library
Abbey Square
Reading
Berkshire
RG1 3BQ

Authorised for issue date

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
Reading Voluntary Action 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.

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.

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.

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.

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.

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
Office equipment	Straight line method over estimated life

Fixed asset investments
Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

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 charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Total for 2023	-	-
Total for 2022	124	124

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
Contract income	-	422,528	422,528
Training event income	332	-	332
Project fees	3,300	532	3,832
Other income	300	-	300
Income from listed investments	741	-	741
Interest on cash deposits	1,521	-	1,521
Grants receivable	13,006	267,044	280,050
Management fees	130	21,499	21,629
Rental income	570	-	570
Total for 2023	19,900	711,603	731,503
Total for 2022	17,298	594,692	611,990

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total funds £
Charity running costs		22,000	(35,006)	267,597	254,591
Depreciation, amortisation and other similar costs		-	1,168	-	1,168
Staff costs		7,000	28,229	485,673	520,902
Governance costs	6	-	4,224	-	4,224
Total for 2023		29,000	(1,385)	753,270	780,885
Total for 2022		36,000	35,204	592,797	664,001

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	4,224	4,224
Total for 2023	4,224	4,224
Total for 2022	4,080	4,080

7 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 from the charity during the year.

8 Staff costs

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
Total	25	22

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

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	27,275	27,275
Additions	1,168	1,168
At 31 March 2023	28,443	28,443
Depreciation		
At 1 April 2022	27,275	27,275
Charge for the year	1,168	1,168
At 31 March 2023	28,443	28,443
Net book value		
At 31 March 2023	-	-
At 31 March 2022	-	-

11 Fixed asset investments

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2022	26,442	26,442
Revaluation	(992)	(992)
At 31 March 2023	25,450	25,450
Net book value		
At 31 March 2023	25,450	25,450
At 31 March 2022	26,442	26,442

The market value of the listed investments at 31 March 2023 was £25,450 (2022 - £26,442).

This investment relates to 1,360 units held in the Charities Official Investment Fund (COIF). It is primarily held to provide an investment return to the charity.

12 Debtors

	2023 £	2022 £
Trade debtors	30,325	32,287
Prepayments	5,599	3,311
Accrued income	1,111	7,806
	37,035	43,404

13 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	148	148
Cash at bank	292,603	326,064
	292,751	326,212

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	3,355	17,000
Other taxation and social security	-	194
Other creditors	63,359	40,969
Accruals	4,000	32,000
	70,714	90,163

15 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 £37,122 (2022 - £42,701).

Defined benefit pension scheme
Royal County of Berkshire Pension Fund

The Local Government Pension Scheme (LGPS) is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings. Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS website. There are currently uncertainties in relation to LGPS benefits due to the McCloud and Sargeant judgement and the 2016 cost cap process. The Government has published its consultation on a remedy for the McCloud and Sargeant judgement and at the same time announced the unpausing of the 2016 cost cap process which will take into account the remedy for the McCloud and Sargeant judgement. These are yet to be finalised and therefore it remains uncertain what changes may be made to LGPS benefits as a result.

The administering authority for the Fund is the Royal Borough of Windsor and Maidenhead. The Pension Fund Committee oversees the management of the Fund whilst the day to day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund's professional advisers.

As administering authority to the Fund, the Royal Borough of Windsor and Maidenhead, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These should be amended when appropriate based on the Fund's performance and funding.

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The next actuarial valuation of the Fund will be carried out as at 31 March 2024 and will set contributions for the period from 1 April 2024 to 31 March 2027. There are no minimum funding requirements in the LGPS but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The date of the most recent comprehensive actuarial valuation was 31 March 2023. In completing the calculations for pension accounting purposes the following items of data from the Royal Borough of Windsor and Maidenhead have been used:

- The results of the latest funding valuation as at 31 March 2022 which was carried out for funding purposes and the results of the 31 March 2022 IAS19 report which was prepared for accounting purposes;
- Fund asset statement at 31 March 2023;
- Fund income and expenditure items for the period to 31 March 2023;
- Employer income and expenditure items for the period to 31 March 2023;
- Details of any new early retirements for the period to 31 March 2023 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost; and
- Details of any settlements to/from the Employer for the period to 31 March 2023.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2023 £	2022 £
Fair value of scheme assets	1,218,000	1,244,000
Present value of defined benefit obligation	(1,431,000)	(2,070,000)
Defined benefit pension scheme deficit	(213,000)	(826,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2023 £
Present value at start of year	2,070,000
Current service cost	18,000
Interest cost	53,000
Change in financial assumptions	(743,000)
Change in demographic assumptions	(58,000)
Benefits paid	(43,000)
Contributions by scheme participants	3,000
Experience loss/(gain) on defined benefit obligation	131,000
Present value at end of year	1,431,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2023
	£
Fair value at start of year	1,244,000
Interest on assets	32,000
Return on assets less interest	(31,000)
Other actuarial gains/(losses)	3,000
Contributions by employer	11,000
Contributions by scheme participants	3,000
Benefits paid	(43,000)
Administration expenses	(1,000)
Fair value at end of year	1,218,000

Analysis of assets

The major categories of scheme assets are as follows:

	2023	2022
	£	£
Public equities	613,000	593,000
Private equities	151,000	187,000
Infrastructure	168,000	158,000
Real Estate	154,000	150,000
Credit	177,000	207,000
Cash	18,000	29,000
Longevity Insurance	(63,000)	(80,000)
	1,218,000	1,244,000

The pension scheme has not invested in any of the charity's own financial instruments or in properties or other assets used by the charity.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2023	2022
	%	%
Discount rate	4.80	2.60
Future salary increases	3.90	4.30
Future pension increases	2.90	3.30

Post retirement mortality assumptions

	2023 Years	2022 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	22.00	23.00
Future UK pensioners at retirement age - female	25.00	25.00

16 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General						
General Fund	25,931	95,619	(74,334)	(6,529)	-	40,687
Designated						
COIF Investment	26,441	-	-	-	(991)	25,450
Pension Reserve	(826,000)	-	(29,000)	-	642,000	(213,000)
Pension Liability Reserve	80,000	-	-	-	-	80,000
Contingency Reserve	60,000	-	-	-	-	60,000
	(659,559)	-	(29,000)	-	641,009	(47,550)
Total unrestricted funds	(633,628)	95,619	(103,334)	(6,529)	641,009	(6,863)
Restricted funds						
Restricted Funds (see below)	113,523	711,603	(753,270)	6,529	-	78,385
Total funds	(520,105)	807,222	(856,604)	-	641,009	71,522

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

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
Restricted funds					
Advice Service (Earley Charity)	8,423	27,308	(29,945)	-	5,786
Berkshire West CCG Partnership	-	12,000	(12,000)	-	-
Social Prescribing (RBC)	-	26,722	(26,722)	-	-
Ready Friends (Earley Charity)	3,579	11,623	(14,566)	-	636
Supporting Participation and Engagement (RBC)	14,109	21,568	(35,677)	-	-
Organisational Development (RBC)	-	33,905	(33,905)	-	-
Parent Employment Wellbeing	2,624	11,977	(14,601)	-	-
PCN Link Workers	897	194,289	(193,745)	-	1,441
Vaccine Support	16,910	119,555	(136,465)	-	-
Census Support	397	-	(397)	-	-
Wild Being	16,346	5,000	(21,346)	-	-
CCG Mental Health	-	26,913	(26,913)	-	-
CPAR	4,740	2,505	(7,245)	-	-
Faith Forum	8,974	-	-	-	8,974
Aspire 2	-	27,481	(27,481)	-	-
Ageing Well	12,104	-	(12,104)	-	-
Client Grants	565	3,526	(3,857)	-	234
PHM Project	23,855	-	(20,929)	-	2,926
Volunteering Development	-	80,000	(66,135)	-	13,865
BSA Res. RVA	-	10,676	(5,810)	-	4,866
CTG2 Social Prescribing	-	12,500	(19,029)	6,529	-
CTG3 Infrastructure	-	69,360	(63,635)	-	5,725
BSA Res CR costs	-	12,173	(8,676)	-	3,497
Health Inequality	-	33,012	(2,577)	-	30,435
Total restricted funds	113,523	742,093	(783,760)	6,529	78,385

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

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General	69,091	70,277	(88,059)	(25,378)	-	25,931
Designated	(808,668)	-	(36,000)	-	185,109	(659,559)
Total unrestricted funds	(739,577)	70,277	(124,059)	(25,378)	185,109	(633,628)
Restricted funds	86,250	594,692	(592,797)	25,378	-	113,523
Total funds	(653,327)	664,969	(716,856)	-	185,109	(520,105)

17 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Fixed asset investments	-	25,450	-	25,450
Current assets	48,042	140,000	141,744	329,786
Current liabilities	(7,355)	-	(63,359)	(70,714)
Pension scheme liability	-	(213,000)	-	(213,000)
Total net assets	40,687	(47,550)	78,385	71,522

	Unrestricted funds		Restricted funds	Total funds at 31 March 2022
	General	Designated		
	£	£	£	£ (As restated)
Fixed asset investments	-	26,442	-	26,442
Current assets	78,443	139,999	151,174	369,616
Current liabilities	(52,512)	-	(37,651)	(90,163)
Pension scheme liability	-	(826,000)	-	(826,000)
Total net assets	25,931	(659,559)	113,523	(520,105)

18 Related party transactions

There were no related party transactions in the year.

Reading Voluntary Action

Statement of Financial Activities by fund for the Year Ended 31 March 2023

Unrestricted Funds

	Total Unrestricted Funds 2023 £	Total Unrestricted Funds 2022 £
Income and Endowments from:		
Donations and legacies	-	124
Charitable activities	19,900	17,298
Total income	19,900	17,422
Expenditure on:		
Charitable activities	(27,615)	(71,204)
Total expenditure	(27,615)	(71,204)
Gains/losses on investment assets	(991)	2,109
Net expenditure	(8,706)	(51,673)
Transfers between funds	(6,529)	(25,378)
Other recognised gains and losses		
Actuarial gains on defined benefit pension schemes	642,000	183,000
Net movement in funds	626,765	105,949
Reconciliation of funds		
Total funds brought forward	(633,628)	(739,577)
Total funds carried forward	(6,863)	(633,628)

Reading Voluntary Action

Statement of Financial Activities by fund for the Year Ended 31 March 2023

Restricted Funds

	Total Restricted Funds 2023 £	Total Restricted Funds 2022 £
Income and Endowments from:		
Charitable activities	711,603	594,692
Total income	711,603	594,692
Expenditure on:		
Charitable activities	(753,270)	(592,797)
Total expenditure	(753,270)	(592,797)
Net (expenditure)/income	(41,667)	1,895
Transfers between funds	6,529	25,378
Net movement in funds	(35,138)	27,273
Reconciliation of funds		
Total funds brought forward	113,523	86,250
Total funds carried forward	78,385	113,523

READING VOLUNTARY ACTION

England & Wales - Charity number 1045782

Accounts

Company registration number: 02982252
Charity registration number: 1045782

Reading Voluntary Action

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

Reading Voluntary Action

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Reading Voluntary Action

Reference and Administrative Details

Chief Executive Officer	Mrs R L Spencer
Charity Registration Number	1045782
Company Registration Number	02982252
	The charity is incorporated in England.
Registered Office	Third Floor Reading Library Abbey Square Reading Berkshire RG1 3BQ
Independent Examiner	David Jones & Co 2018 Limited The Centre Reading Road Eversley Centre Hampshire RG27 0NB

Reading Voluntary Action

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.

Objectives and activities

Objects and aims

Reading Voluntary Action exists to promote and support a diverse voluntary and community sector to flourish locally, enhancing the quality of life for people living in Reading.

Statement of Values

The way we work:

1. Empowerment - RVA recognises that empowering people leads to sustainable change for communities and individuals, and we seek to work in ways that increase the capability of local organisations.
2. Inclusiveness - RVA embraces the diversity of the local community. We believe that all people have the right to be heard in decision-making forums and to have equal access to the public services they need. We support organisations that promote these rights.
3. Accountability - RVA supports organisations to manage their affairs in an open and transparent way, and we seek to manage our own activities and decision-making in ways that enable external scrutiny and accountability.
4. Independence - RVA is an independent organisation and we support organisations in their right to independence of thought and action in pursuit of their aims.

Our Beliefs:

1. Voluntary Action - RVA believes that voluntary action makes a vital contribution to the health and democracy of our society by offering every individual the opportunity to make a positive contribution to that society and to their own community.
2. Quality services - RVA believes that the provision of quality services which meet the needs of service users is paramount and that one of the greatest assets of local voluntary and community organisations is their ability to respond sensitively to user needs.
3. Partnership - RVA believes in sharing knowledge and resources to provide better services and we promote collaborative work between organisations and sectors.
4. Confidentiality - RVA recognises individual privacy and approaches all work with a respect for confidentiality.

We have 4 key aims:

Aim 1 - The third sector is influential as a force for positive change in Reading.
Aim 2 - Empowered residents have opportunities to participate in activity to make a difference to the lives of others and to enrich their own.
Aim 3 - Strong, flexible and collaborative third sector organisations have the skills, knowledge and resources to achieve their aims.
Aim 4 - RVA is an independent, effective, inclusive and sustainable organisation.

This year was again dominated by the pandemic and follow on impact for individuals, volunteers and the voluntary sector. The RVA Aims remained central to our response to the pandemic and shaped how we worked in partnership to support Reading residents.

Reading Voluntary Action

Trustees' Report

Objectives, strategies and activities

An overview of some of the work we have done this year to meet these aims.

Volunteering service

The RVA Team Reading volunteers have continued to play a key role in response to the pandemic. As local voluntary sector organisations reconfigure their services the RVA volunteering service was able to support by linking organisations to additional volunteers and by streamlining the process for individuals to express an interest, avoiding the potential for groups becoming overwhelmed by individual offers of help. The volunteers have continued to provide support for the roll out of the vaccine programme in partnership with the Primary Care Networks.

Throughout the pandemic we have remained conscious of the positive impact that volunteering has on those benefiting from the support and on those undertaking volunteering. For some, volunteering has provided a positive counterpoint to the feelings of uncertainty, anxiety and loss of control the pandemic has created.

In January 2022 we moved to our new Reading Volunteer Connect platform. The new platform has introduced a range of new features for both organisations seeking volunteers and individuals looking for an opportunity to get involved.

Organisations are now able to create their own accounts on the Connect platform which allows them to directly add and edit opportunities on to the site and to access an archive of previously posted opportunities. In addition, the platform streamlines the initial process of managing contact from potential volunteers by providing the ability for individuals to express an interest via the site with organisations notified when interest is shown in their role and all volunteer interest collated within their accounts. Moreover, the platform is also able to make matching suggestions based on a range of data point, allowing organisations to proactively contact individuals who may be suitable for their roles.

The experience for individuals seeking opportunities has been enhanced in a number of ways. The platform allows individuals to create social media style profiles answering a series of questions about themselves and what they might be interested in volunteering to do. As mentioned above, the process of making initial contact is streamlined by allowing volunteers to express an interest within the platform itself.

The new system will allow RVA to collect richer and more diverse data about both the demand for and supply of volunteers locally. We will be able to undertake detailed and real time analysis across different types of opportunity to better inform our promotional campaigns and other support for organisations.

The Social Prescribing service

The social prescribing service has grown significantly during this year. RVA now employs Social Prescribing Link Workers [SPLW] for 5 of the 6 Primary Care Networks. The SPLW team of 10 received more than 500 referrals from GPs, Adult Social Care, Talking Therapies and others. There have been challenges establishing the service during the pandemic but the SPLWs have provided much needed support and contact for vulnerable people when other services were closed or restricted.

The SPLWs work alongside people and encourage them to make positive changes in their lives and connect with social and wellbeing activities. As services and activities return to normal the project provides an opportunity to significantly improve partnership work across sectors for the benefit of people at risk of poor health outcomes.

The success of the SPLW service is entirely dependent on the existence of a thriving and diverse voluntary sector offer and RVA takes every opportunity to evidence this as well as highlighting gaps in provision or capacity.

Health inequalities, vaccine pop ups and voluntary sector helpline

During 2020 RVA recruited an Inclusion Development Worker [IDW] to work both internally with RVA and externally with the wider voluntary sector for the positive development of inclusive organisations and services.

Over the following 12 months it became clear that particular communities were more significantly impacted by COVID than others. In response RVA redirected the focus of the project onto access to the COVID 19 vaccine through diverse communications, working in partnership with the communities impacted, providing a helpline and community buddy volunteers.

This developed into partnership work with the CCG and the Health on the Move Van providing vaccine pop ups in the community and health checks.

RVA funded this work from our own resources until March 2022 when RVA was commissioned by RBC to expand and continue.

Partnership projects to overcoming isolation

The Ready Friends project supports local people, communities, and voluntary sector groups to reduce loneliness and social isolation in Reading. Never before has the need for support to prevent and mitigate the worst impacts of loneliness and social isolation been more urgent. The mandatory requirement to socially isolate during lockdown and beyond presented many people who had never experienced it before with what turned into months of loneliness and isolation, and for those who had, their lives became even harder as their usual places for social contact (like lunch clubs, community centres, libraries, cafés and friends' front rooms) were closed to them, overnight.

Ready Friends Befriending Forum

Reading's only specialist quarterly forum on loneliness and social isolation for local VCOs to network, share ideas, learn and problem-solve continued to offer an effective way for VCOs to both meet for the first time and strengthen their relationships. The Befriending Forum has developed a broad appeal across the sector from the larger and well-established voluntary organisations to the newly emerging ones – and the potential for cross-fertilisation is maximised by the diverse format of the programmes. The Zoom-based events have increased the number of participants, including speakers from outside Reading who would not have been able to attend a venue-based event.

2022 Street Party Workshops

The Ready Friends Coordinator worked with the Reading Neighbourhood Network coordinator to deliver 3 workshops, ahead of the Jubilee weekend. The workshops were updated to promote community inclusion in the planning and delivery of street parties.

Ready Friends Toolkit: www.rva.org.uk/ready-friends/

An online resource for individuals looking for support, local people wanting to set up new groups and well-established groups looking to develop their practice or new services.

CPAR project

The Community Participatory Action Research (CPAR) is a partnership project focusing on health inequalities in Reading. It has been investigating the impact of Covid-19 on Black, Asian and Minority Ethnic communities. A partnership of the University of Reading, Reading Borough Council, Reading Community Learning Centre, Alliance for Cohesion and Racial Equality and IRDC.

Get Online

Get Online, an initiative that provides informal support in community settings to enable people to access the internet. The impact of digital exclusion was highlighted during the pandemic lockdowns at a time when it was incredibly difficult to support those impacted. As community settings have reopened take up of the service has increased.

The scheme also provides a support line, which offers recorded information on forthcoming drop-in sessions and the option to leave a message to request a call back for remote support by phone, video call and email for clients that are unable to attend in person.

The scheme now has a team of 24 volunteers, including 15 new volunteers recruited since September 2021, bringing the team back to original capacity before the pandemic.

The funded scheme to provide equipment and support for households in financial need has continued, with a small amount of funding left for older people only. To date over 70 households in financial hardship have benefited. The scheme is tailored to the individual household's requirements, and a wide range of clients have benefited from the scheme, from younger jobseekers, families and asylum seekers to older people in sheltered accommodation. Benefits derived have included access to online learning and job search websites.

Thriving Communities - Wild Being project

RVA led a partnership of 14 wellbeing partners providing activities for isolated people impacted by Covid. The project received funding from the Arts Council for a programme of activities to include:

Physical activities led by Sport in Mind

Arts and culture led by Museum of English Rural Life

Gardening and nature led by Green Wellbeing Network

The partners worked together with the social prescribing team to connect people impacted by Covid to wellbeing activities.

Local mental health support during lockdown and Covid-19 – including a presentation by BHFT's Talking Therapies

Language and online barriers to getting the right information about activities to reduce loneliness - and safety during Covid-19

The Psychology of Loneliness, presented by DR Kalpa Kharicha

The Right Service at the Right Time – improving timely access to community groups

Advice on legal and governance matters

RVA's Advice Service provides free and confidential legal and technical advice to those running charities and voluntary organisations in Reading. This year, the advice to charity managers and trustees has largely involved legal and governance queries to assist organisations to respond to and recover from the impact of the pandemic. Common areas of advice sought:

- Emergency planning / adapting services
- Mid-longer term planning
- Staffing and volunteer issues
- Reassessing financial strategy and assistance with funding
- Buildings and leases

- Contracts and services
- Employment issues, including furlough and restructures

The Advice Service continues to offer advice via telephone, email and Zoom, Monday to Friday, either one-to-one to Charity managers or trustees, or by way of Board or Committee facilitation.

Training

RVA offers a range of training for local charities and community groups. During the pandemic year we migrated to offering Zoom training and adapted our training programme to meet demand. We have also updated our training page to include free and heavily subsidised local and national providers on a range of topics. Examples of training we delivered:

- Data Protection
- Volunteer Management
- Designated Safeguarding Officer
- Treasurer Training
- Mental health First Aid

Funding advice and support

Our funding page allows local charities to keep up to date with the most relevant opportunities. This can be followed up with one-to-one support through the Advice Service.

RVA News

Our website and our weekly newsletter, RVA News, are our main communication channels, informing the local VCS know about news, events, jobs, funding and training opportunities.

We also set up Coronavirus Community Action pages on our website, directing individuals and groups to support and advice from local and national sources, including translated materials about coronavirus testing and guides to coping with lockdowns and managing feelings about lockdowns easing. Since the beginning of the vaccination programme, we have communicated information about the vaccine rollout locally, including practical support available to access vaccines and good news stories about the volunteers supporting the vaccine hubs.

Reading Community Lottery

Reading Community Lottery is a weekly lottery operated by Gatherwell supporting good causes in the Reading area. Lotteries are a fun and effective way for causes to raise much-needed funds in these difficult times. By getting more people on board, they don't just raise funds, they also raise awareness. Reading Community Lottery was launched in January 2020, and now supports over 55 good causes.

The Parent Employment Wellbeing Project (PEW)

The Parent Employment Wellbeing project, funded by the European Social Fund and the Education and Skills Funding Agency, first ran from July 2020 to July 2021. Further funding has now been secured, enabling the project to support a second cohort of parents from October 2021 to September 2022.

The project focuses on wellbeing needs first and then traditional forms of employment support. It followed the Stronger Together project, funded by the European Social Fund and The National Lottery Community Fund, which ended in June 2020. During the Stronger Together project it was clear that challenges to parents' wellbeing and achievement needed to be identified and addressed before courses, training, volunteering, vacancies and career paths could even be discussed let alone explored.

The aim of the Parent Employment Wellbeing project is to engage and support parents who are not in employment towards and into training, courses, voluntary work and paid employment. Anna Chapman, the School and Parent Employment Officer, works with parents on a one-to-one basis, in a trauma-informed and holistic way, exploring their needs, ability and aspirations and identifying the challenges and barriers to their wellbeing and achievements. Anna provides tailored, up-to-date information, advice and guidance including referrals and signposting to organisations and websites offering other support, and agrees objectives with parents to improve their confidence, independence, social inclusion and employability. Anna liaises with partners across sectors, acting as the link between parents, schools and organisations.

Public benefit

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.

Financial review

Policy on reserves

The trustees have recognised that the organisation may incur potential liabilities for maternity pay, redundancy pay and other statutory amountsand have therefore resolved a) to try to retain its existing existing investment to go towards settling these if necessary and b) to try to build up further reserves to meet their full obligation and other unforeseen needs. A desiganated Pension Liability Reserve has also been put in place to manage reserves, targeted at covering the pension deficit. The investment policy of the Trustee Board is to maintain the bulk of reserves in cash in order to provide safe and liquid reserves.

Funds in deficit

The financial statements show an overall operating deficit for the year of £49,778 and the total funds position is now in deficit by £520,105 (2021: £653,327) which includes the deficit on the pension scheme. The pension scheme deficit has decreased for the year 2021/22, and the majority of the year's decrease has been due to material changes in parameters and assumptions. These changes are predominantly due to fluctuations in life expectancy, demographics and world financials.

To give assurances to RVA for the future, a change was made in 2021 in respect of the status of the fund itself. Consequently there will no longer be a significant impact on the fund and organisation due to the possible lack of working members within RVA. To cover any possible deficits on the fund, the Local Government Pension Scheme administrators have formally agreed to continue accepting monies solely from RVA itself beyond the period when there may be no RVA employed members. This removes the worry of the causative demise of RVA.

Going concern

The charity had overall net liabilities at 31 March 2022 of £520,105 (2021: £653,327), principally due to the pension liability recognised under International Accounting Standard 19 (IAS19) 'Employee Benefits'.

The pension liability represents the best estimate of the current value of pension benefits that will have to be funded by RVA. The liability relates to benefits earned by existing or previous employees up to 31 March 2022. These benefits are expressed in current value terms rather than the cash amount that will actually be paid out.

RVA is able to meet the agreed pension contributions as they fall due. The trustees have accordingly considered it appropriate to adopt a going concern basis for the preparation of these financial statements.

Reading Voluntary Action

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Ms K J Morton (Chair)
	Mr S Leitch (Treasurer)
	Mr P M Brierley
	Mrs K Forster
	Ms S J Illger
	Ms J C Roberts
	Ms S E Stevens
	Ms G B Thomas
Chief Executive Officer:	Mrs R L Spencer

Structure, governance and management

Nature of governing document

The organisation was registered as a charity on 12th April 1985, incorporated as a charitable company limited by guarantee on 24th October 1994, and amended by special resolutions in October 2008 and October 2011. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

Recruitment and appointment of trustees

Trustees are appointed based on nomination from member organisations or co-option by the Board. The members of the Trustee Board are listed above. All members of the Board are directors of the company and trustees of the charity. Reading Voluntary Action indemnifies members against liability in relation to the company. In accordance with the Memorandum of Association each present director has undertaken to contribute to it a sum not exceeding £10 in the event of it being wound up while they are members and within one year if they cease to be members. One third of Board members retire each year but can offer themselves for re-election at the Annual General Meeting.

Induction and training of trustees

New Board members are inducted by the Chair and Chief Executive and are given opportunities to meet members of the management and staff teams. New trustees are given guidance on the obligations of Board members and the current financial position contained in the latest published accounts.

All Board members are able to attend RVA training at no cost.

Organisational structure

The Trustee Board is supported by the Chief Executive and the Company Secretary (currently the CEO). The Trustee Board establishes sub-groups as required to effectively manage areas of work. These sub-groups are led by members of the Board with executive support from the management and staff teams.

Major risks and management of those risks

Risk management

The Trustee Board has conducted a review of the major risks to which the Charity is exposed. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. This has led to the development of a strategic plan which will enable the charity to secure the resources necessary to deliver its strategic aims. Internal control risks are minimised by the implementation of procedures for authorisation of expenditure and new projects. Procedures are in place to ensure compliance with health and safety for staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. The Board will continue to carry out periodic reviews of risks and mitigation measures.

Along with many other charities RVA has experienced significant changes in funding arrangements in recent years. This includes a reduction in overall income, a change from grant funding to contracts. The RVA trustees continue to review use of the available reserves to achieve best possible outcomes for the beneficiaries and to generate future income.

Statement of trustees' responsibilities

The trustees (who are also the directors of Reading Voluntary Action 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.

Reading Voluntary Action

Trustees' Report

SIGNED SECURELY
23/09/2022
23/09/2022 at 11:40:01 AM UTC

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

SIGNED SECURELY
23/09/2022 at 11:40:01 AM UTC

.....
Mr S Leitch (Treasurer)
Trustee

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action ('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 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

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 ACCA, 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 Reading Voluntary Action 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.

.....
Antony Weller
ACCA

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

23 September 2022

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	124	-	124
Charitable activities	4	17,298	594,692	611,990
Total income		17,422	594,692	612,114
Expenditure on:				
Charitable activities	5	(71,204)	(592,797)	(664,001)
Total expenditure		(71,204)	(592,797)	(664,001)
Gains/losses on investment assets		2,109	-	2,109
Net (expenditure)/income		(51,673)	1,895	(49,778)
Transfers between funds		(25,378)	25,378	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		183,000	-	183,000
Net movement in funds		105,949	27,273	133,222
Reconciliation of funds				
Total funds brought forward		(739,577)	86,250	(653,327)
Total funds carried forward	16	(633,628)	113,523	(520,105)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	1,284	-	1,284
Charitable activities	4	34,506	457,672	492,178
Total income		35,790	457,672	493,462
Expenditure on:				
Charitable activities	5	(40,014)	(474,723)	(514,737)
Total expenditure		(40,014)	(474,723)	(514,737)
Gains/losses on investment assets		4,173	-	4,173
Net expenditure		(51)	(17,051)	(17,102)
Transfers between funds		(6,133)	6,133	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		(237,000)	-	(237,000)
Net movement in funds		(243,184)	(10,918)	(254,102)

The notes on pages 15 to 28 form an integral part of these financial statements.

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2021 £
Reconciliation of funds				
Total funds brought forward		(496,393)	97,168	(399,225)
Total funds carried forward	16	(739,577)	86,250	(653,327)

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

The funds breakdown for 2021 is shown in note 16.

Reading Voluntary Action

(Registration number: 02982252)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Investments	11	26,442	24,332
Current assets			
Debtors	12	43,404	30,343
Cash at bank and in hand	13	326,212	311,961
		369,616	342,304
Creditors: Amounts falling due within one year	14	(90,163)	(46,963)
Net current assets		279,453	295,341
Net assets excluding pension liability		305,895	319,673
Pension scheme liability	15	(826,000)	(973,000)
Net liabilities including pension liability		(520,105)	(653,327)
Funds of the charity:			
Restricted income funds			
Restricted funds		113,523	86,250
Unrestricted income funds			
Unrestricted funds		(633,628)	(739,577)
Total funds	16	(520,105)	(653,327)

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.

SIGNED SECURELY
23/09/2022
23/09/2022 at 11:40:01 AM UTC

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

SIGNED SECURELY
23/09/2022 at 11:40:01 AM UTC

.....
Mr S Leitch (Treasurer)
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England, 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:
Third Floor
Reading Library
Abbey Square
Reading
Berkshire
RG1 3BQ

These financial statements were authorised for issue by the trustees on 23 September 2022.

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
Reading Voluntary Action 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.

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.

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.

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.

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.

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
Office equipment	Straight line method over estimated life

Fixed asset investments
Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

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 charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Donations from individuals	124	124
Total for 2022	124	124
Total for 2021	1,284	1,284

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
Contract income	-	319,725	319,725
Training event income	442	-	442
Project fees	7,906	13,482	21,388
Other income	772	445	1,217
Income from listed investments	726	-	726
Interest on cash deposits	33	-	33
Grants receivable	5,750	247,631	253,381
Management fees	1,669	13,409	15,078
Total for 2022	17,298	594,692	611,990
Total for 2021	34,506	457,672	492,178

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total funds £
Charity running costs		21,000	(7,551)	133,391	146,840
Depreciation, amortisation and other similar costs		-	2,007	549	2,556
Staff costs		15,000	36,668	458,857	510,525
Governance costs	6	-	4,080	-	4,080
Total for 2022		36,000	35,204	592,797	664,001
Total for 2021		20,000	20,014	474,723	514,737

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	4,080	4,080
Total for 2022	4,080	4,080
Total for 2021	4,140	4,140

7 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 from the charity during the year.

8 Staff costs

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
Total	22	19

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

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2021	24,720	24,720
Additions	2,555	2,555
At 31 March 2022	27,275	27,275
Depreciation		
At 1 April 2021	24,720	24,720
Charge for the year	2,555	2,555
At 31 March 2022	27,275	27,275
Net book value		
At 31 March 2022	-	-
At 31 March 2021	-	-

11 Fixed asset investments

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2021	24,332	24,332
Revaluation	2,110	2,110
At 31 March 2022	26,442	26,442
Net book value		
At 31 March 2022	26,442	26,442
At 31 March 2021	24,332	24,332

The market value of the listed investments at 31 March 2022 was £26,442 (2021 - £24,332).

This investment relates to 1,360 units held in the Charities Official Investment Fund (COIF). It is primarily held to provide an investment return to the charity.

12 Debtors

	2022 £	2021 £
Trade debtors	32,287	8,394
Prepayments	3,311	-
Accrued income	7,806	21,943
Other debtors	-	6
	43,404	30,343

13 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	148	166
Cash at bank	326,064	311,795
	326,212	311,961

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	17,000	3,689
Other taxation and social security	194	-
Other creditors	40,969	25,274
Accruals	32,000	18,000
	90,163	46,963

15 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 £42,701 (2021 - £23,929).

Defined benefit pension scheme
Royal County of Berkshire Pension Fund

The Local Government Pension Scheme (LGPS) is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings. Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS website. There are currently uncertainties in relation to LGPS benefits due to the McCloud and Sargeant judgement and the 2016 cost cap process. The Government has published its consultation on a remedy for the McCloud and Sargeant judgement and at the same time announced the unpausing of the 2016 cost cap process which will take into account the remedy for the McCloud and Sargeant judgement. These are yet to be finalised and therefore it remains uncertain what changes may be made to LGPS benefits as a result.

The administering authority for the Fund is the Royal Borough of Windsor and Maidenhead. The Pension Fund Committee oversees the management of the Fund whilst the day to day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund's professional advisers.

As administering authority to the Fund, the Royal Borough of Windsor and Maidenhead, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These should be amended when appropriate based on the Fund's performance and funding.

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The next actuarial valuation of the Fund will be carried out as at 31 March 2022 and will set contributions for the period from 1 April 2023 to 31 March 2026. There are no minimum funding requirements in the LGPS but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The date of the most recent comprehensive actuarial valuation was 31 March 2019. In completing the calculations for pension accounting purposes the following items of data from the Royal Borough of Windsor and Maidenhead have been used:

- The results of the valuation as at 31 March 2019 which was carried out for funding purposes and the results of the 31 March 2020 IAS19 report which was prepared for accounting purposes;
- Estimated whole Fund income and expenditure items for the period to 31 March 2021;
- Estimated Fund returns based on Fund asset statements provided (or estimated where necessary) as at 31 March 2019, 31 March 2020 and 28 February 2021, Fund income and expenditure as noted above and estimated market returns thereafter for the period to 31 March 2021;
- Estimated Fund income and expenditure in respect of the Employer for the period to 31 March 2021;
- Details of any new early retirements for the period to 31 March 2021 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost; and
- Details of any settlements for the period to 31 March 2021.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2022 £	2021 £
Fair value of scheme assets	1,244,000	1,129,000
Present value of defined benefit obligation	(2,070,000)	(2,114,000)
Defined benefit pension scheme deficit	(826,000)	(985,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2022 £
Present value at start of year	2,114,000
Current service cost	19,000
Past service cost	7,000
Interest cost	42,000
Change in financial assumptions	(69,000)
Benefits paid	(51,000)
Contributions by scheme participants	3,000
Experience gain on defined benefit obligation	5,000
Present value at end of year	2,070,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2022 £
Fair value at start of year	1,129,000
Interest on assets	22,000
Return on plan assets, excluding amounts included in interest income/(expense)	131,000
Employer contributions	11,000
Contributions by scheme participants	3,000
Benefits paid	(51,000)
Administration expenses	(1,000)
Fair value at end of year	1,244,000

Analysis of assets

The major categories of scheme assets are as follows:

	2022 £	2021 £
Cash and cash equivalents	26,000	51,000
Equity instruments	772,000	678,000
Other bonds	201,000	184,000
Property	149,000	140,000
Target return portfolio	4,000	46,000
Infrastructure	152,000	92,000
Longevity insurance	(60,000)	(62,000)
	1,244,000	1,129,000

The pension scheme has not invested in any of the charity's own financial instruments or in properties or other assets used by the charity.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2022 %	2021 %
Discount rate	2.60	2.00
Future salary increases	4.30	3.85
Future pension increases	3.30	2.85

Post retirement mortality assumptions

	2022 Years	2021 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00

16 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General						
General Fund	69,091	70,277	(88,059)	(25,378)	-	25,931
Designated						
COIF Investment	24,332	-	-	-	2,109	26,441
Pension Reserve	(973,000)	-	(36,000)	-	183,000	(826,000)
Pension Liability Reserve	80,000	-	-	-	-	80,000
Contingency Reserve	60,000	-	-	-	-	60,000
	(808,668)	-	(36,000)	-	185,109	(659,559)
Total unrestricted funds	(739,577)	70,277	(124,059)	(25,378)	185,109	(633,628)
Restricted funds						
Restricted Funds (see below)	86,250	594,692	(592,797)	25,378	-	113,523
Total funds	(653,327)	664,969	(716,856)	-	185,109	(520,105)

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

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
Restricted funds					
Advice Service (Earley Charity)	9,903	40,700	(42,180)	-	8,423
Berkshire West CCG Partnership	70	12,000	(12,070)	-	-
Social Prescribing (Berkshire West CCG)	5,492	36,858	(49,910)	7,560	-
Ready Friends (Earley Charity)	6,955	10,000	(13,376)	-	3,579
Supporting Participation and Engagement (RBC)	27,814	48,500	(62,205)	-	14,109
Organisational Development (RBC)	9,465	73,000	(94,618)	12,153	-
Brighter Futures for Children (School Project)	14,638	7,820	(26,058)	3,600	-
Parent Employment Wellbeing	-	19,792	(17,168)	-	2,624
PCN Link Workers	1,505	158,368	(158,976)	-	897
Vaccine Support	-	34,422	(17,512)	-	16,910
Census Support	408	-	(11)	-	397
Wild Being	10,000	45,000	(38,654)	-	16,346
CPAR	-	19,026	(14,286)	-	4,740
Town Centre Project	-	15,400	(17,465)	2,065	-
Faith Forum	-	12,174	(3,200)	-	8,974
Aspire 2	-	13,409	(13,409)	-	-
Ageing Well	-	20,435	(8,331)	-	12,104
Client Grants	-	2,788	(2,223)	-	565
PHM Project	-	25,000	(1,145)	-	23,855
Total restricted funds	86,250	594,692	(592,797)	25,378	113,523

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds						
General	59,448	105,305	(89,529)	(6,133)	-	69,091
Designated	(555,841)	-	(20,000)	-	(232,827)	(808,668)
Total unrestricted funds	(496,393)	105,305	(109,529)	(6,133)	(232,827)	(739,577)
Restricted funds	97,168	457,672	(474,723)	6,133	-	86,250
Total funds	(399,225)	562,977	(584,252)	-	(232,827)	(653,327)

17 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2022
	General £	Designated £	£	£
Fixed asset investments	-	26,442	-	26,442
Current assets	78,443	139,999	151,174	369,616
Current liabilities	(52,512)	-	(37,651)	(90,163)
Pension scheme liability	-	(826,000)	-	(826,000)
Total net assets	25,931	(659,559)	113,523	(520,105)

	Unrestricted funds		Restricted funds	Total funds at 31 March 2021
	General £	Designated £	£	£
Fixed asset investments	-	24,332	-	24,332
Current assets	97,164	140,000	105,140	342,304
Current liabilities	(28,073)	-	(18,890)	(46,963)
Pension scheme liability	-	(973,000)	-	(973,000)
Total net assets	69,091	(808,668)	86,250	(653,327)

READING VOLUNTARY ACTION

England & Wales - Charity number 1045782

Accounts

Company registration number: 02982252

Charity registration number: 1045782

Reading Voluntary Action

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

Reading Voluntary Action

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Reading Voluntary Action

Reference and Administrative Details

Chief Executive Officer	Rachel Lesley Elizabeth Spencer
Trustees	Ms Karen Jane Morton (Chair) Mr Stephen Leitch (Treasurer) Mr Peter Matthew Brierley Mrs Kate Forster Mrs Lillian Georgina King Ms Simone Jill Illger Ms Julie Caroline Roberts Ms Sarah Elizabeth Stevens Ms Gillian Berenice Thomas
Principal Office	Third Floor Reading Library Abbey Square Reading Berkshire RG1 3BQ The charity is incorporated in England.
Company Registration Number	02982252
Charity Registration Number	1045782
Independent Examiner	David Jones & Co 2018 Limited The Centre Reading Road Eversley Centre Hampshire RG27 0NB

Reading Voluntary Action

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 2021.

Objectives and activities

Objects and aims

Reading Voluntary Action exists to promote and support a diverse voluntary and community sector to flourish locally, enhancing the quality of life for people living in Reading.

Statement of Values

The way we work:

1. Empowerment - RVA recognises that empowering people leads to sustainable change for communities and individuals, and we seek to work in ways that increase the capability of local organisations.
2. Inclusiveness - RVA embraces the diversity of the local community. We believe that all people have the right to be heard in decision-making forums and to have equal access to the public services they need. We support organisations that promote these rights.
3. Accountability - RVA supports organisations to manage their affairs in an open and transparent way, and we seek to manage our own activities and decision-making in ways that enable external scrutiny and accountability.
4. Independence - RVA is an independent organisation and we support organisations in their right to independence of thought and action in pursuit of their aims.

Our Beliefs:

1. Voluntary Action - RVA believes that voluntary action makes a vital contribution to the health and democracy of our society by offering every individual the opportunity to make a positive contribution to that society and to their own community.
2. Quality services - RVA believes that the provision of quality services which meet the needs of service users is paramount and that one of the greatest assets of local voluntary and community organisations is their ability to respond sensitively to user needs.
3. Partnership - RVA believes in sharing knowledge and resources to provide better services and we promote collaborative work between organisations and sectors.
4. Confidentiality - RVA recognises individual privacy and approaches all work with a respect for confidentiality.

We have 4 key aims:

Aim 1 - The third sector is influential as a force for positive change in Reading.
Aim 2 - Empowered residents have opportunities to participate in activity to make a difference to the lives of others and to enrich their own.
Aim 3 - Strong, flexible and collaborative third sector organisations have the skills, knowledge and resources to achieve their aims.
Aim 4 - RVA is an independent, effective, inclusive and sustainable organisation.

Reading Voluntary Action

Trustees' Report

Objectives, strategies and activities

This year was dominated by Covid 19 but the RVA Aims remained central to our response to the pandemic and shaped how we worked in partnership to support Reading residents.

An overview of some of the work we have done this year to meet these aims.

Volunteering service

In March 2020 when the first signs of the enormity of the impact that the Covid-19 pandemic would have in the UK, one of the few things that seemed certain was that volunteers and volunteering would be at the forefront of the response. Reading Voluntary Action's Team Reading saw over 2000 individuals' sign-up within two weeks of launching.

Local voluntary sector organisations were quick to reconfigure their services to ensure that those they support could access services in new ways or to extend that support to a wider audience. The RVA volunteering service was able to support this by linking organisations to additional volunteers and by streamlining the process for individuals to express an interest, avoiding the potential for groups becoming overwhelmed by individual offers of help. From January to June 2021, RVA coordinated volunteer support at the Reading Central and Whitley Vaccination Hub.

Throughout the pandemic we have remained conscious of the positive impact that volunteering can have on not just those benefiting from the support and services volunteers provide but on those undertaking volunteering themselves. For some, volunteering has provided a positive counterpoint to the feelings of uncertainty, anxiety and loss of control the pandemic has created.

Vaccine rollout

With the rollout of the Covid-19 vaccination programme in late 2020 the work of the volunteering service took on a new direction. In January 2021 RVA began overseeing the coordination of volunteer support at Central and Whitley Vaccination Hub at Garden Hall Watlington House. Volunteers were involved in a wide and evolving range of roles supporting the hub, by the end of June 2021 over **150** volunteers had provided approximately **4608** volunteer hours having helped support around **17,000** members of the local community access their first Covid-19 vaccination.

One of the positive highlights to have come out of the response to the crisis has been the way it has inspired individuals and groups to work across communities towards common goals. One such example of this has been the partnership between RVA and the Greater Reading Nepalese Community Association (GRNCA) working together to support those attending the Garden Hall vaccination hub.

Alongside supporting other organisations, RVA also launched its own shopping service supported by volunteers. Designed to support those not eligible for help via other national or local programmes, the service worked in collaboration with the One Reading Community Hub to reach those unable to access food and other essential items. During the 5 months of the project RVA coordinated a team of over 50 dedicated volunteers to complete 453 shops for 81 households across our town.

Community food hubs

RVA strives to strengthen community links across Reading, with leaders who know the concerns of the day and envision plans to address inequalities. Lockdown shed light on work being done to address food waste. It presented a unique opportunity for communities to work with the local authority, Readifood, and each other to make sure no food went to waste and that food got to those who needed it most.

Community food hubs are scattered across Reading, in community centres (Weller Centre), church halls (FoodShare), social clubs (Whitley Community Development Association) and cafes (New Beginnings). These sites had (or quickly secured) infrastructure such as refrigeration and freezer storage, shelving, and a team to collect donations and deliver food parcels in/ around their neighbourhoods. Some hubs partnered with restaurants or others in food service to supply cooked meals as well. Commercial entities, businesses and schools that had to close suddenly were able to link with these hubs, and that unused food went into food parcels. Food4Families coordinated fresh produce grown locally, harvested and put into food parcels or used as ingredients in cooked meals working with partners, such as Sadaka.

Ready Friends

The Ready Friends project supports local people, communities, and voluntary sector groups to reduce loneliness and social isolation in Reading. Never before has the need for support to prevent and mitigate the worst impacts of loneliness and social isolation been more urgent. The mandatory requirement to socially isolate during lockdown and beyond presented many people who had never experienced it before with what turned into months of loneliness and isolation, and for those who had, their lives became even harder as their usual places for social contact (like lunch clubs, community centres, libraries, cafés and friends' front rooms) were closed to them, overnight.

This year, the Ready Friends coordinator managed two new grants programmes: the Reading Community Grants scheme funded by Berkshire Community Foundation and the Winter Mental Health for Black, Asian, Minority Ethnic and Refugee communities grants scheme funded by Berkshire West CCG. The two schemes funded 14 new projects designed to meet the urgent need of individuals and families facing the greatest impact of Covid-19. This has connected us with VCOs that we have not worked with much (or at all) before and has enabled us to learn more about what works well in reducing loneliness in a diverse range of cultures and communities. The Ready Friends Coordinator has been sharing this learning within local operational and strategic forums and more widely through Ready Friends News.

Befriending forums

Befriending forums bring together local people who want to take action on loneliness and social isolation. In 2020 they took place quarterly, via Zoom. The forums are popular with 100+ participants from 25 VCOs (with a combined volunteer force of over 1,000 befrienders and other 1-2-1 support volunteers) attending forums since June 2020. Topics have included:

Local mental health support during lockdown and Covid-19 – including a presentation by BHFT's Talking Therapies

Language and online barriers to getting the right information about activities to reduce loneliness - and safety during Covid-19

The Psychology of Loneliness, presented by DR Kalpa Kharicha

The Right Service at the Right Time – improving timely access to community groups

Ready Friends resources

Ready Friends resources are for local people looking for activities for themselves and others, and for people who work directly with individual service users – in social prescribing and family support.

- During the first lockdown, the Ready Friends Coordinator created three new sections for the Ready Friends Toolkit, reflecting the need for people to **connect and participate with online activities**: Live online meet ups and social activities, Telephone and video befriending, Storytelling, podcasts and audiobooks.

- The Ready Friends Coordinator added new training opportunities to the RVA Social Action and Volunteering Training Hub, which provides access to training opportunities for local people wanting to **volunteer to 'make a difference'** – many for the first time. Not only will it skill people up to support their neighbours, families and friends facing loneliness, it will also help them to develop knowledge and essential skills (such as active listening, wellbeing, mental health awareness and introduction to volunteering) that they can take that with them when they apply to local VCOs for befriending volunteering opportunities – thus reducing the need for those VCOs to train them.
- The Ready Friends Coordinator created a video as a contribution to Reading Borough Council's **Winter Wellness campaign 2020–21**, promoting actions we can all take to reduce loneliness and isolation in our daily lives and well as raising awareness of relevant volunteering opportunities such as befriending, and highlighted the local VCOs that are currently recruiting.

Advice Service

The pandemic has underscored the vital importance of infrastructure support for charities and community groups, especially access to timely, high-quality advice, information and training. When the first coronavirus lockdown happened, RVA's Advice Service, led by Herjeet Randhawa, was inundated with requests for one-to-one support on crucial issues. In December 2020 the Advice Service received national recognition for the support given to the sector during the pandemic, with Herjeet receiving NAVCA's Rising Star Leadership Award.

Advice on legal and governance matters

RVA's Advice Service provides free and confidential legal and technical advice to those running charities and voluntary organisations in Reading. This year, the advice to charity managers and trustees has largely involved legal and governance queries to assist organisations to respond to and recover from the impact of the pandemic. Common areas of advice sought:

- Emergency planning / adapting services
- Mid-longer term planning
- Staffing and volunteer issues
- Reassessing financial strategy and assistance with funding
- Effective Board meetings and AGMs
- Buildings and leases
- Contracts and services
- Employment issues, including furlough and restructures
- Government guidance, risk assessments and Covid-secure workplaces

Number of charities supported: **116**

Number of separate advice sessions: **477**

The Advice Service continues to offer advice via telephone, email and Zoom, Monday to Friday, either one-to-one to Charity managers or trustees, or by way of Board or Committee facilitation.

Training

RVA offers a range of training for local charities and community groups. During the pandemic year we migrated to offering Zoom training and adapted our training programme to meet demand. We have also updated our training page to include free and heavily subsidised local and national providers on a range of topics. Examples of training we delivered:

- Governance and planning
- Adapting your services
- Re-opening and risk assessments
- Trustee Training
- Volunteer Management
- Designated Safeguarding Officer
- Treasurer Training
- Unconscious Bias

Funding advice and support

Our revamped funding page (https://rva.org.uk/funding/) allows local charities to keep up to date with the most relevant opportunities. This can be followed up with one-to-one support through the Advice Service.

Safe and Sound Good Governance Accreditation

Safe and Sound is Reading's very own accreditation recognising good governance in charities and is available as a free resource to all charities offering services in our town. This accreditation is recognised locally and nationally by funders and partners. RVA has now relaunched Safe and Sound following a pause during the first half of the pandemic year when we were responding to the more immediate requests for legal and governance advice.

During this pause in Safe and Sound we also channelled our developmental governance advice to support smaller groups, embedded in local diverse communities to ensure equality of support during the pandemic as such groups are supporting individuals who are unlikely or unable to access more mainstream services. An example of this is the governance support given to groups funded through the Reading Community Fund and in partnership with the RVA Ready Friends project.

Equality, diversity, and inclusion advice

Since October, we have been able to expand our advice service to provide specific advice and support for organisations that are developing equality, diversity and inclusion. Our Inclusion Development Worker, Azra Raja, offers a personalised service that helps to focus on aims and priorities that are pertinent to each organisation which results in tangible actions for effective change.

We have provided this service to 9 organisations so far since January 2021, which has focused on areas such as diversity in trustee and volunteer recruitment, adapting services so they are more accessible to a wider range of people and thinking about the role both individuals and organisations as a whole can play in improving inclusion.

Existing inequalities have been further starkly highlighted during the past year, and some groups of people have been disproportionately affected. This service helps focus on supporting all members of our community and the active steps we need to take for sustainable change.

No one left behind

RVA worked with community partners to make sure everyone who wanted the vaccine could access one. We set up a VCS Vaccine Support helpline to coordinate community transport and offer buddy support. £17,000 was distributed in small grants to enable community groups to participate.

RVA also worked with partners to support the Health on the Move van providing pop up vaccine and health hubs within neighbourhoods where take up was slow.

Reading Community Grants Programme

Eight projects received a share of the £10k funding that was made possible through a new partnership with Berkshire Community Foundation (BCF). The purpose of the programme is to enable small community-based groups, mostly run entirely by volunteers, to support some of the most vulnerable people in Reading affected by Covid-19. Schemes include telephone story-telling for older people who are still shielding; socially-distanced community gardening training; supporting older people to get online and cycling and walking sessions to engage and support young people.

Winter mental health support for Black, Asian, Minority Ethnic and Refugee communities

Six voluntary and community organisations shared a £20,000 NHS England grant aimed at supporting the mental health of people from Black, Asian and Minority Ethnic and Refugee (BAMER) communities over the winter.

NHS Berkshire West CCG secured the funding and has worked closely with key partners to allocate the money through a grants scheme open to community groups and charities across Berkshire West. Reading Voluntary Action administered and hosted the grant scheme, working with Involve (Wokingham) and Volunteer Centre West Berkshire.

RVA News

Our website and our weekly newsletter, RVA News, are our main communication channels, informing the local VCS know about news, events, jobs, funding and training opportunities. At the beginning of the pandemic we sent RVA news twice weekly to stay on top of updates and changing guidance, as well as fortnightly Team Reading emails to people who had signed up as coronavirus volunteers.

We also set up Coronavirus Community Action pages on our website, directing individuals and groups to support and advice from local and national sources, including translated materials about coronavirus testing and guides to coping with lockdowns and managing feelings about lockdowns easing. Since the beginning of the vaccination programme, we have communicated information about the vaccine rollout locally, including practical support available to access vaccines and good news stories about the volunteers supporting the vaccine hubs.

VCS Emergencies Partnership

Reading Voluntary Action is the Thames Valley liaison lead for the Voluntary and Community Sector (VCS) Emergencies Partnership. The VCS Emergencies Partnership is made up of a range of organisations within the sector and co-chaired by the British Red Cross and NAVCA. It aims to improve coordination at national and local levels before, during and after emergencies, helping people prepare, respond and recover.

The Voluntary and Community Sector Emergencies Partnership aims to fill the gap when there is not enough local capacity to provide the support needed in an emergency. If local councils for voluntary service, local resilience forums and local authority hubs cannot provide the support a local organisation needs, the VCS Emergencies Partnership can step in to facilitate provision of that support.

Over the last year, the VCS Emergencies Partnership has been responding to the evolving Covid-19 crisis. Longer-term, the partnership's goal is to establish a framework of response for future local or national emergencies.

Reading Community Lottery

Reading Community Lottery is a weekly lottery operated by Gatherwell supporting good causes in the Reading area. Lotteries are a fun and effective way for causes to raise much-needed funds in these difficult times. By getting more people on board, they don't just raise funds, they also raise awareness. Reading Community Lottery was launched in January 2020, and now supports over 50 good causes.

Connecting communities across Reading

Social Prescribing

RVA's Social Prescribing service links people aged 16 and over to the activities and support offered by Reading's voluntary and community groups, empowering people to improve their health and wellbeing. Our Social Prescribing Link Workers help people to identify what matters to them and work out how to connect with the community activities that might make a difference.

In November 2020, RVA launched an expanded Social Prescribing service working with Primary Care Networks across Reading. The team now has 8 Social Prescribing Link Workers working across all of Reading's GP surgeries.

Adapting to online Social Prescribing

The Social Prescribing team were able to seamlessly transfer from face-to-face appointments to telephone and email, allowing the service to remain fully active throughout. They reached out to former clients, with some opting for regular weekly/ fortnightly wellbeing calls. Some of these continue in these uncertain times. A new approach to client interactions was established to better suit remote appointments and to provide clients with more regular contact when deemed beneficial. The team collated a wide range of online resources to support client wellbeing while 'real world' sources of support closed or adjusted services.

The Social Prescribing team played a central role in providing support to those seeking assistance through the One Reading Community Hub. The team were among those providing initial response to residents directed towards RVA for help, providing signposting to the RVA Shopping Service, online wellbeing services and statutory and voluntary sector partners. From April 2020 to June 2021 RVA accepted 313 referrals into service.

Wild Being

RVA and partners are delivering a project designed to help people of Reading to recover from Covid-19 through the power of social prescribing. The Wild Being project will increase social connectedness and help Reading communities cope with the impact of Covid-19, as part of a national initiative to embed social prescribing in communities and healthcare. It has been awarded £50k funding from the Thriving Communities Fund.

There is already a vibrant social prescribing network in Reading, which involves over 80 organisations providing holistic social, physical and cultural activities to improve wellbeing and support diverse communities. This project will enable 300 participants to benefit from an extensive programme of activities to boost their mental health, skills, and relationships.

Get Online Reading

Digital life has been vital during the pandemic: helping people connect with their loved ones, maintain work and social connections, get timely access to Covid-19 information from national and local government, set up online shopping deliveries and do online banking. We know that pre-pandemic, there was a digital divide in Reading, and that the pandemic has only exacerbated this.

The Get Online project works to reduce this divide by providing help, support and equipment to households who need it. While the face-to-face service has not been possible, the project has helped clients remotely on a range of topics including getting started with Zoom video calling and setting up devices.

There is very little up-to-date information on the exact digital exclusion situation and Get online is also working to provide evidence and intelligence around digital exclusion in Reading that can be used to target services and attract larger investment. RVA partnered with the University of Reading and the Whitley Researchers to do a survey into digital exclusion in Reading, and the results were published in January 2021. The Get Online project is also working on a crowdsourced map showing the location of free wi-fi hotspots around Reading.

Get Online assistance scheme

In 2021, Get Online secured £5k funding from the NHS for digital inclusion for people over 58 in Reading and £7k for digital inclusion for people under 58 in Reading. The scheme has therefore been able to offer equipment and support to get broadband for households that are not online because of financial constraints. The scheme is tailored to the individual household's requirements, identifying and purchasing an appropriate computer or mobile device, finding the best broadband deal and offering financial assistance if possible, and giving support to get started. So far, the scheme has benefited more than 22 of Reading's most deprived households. Beneficiaries have included BAME households, asylum seekers be housed in local hotels, low-income families with school-aged children and refugee families.

The Parent Employment Wellbeing Project (PEW)

The Parent Employment Wellbeing project, funded by the European Social Fund and the Education and Skills Funding Agency, first ran from July 2020 to July 2021. Further funding has now been secured, enabling the project to support a second cohort of parents from October 2021 to September 2022.

The project focuses on wellbeing needs first and then traditional forms of employment support. It followed the Stronger Together project, funded by the European Social Fund and The National Lottery Community Fund, which ended in June 2020. During the Stronger Together project it was clear that challenges to parents' wellbeing and achievement needed to be identified and addressed before courses, training, volunteering, vacancies and career paths could even be discussed let alone explored.

The aim of the Parent Employment Wellbeing project is to engage and support parents who are not in employment towards and into training, courses, voluntary work and paid employment. Anna Chapman, the School and Parent Employment Officer, works with parents on a one-to-one basis, in a trauma-informed and holistic way, exploring their needs, ability and aspirations and identifying the challenges and barriers to their wellbeing and achievements. Anna provides tailored, up-to-date information, advice and guidance including referrals and signposting to organisations and websites offering other support, and agrees objectives with parents to improve their confidence, independence, social inclusion and employability. Anna liaises with partners across sectors, acting as the link between parents, schools and organisations.

During 2020, face-to-face meetings became telephone and video calls. Appointments with parents also shifted in focus to theirs and their children's wellbeing (physical, mental and emotional), practical needs (food and clothing), finances (benefits), concerns regarding the current situation and looking after, entertaining and home-schooling their children during lockdowns as well as their anxieties about the uncertainties surrounding the future. Anna concentrated on listening to parents, encouraging, motivating and reassuring them, helping them to establish and maintain a daily/weekly structure and routine, meeting their practical needs such as sourcing and applying for funding and completing referrals for food parcels and clothing, and emailing links to resources regarding Covid-19, wellbeing, coping during lockdown, home-schooling, exercise, and activities for children.

PEW participants in 2020/21

23 participants in total

43% had disabilities

78% were from ethnic minorities

78% were women

PEW outcomes in 2020/21

39% gained paid employment

43% started accredited courses or unaccredited training

21% started volunteering

69% engaged in searching and applying for suitable paid work

52% received invitations to attend interviews

86% improved their confidence

Growing up in Reading – key findings

In March 2021, RVA published the key findings from research into what it is like to grow up in Reading. The research was shaped and carried out by a Youth Social Action Team supported by RVA and the University of Reading Participation Lab. It was completed before the start of the pandemic, but the pandemic has made the priorities identified by the Youth Social Action Team – especially tackling loneliness among young people and supporting the diverse communities in Reading – even more urgent. The key findings also underscore the importance of strengthening the voice and participation of young people in social action, so that they can help shape future services and planning.

702 young people aged 11–18 – from across Reading schools, colleges and youth organisations – participated in the research by either completing a questionnaire designed by the Youth Social Action Team or taking part in a focus group. The priorities identified by the Youth Social Action Team are:

- Mental health and wellbeing, especially tackling loneliness
- Being and feeling safe
- Creating a sense of community
- Widening the diversity of activities and opportunities available for young people

You can download the report from the RVA website to read more about the key findings on voice and self-expression, life satisfaction, the future, challenges and changes needed, community in Reading, and issues important to young people.

Co-producing local knowledge to achieve change

The *Growing up in Reading* report is part of an ongoing partnership with the University of Reading's Participation Lab, championing community-led research projects. The following projects report later in 2021.

Community Participatory Action Research (CPAR):

CPAR is a partnership involving Reading Borough Council (RBC), Reading Community Learning Centre (RCLC), RVA, the Alliance for Cohesion and Racial Equality (ACRE), and the University of Reading's Participation Lab. Esther Oenga supports and coordinates the local partnership in its development of the research project investigating the impact of Covid-19 on health inequalities. She supports a team of community researchers to engage with individuals and groups from minority ethnic communities in Reading.

Reading town centre strategy community engagement

Reading Borough Council have commissioned a consultancy, Urban Place Lab, to develop a strategy for Reading town centre. Urban Place Lab commissioned RVA, ACRE and the University's Participation Lab to consult with the community about what would make the centre more sustainable, inclusive and liveable, with the results informing the development of their strategy. The community partnership's particular focus in this work has been to ensure that respondents to a survey and participants in focus groups reflected the cultural diversity and community voices of Reading, especially people at risk of being excluded from the conversation about what kind of town centre we want.

Public benefit

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.

Financial review

Policy on reserves

The trustees have recognised that the organisation may incur potential liabilities for maternity pay, redundancy pay and other statutory amountsand have therefore resolved a) to try to retain its existing existing investment to go towards settling these if necessary and b) to try to build up further reserves to meet their full obligation and other unforeseen needs. A desiganated Pension Liability Reserve has also been put in place to manage reserves, targeted at covering the pension deficit. The investment policy of the Trustee Board is to maintain the bulk of reserves in cash in order to provide safe and liquid reserves.

Funds in deficit

The financial statements show an overall operating deficit for the year of £17,102 and the total funds position is now in deficit by £653,327 (2020: £399,225) which includes the deficit on the pension scheme. Whilst the pension scheme deficit has increased for the year 2020/21, the majority of the year's increase has been due to material changes in parameters and assumptions. These changes are predominantly due to fluctuations in life expectancy, demographics and world financials. In the preceding three years the deficit had decreased based upon alternate assumptions.

To give assurances to RVA for the future, a change was made early in 2021 in respect of the status of the fund itself. Consequently there will no longer be a significant impact on the fund and organisation due to the possible lack of working members within RVA. To cover any possible deficits on the fund, the Local Government Pension Scheme administrators have formally agreed to continue accepting monies solely from RVA itself beyond the period when there may be no RVA employed members. This removes the worry of the causative demise of RVA.

Going concern

The charity had overall net liabilities at 31 March 2021 of £653,327 (2020: £399,225), principally due to the pension liability recognised under International Accounting Standard 19 (IAS19) 'Employee Benefits'.

The pension liability represents the best estimate of the current value of pension benefits that will have to be funded by RVA. The liability relates to benefits earned by existing or previous employees up to 31 March 2021. These benefits are expressed in current value terms rather than the cash amount that will actually be paid out.

RVA is able to meet the agreed pension contributions as they fall due. The trustees have accordingly considered it appropriate to adopt a going concern basis for the preparation of these financial statements.

Structure, governance and management

Nature of governing document

The organisation was registered as a charity on 12th April 1985, incorporated as a charitable company limited by guarantee on 24th October 1994, and amended by special resolutions in October 2008 and October 2011. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

Recruitment and appointment of trustees

Trustees are appointed based on nomination from member organisations or co-option by the Board. The members of the Trustee Board are listed above. All members of the Board are directors of the company and trustees of the charity. Reading Voluntary Action indemnifies members against liability in relation to the company. In accordance with the Memorandum of Association each present director has undertaken to contribute to it a sum not exceeding £10 in the event of it being wound up while they are members and within one year if they cease to be members. One third of Board members retire each year but can offer themselves for re-election at the Annual General Meeting.

Induction and training of trustees

New Board members are inducted by the Chair and Chief Executive and are given opportunities to meet members of the management and staff teams. New trustees are given guidance on the obligations of Board members and the current financial position contained in the latest published accounts.

All Board members are able to attend RVA training at no cost.

RVA Annual Away Day
Every year RVA holds a strategic planning away day for staff and trustees. This enables staff and trustees to get to know each other and provides an opportunity to review strategic aims and build on the plan for the year ahead.

Organisational structure

The Trustee Board is supported by the Chief Executive and the Company Secretary (currently the CEO). The Trustee Board establishes sub-groups as required to effectively manage areas of work. These sub-groups are led by members of the Board with executive support from the management and staff teams.

Major risks and management of those risks

Risk management

The Trustee Board has conducted a review of the major risks to which the Charity is exposed. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. This has led to the development of a strategic plan which will enable the charity to secure the resources necessary to deliver its strategic aims. Internal control risks are minimised by the implementation of procedures for authorisation of expenditure and new projects. Procedures are in place to ensure compliance with health and safety for staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. The Board will continue to carry out periodic reviews of risks and mitigation measures.

Along with many other charities RVA has experienced significant changes in funding arrangements in recent years. This includes a reduction in overall income, a change from grant funding to contracts. The RVA trustees continue to review use of the available reserves to achieve best possible outcomes for the beneficiaries and to generate future income.

The annual report was approved by the trustees of the charity on 11 November 2021 and signed on its behalf by:

.....
Mr Stephen Leach (Treasurer)
Trustee

Reading Voluntary Action

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Reading Voluntary Action 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.

Approved by the trustees of the charity on 11 November 2021 and signed on its behalf by:



.....

Mr Stephen Leitch (Treasurer)
Trustee

Reading Voluntary Action

Independent Examiner's Report to the trustees of Reading Voluntary Action

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 16 to 33.

Respective responsibilities of trustees and examiner

As the charity's trustees of Reading Voluntary Action (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 Reading Voluntary Action 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 Reading Voluntary Action'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 ACCA, 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 Reading Voluntary Action 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.

.....

Antony Weller
ACCA

David Jones & Co 2018 Limited
The Centre
Reading Road
Eversley Centre
Hampshire
RG27 0NB

11 November 2021

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	1,284	-	1,284
Charitable activities	4	34,506	457,672	492,178
Total income		35,790	457,672	493,462
Expenditure on:				
Charitable activities	5	(40,014)	(474,723)	(514,737)
Total expenditure		(40,014)	(474,723)	(514,737)
Gains/losses on investment assets		4,173	-	4,173
Net expenditure		(51)	(17,051)	(17,102)
Transfers between funds		(6,133)	6,133	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		(237,000)	-	(237,000)
Net movement in funds		(243,184)	(10,918)	(254,102)
Reconciliation of funds				
Total funds brought forward		(496,393)	97,168	(399,225)
Total funds carried forward	16	(739,577)	86,250	(653,327)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies	3	-	1,900	1,900
Charitable activities	4	50,032	368,918	418,950
Total income		50,032	370,818	420,850
Expenditure on:				
Charitable activities	5	(109,533)	(392,430)	(501,963)
Total expenditure		(109,533)	(392,430)	(501,963)
Gains/losses on investment assets		(656)	-	(656)
Net expenditure		(60,157)	(21,612)	(81,769)
Transfers between funds		(1,049)	1,049	-
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes		148,000	-	148,000
Net movement in funds		86,794	(20,563)	66,231

The notes on pages 20 to 33 form an integral part of these financial statements.

Reading Voluntary Action

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 funds £	Restricted funds £	Total 2020 £
Reconciliation of funds				
Total funds brought forward		(583,187)	117,731	(465,456)
Total funds carried forward	16	(496,393)	97,168	(399,225)

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

The funds breakdown for 2020 is shown in note 16.

Reading Voluntary Action

(Registration number: 02982252)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Investments	11	24,332	20,159
Current assets			
Debtors	12	30,343	14,751
Cash at bank and in hand	13	311,961	310,663
		342,304	325,414
Creditors: Amounts falling due within one year	14	(46,963)	(28,798)
Net current assets		295,341	296,616
Net assets excluding pension liability		319,673	316,775
Pension scheme liability	15	(973,000)	(716,000)
Net liabilities including pension liability		(653,327)	(399,225)
Funds of the charity:			
Restricted income funds			
Restricted funds		86,250	97,168
Unrestricted income funds			
Unrestricted funds		(739,577)	(496,393)
Total funds	16	(653,327)	(399,225)

For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

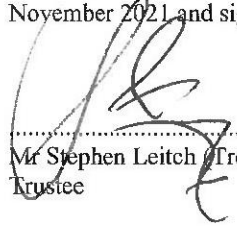
- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Reading Voluntary Action

(Registration number: 02982252)
Balance Sheet as at 31 March 2021

The financial statements on pages 16 to 33 were approved by the trustees, and authorised for issue on 11 November 2021 and signed on their behalf by:



.....
Mr Stephen Leitch (Treasurer)
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England, 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:
Third Floor
Reading Library
Abbey Square
Reading
Berkshire
RG1 3BQ

These financial statements were authorised for issue by the trustees on 11 November 2021.

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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Reading Voluntary Action 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 consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 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.

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.

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.

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.

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
Office equipment	Straight line method over estimated life

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

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's 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 charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from individuals	1,284	-	1,284
Total for 2021	1,284	-	1,284
Total for 2020	-	1,900	1,900

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
Contract income	12,500	197,283	209,783
Training event income	938	-	938
Project fees	14,750	43,719	58,469
Other income	745	2,520	3,265
Income from listed investments	712	-	712
Interest on cash deposits	131	-	131
Grants receivable	4,750	214,150	218,900
Total for 2021	34,526	457,672	492,198
Total for 2020	100,472	318,478	418,950

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total funds £
Charity running costs		31,000	(18,316)	140,581	153,265
Depreciation, amortisation and other similar costs		-	680	5,110	5,790
Staff costs		(11,000)	33,510	329,032	351,542
Governance costs	6	-	4,140	-	4,140
Total for 2021		20,000	20,014	474,723	514,737
Total for 2020		22,000	87,533	392,430	501,963

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	4,140	4,140
Total for 2021	4,140	4,140
Total for 2020	4,000	4,000

7 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 from the charity during the year.

8 Staff costs

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

	2021 No	2020 No
Total	19	16

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

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
Additions	5,790	5,790
At 31 March 2021	5,790	5,790
Depreciation		
Charge for the year	5,790	5,790
At 31 March 2021	5,790	5,790
Net book value		
At 31 March 2021	-	-

11 Fixed asset investments

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2020	20,159	20,159
Revaluation	4,173	4,173
At 31 March 2021	24,332	24,332
Net book value		
At 31 March 2021	24,332	24,332
At 31 March 2020	20,159	20,159

The market value of the listed investments at 31 March 2021 was £24,332 (2020 - £20,159).

This investment relates to 1,360 units held in the Charities Official Investment Fund (COIF). It is primarily held to provide an investment return to the charity.

12 Debtors

	2021 £	2020 £
Trade debtors	8,394	4,779
Accrued income	21,943	9,833
Other debtors	6	139
	30,343	14,751

13 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	166	166
Cash at bank	311,795	310,497
	311,961	310,663

14 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	3,689	772
Other creditors	25,273	24,026
Accruals	18,001	4,000
	46,963	28,798

15 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 £10,929 (2020 - £9,002).

Defined benefit pension scheme
Royal County of Berkshire Pension Fund

The Local Government Pension Scheme (LGPS) is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings. Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS website. There are currently uncertainties in relation to LGPS benefits due to the McCloud and Sargeant judgement and the 2016 cost cap process. The Government has published its consultation on a remedy for the McCloud and Sargeant judgement and at the same time announced the unpausing of the 2016 cost cap process which will take into account the remedy for the McCloud and Sargeant judgement. These are yet to be finalised and therefore it remains uncertain what changes may be made to LGPS benefits as a result.

The administering authority for the Fund is the Royal Borough of Windsor and Maidenhead. The Pension Fund Committee oversees the management of the Fund whilst the day to day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund's professional advisers.

As administering authority to the Fund, the Royal Borough of Windsor and Maidenhead, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These should be amended when appropriate based on the Fund's performance and funding.

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The next actuarial valuation of the Fund will be carried out as at 31 March 2022 and will set contributions for the period from 1 April 2023 to 31 March 2026. There are no minimum funding requirements in the LGPS but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The date of the most recent comprehensive actuarial valuation was 31 March 2019. In completing the calculations for pension accounting purposes the following items of data from the Royal Borough of Windsor and Maidenhead have been used:

- The results of the valuation as at 31 March 2019 which was carried out for funding purposes and the results of the 31 March 2020 IAS19 report which was prepared for accounting purposes;
- Estimated whole Fund income and expenditure items for the period to 31 March 2021;
- Estimated Fund returns based on Fund asset statements provided (or estimated where necessary) as at 31 March 2019, 31 March 2020 and 28 February 2021, Fund income and expenditure as noted above and estimated market returns thereafter for the period to 31 March 2021;
- Estimated Fund income and expenditure in respect of the Employer for the period to 31 March 2021;
- Details of any new early retirements for the period to 31 March 2021 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost; and
- Details of any settlements for the period to 31 March 2021.

The total cost relating to defined benefit schemes for the year recognised in profit or loss as an expense was 13,455 (2020 - £13,000).

The total cost relating to defined benefit schemes for the year included in the cost of an asset was - (2020 - £-).

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2021 £	2020 £
Fair value of scheme assets	1,117,000	1,040,000
Present value of defined benefit obligation	(2,090,000)	(1,756,000)
Defined benefit pension scheme deficit	(973,000)	(716,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2021 £
Present value at start of year	1,756,000
Current service cost	13,000
Interest cost	41,000
Change in financial assumptions	397,000
Change in demographic assumptions	(39,000)
Benefits paid	(53,000)
Contributions by scheme participants	3,000
Experience gain on defined benefit obligation	(28,000)
Present value at end of year	2,090,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2021
	£
Fair value at start of year	1,040,000
Interest on assets	24,000
Return on plan assets, excluding amounts included in interest income/(expense)	93,000
Employer contributions	11,000
Contributions by scheme participants	3,000
Benefits paid	(53,000)
Administration expenses	(1,000)
Fair value at end of year	1,117,000

Analysis of assets

The major categories of scheme assets are as follows:

	2021	2020
	£	£
Cash and cash equivalents	63,000	123,000
Equity instruments	652,000	587,000
Other bonds	188,000	97,000
Property	144,000	143,000
Target return portfolio	47,000	44,000
Commodities	-	6,000
Infrastructure	90,000	85,000
Longevity insurance	(67,000)	(45,000)
	1,117,000	1,040,000

Return on scheme assets

	2021	2020
	£	£
Return on scheme assets	117,000	(15,000)

The pension scheme has not invested in any of the charity's own financial instruments or in properties or other assets used by the charity.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2021 %	2020 %
Discount rate	2.00	2.35
Future salary increases	3.85	2.95
Future pension increases	2.85	1.95
RPI increases	3.25	2.75

Post retirement mortality assumptions

	2021 Years	2020 Years
Current UK pensioners at retirement age - male	21.00	22.00
Current UK pensioners at retirement age - female	24.00	24.00

16 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £
Unrestricted funds					
General					
General Fund	59,448	105,305	(89,529)	(6,133)	-
Designated					
COIF Investment	20,159	-	-	-	4,173
Pension Reserve	(716,000)	-	(20,000)	-	(237,000)
Pension Liability Reserve	80,000	-	-	-	-
Contingency Reserve	60,000	-	-	-	-
	(555,841)	-	(20,000)	-	(232,827)
Total unrestricted funds	(496,393)	105,305	(109,529)	(6,133)	(232,827)
Restricted funds					
Restricted Funds (see below)	97,168	457,672	(474,723)	6,133	-
Total funds	(399,225)	562,977	(584,252)	-	(232,827)

	Balance at 31 March 2021 £
Unrestricted funds	
General	
General Fund	69,091
Designated	
COIF Investment	24,332
Pension Reserve	(973,000)
Pension Liability Reserve	80,000
Contingency Reserve	60,000
	(808,668)
Total unrestricted funds	(739,577)
Restricted funds	
Restricted Funds (see below)	86,250
Total funds	(653,327)

Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
Restricted funds					
Advice Service (Earley Charity)	9,972	40,102	(40,171)	-	9,903
Berkshire West CCG Partnership	70	-	-	-	70
Social Prescribing (Berkshire West CCG)	15,496	36,858	(46,862)	-	5,492
Interns	-	2,520	(2,593)	73	-
Ready Friends (Earley Charity)	6,246	10,321	(9,612)	-	6,955
Supporting Participation and Engagement (RBC)	35,788	50,000	(57,974)	-	27,814
Organisational Development (RBC)	-	73,000	(76,576)	13,041	9,465
Brighter Futures for Children (School Project)	13,041	24,684	(15,916)	(7,171)	14,638
Stronger Together	8,767	(3,438)	(5,885)	556	-
Youth Development	5,870	-	-	(5,870)	-
Community Hub (RBC)	1,918	-	-	(1,918)	-
Corona Response	-	36,238	(39,276)	3,038	-
Parent Employment Wellbeing	-	9,555	(12,869)	3,314	-
NLCF Corona Recovery	-	77,081	(77,081)	-	-
PCN Link Workers	-	42,425	(40,920)	-	1,505
Vaccine Support	-	25,000	(26,069)	1,069	-
Census Support	-	3,326	(2,918)	-	408
Wild Being	-	10,000	-	-	10,000
CCG Mental Health	-	20,000	(20,000)	-	-
Total restricted funds	97,168	457,672	(474,722)	6,132	86,250

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2020 £
Unrestricted funds						
General	97,327	50,032	(87,533)	(378)	-	59,448
Designated	(680,514)	-	(22,000)	(671)	147,344	(555,841)
Total unrestricted funds	(583,187)	50,032	(109,533)	(1,049)	147,344	(496,393)
Restricted funds	117,731	370,818	(392,430)	1,049	-	97,168
Total funds	(465,456)	420,850	(501,963)	-	147,344	(399,225)

17 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2021
	General £	Designated £	£	£
Fixed asset investments	-	24,332	-	24,332
Current assets	237,164	-	105,140	342,304
Current liabilities	(28,073)	-	(18,890)	(46,963)
Pension scheme liability	-	(973,000)	-	(973,000)
Total net assets	209,091	(948,668)	86,250	(653,327)

	Unrestricted funds		Restricted funds	Total funds at 31 March 2020
	General £	Designated £	£	£
Fixed asset investments	-	20,159	-	20,159
Current assets	65,204	140,000	120,210	325,414
Current liabilities	(5,755)	-	(23,043)	(28,798)
Pension scheme liability	-	(716,000)	-	(716,000)
Total net assets	59,449	(555,841)	97,167	(399,225)

18 Related party transactions

There were no related party transactions in the year.