

INTERACT CHELMSFORD LIMITED

England & Wales · Charity number 1048631

Details

Other names	INTERACT
Status	Registered
Legal form	Charitable company
Company number	03087233
Registered	1995-08-12
Register	View on the Charity Commission register

Contact

Address	Unit 16 Old Park Farm Ford End Chelmsford Essex CM3 1LN
Phone	01245 801571
Email	mail@interact.org.uk
Website	www.interact.org.uk

Activities

Objects: (A) THE ADVANCEMENT OF EDUCATION AND TRAINING FOR EMPLOYMENT PARTICULARLY AMONGST ADULTS AND YOUNG PEOPLE WITH PHYSICAL OR LEARNING DISABILITIES, AND THOSE WHO HAVE OR ARE RECOVERING FROM MENTAL HEALTH PROBLEMS REQUIRING TREATMENT AND AMONGST THE LONG-TERM UNEMPLOYED. (B) THE REHABILITATION OF SUCH PEOPLE. (C) THE RELIEF OF SUFFERING, PROVISION OF SUPPORT AND TACKLING OF ISSUES OF SOCIAL EXCLUSION FOR ANY SUCH PEOPLE AS ARE MENTIONED ABOVE BY THE PROVISION OF SERVICES INCLUDING COUNSELLING, ADVICE, MENTORING AND ADVOCACY. (D) THE RELIEF OF POVERTY AND ADVANCEMENT OF EDUCATION AND TRAINING FOR EMPLOYMENT IN DEVELOPING COUNTRIES. (E) THE CHARITY SHALL ALSO WORK FOR THE RELIEF OF POVERTY. (F) THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT IN SUCH WAYS AS MAY BE THOUGHT FIT, INCLUDING ASSISTANCE TO FIND EMPLOYMENT

Activities: Activities & opportunities to support children & young people with additional needs/disabilities, their families/carers & the wider community. Including training & workshops to improve peoples' emotional,

mental health & well-being; friendship, leisure & learning clubs & activities, befriending & peer support; increasing awareness & reducing the stigma associated with disability.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Recreation
- **Who:** Children/young People, People With Disabilities

Geography

- Essex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£235,541	£340,758	-	-
2024-03-31	£312,495	£342,309	-	-
2023-03-31	£376,824	£375,121	-	-
2022-03-31	£319,398	£336,296	-	-
2021-03-31	£368,411	£306,725	-	-

Trustees

Name	Role	Appointed
Caroline Clements		2022-04-21
Donal Golden		2025-05-13
HEATHER JEAN MOORE		2018-06-14
Laurence Manley		2025-05-13
Mark Justin Hagon		2019-06-13
Rebecca Wade-Palmer		2023-12-07
Sonal Patel		2025-09-11

INTERACT CHELMSFORD LIMITED

England & Wales - Charity number 1048631

Accounts



Supporting young people to lead fulfilling lives

InterAct (Chelmsford) Limited

(A company limited by guarantee)

Annual Report and Financial Statements

For the year ending 31st March 2025

Charity Number 1048631

Company Number 3087233

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Legal and Administrative Information

Board of Trustees

Caroline Clements	Chair	
Matthew Eaves		(resigned 29 th November 2024)
Donal Golden	Treasurer	(appointed 13 th March 2025)
Mark Hagon		
Debbie Knight		(resigned 14 th November 2024)
Laurence Manley		(appointed 13 th March 2025)
Jenny McLean		
Heather Moore		
Jamie Redzimski		(resigned 27 th January 2025)
Rebecca Wade-Palmer		

Patrons

Lord Petre
Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS
Dave Monk LL.B MSc
Etholle George

Key Staff

John Blair	Chief Executive Officer & Secretary
Susie Nankivell	Office Manager
Lesley Bailey	Emotional/Mental Health & Wellbeing Services Lead
Vickie Perkins	Project Manager – Young People Team

Contact Details

Address and Registered Office	Unit 16, Old Park Farm Ford End, Chelmsford CM3 1LN
Telephone	01245 801571
Email	mail@interact.org.uk
Website	interact.org.uk
Registered Charity Number	1048631
Registered Company Number	3087233

Main Advisors

Independent Examiners	Edmund Carr LLP 146 New London Road, Chelmsford, Essex CM2 0AW
Bankers	CAF Bank Ltd Kings Hill, West Malling, Kent ME19 4TA
HR Consultants	Blue Tree HR 11 Bullfinch Drive Halstead, Essex, CO9 9DE

Mission, Vision and Values

Children and young people living with Special Educational Needs and Disabilities (SEND) struggle to develop relationships, build friendships and connect with their local communities. This increases their sense of isolation and loneliness that in turn impacts upon their physical and mental health as well as puts pressure on their families who are trying to support them. This reality also increases families' needs to access local health care provision and services, impacting further on public resources.

To help address this health care need, InterAct provides opportunities for children and young people to experience life beyond their homes, meet others, develop social skills, and enjoy physical activities and games whilst also engaging with their local community. We know these children would benefit from more access to opportunities that help them become less reliant on care services as they grow older.

Mission

Our mission champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

Vision

Our vision is a society that supports communities in which our interdependence is valued, and where we work together to include the excluded to create a fair world.

To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high-quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services, we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

Values

- | | |
|----------------------|---|
| ● Inspiring | we are creative, encouraging and ambitious |
| ● Non-discriminatory | we respect and embrace the diversity of the communities in which we work |
| ● Trustworthy | we develop trust and strive for people to fulfil their potential |
| ● Empowering | we help people to help themselves |
| ● Responsive | we meet the changing needs of people and communities |
| ● Accountable | we base our work on the needs of the people we support |
| ● Commitment | we are committed to providing quality, person-centred services |
| ● Together | we work in partnership with others to support people to enhance their lives |

Aims and Objectives

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, and those who have or are recovering from mental health problems requiring treatment and amongst the long-term unemployed
- The rehabilitation of such people
- The relief of suffering, provision of support and tackling of issues of social exclusion for any such people as are mentioned above, by the provision of services including counselling, advice, mentoring and advocacy
- The relief of poverty and advancement of education and training for employment in developing countries
- The Charity shall also work for the relief of poverty
- The relief of unemployment for the public benefit in such ways as may be thought fit, including assistance to find employment

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development

Public Benefit

We have referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives, and in planning our activities. Our trustees consider how the planned activities will contribute to our mission. Our achievements and performance illustrate how the mission and vision have been pursued to derive public benefit. We aim to make a real difference to the lives of all those with whom we work.

Range of Services

During the year, we delivered 234 opportunities for children and young people aged 8–25 with special educational needs or disabilities. These included after-school and evening clubs, special events such as overnight residentials, discos, Christmas parties, community based activities day trips across London and the South East. Our team of staff and volunteers support participants to develop vital life skills, build confidence, make friends and enjoy new experiences. We aim to help teenagers transition successfully into adulthood, enable them to access mainstream services, socialise independently, engage in meaningful work, and ultimately gain confidence require less support.

Holiday and Term-Time Activities

During school holidays, four days a week, we use our own transport to collect participants for day trips to attractions such as Bubble Planet, London Zoo, Leeds Castle and a range of outdoor activity centres. During term time, we run evening clubs in Braintree, Chelmsford, Clacton, Colchester and Maldon.

Key Projects

Essex Short Breaks & Activities

We continued our partnership with local SEND providers under the SEND Sensation banner to deliver the Essex County Council Short Breaks programme for 8–18-year-olds with learning difficulties, autism and SEND. The partnership is operating effectively. Promotion of services has strengthened, including through social media engagement. As partnership arrangements evolve, we aim to further develop marketing, support client recruitment and explore future funding opportunities.

Activate Holiday Activity Food Clubs

Funded by Essex County Council, this programme enables us to provide holiday activities for young people receiving benefit-based free school meals. Most programmes were at capacity during both Easter and Summer holidays. The project continues to introduce new families to InterAct's wider services.

Together Club

Together Club supports young people aged 19–25, and 18-year-olds transitioning into adulthood, by developing social skills, life skills, healthy lifestyles and environmental awareness. We successfully secured National Lottery Community Fund support to expand this provision across Chelmsford, Clacton, Colchester and Maldon. The club also incorporates InterAct's Plant-to-Plate initiative, promoting sustainable, pesticide-free food produce growing and education around biodiversity.

Emotional, Health and Wellbeing (EMHW) Services

We have over 20 years' of experience in working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing that provide us with invaluable experience in shaping our programme of training for professionals.

Over this period, the local funding landscape changed, restricting our ability to develop and deliver a continual service in this area. The Board had to take a difficult decision to start winding up the delivery of emotional, health and wellbeing services, in relation to specific training programmes. As a consequence, InterAct focused on completing its outstanding contractual obligation of courses related to providing basic wellbeing and resilience training for vulnerable groups in Colchester & Tendring; in particular women, those from deprived backgrounds, refugees, those that have English as a second language, and parents raising children with SEND & additional needs and mental health concerns. The programmes have been a mixture of in-person and virtual provision to help reduce barriers and enable participants to attend from home if they preferred.

In the future, InterAct will be focusing upon providing EMHW support for the children and young people we work with through our clubs and day trips. To help enable this work, we will be offering increased training for our staff and youth workers as well as potential network supporting programmes for the families connected with our provision.

General Operations

Over the last twelve months, the team has maintained its current roles while a new permanent Chief Executive Officer was recruited. We also recruited additional sessional youth workers, enabling the Young People team to provide enhanced staff cover and deliver a wider range of activities as part of the new Essex Short Breaks & Activities contract.

Towards the end of the year, it became evident that changes in the funding environment would have a detrimental impact on the charity. In response, the CEO, the Board initiated a comprehensive organisational review to reprioritise work streams, associated income, and the overall structure of the charity. While this process is ongoing, the team continues to deliver an excellent service to our beneficiaries, with parents and stakeholders consistently expressing how much they value the nature and impact of our work.

Partnerships

We believe in working together in order to add value to our services that will then offer greater benefit for the communities we serve. We are grateful for the support provided by Essex County Council and continue to work closely with them and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources.

Partner	Joint Activities
Essex Council for Voluntary Youth Services (ECVYS)	As joint members of Mid-Essex Cluster Group, we support youth voice consultations and the CEO represents ECVYS on the Mid Essex Be Well sub group. Another staff member serves as ECVYS Treasurer/Trustee.
Council for Disabled Children (CDC)	Linking with specialist networks we engage in opportunities to increase the participation, voice and autonomy of young people with disabilities, with the CEO attending meetings.
Essex Youth Services	We share purpose-built youth premises for our club provision and have also developed some training opportunities.
Active Essex	We support families and young people in financial difficulty to access the full range of our services
Anglia Ruskin University	Providing work placements for Social Work degree students
SEND Sensation	We have joined a collaboration of seven service providers who have successfully bid to deliver the Essex Short Breaks Clubs and Activities contract. The CEO sits on the board of the partnership and the relationship is starting to develop additional benefits such as sharing of best practice, information, resources and increasing the public's awareness of InterAct whilst working to develop new ways of engaging with and supporting families.

Communications

In order to widen our reach and enhance the impact we can make within the communities we work with, it is important to us to raise our profile and build levels of support for the charity. This will help us encourage more families to engage with our services, enable us to develop more partnerships and provide stronger evidence for our funders.

We continue to utilise social media and mobile communication platforms to engage with the families we work with and we attend local public engagement events, networking events and roadshows.

Volunteering

Our volunteers provided much needed support throughout the charity. In the office volunteers were able to help us with some of our admin tasks, filing, arranging postage as well as helping to keep the areas clean and tidy. We had some assistance on our training programmes, with organising rooms and assisting with resources and we also had support working with our club and day trip attendees; helping us to provide an engaged service to the children and young people as we work on providing connections and developing life skills. We continue to seek more volunteers, in particular for our growing range of evening clubs.

Participation

We continue to engage with our staff, volunteers and beneficiaries, enabling them to have an influence on our own and external decisions and services.

We do this by encouraging staff and volunteers to consider their training needs to support their current work as well as to contribute towards their growth and future career aspiration. Our teams work directly with the children, young people and their families, regularly involving them with planning activities, trips and events to ensure we are always meeting their needs. We also participate in consultation events about the experiences of young people with special educational needs and disabilities both locally, and nationally.

Achievements and Performance

In addition to our Trustees, we were supported by eight dedicated volunteers who generously contributed a total of 500 hours to InterAct. We are extremely grateful for their time, commitment, and invaluable support in helping us deliver our services to beneficiaries.

Our Young People Services team delivered a wide range of events, clubs, and day trips, providing over 7,200 hours of meaningful engagement for children and young people. In total, we supported 245 children and young people with SEND across Mid and North Essex. Through this work, young people were supported to develop their aspirations, increase choice and independence, build social and life skills, and improve their emotional wellbeing, mental health, and overall resilience

We often have feedback from the families we work with. Some examples are:

Jenny P (Lee's mum) Together Club aged 19-25

"Our son [Lee] has always struggled to socialise & has attended many clubs to try help with this. Since finding InterAct & finding the right club to fit with his needs & interest's we as a family have noticed positive changes. He did also say of all the places he goes to across the weeks he gets on with people and interact the most."

Louise (Dominic's mum)

"For us, InterAct gives us time to interact with our other child and to also and most important thing, for our son [Dominic] to be out in the community with other adults that we can trust. He learns and does new things"

Sally (Edith's mum)

"We love that our daughter [Edith] is in a safe place, being looked after and having fun. And then I can spend more time with our other child. InterAct is priceless to us"

Future Plans and Strategy

SEND awareness across the UK continues to grow, alongside increasing demand for specialist services and rising annual budgets to support children and young people with special educational needs and disabilities. Autism spectrum diagnoses, in particular, have risen significantly in England's state schools. This trend highlights the growing need for our services and the importance of balancing this demand within an increasingly challenging financial landscape.

The funding environment in which we operate has changed, impacting our ability to deliver Mental Health First Aid (MHFA) training workshops and programmes. As a result, these services ceased in 2024 as we began to restructure and refocus on our core youth services to meet growing demand. However, in recent months we have also experienced reductions in funding for some of these vital services.

In response to these financial pressures, we will be taking the following actions:

- Refocus on children and young people's services by reviewing club locations, age ranges, and activities to better meet demand in high-need areas while expanding provision in under-supported districts;
- Work more closely with partners to strengthen our operations, resources, and marketing;
- Review staff structures, salaries, and roles to ensure we can effectively support, motivate, and develop our team
- Enhance staff training and development opportunities to broaden and deepen skills and experience;
- Continue to create opportunities for 18–25-year-olds across Chelmsford, Colchester, and surrounding areas, supporting young people with SEND as they transition into adulthood.

Governance and Management

Governing Document

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12th August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

Recruitment, Induction and Training of Trustees

The Trustees are committed to building a Board with a diverse range of skills, experience, and perspectives to provide effective leadership, direction, and oversight. Trustees are drawn from the community and play a vital role in supporting and influencing the charity's objectives, bringing fresh insight and added value to our work.

Trustees are recruited as required through a variety of channels, including word of mouth, newsletters, local voluntary and community services, and wider professional networks. Our Trustees come from a broad range of backgrounds, bringing expertise in areas such as the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media, and the voluntary sector. Regular skills audits are undertaken to inform and guide the recruitment of new Trustees.

Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of the role and the skills and experience they can contribute. Successful candidates are then introduced to the Board and proposed for election. All Trustees serve on a voluntary basis and are subject to satisfactory Disclosure and Barring Service (DBS) checks. During the year, we successfully recruited two new trustees with expertise in financial management and fundraising.

Trustees are provided with a comprehensive induction pack, which outlines their governance responsibilities and legal obligations, the charity's operations, decision-making processes, strategic direction, key risks, and recent financial performance, supported by guidance from the Charity Commission. The induction process also includes opportunities to meet staff and visit operational activities. Ongoing training and development are available, including access to events and courses provided by the National Council for Voluntary Organisations (NCVO).

Management and Organisational Structure

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. At present, the Board has eight members from a variety of professional backgrounds relevant to the work of the charity. The CEO also sits on the Board as Secretary but has no voting rights. Working Groups are formed as required and all report to the Board of Trustees. To facilitate effective operations, the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees.

The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Senior Management Team, that consists of the Interim CEO, Lead Emotional, Mental Health & Wellbeing and the Young People Team Project Manager, have lead areas of responsibility across the organisation and ensuring that the team continue to develop their skills and working practices in line with good practice.

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

Related Parties

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported.

Risk Management

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. Policies and procedures are under review by the Board, and a new policy register is being developed for the coming year to ensure all policies are reviewed and updated on a regular basis. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

Safeguarding

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

Finance

Finance Review

Results to the year 31.03.25 can be seen in the Statement of Financial Activities below. It is evident that our income streams have reduced from 2024 to £235,541 and experienced a deficit of £105,217. We continue to look for further funding and cost savings, however funding is becoming critical. We were successful with our National Lottery Community Fund bid that will be supports our 19-25 year-olds provision but we need to work on more bids to cover our core costs and young people services. We have restructured with the reduction of two roles over the last 12 months and a plan in place to look for smaller, cheaper offices to help reduce our running costs. We do have some breathing space with our current reserves, but without significant improvement in funding, these reserves will be significantly reduced further during 2025/26.

Despite our current situation, the team continues to provide an excellent service to our beneficiaries, with parents and stakeholders constantly informing us of how much they value the nature of our work.

Principal Funding Sources

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

Chelmsford City Council
Braintree District Council
Essex Community Foundation
Earmark Trust
Essex County Council
Fowler, Smith & Jones Trust
Garfield Weston
Happy Days
Masonic Charitable Foundation
National Lottery Community Foundation
St James Place Charitable Foundation
The Hedley Foundation
Waterhouse Business Centre

Reserves Policy

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally, we have a commitment and a responsibility to act responsibly to our employees and to provide assurance to our partners. The reserves policy also provides for designated funds, which the Trustees continually review.

Having reviewed the Charity's requirements for reserve and given due consideration to the risks and opportunities, the Trustees believe that unrestricted funds should be a minimum of three months' operating costs. With total expenditure this year of £340,758, current unrestricted funds of £92,248 represent 3 months of operating costs. Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. We are aware that with current funding situation and levels of costs, we will become more reliant upon our reserves in the coming year.

Pensions

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £939.

Investment Policy

Any surplus cash flow is moved from our current account into an interest-bearing deposit account, maximising return, and minimising any potential risk.

Responsibilities of The Board of Trustees

The Trustees (who are also directors of InterAct for the purposes of the Companies Act 2006) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the Trustees are required to:

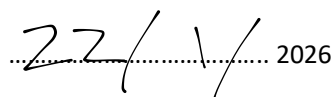
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

Approved by the Board of Trustees and signed on its behalf by:



C Clements



InterAct Chelmsford Limited

Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ('the Company')

I report to the charitable company trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 14 to 28.

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 company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of 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.

.....
Sandra Morrell FCCA
146 New London Road
Chelmsford
Essex
CM2 0AW

Date:.....

InterAct Chelmsford Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and grants	3	27,961	15,220	43,181	70,147
Charitable activities	4	-	183,246	183,246	230,006
Other trading activities	5	200	2,381	2,581	3,745
Investment income	6	6,533	-	6,533	8,597
Total income		<u>34,694</u>	<u>200,847</u>	<u>235,541</u>	<u>312,495</u>
Expenditure on:					
Raising funds		-	-	-	7,987
Charitable activities	7	<u>105,379</u>	<u>235,379</u>	<u>340,758</u>	<u>334,322</u>
Total expenditure		<u>105,379</u>	<u>235,379</u>	<u>340,758</u>	<u>342,309</u>
Net expenditure		<u>(70,685)</u>	<u>(34,532)</u>	<u>(105,217)</u>	<u>(29,814)</u>
Net movement in funds		(70,685)	(34,532)	(105,217)	(29,814)
Reconciliation of funds					
Total funds brought forward		<u>279,602</u>	<u>100,610</u>	<u>380,212</u>	<u>410,026</u>
Total funds carried forward	18	<u><u>208,917</u></u>	<u><u>66,078</u></u>	<u><u>274,995</u></u>	<u><u>380,212</u></u>

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

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Current assets			
Debtors	14	9,123	14,226
Cash at bank and in hand	15	<u>274,843</u>	<u>384,568</u>
		283,966	398,794
Creditors: Amounts falling due within one year	16	<u>(8,032)</u>	<u>(18,184)</u>
Net assets excluding pension liability		275,934	380,610
Pension scheme liability	17	<u>(939)</u>	<u>(398)</u>
Net assets including pension liability		<u>274,995</u>	<u>380,212</u>
Funds of the charitable company:			
Restricted income funds			
Restricted funds	18	66,078	100,610
Unrestricted income funds			
Designated funds		117,608	117,608
Unrestricted funds		92,248	162,392
Pension reserve		<u>(939)</u>	<u>(398)</u>
Total unrestricted funds		<u>208,917</u>	<u>279,602</u>
Total funds	18	<u>274,995</u>	<u>380,212</u>

For the financial 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.

Directors' responsibilities:

- The members have not required the charitable company 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 financial statements have 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 financial statements on pages 14 to 28 were approved by the trustees, and authorised for issue on and signed on their behalf by:

.....
C Clements
Trustee

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

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 2019) - (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

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

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charitable company.

Income and endowments

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

Donations and legacies

Donations are recognised when the charitable company 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 charitable company before the charitable company 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 charitable company and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

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

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Deferred income

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any irrecoverable VAT.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

Support costs

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

Taxation

The charitable company 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 charitable company 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
Motor vehicles	33% of cost

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Fixed asset investments

Investments in subsidiaries are recorded at cost.

Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

Trade creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

Financial instruments

Classification

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations receivable	27,961	15,220	43,181	63,332
Gift Aid donations from subsidiaries	-	-	-	6,815
	<u>27,961</u>	<u>15,220</u>	<u>43,181</u>	<u>70,147</u>

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Young People's Services and Emotional Mental Health & Wellbeing	-	153,917	153,917	195,838
Client and learner contributions	-	29,329	29,329	34,168
	-	183,246	183,246	230,006

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Other income	200	2,381	2,581	3,745
	200	2,381	2,581	3,745

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Interest receivable on bank deposits	6,533	-	6,533	8,597

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2025 £
Young People's Services	274,943	16,499	291,442
Emotional Mental Health & Wellbeing	48,346	3,197	51,543
	<u>323,289</u>	<u>19,696</u>	<u>342,985</u>
	Activity undertaken directly £	Activity support costs £	2024 £
Young People's Services	173,334	37,231	210,565
Emotional Mental Health & Wellbeing	96,212	27,998	124,210
	<u>269,546</u>	<u>65,229</u>	<u>334,775</u>

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Administration costs £	Total 2025 £	Total 2024 £
Young People's Services	16,499	16,499	37,231
Emotional Mental Health & Wellbeing	3,197	3,197	27,998
	<u>19,696</u>	<u>19,696</u>	<u>65,229</u>

Governance costs

	Total 2025 £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,350	2,090
Other fees paid to examiners	6,033	7,239
	<u>7,383</u>	<u>9,329</u>

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

9 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2025 £	2024 £
Loss on disposal of investments	-	2

10 Trustees remuneration and expenses

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

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

11 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	202,243	205,105
Social security costs	9,839	9,839
Pension costs	8,861	8,215
Redundancy payments	13,503	-
	<u>234,446</u>	<u>223,159</u>

The monthly average number of persons (including senior management / leadership team) employed by the charitable company during the year expressed by head count was as follows:

	2025 No	2024 No
Total	<u>17</u>	<u>21</u>

11 (2024 - 9) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £8,861 (2024 - £8,215).

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

The total employee benefits of the key management personnel of the charitable company were £87,796 (2024 - £71,414).

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Taxation

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

13 Tangible fixed assets

	Motor vehicles £	Total £
Cost		
At 1 April 2024	18,995	18,995
At 31 March 2025	18,995	18,995
Depreciation		
At 1 April 2024	18,995	18,995
At 31 March 2025	18,995	18,995
Net book value		
At 31 March 2025	-	-
At 31 March 2024	-	-

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

14 Debtors

	2025 £	2024 £
Trade debtors	2,004	6,348
Prepayments	2,254	2,164
Other debtors	4,865	5,714
	<u>9,123</u>	<u>14,226</u>

15 Cash and cash equivalents

	2025 £	2024 £
Cash at bank and in hand	<u>274,843</u>	<u>384,568</u>

16 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	3,135	6,887
Other taxation and social security	16	4,590
Other creditors	1,455	2,130
Accruals	3,426	4,577
	<u>8,032</u>	<u>18,184</u>

17 Pension and other schemes

Defined benefit pension schemes

TPT Retirement Solutions

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

The date of the most recent comprehensive actuarial valuation was 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

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

	2025 £	2024 £
Present value of defined benefit obligation	(939)	(398)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2025 £
Present value at start of year	398
Interest cost	11
Actuarial gains and losses	935
Contributions by scheme participants	(405)
Present value at end of year	939

Principal actuarial assumptions

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

	2025 %	2024 %
Discount rate	4.84	5.31

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

18 Funds

Current year:

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
<i>Unrestricted funds</i>				
General funds	161,994	34,694	(105,379)	91,309
<i>Designated funds</i>				
Development fund	117,608	-	-	117,608
Total Unrestricted	<u>279,602</u>	<u>34,694</u>	<u>(105,379)</u>	<u>208,917</u>
Restricted				
Young People's Services	57,425	145,078	(192,092)	10,411
Emotional Mental Health & Wellbeing	43,185	3,016	(30,308)	15,893
Young People's Services NLCF	-	52,753	(12,979)	39,774
Total restricted	<u>100,610</u>	<u>200,847</u>	<u>(235,379)</u>	<u>66,078</u>
Total funds	<u><u>380,212</u></u>	<u><u>235,541</u></u>	<u><u>(340,758)</u></u>	<u><u>274,995</u></u>

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Prior year:

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
<i>Unrestricted funds</i>				
General funds	185,344	23,881	(47,231)	161,994
<i>Designated funds</i>				
Development fund	117,608	-	-	117,608
Total unrestricted funds	<u>302,952</u>	<u>23,881</u>	<u>(47,231)</u>	<u>279,602</u>
Restricted				
Young People's Services	80,776	159,998	(183,349)	57,425
Emotional Mental Health & Wellbeing	26,298	128,616	(111,729)	43,185
Total restricted funds	<u>107,074</u>	<u>288,614</u>	<u>(295,078)</u>	<u>100,610</u>
Total funds	<u><u>410,026</u></u>	<u><u>312,495</u></u>	<u><u>(342,309)</u></u>	<u><u>380,212</u></u>

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

Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

19 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2025 £
Current assets	100,280	117,608	66,078	283,966
Current liabilities	(8,032)	-	-	(8,032)
Pension scheme liability	(939)	-	-	(939)
Total net assets	<u>91,309</u>	<u>117,608</u>	<u>66,078</u>	<u>274,995</u>

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2024 £
Current assets	180,576	117,608	100,610	398,794
Current liabilities	(18,184)	-	-	(18,184)
Pension scheme liability	(398)	-	-	(398)
Total net assets	<u>161,994</u>	<u>117,608</u>	<u>100,610</u>	<u>380,212</u>

20 Related party transactions

There were no related party transactions in the year.

InterAct Chelmsford Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

21 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Donations and grants	3	15,227	54,920	70,147
Charitable activities	4	57	229,949	230,006
Other trading activities	5	-	3,745	3,745
Investment income	6	8,597	-	8,597
Total income		<u>23,881</u>	<u>288,614</u>	<u>312,495</u>
Expenditure on:				
Raising funds		7,987	-	7,987
Charitable activities	7	<u>39,244</u>	<u>295,078</u>	<u>334,322</u>
Total expenditure		<u>47,231</u>	<u>295,078</u>	<u>342,309</u>
Net expenditure		<u>(23,350)</u>	<u>(6,464)</u>	<u>(29,814)</u>
Net movement in funds		(23,350)	(6,464)	(29,814)
Reconciliation of funds				
Total funds brought forward		<u>302,952</u>	<u>107,074</u>	<u>410,026</u>
Total funds carried forward	18	<u><u>279,602</u></u>	<u><u>100,610</u></u>	<u><u>380,212</u></u>

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Signature 1

Signed by Caroline Clements using authentication code T1ZGXkpuOUJ8SVQv at IP address 90.196.24.236, on 2026/01/21 13:34:34 Z.

Caroline Clements's e-mail address is: caroline.clements@interact.org.uk.

Accounts



Supporting young people to lead fulfilling lives

InterAct Chelmsford Limited

(A company limited by guarantee)

Annual Report and Financial Statements

For the year ending 31st March 2024

Charity Number 1048631

Company Number 3087233

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Legal and Administrative Information

Board of Trustees

Caroline Clements	Chair	
Debbie Knight	Treasurer	(resigned 14 th November 2024)
Matthew Eaves		
Mark Hagon		
Jenny McLean		
Heather Moore		
Jamie Redzimski		(appointed 7 th December 2023)
Rebecca Wade-Palmer		(appointed 7 th December 2023)

Patrons

Lord Petre
Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS
Dave Monk LL.B MSc
Etholle George

Key Staff

John Blair	Chief Executive Officer & Secretary (appointed 6 th November 2023)
Susie Nankivell	Interim Chief Executive
Lesley Bailey	Emotional/Mental Health & Wellbeing Services Lead
Vickie Perkins	Project Manager – Young People Team

Contact Details

Address and Registered Office	Unit 63, Waterhouse Business Centre 2 Cromar Way, Chelmsford CM1 2QE
Telephone	01245 392053
Email	mail@interact.org.uk
Website	interact.org.uk
Registered Charity Number	1048631
Registered Company Number	3087233

Main Advisors

Independent Examiners	Edmund Carr LLP 146 New London Road, Chelmsford, Essex CM2 0AW
Bankers	CAF Bank Ltd Kings Hill, West Malling, Kent ME19 4TA
HR Consultants	Blue Tree HR 11 Bullfinch Drive, Halstead, Essex, CO9 9DE

Mission, Vision and Values

Children and young people living with Special Educational Needs and Disabilities (SEND) struggle to develop relationships, build friendships and connect with their local communities. This increases their sense of isolation and loneliness that in turn impacts upon their physical and mental health as well as puts pressure on their families who are trying to support them. This reality also increases families' needs to access local health care provision and services, impacting further on public resources.

To help address this health care need, InterAct provides opportunities for children and young people to experience life beyond their home, meet others, develop social skills, and enjoy physical activities and games whilst also engaging with their local community. We know these children would benefit from more access to opportunities that help them become less reliant on care services as they grow older.

Mission

Our mission champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

Vision

Our vision is a society that supports communities in which our interdependence is valued, and where we work together to include the excluded to create a fair world.

To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high-quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services, we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

Values

- | | |
|----------------------|---|
| • Inspiring | we are creative, encouraging and ambitious |
| • Non-discriminatory | we respect and embrace the diversity of the communities in which we work |
| • Trustworthy | we develop trust and strive for people to fulfil their potential |
| • Empowering | we help people to help themselves |
| • Responsive | we meet the changing needs of people and communities |
| • Accountable | we base our work on the needs of the people we support |
| • Commitment | we are committed to providing quality, person-centred services |
| • Together | we work in partnership with others to support people to enhance their lives |

Aims and Objectives

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, those who have or are recovering from mental health problems and the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

To achieve these aims InterAct has structured its service delivery around two core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

Public Benefit

We have referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives, and in planning our activities. Our trustees consider how the planned activities will contribute to our mission. Our achievements and performance illustrate how the mission and vision have been pursued to derive public benefit. We aim to make a real difference to the lives of all those with whom we work.

Range of Services

During the year, we offered 196 different opportunities for children and young people aged 8-25 who live with special educational needs or disabilities. These came in the form of evening clubs, special events such as overnight residentials, discos and Christmas parties, and day trips to locations across London and the south east.

Our dedicated team of staff and volunteers provides an opportunity for children and young people to develop vital life skills in order to identify goals and aspirations and to maximise their life chances - all whilst enjoying the chance to make friends and enjoy new experiences, and to help teenagers transition more successfully into adulthood able to access mainstream services and opportunities, socialise independently and engage in meaningful work. To be able to do more, and need less support.

During the school holidays, four days a week, we use our own transport to pick up participants and visit facilities and attractions such as Thorpe Park, Buckingham Palace, Leeds Castle and Colchester Zoo. During school term, we run our evening clubs in Braintree, Chelmsford, Clacton, Colchester, Jaywick, and Maldon.

Our key projects this year were:

Essex Short Breaks & Activities

To help us develop our day trips and evening clubs for 8–18-year-olds with learning difficulties, autism, and special educational needs and disabilities (SEND), we have been continuing the partnership with other local SEND providers, under the SEND Sensation partnership in order to deliver a major Essex County Council Short Breaks programme across Mid and North Essex. The partnership is and now delivering services effectively; although the partnership is still to work through some internal aspects such as the need to improve booking processes for families. However, the SEND Sensation team are now in a better position to promote all the services, including arranging family social events and features in the media such as an item on ITV News. This will continue to improve as the partnership arrangements within SendSensation are evolving and we look towards enhancing marketing and messaging across the county to assist all partners with recruiting more clients as well as considering a strategic plan to investigate future funding opportunities for the partnership.

Activate Holiday Activity Food Clubs

This programme, funded by Essex County Council helps InterAct to deliver holiday activities for young people who are in receipt of benefit-based free school meals. The majority of the places we allocated for young people were taken up in the Easter and Summer holiday periods and the service continues to introduce our services to families who previously had not used our services.

Together & COZ Clubs (Chelmsford)

These clubs support young people approaching adulthood (aged 19+). Following a temporary reduction in attendance, we were able to increase numbers again by delivering a 'Yes Chef' food education programme, funding for which we have once again been awarded via Essex County Council and through intermittent funding bids from local trusts and organisations. Our Coz Club works with young people aged 15-25, whereas the Together Club focusses specifically on supporting young people to navigate the difficult period of transition to adulthood, developing social and life skills, healthy eating, physical exercise and environmental awareness. There is currently a bid in the National Lottery Community Fund to develop this provision in Colchester and Clacton.

Emotional, Health and Wellbeing Services

We have over 20 years' experience of working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing that provide us with invaluable experience in shaping our programme of training for professionals.

Our broad range of resilience courses, and nationally recognised Mental Health First Aid (MHFA) training, promote positive mental health. Our resilience courses inspire and enable people who have experienced difficult life circumstances, anxiety, or stress; helping them to cope with life's challenges and take control of their future direction. Our Mental Health First Aid (MHFA) training equip people with the skills, knowledge and understanding to help and support themselves, and others, experiencing poor mental health.

Our key projects this year:

Start Well Fund

This fund was awarded in April 2023 to run a series of programmes to provide basic wellbeing and resilience training for vulnerable groups in Colchester & Tendring; in particular women, those from deprived backgrounds, refugees, those that have English as a second language, and parents raising children with SEND & additional needs and mental health concerns. It is managed by Community 360 and Tendring CVS for a value of £13,080 and £21,170 respectively. The programmes have been a mixture of in-person and virtual provision to help reduce barriers and enable participants to attend from home if they preferred.

Hyperlocal Fund

This fund was awarded in November 2023 to deliver 12 Preventative & Postvention workshops up to the end of April 2024. It is managed by Community 360 (North Essex Alliance) for a value of £9,525. These workshops provided training on suicidal thoughts & risks, the impact of suicide on others, and preventative actions to reduce risks of a subsequent crisis developing. The training will include approaches such as a cognitive challenge process, bereavement process of emotions, positive language development and development of personal coping and workplace/community strategies.

ACL Essex Learning Partnership Fund

This awarded in June 2023 to deliver complementary courses focusing upon mental health & wellbeing, of both learners and those with whom they come into contact for a value of £40,506. We provided a series of programmes of 4x4hrs and 4 x3hrs for adult and youth MHFA and developing resilience and wellbeing through interactive, practical training that developed the skills & confidence to recognise and respond to mental health issues in straightforward, effective ways and also equips learners with inner resources and coping skills to face everyday stresses, ups & downs of life, and 'bounce back' from adversity. These were for people facing challenges affecting employability and personal development who struggle with challenging mental health, loneliness, homelessness, substance misuse, disability or caring responsibilities; particularly lone parents and carers of people with disabilities and those experiencing long-term impacts from COVID-19.

Organisations we have worked with to improve mental health in the workplace and in communities include:	
Basildon, Billericay and Wickford CVS Barnado's Foster Services Castledon School Chelmer Valley High School Chelmsford CVS Colchester City Council Community 360 Dementia Adventure Employ-Ability Epping Forest District Council Essex Boys & Girls Club Essex County Council Essex Scouts Futures in Mind	Gateshead Council Home Start Essex Ideas Hub Maldon and District Community Voluntary Service Mid and North Essex Mind Open Road Parents4Parents Rose Builders Shorefields School Spite Hartwood Hospital Support 4 Site Swan Housing Association Trinity Primary school Turners House Trust Unified SEEVIC & Palmers College

General Operations

Over the last twelve months, the team have maintained their current roles whilst a new permanent Chief Executive Officer was recruited and onboarded over the winter. We also recruited additional sessional youth workers to enable the Young People team to offer enhanced staff cover to deliver the wider range of activities to which we are now committed as part of the new Essex Short Breaks & Activities contract.

Towards the end of the year, it became evident that the funding environment was changing that would have a detrimental impact upon the charity, so with the new CEO, the Board has initiated a general review of the organisation with a view to reprioritising the various work streams and associated income as well as the structure of the charity. Whilst this process is completed, the team continues to provide an excellent service to our beneficiaries, with parents and stakeholders constantly informing us of how much they value the nature of our work.

Partnerships

We believe in working together in order to add value to our services that will then offer greater benefit for the communities we serve. We are grateful for the support provided by Essex County Council and continue to work closely with them and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources.

Partner	Joint Activities
Essex Council for Voluntary Youth Services (ECVYS)	As joint members of Mid-Essex Cluster Group, we support youth voice consultations, and the CEO represents ECVYS on the Mid Essex Be Well subgroup. Another staff member serves as ECVYS Treasurer/Trustee.
Council for Disabled Children (CDC)	Linking with specialist networks we engage in opportunities to increase the participation, voice, and autonomy of young people with disabilities, with the CEO attending meetings.
Essex Youth Services	We share purpose-built youth premises for our club provision and have also developed some training opportunities.
Active Essex	We support families and young people in financial difficulty to access the full range of our services
Anglia Ruskin University	Providing work placements for Social Work degree students
SEND Sensation	We have joined a collaboration of seven service providers who have successfully bid to deliver the Essex Short Breaks Clubs and Activities contract. The CEO sits on the board of the partnership and the relationship is starting to develop additional benefits such as sharing of best practise, information, resources and increasing the public's awareness of InterAct whilst working to develop new ways of engaging with and supporting families.

Communications

In order to widen our reach and enhance the impact we can make within the communities we work with, it is important for us to raise our profile and build levels of support for the charity. This will help us encourage more families to engage with our services, enable us to develop more partnerships and provide stronger evidence for our funders.

We continue to utilise social media and mobile communication platforms to engage with the families we work with and we attend local public engagement events, networking events and roadshows.

Volunteering

Our volunteers provided much needed support throughout the charity. In the office volunteers were able to help us with some of our admin tasks, filing arranging postage as well as helping to keep the areas clean and tidy. We had some assistance on our training programmes, with organising rooms and assisting with resources and we also had support working with our club and day trip attendees; helping us to provide that important engaged service to the children and young people as we work on providing connections and developing life skills. We continue to seek more volunteers, in particular our growing range of evening clubs.

Participation

We continue to engage with our staff, volunteers and beneficiaries, enabling them to have an influence on our own and external decisions and services.

We do this by encouraging staff and volunteers to consider their training needs to support their current work as well as to contribute towards their growth and future career aspiration. Our teams work directly with the children, young people and their families, regularly involving them with planning activities, trips and events to ensure we are always meeting their needs. We also participate in consultation events about the experiences of young people with special educational needs and disabilities both locally, and nationally.

Achievements and Performance

In addition to our Trustees, we worked with 13 volunteers who kindly offered a total of 500 hours of support to InterAct. As always, we are very grateful for their efforts and time to help us deliver our range of services to our beneficiaries.

Our Young People Services team provided a huge range of events, clubs and day trips, providing over 7,100 hours of valuable engagements for children and young people, working with 118 children and young people living with SEND across Mid and North Essex. Our work, helped them to aspire and achieve their aspirations, increase their choices and independence, build social & life skills whilst improving their emotional, mental health and wellbeing.

To help provide increased awareness of and ability to support those nearing or experiencing crisis, our Emotional Mental Health & Wellbeing programmes provided over 6,500 hours of engagement in training events for 482 participants from a variety of organisations.

We often have feedback from the families we work with. Some examples are:

'InterAct has stopped Theodore from feeling so isolated during the holidays, and I as his mother, have felt relaxed and reassured in the knowledge that when he attends these events and trips, he is with staff who understand his needs and do not judge. As a parent of children with SEND, this is all I could ever ask or wish for.'

'During his time with others at the group, he learnt to understand other children have other needs too that may not necessarily be the same as his, and to respect the differences of everybody. He would come home and be keen to express his happiness in that he had made a friendship that day, that he would otherwise not have attained or been able to make, had he have not attended InterAct. More importantly, he began to understand compassion and patience for others needs too.' Theodore's Mum

"He really enjoys coming along to the activities that are great fun, although we do lots as a family, this is a real chance for him to be independent of us, so thank you" Liam's Mum

Feedback from some of training courses include messages such as:

'Very interesting and useful..... Lots I didn't know or hadn't thought about.....Very worthwhile and helpful for my job and personal life.....Very informative.....Very interesting and thought provoking.....Very good and informative training. Lots of chances to speak and share. I felt comfortable and learnt a lot.....Thanks, the training was excellent and the trainer was very knowledgeable and with a variety of teaching styles.....Good training - covered many areas, was interactive and included varied tasks. It was a very interactive and open minded session.....The facilitator did a very good job to explain suicide in a more relatable manner.....This is a necessary workshop for all professionals'

Future Plans and Strategy

SEND awareness across the UK is on the increase, with an increasing demand put upon services and increasingly higher annual budgets for children with special educational needs and disabilities required. Autism spectrum conditions continue to rise dramatically, after the number of children diagnosed in England's state schools increased from 57,000 in 2015-16 to 132,000 in 2023-24. This information is based on a report from the National Audit Office and needs to be viewed in the context of council cuts and a risk that two in five local authorities could be declaring bankruptcy by 2026. There is an increasing need for our services that we need to balance with a changing financial landscape.

The funding environment we operate in has changed, resulting in our ability to deliver MHFA training workshops and programmes. As a consequence, our training function is starting to wind-down as we look to restructure and focus on our youth services, to meet a growing need. However, in recent months, we have experienced reduced funding streams for some of those vital services too. As a consequence of these changes and increased pressure on our finances, we will be:

- Refocusing on our children and young people services, reviewing our club locations, age ranges and activities so we can better deliver in areas of high demand whilst widening our reach in poorly supported districts
- Working closer with our partners to enhance our operations, resources and marketing
- Reviewing our staff structure, salaries, and roles to ensure we are better able to support, motivate and develop our team
- Enhance staff training and available opportunities to widen and deepen their experience and skill
- Increase opportunities for 18–25-year-olds across Chelmsford, Colchester and surrounding areas so those young people with SEND can be better supported as they transition into adulthood

Governance and Management

Governing Document

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12th August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

Recruitment, Induction and Training of Trustees

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory Disclosure and Barring Service check and give their time voluntarily.

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the charity, the Trustee decision-making process, strategic direction, key risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities. Ongoing training is available including the ability to access events and courses provided by The National Council for Voluntary Organisations.

Management and Organisational Structure

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. At present, the Board has eight members from a variety of professional backgrounds relevant to the work of the charity. The CEO also sits on the Board as Secretary but has no voting rights. Working Groups are formed as required and all report to the Board of Trustees. To facilitate effective operations, the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees.

The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Senior Management Team, that consists of the Interim CEO, Lead Emotional, Mental Health & Wellbeing and the Young People Team Project Manager, have lead areas of responsibility across the organisation and ensuring that the team continue to develop their skills and working practices in line with good practice.

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

Related Parties

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported.

Risk Management

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. Policies and procedures are under review by the Board, and a new policy register is being developed for the coming year to ensure all policies are reviewed and updated on a regular basis. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

Safeguarding

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

Finance

Finance Review

Results to the year 31.03.24 can be seen in the Statement of Financial Activities below. It is evident that our income streams have reduced from 2023 to £312,495 which we have been able to counter with cost saving initiatives, however we still experienced a deficit of £29,814. We continue to look for further funding and cost savings, however funding is becoming critical with a reduction in our short breaks funding for the coming year. We have made some progress with our National Lottery Community Fund bid that will be supporting our 19-25 year-olds provision but we need to work on more bids to cover our core costs and young people services. We do have some breathing space with our current reserves, but without significant improvement in funding, these reserves will be significantly reduced during 2024/25.

Despite our current situation, the team continues to provide an excellent service to our beneficiaries, with parents and stakeholders constantly informing us of how much they value the nature of our work.

Principal Funding Sources

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

Asda Foundation
Chelmsford City Council
Chelmsford Phoenix Rotary
Community 360
Essex Community Foundation
Essex County Council
Happy Days
Masonic Charitable Foundation
Tendring Community Volunteers

Reserves Policy

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally, we have a commitment and a responsibility to act responsibly to our employees and to provide assurance to our partners. The reserves policy also provides for designated funds, which the Trustees continually review.

Having reviewed the Charity's requirements for reserve and given due consideration to the risks and opportunities, the Trustees believe that unrestricted funds should be a minimum of six months' operating costs. With total expenditure this year of £342,309, current unrestricted funds of £279,602 represent over 9 months of operating costs.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. We are aware that with current funding situation and levels of costs, we will become more reliant upon our reserves in the coming year.

Pensions

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £398.

Investment Policy

Any surplus cash flow is moved from our current account into an interest-bearing deposit account, maximising return, and minimising any potential risk.

Responsibilities of The Board of Trustees

The Trustees (who are also directors of InterAct for the purposes of the Companies Act 2006) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

Approved by the Board of Trustees and signed on its behalf by:

C Clements

C Clements

17 December 2024

InterAct Chelmsford Limited

Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ('the Company')

I report to the charitable company trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 16 to 32.

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 company'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 Association of Chartered Certified 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.

S A Morrell

.....
Sandra Morrell FCCA
146 New London Road
Chelmsford
Essex
CM2 0AW

Date: 19 December 2024

InterAct Chelmsford Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and grants	3	15,227	54,920	70,147	101,730
Charitable activities	4	57	229,949	230,006	261,913
Other trading activities	5	-	3,745	3,745	10,271
Investment income	6	8,597	-	8,597	2,910
Total income		<u>23,881</u>	<u>288,614</u>	<u>312,495</u>	<u>376,824</u>
Expenditure on:					
Raising funds		7,987	-	7,987	9,257
Charitable activities	7	<u>39,244</u>	<u>295,078</u>	<u>334,322</u>	<u>365,864</u>
Total expenditure		<u>47,231</u>	<u>295,078</u>	<u>342,309</u>	<u>375,121</u>
Net (expenditure)/income		<u>(23,350)</u>	<u>(6,464)</u>	<u>(29,814)</u>	<u>1,703</u>
Net movement in funds		(23,350)	(6,464)	(29,814)	1,703
Reconciliation of funds					
Total funds brought forward		<u>302,952</u>	<u>107,074</u>	<u>410,026</u>	<u>408,323</u>
Total funds carried forward	19	<u><u>279,602</u></u>	<u><u>100,610</u></u>	<u><u>380,212</u></u>	<u><u>410,026</u></u>

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

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Investments	14	-	2
Current assets			
Debtors	15	14,226	19,148
Cash at bank and in hand	16	384,568	416,557
		398,794	435,705
Creditors: Amounts falling due within one year	17	(18,184)	(24,830)
Net current assets		380,610	410,875
Net assets excluding pension liability		380,610	410,877
Pension scheme liability	18	(398)	(851)
Net assets including pension liability		380,212	410,026
Funds of the charitable company:			
Restricted income funds			
Restricted funds	19	100,610	107,074
Unrestricted income funds			
Designated funds		117,608	117,608
Unrestricted funds		162,392	186,195
Pension reserve		(398)	(851)
Total unrestricted funds		279,602	302,952
Total funds	19	380,212	410,026

For the financial year ending 31 March 2024 the charitable company 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 charitable company 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 financial statements have 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.

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2024

The financial statements on pages 16 to 32 were approved by the trustees, and authorised for issue on 17 December, and signed on their behalf by:

C Clements

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C Clements

Trustee

InterAct Chelmsford Limited

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

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

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 2019) - (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

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

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charitable company.

Group accounts not prepared

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts..

Income and endowments

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

Donations and legacies

Donations are recognised when the charitable company 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 charitable company before the charitable company 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 charitable company and it is probable that these conditions will be fulfilled in the reporting period.

InterAct Chelmsford Limited

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

Grants receivable

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

Deferred income

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any irrecoverable VAT.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

Support costs

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

Taxation

The charitable company 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 charitable company 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.

InterAct Chelmsford Limited

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

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
Motor vehicles	33% of cost

Fixed asset investments

Investments in subsidiaries are recorded at cost.

Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

Trade creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

Financial instruments

Classification

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

InterAct Chelmsford Limited

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

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations receivable	8,412	54,920	63,332	85,055
Gift Aid donations from subsidiaries	6,815	-	6,815	16,675
	<u>15,227</u>	<u>54,920</u>	<u>70,147</u>	<u>101,730</u>

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Young People's Services and Emotional Mental Health & Wellbeing	57	195,781	195,838	217,879
Client and learner contributions	-	34,168	34,168	44,034
	<u>57</u>	<u>229,949</u>	<u>230,006</u>	<u>261,913</u>

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Other income	-	3,745	3,745	10,271
	<u>-</u>	<u>3,745</u>	<u>3,745</u>	<u>10,271</u>

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Interest receivable on bank deposits	8,597	-	8,597	2,910
	<u>8,597</u>	<u>-</u>	<u>8,597</u>	<u>2,910</u>

InterAct Chelmsford Limited

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

7 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2024 £
Young People's Services	173,334	37,231	210,565
Emotional Mental Health & Wellbeing	96,212	27,998	124,210
	<u>269,546</u>	<u>65,229</u>	<u>334,775</u>
	Activity undertaken directly £	Activity support costs £	2023 £
Young People's Services	188,185	59,601	247,786
Emotional Mental Health & Wellbeing	82,175	35,903	118,078
	<u>270,360</u>	<u>95,504</u>	<u>365,864</u>

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Staff costs £	Administration costs £	Total 2024 £	Total 2023 £
Young People's Services	2,229	13,769	21,233	37,231	64,566
Emotional Mental Health & Wellbeing	1,677	10,354	15,967	27,998	30,938
	<u>3,906</u>	<u>24,123</u>	<u>37,200</u>	<u>65,229</u>	<u>95,504</u>

Governance costs

	Total 2024 £	Total 2023 £
Independent examiner fees		
Examination of the financial statements	2,090	2,010
Other fees paid to examiners	9,054	1,750
	<u>11,144</u>	<u>3,760</u>

InterAct Chelmsford Limited

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

9 Net incoming/outgoing resources

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

	2024 £	2023 £
Loss on disposal of investments	<u>2</u>	<u>-</u>

10 Trustees remuneration and expenses

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

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

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	205,105	222,556
Social security costs	9,839	12,375
Pension costs	<u>8,215</u>	<u>10,076</u>
	<u>223,159</u>	<u>245,007</u>

The monthly average number of persons (including senior management / leadership team) employed by the charitable company during the year expressed by head count was as follows:

	2024 No	2023 No
Total	<u>21</u>	<u>20</u>

9 (2023 - 10) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £8,215 (2023 - £10,076).

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

The total employee benefits of the key management personnel of the charitable company were £71,414 (2023 - £50,464).

InterAct Chelmsford Limited

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

12 Taxation

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

13 Tangible fixed assets

	Motor vehicles £	Total £
Cost		
At 1 April 2023	<u>18,995</u>	<u>18,995</u>
At 31 March 2024	<u>18,995</u>	<u>18,995</u>
Depreciation		
At 1 April 2023	<u>18,995</u>	<u>18,995</u>
At 31 March 2024	<u>18,995</u>	<u>18,995</u>
Net book value		
At 31 March 2024	<u><u>-</u></u>	<u><u>-</u></u>
At 31 March 2023	<u><u>-</u></u>	<u><u>-</u></u>

InterAct Chelmsford Limited

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

14 Fixed asset investments

	2024 £	2023 £
Shares in group undertakings and participating interests	-	2

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2023	2	2
Revaluation	(2)	(2)
At 31 March 2024	-	-
Net book value		
At 31 March 2024	-	-
At 31 March 2023	2	2

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2024	2023	
Subsidiary undertakings					
InterAct Projects Limited	England and Wales	Ordinary	100%	100%	Managed Moulsham Mill Business Centre

Subsidiaries

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited net donations of £6,815 (2023: £16,675) under Gift Aid.

InterAct Projects Limited was dissolved on 23 July 2024 because it was no longer required.

InterAct Chelmsford Limited

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

15 Debtors

	2024 £	2023 £
Trade debtors	6,348	13,684
Prepayments	2,164	-
Other debtors	5,714	5,464
	<u>14,226</u>	<u>19,148</u>

16 Cash and cash equivalents

	2024 £	2023 £
Cash at bank and in hand	<u>384,568</u>	<u>416,557</u>

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	6,887	13,290
Other taxation and social security	4,590	3,952
Other creditors	2,130	1,873
Accruals	4,577	3,720
Deferred income	-	1,995
	<u>18,184</u>	<u>24,830</u>
	2024 £	2023 £
Deferred income at 1 April 2023	1,995	36,757
Amounts released from previous periods	<u>(1,995)</u>	<u>(34,762)</u>
Deferred income at year end	<u>-</u>	<u>1,995</u>

InterAct Chelmsford Limited

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

18 Pension and other schemes

Defined benefit pension schemes TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The date of the most recent comprehensive actuarial valuation was 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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
	£	£
Present value of defined benefit obligation	<u>(398)</u>	<u>(851)</u>

InterAct Chelmsford Limited

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

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2024
	£
Present value at start of year	851
Interest cost	34
Contributions by scheme participants	(487)
Present value at end of year	<u>398</u>

Principal actuarial assumptions

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

	2024	2023
	%	%
Discount rate	<u>5.31</u>	<u>5.52</u>

19 Funds

Current year:

	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
<i>Unrestricted funds</i>				
General funds	185,344	23,881	(47,231)	161,994
<i>Designated funds</i>				
Development fund	<u>117,608</u>	<u>-</u>	<u>-</u>	<u>117,608</u>
Total Unrestricted	<u>302,952</u>	<u>23,881</u>	<u>(47,231)</u>	<u>279,602</u>
Restricted				
Young People's Services	80,776	159,998	(183,349)	57,425
Emotional Mental Health & Wellbeing	<u>26,298</u>	<u>128,616</u>	<u>(111,729)</u>	<u>43,185</u>
Total restricted	<u>107,074</u>	<u>288,614</u>	<u>(295,078)</u>	<u>100,610</u>
Total funds	<u>410,026</u>	<u>312,495</u>	<u>(342,309)</u>	<u>380,212</u>

InterAct Chelmsford Limited

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

Prior year:

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
<i>Unrestricted funds</i>				
General funds	205,645	24,409	(44,710)	185,344
<i>Designated funds</i>				
Development fund	117,608	-	-	117,608
Total unrestricted funds	<u>323,253</u>	<u>24,409</u>	<u>(44,710)</u>	<u>302,952</u>
Restricted				
Young People's Services	58,667	250,489	(228,380)	80,776
Emotional Mental Health & Wellbeing	26,403	101,926	(102,031)	26,298
Total restricted funds	<u>85,070</u>	<u>352,415</u>	<u>(330,411)</u>	<u>107,074</u>
Total funds	<u><u>408,323</u></u>	<u><u>376,824</u></u>	<u><u>(375,121)</u></u>	<u><u>410,026</u></u>

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

Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund was for accessible adaptations, refurbishment and renovation of the “Aspire Centre”.

Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

InterAct Chelmsford Limited

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

20 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2024 £
Current assets	180,576	117,608	100,610	398,794
Current liabilities	(18,184)	-	-	(18,184)
Pension scheme liability	(398)	-	-	(398)
Total net assets	<u>161,994</u>	<u>117,608</u>	<u>100,610</u>	<u>380,212</u>

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2023 £
Fixed asset investments	2	-	-	2
Current assets	211,024	117,608	107,073	435,705
Current liabilities	(24,830)	-	-	(24,830)
Pension scheme liability	(851)	-	-	(851)
Total net assets	<u>185,345</u>	<u>117,608</u>	<u>107,073</u>	<u>410,026</u>

21 Related party transactions

During the year the charitable company made the following related party transactions:

InterAct Projects Limited

In the year ended 31 March 2024 InterAct Projects Limited donated £6,815 (2022: £16,675) to the charity under Gift Aid. At the balance sheet date the amount due to/from to InterAct Projects Limited was £Nil (2023 - £1,464).

InterAct Chelmsford Limited

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

22 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and grants	3	21,324	80,406	101,730
Charitable activities	4	-	261,913	261,913
Other trading activities	5	175	10,096	10,271
Investment income	6	2,910	-	2,910
Total income		<u>24,409</u>	<u>352,415</u>	<u>376,824</u>
Expenditure on:				
Raising funds		9,257	-	9,257
Charitable activities	7	<u>35,453</u>	<u>330,411</u>	<u>365,864</u>
Total expenditure		<u>44,710</u>	<u>330,411</u>	<u>375,121</u>
Net (expenditure)/income		<u>(20,301)</u>	<u>22,004</u>	<u>1,703</u>
Net movement in funds		(20,301)	22,004	1,703
Reconciliation of funds				
Total funds brought forward		<u>323,253</u>	<u>85,070</u>	<u>408,323</u>
Total funds carried forward	19	<u><u>302,952</u></u>	<u><u>107,074</u></u>	<u><u>410,026</u></u>

INTERACT CHELMSFORD LIMITED

England & Wales - Charity number 1048631

Accounts

InterAct

IMPROVING LIVES AND COMMUNITIES THROUGH LEARNING, LEISURE, SHARING AND SUPPORT

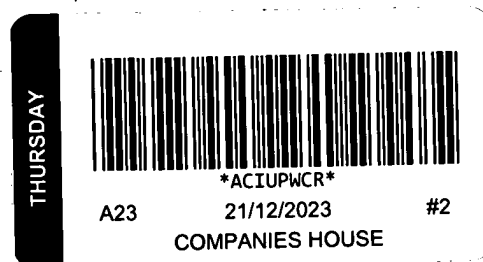
INTERACT CHELMSFORD LIMITED

Annual Report & Financial Statements

For the year ended 31 March 2023



146 New London Road
Chelmsford Essex CM2 0AW



In partnership with
THE NATIONAL LOTTERY
COMMUNITY FUND



InterAct

InterAct

Unit 63, Waterhouse Business Centre
2 Cromar Way
Chelmsford
Essex
CM1 2QE



Registered Charity No. 1048631

A company limited by guarantee in England and Wales No. 3087233

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InterAct

Making a Difference



21,700+

hours providing opportunities to build social & life skills and increase understanding of mental health & personal wellbeing



850+

parents/carers, young people, volunteers and professionals equipped with new skills



350+

leisure, learning and sharing activities



4,300+

hours respite from caring responsibilities



860+

children, young people & families supported



22 Volunteers provided 63+ hours of their time

The Trustees present their Annual Report together with the financial statements of the charity for the year ended 31st March 2023. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	InterAct Chelmsford Limited
Charity Registration No:	1048631
Company Registration No:	3087233
Registered and Principal Office:	Unit 63 Waterhouse Business Centre, 2 Cromar Way, Chelmsford, CM1 2QE

Trustees and Directors

Jenny McLean
Debbie Knight
Heather Moore
Mark Hagon
Caroline Clements (appointed 21 April 2022)
Matthew Eaves (appointed 29 September 2022)
John Tweddell (resigned 6 April 2022)
Lisa Mathews (resigned 21 October 2022)

Chief Executive:

Susie Nankivell (appointed 31 May 2022)
Anita Goldsmith (resigned 31 May 2022)

Patrons:

Lord Petre
Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS
Dave Monk LL.B MSc
Etholle George

Independent Examiners

Edmund Carr LLP, 146 New London Road, Chelmsford, Essex CM2 0AW

Bankers

CAF Bank Ltd, Kings Hill, West Malling, Kent ME19 4TA

MISSION, VISION AND VALUES

MISSION: Improving Lives and Communities through Learning, Leisure, Sharing and Support

Our mission champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

VISION: Communities in which our interdependence is valued, and where we work together to include the excluded and to create a fair world

To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high-quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services, we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

Our Values underpin all that we do:

- **Inspiring** - we are creative, encouraging and ambitious
- **Non-discriminatory** - we respect and embrace the diversity of the communities in which we work
- **Trustworthy** - we develop trust and strive for people to fulfil their potential
- **Empowering** - we help people to help themselves
- **Responsive** - we meet the changing needs of people and communities
- **Accountable** - we base our work on the needs of the people we support
- **Commitment** - we are committed to providing quality, person-centred services
- **Together** - we work in partnership with people and with other organisations to support people to make significant changes in their lives

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

OBJECTIVES AND ACTIVITIES

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, those who have or are recovering from mental health problems and the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

To achieve these aims InterAct has structured its service delivery around four core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing
- Connected Communities
- Consultancy & Training

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

PUBLIC BENEFIT

We have referred to the Charity Commission's guidance on public benefit when planning our activities. The Charity's achievements and performance illustrate how the mission and vision have been pursued to derive public benefit.

CONTEXT

SEND provision issues in Essex:

SEND (Special Educational Needs and Disabilities) provision issues can encompass a range of challenges related to the support and services provided to children and young people with special educational needs and disabilities. These can vary but may include:

Issue	Impacts	Extent in Essex
Lack of funding	Shortage of specialist staff, resources and other support services	
Staff shortages	Lack of tailored support (e.g. speech & language, occupational therapy)	
Mental health	Poor emotional wellbeing, due to insufficient resources	
Transition support	Setbacks e.g. when children move from primary to secondary schools	
Barriers to inclusion	Lack of uptake of mainstream education by children with SEND	
Excess demand	Long wait times for assessment, intervention and school placements	
Red tape	Legal disputes, if obligations of Children & Families Act 2014 not met	
Transport issues	Poor attendance and/or participation in education	
Late assessment	Delayed development for affected children	
Parental engagement	Lack of coordination between school / extra-curricular and home life	

Addressing these issues requires collaboration between local authorities, schools, parents and support organisations as well as ongoing evaluation and adjustment to policies and practices. Advocacy, increased funding and a commitment to inclusive education practices are also key success factors for Essex.

Current issues with mental health support in Essex:

Similarly, these issues affect our work in supporting mental health in Essex:

Issue	Impacts	Extent in Essex
Lack of funding	Shortages of resources or staff cause long wait times for those seeking help	
Stigma	Stigma discourages some from seeking help or from disclosing struggles	
Uncoordinated services	Fragmented / disjointed care for individuals with complex physical / mental / social needs	
Lack of staff	Extra strain on available staff eg. psychiatrists, psychologists, social workers	
Lack of crisis care	People in crisis lacking the urgent help they need	
Access barriers	Access prevented due to lack of transport options to distant facilities	
Lack of specialists	Poor service eg. for children and adolescents, who need specialist support	
Cultural competency	Potentially weaker services in areas with a mix of culture & backgrounds	
Inaccurate data	Potentially poor guidance on policy and resource allocation	

INTERACT ACHIEVEMENTS AND PERFORMANCE

This year we have been able to deliver a full and varied programme of provision for young people, families and individuals who were all able to take advantage of our wide range of youth clubs, holiday activities and training courses/workshops.

Impact 2022 - 23:

We supported over 850 children, young people, families, and members of the local community to aspire and achieve their aspirations, increase their choices and independence and improve their emotional, mental health and wellbeing. This work was supported by more than 22 individuals contributing in excess of 63 volunteer hours. In total we provided 21,700+ hours of opportunities to build social & life skills and increase understanding of mental health & personal wellbeing.

Achievements

- ✓ Successfully secured the Essex Short Breaks clubs and Activities contract as part of a collaboration of seven other providers: "SEND Sensation"
- ✓ Identified and secured funding to deliver Mental Health, Resilience and suicide prevention training
- ✓ Retained a committed paid and volunteer workforce
- ✓ Awarded the Mindful Employer Charter for Employers Positive About Mental Health

Relocation:

The primary **objectives** of this relocation were to move to a more suitable venue and to become more independent - whilst minimising disruption to service delivery. Following the extension of interim contracts for CEO and Young People Team Project Manager, these objectives have been largely achieved and will be completed in the coming months.

In the past year the InterAct team has successfully settled into new premises at the **Waterhouse Business Centre**, adapting to new processes and other changes and significantly improving our back-office operations.

The Waterhouse Business Centre makes our team feel very welcome, while accountants Edmund Carr now provide **bookkeeping and payroll services**. The team has also been trialling a new accounting system (Xero) and new payroll system (BrightPay), both of which offer significant process improvements. We have also established a new contract for reliable, comprehensive and cost-effective **IT support**. **Human Resources** are unchanged, with services still in-house.

The decisions to engage external providers for financial and IT support will both be reviewed at the end of this financial year, but both have so far proven **cost-effective, efficient and reliable**.

Key contracts and services:

InterAct Young People's services:

Our dedicated team of staff and volunteers provides an opportunity for children and young people to develop vital life skills in order to identify goals and aspirations and to maximise their life chances - all whilst enjoying the chance to make friends and enjoy new experiences.

During the year our group activities and clubs included:

- Term-time, community-based activities
- Youth and after-school clubs
- School holiday activities and day trips
- Overnight trips

Essex Short Breaks Clubs & Activities (ESBCA)	ActivAte Holiday programme	Together Club
Term time & holiday activities for young people aged 8 -18 with Learning difficulties, Autism and Special Educational Needs & Disabilities (SEND)	Holiday activities for young people who are in receipt of benefit-based free school meals	Supporting young people approaching adulthood (aged 19+)
Although this collaboration has made progress in implementing the ESBCA contract, we are still experiencing significant challenges. We continue to negotiate the finer details of the contract including the registration, booking and payment systems and pressure to adapt our services to meet the emerging needs of the collaborative service provision - without losing sight of our own vision and style of service provision. We are of course committed to consolidating this service successfully across Mid & North Essex for all young people, regardless of age, need and location.	We have now delivered the ActivAte holiday activities during the Easter and Summer periods successfully and are all set to continue provision during the Christmas break. We also expect to receive further funding to provide the service in the Autumn half term, although this is not a legal requirement for the local government. The majority of the places we allocated for young people were taken up in both holiday periods and the service continues to introduce our services to families who previously had not used our services.	Following a temporary reduction in attendance, we plan to increase numbers again by delivering another food education programme, funding for which we have once again been awarded. We are still ambitious to replicate this group in Colchester & Clacton and have submitted a number of funding bids accordingly which are still awaiting decisions.

Emotional, Mental Health and Wellbeing services:

Our broad range of resilience courses, and nationally recognised Mental Health First Aid (MHFA) training promote positive mental health. These inspire and enable people - many of whom have experienced difficult life circumstances, anxiety, or stress - to cope with life's challenges and take control of their future direction.

Essex Learning Partnership Fund (ELPF)

In this quarter we have completed the delivery of the 2022 -23 contract delivering a combination of Mental Health First Aid (MHFA) training and Resilience courses. Final reports are being submitted but we aim to meet targets in order to secure full payment. It is still not clear as to the focus of the new contract for 2023 – 24 procured by ELPF and whether it would be appropriate for InterAct. According to discussions, the commissioners hope that the National Government will make an announcement in **Autumn 2023**.

“Hyper Local” Colchester Catalyst Fund (Suicide Postvention & Prevention Workshops)

We have submitted another bid for an equivalent contract to this year to be delivered in 2023 – 2024 if successful.

Fee-Paying Training

We continue to promote our training services to attract further uptake.

Funding

The contract with an external fundraising service has achieved varying degrees of success. Going forward we will be independently identifying potential funds and bidding as appropriate. These will, if successful, provide InterAct with a source of further funding for a wider range of services.

Volunteering

The pandemic understandably led to a significant decrease in the number of volunteers engaging with InterAct. However, we are gradually attracting new volunteers, primarily as youth workers and administrators.

Participation

Our programme of activities and learning opportunities allows all those who engage with our services to offer suggestions for positive developments and constructive criticism. This influences our decisions and services, for example via:

- ✓ Contributing to the content and development of InterAct's young people's activity programme
- ✓ Feedback to funders to endorse the positive impact achieved by our services
- ✓ Providing evidence to support applications for further funding
- ✓ Participating in consultation events about the experiences of young people with special educational needs and disabilities both locally, and nationally

Partnerships

InterAct's focus on building partnerships allows the organisation to add value to our services, contribute to the development of stronger links to the wider community and collectively achieve a greater impact.

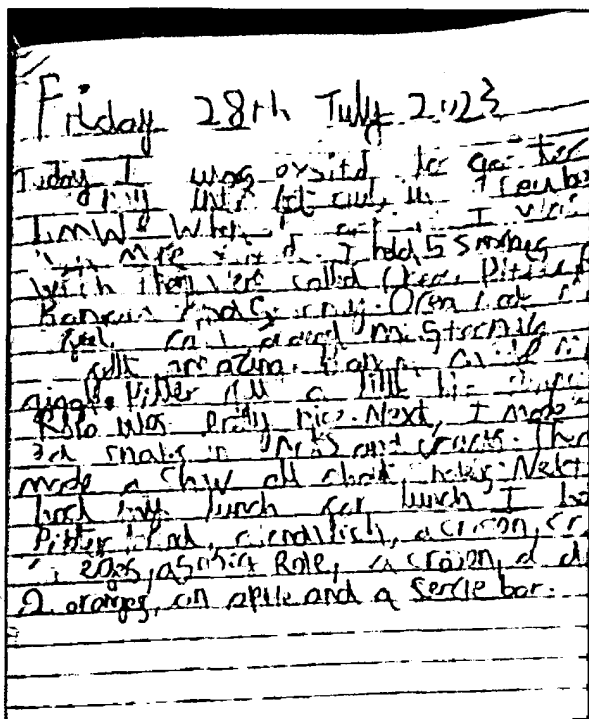
We continue to work closely with Essex County Council and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources - adding value and maximising opportunities for collaboration.

Partner	Joint Activities
Essex Council for Voluntary Youth Services (ECVYS)	As joint members of Mid-Essex Cluster Group, we support youth voice consultations; one staff member serves as ECVYS Treasurer/Trustee
Council for Disabled Children (CDC)	Linking with specialist networks we engage in opportunities to increase the participation, voice and autonomy of young people with disabilities
Essex Youth Services	We share purpose-built youth premises
Active Essex	We support families and young people in financial difficulty to access the full range of our services
SEND Sensation	We have joined a collaboration of seven service providers who have successfully bid to deliver the Essex Short Breaks Clubs and Activities contract

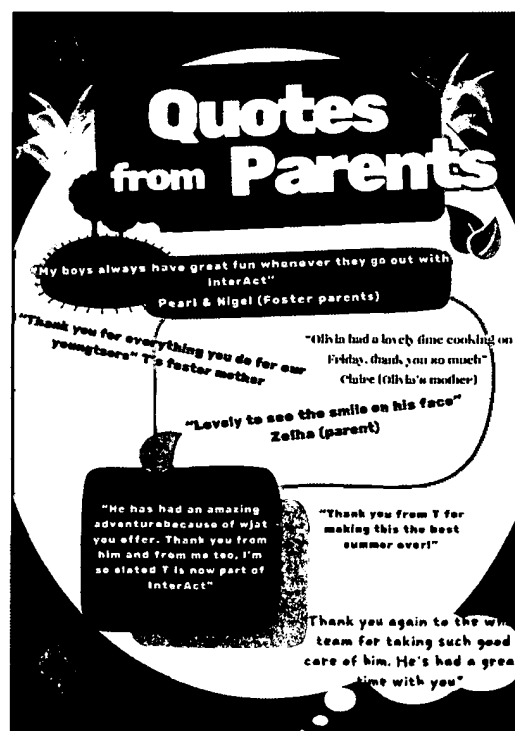
HOW INTERACT MAKES A DIFFERENCE

The regular feedback we receive from the children, young people, families and individuals we support indicates the quality and value of the activities and services we offer.

Feedback from a young person:



Feedback from parents/carers:



Feedback from a family:

Two years ago we reported on Sammy, who had been attending InterAct's club and activities for three years. Having initially struggled to listen and to follow instructions, he had developed enough independence and self-management to eventually participate without a one-to-one carer - and had become an active and popular member of the club. Today we are delighted to report that Sammy has continued to enjoy all of InterAct's many activities – from Clip 'n Climb to cooking, from holiday outings to evening walks. In so doing he has developed his confidence, communication and other life skills to the point where he has been able to find work - as both greenkeeper and with a carpentry group! In addition, he has won a place at Chelmsford College. As InterAct's mission is to help people make positive progress and to live happy and fulfilling lives, Sammy's experience is a great example of what we do.

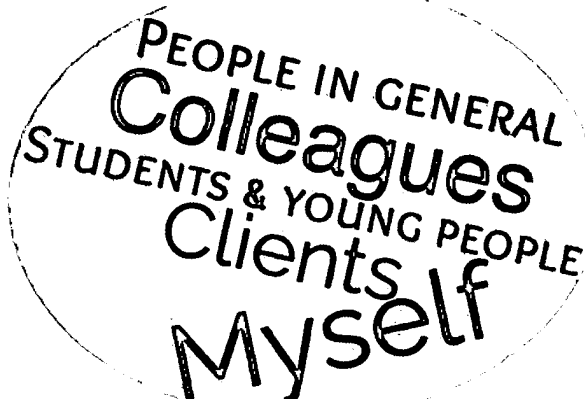


Sammy's mother, Jo, commented: "One of our goals for Sammy has been to see if he might ultimately join the workforce – doing meaningful work that would also add meaning to his own life. Thanks to the wonderful team at InterAct, he has developed far beyond our expectations, and is now working in two different roles. Not only that, he is going to learn more skills at Chelmsford College from September. We really can't thank the staff and the organisation at InterAct enough – they have been absolutely fantastic!"



Feedback on the Mental Health First Aid course:

"Who will benefit from the information you have gained from this course?"
(Word-cloud shows more frequently cited responses in larger fonts)



Feedback on the Pre- and Postvention course:

"What will you do differently following this workshop?"

Be kinder to myself Re-look at the charity health + wellbeing programme Check-in on mates Encourage those with suicidal thoughts to talk - rather than avoid the subject Ask twice if someone is okay Stop acting with feelings and emotions that are counter - productive Always remember that people are suffering a loss Be ready to talk about suicide Discuss more with colleagues & share the learning!	Share "Help is at hand" booklets and notices Sign-post resources for post-bereavement Ask different questions & use different language Support families after the sad event Talk more openly about my own feelings Think about / reframe the language I use in the context of suicide Be more mindful Have a broader understanding of the ripple effect Do more reading (from suggestions today) Take time to evaluate
--	---

22/23 FINANCIAL REVIEW

Results of the year to 31 March 2023 are set out in the statement of financial activities. These show a **£49k rise in income from donations and grants** (almost doubling to £101k) which helped to raise **total income to £377k** (£319k in 2021/22). The change in income was matched by a £56k increase in **expenditure on charitable activities to £366k**.

There was also a **£16k saving** (on the cost of raising funds) - in line with our stated goal of reducing costs where possible) - which turned last year's deficit of £17k into an **operating surplus of over £1k**.

The Balance Sheet is largely unchanged from prior year, with **£410k in total funds**, of which £303k are unrestricted (including £118k designated to the Development Fund) and £107k are restricted. That represents a net £20k shift from unrestricted to restricted funds compared to prior year.

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst our donors are:



Organisations we have worked with to improve mental health in the workplace and in communities include:

Barnardo's - Basildon Parents 4 Parents - Braintree District Council - Brentwood Diocese - Castle Point CVS - Chelmsford CVS - Chelmsford Diocese - Citizens Advice Essex - Colchester Korban Project - Community 360 - Essex County Council - Essex Fire & Rescue - Extra Support for Families - First Site - First Stop - Futures in Mind - Home Start Essex - Hope House - Ideas Hub - Kintsugi Hope - Maldon & District CVS - MHFA England - Papworth Trust - Provide - Royal Deaf Association - Southend-on-Sea Borough Council - Swan Housing Association - Tendring District Council - Tendring District Primary Schools - West Essex CCG

Reserves Policy

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally, we have a commitment and a responsibility to act responsibly to our employees and to provide assurance to our partners. The reserves policy also provides for designated funds, which the Trustees continually review.

Having reviewed the Charity's requirements for reserve and given due consideration to the risks and opportunities, the Trustees believe that unrestricted funds should be a minimum of six months' operating costs. With total expenditure this year of £375k, current unrestricted funds of £303k represent a healthy **9 months of operating costs**.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. The strategy is to continue to build unrestricted reserves through planned operating surpluses where possible.

Pensions

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £851.

Investment Policy

Any surplus cash flow is moved from our current account into an interest bearing deposit account, maximising return, and minimising any risk.

Pay Policy for Senior Staff

The Charity's pay strategy is agreed by the Board of Trustees, including the remuneration of key management personnel, and is reviewed annually.

PLANS FOR THE FUTURE

Delivering safe, responsive, high quality, person-centred services continues to lie at the heart of our organisational strategy. Evidence shows that the number of young people with learning disabilities is expected to increase. Allied to this the number of people experiencing poor mental health continues to grow.

We will continue to focus on consolidating and strengthening our organisation to ensure we are well placed to meet identified needs.

- Continuing to build links with local organisations and businesses
- Developing use of technology
- Growing and adapting our services to meet identified need
- Improving monitoring and evaluation
- Preserving the high quality services and training we currently offer
- Reviewing and improving policies, procedures and management controls
- Diversifying our income
- Reviewing our strategy to ensure it is relevant and sustainable

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12th August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

Appointment of Trustees

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory Disclosure and Barring Service check and give their time voluntarily.

Induction and training

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the charity, the Trustee decision-making process, strategic direction, key

risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities.

Organisational structure

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. Sub-committees are formed as required and all report to the Board of Trustees. To facilitate effective operations the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees, and to the Senior Management Team (SMT) who have lead areas of responsibility across the organisation and report to the Chief Executive. No employee received remuneration of more than £60,000 during the year.

Related parties

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported, other than the donation from InterAct Projects Limited.

Risk Management

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

Approved by the Board of Trustees and signed on its behalf by:

D Knight

.....
D Knight
Trustee

..... 19 December 2023

InterAct Chelmsford Limited

Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ('the Company')

I report to the charitable company trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 16 to 33.

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 company'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 Association of Chartered Certified 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.

S A Morrell

.....
Sandra Morrell FCCA
146 New London Road
Chelmsford
Essex
CM2 0AW

Date: 19 December 2023.

InterAct Chelmsford Limited

Statement of Financial Activities for the Year Ended 31 March 2023
(Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and grants	3	21,324	80,406	101,730	52,716
Charitable activities	4	-	261,913	261,913	254,595
Other trading activities	5	175	10,096	10,271	12,013
Investment income	6	2,910	-	2,910	74
Total income		<u>24,409</u>	<u>352,415</u>	<u>376,824</u>	<u>319,398</u>
Expenditure on:					
Raising funds		9,257	-	9,257	25,786
Charitable activities	7	<u>35,453</u>	<u>330,411</u>	<u>365,864</u>	<u>310,510</u>
Total expenditure		<u>44,710</u>	<u>330,411</u>	<u>375,121</u>	<u>336,296</u>
Net (expenditure)/income		<u>(20,301)</u>	<u>22,004</u>	<u>1,703</u>	<u>(16,898)</u>
Net movement in funds		(20,301)	22,004	1,703	(16,898)
Reconciliation of funds					
Total funds brought forward		<u>323,253</u>	<u>85,070</u>	<u>408,323</u>	<u>425,221</u>
Total funds carried forward	19	<u>302,952</u>	<u>107,074</u>	<u>410,026</u>	<u>408,323</u>

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

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Investments	14	2	2
Current assets			
Debtors	15	19,148	10,307
Cash at bank and in hand	16	<u>416,557</u>	<u>449,870</u>
		435,705	460,177
Creditors: Amounts falling due within one year	17	<u>(24,830)</u>	<u>(50,521)</u>
Net current assets		<u>410,875</u>	<u>409,656</u>
Net assets excluding pension liability		410,877	409,658
Pension scheme liability	18	<u>(851)</u>	<u>(1,335)</u>
Net assets including pension liability		<u>410,026</u>	<u>408,323</u>
Funds of the charitable company:			
Restricted income funds			
Restricted funds	19	107,073	85,070
Unrestricted income funds			
Designated funds		117,608	117,608
Unrestricted funds		186,196	206,980
Pension reserve		<u>(851)</u>	<u>(1,335)</u>
Total unrestricted funds		<u>302,953</u>	<u>323,253</u>
Total funds	19	<u>410,026</u>	<u>408,323</u>

For the financial year ending 31 March 2023 the charitable company 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 charitable company 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 financial statements have 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.

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2023

The financial statements on pages 16 to 33 were approved by the trustees, and authorised for issue on 19 December 2023 and signed on their behalf by:

D Knight

.....
D Knight
Trustee

InterAct Chelmsford Limited

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

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

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 2019) - (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

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

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charitable company.

Group accounts not prepared

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts.

Income and endowments

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

InterAct Chelmsford Limited

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

Donations and legacies

Donations are recognised when the charitable company 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 charitable company before the charitable company 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 charitable company and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

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

Deferred income

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any irrecoverable VAT.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

Support costs

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

InterAct Chelmsford Limited

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

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

Taxation

The charitable company 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 charitable company 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
Computer equipment	33% of cost
Fixtures & fittings	25% of cost
Motor vehicles	33% of cost

Fixed asset investments

Investments in subsidiaries are recorded at cost.

Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

Trade creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

InterAct Chelmsford Limited

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

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

Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

Financial instruments

Classification

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Donations receivable	4,649	80,406	85,055	40,665
Government grants	-	-	-	2,776
Gift Aid donations from subsidiaries	16,675	-	16,675	9,275
	<u>21,324</u>	<u>80,406</u>	<u>101,730</u>	<u>52,716</u>

InterAct Chelmsford Limited

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

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Young People's Services and Emotional Mental Health & Wellbeing	-	217,879	217,879	206,803
Client and learner contributions	-	44,034	44,034	47,792
	-	261,913	261,913	254,595

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Other income	175	10,096	10,271	12,013
	175	10,096	10,271	12,013

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Interest receivable and similar income; Interest receivable on bank deposits	2,910	-	2,910	74

InterAct Chelmsford Limited

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

7 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2023 £
Young People's Services	188,185	59,601	247,786
Emotional Mental Health & Wellbeing	82,175	35,903	118,078
	<u>270,360</u>	<u>95,504</u>	<u>365,864</u>
	Activity undertaken directly £	Activity support costs £	2022 £
Young People's Services	163,959	42,598	206,557
Emotional Mental Health & Wellbeing	90,157	13,796	103,953
	<u>254,116</u>	<u>56,394</u>	<u>310,510</u>

8 . Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Staff costs £	Administration costs £	Total 2023 £	Total 2022 £
Young People's Services	2,548	41,538	20,480	64,566	42,598
Emotional Mental Health & Wellbeing	1,212	19,986	9,740	30,938	13,796
	<u>3,760</u>	<u>61,524</u>	<u>30,220</u>	<u>95,504</u>	<u>56,394</u>

Governance costs

	Total 2023 £	Total 2022 £
Independent examiner fees		
Examination of the financial statements	2,010	1,850
Other fees paid to examiners	<u>1,750</u>	<u>1,650</u>
	<u>3,760</u>	<u>3,500</u>

InterAct Chelmsford Limited

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

9 Net incoming/outgoing resources

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

	2023 £	2022 £
Depreciation of fixed assets	-	6,458

10 Trustees remuneration and expenses

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

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

11 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	222,556	193,816
Social security costs	12,375	12,124
Pension costs	10,076	10,202
	<u>245,007</u>	<u>216,142</u>

The monthly average number of persons (including senior management / leadership team) employed by the charitable company during the year expressed by head count was as follows:

	2023 No	2022 No
Total	<u>20</u>	<u>19</u>

10 (2022 - 10) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £10,076 (2022 - £10,202).

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

The total employee benefits of the key management personnel of the charitable company were £50,464 (2022 - £60,416).

InterAct Chelmsford Limited

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

12 Taxation

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

13 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
Cost			
At 1 April 2022	17,021	18,995	36,016
Disposals	<u>(17,021)</u>	<u>-</u>	<u>(17,021)</u>
At 31 March 2023	<u>-</u>	<u>18,995</u>	<u>18,995</u>
Depreciation			
At 1 April 2022	17,021	18,995	36,016
Eliminated on disposals	<u>(17,021)</u>	<u>-</u>	<u>(17,021)</u>
At 31 March 2023	<u>-</u>	<u>18,995</u>	<u>18,995</u>
Net book value			
At 31 March 2023	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>

14 Fixed asset investments

	2023 £	2022 £
Shares in group undertakings and participating interests	<u>2</u>	<u>2</u>

InterAct Chelmsford Limited

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

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2022	2	2
At 31 March 2023	2	2
Net book value		
At 31 March 2023	2	2
At 31 March 2022	2	2

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2023	2022	
Subsidiary undertakings					
InterAct Projects Limited	England and Wales	Ordinary	100%	100%	Manages Moulsham Mill Business Centre

InterAct Chelmsford Limited

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

Subsidiaries

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited donations of £9,275 (2021: £14,952) under Gift Aid.

15 Debtors

	2023 £	2022 £
Trade debtors	13,684	9,227
Other debtors	5,464	1,080
	<u>19,148</u>	<u>10,307</u>

16 Cash and cash equivalents

	2023 £	2022 £
Cash at bank and in hand	<u>416,557</u>	<u>449,870</u>

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	13,290	2,639
Other taxation and social security	3,952	4,453
Other creditors	1,873	2,462
Accruals	3,720	4,210
Deferred income	1,995	36,757
	<u>24,830</u>	<u>50,521</u>

	2023 £	2022 £
Deferred income at 1 April 2022	36,757	8,509
Resources deferred in the period	-	32,798
Amounts released from previous periods	<u>(34,762)</u>	<u>(4,550)</u>
Deferred income at year end	<u>1,995</u>	<u>36,757</u>

InterAct Chelmsford Limited

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

18 Pension and other schemes

Defined benefit pension schemes

TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The date of the most recent comprehensive actuarial valuation was 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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 £
Present value of defined benefit obligation	(851)	(1,335)

InterAct Chelmsford Limited

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

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2023 £
Present value at start of year	1,335
Interest cost	26
Actuarial gains and losses	(23)
Contributions by scheme participants	(487)
Present value at end of year	<u>851</u>

Principal actuarial assumptions

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

	2023 %	2022 %
Discount rate	<u>5.52</u>	<u>2.35</u>

19 Funds

Current year:

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General funds	205,645	24,409	(44,709)	-	185,345
Designated funds					
Development fund	<u>117,608</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>117,608</u>
Total Unrestricted	<u>323,253</u>	<u>24,409</u>	<u>(44,709)</u>	<u>-</u>	<u>302,953</u>
Restricted					
Young People's Services	58,667	250,489	(228,381)	-	80,775
Emotional Mental Health & Wellbeing	<u>26,403</u>	<u>101,926</u>	<u>(102,031)</u>	<u>-</u>	<u>26,298</u>
Total restricted	<u>85,070</u>	<u>352,415</u>	<u>(330,412)</u>	<u>-</u>	<u>107,073</u>
Total funds	<u>408,323</u>	<u>376,824</u>	<u>(375,121)</u>	<u>-</u>	<u>410,026</u>

InterAct Chelmsford Limited

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

Prior year:

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>Unrestricted funds</i>					
General funds	181,118	28,449	(4,922)	1,000	205,645
<i>Designated funds</i>					
Development fund	117,608	-	-	-	117,608
Capital Appeal fund	1,000	-	-	(1,000)	-
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>(1,000)</u>	<u>117,608</u>
Total unrestricted funds	<u>299,726</u>	<u>28,449</u>	<u>(4,922)</u>	<u>-</u>	<u>323,253</u>
Restricted					
Young People's Services	75,823	210,265	(227,421)	-	58,667
Emotional Mental Health & Wellbeing	49,672	80,684	(103,953)	-	26,403
Total restricted funds	<u>125,495</u>	<u>290,949</u>	<u>(331,374)</u>	<u>-</u>	<u>85,070</u>
Total funds	<u>425,221</u>	<u>319,398</u>	<u>(336,296)</u>	<u>-</u>	<u>408,323</u>

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

Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund was for accessible adaptations, refurbishment and renovation of the "Aspire Centre".

Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

InterAct Chelmsford Limited

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

20 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2023 £
Fixed asset investments	2	-	-	2
Current assets	211,024	117,608	107,073	435,705
Current liabilities	(24,830)	-	-	(24,830)
Pension scheme liability	(851)	-	-	(851)
Total net assets	<u>185,345</u>	<u>117,608</u>	<u>107,073</u>	<u>410,026</u>

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2022 £
Fixed asset investments	2	-	-	2
Current assets	257,499	117,608	85,070	460,177
Current liabilities	(50,521)	-	-	(50,521)
Pension scheme liability	(1,335)	-	-	(1,335)
Total net assets	<u>205,645</u>	<u>117,608</u>	<u>85,070</u>	<u>408,323</u>

21 Related party transactions

During the year the charitable company made the following related party transactions:

InterAct Projects Limited

In the year ended 31 March 2023 InterAct Projects Limited donated £16,675 (2022: £9,275) to the charity under Gift Aid. At the balance sheet date the amount due to InterAct Projects Limited was £1,464 (2022 - £Nil).

InterAct Chelmsford Limited

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

22 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:				
Donations and grants	3	22,478	30,238	52,716
Charitable activities	4	-	254,595	254,595
Other trading activities	5	5,897	6,116	12,013
Investment income	6	74	-	74
Total income		<u>28,449</u>	<u>290,949</u>	<u>319,398</u>
Expenditure on:				
Raising funds		4,922	20,864	25,786
Charitable activities	7	-	310,510	310,510
Total expenditure		<u>4,922</u>	<u>331,374</u>	<u>336,296</u>
Net income/(expenditure)		<u>23,527</u>	<u>(40,425)</u>	<u>(16,898)</u>
Net movement in funds		23,527	(40,425)	(16,898)
Reconciliation of funds				
Total funds brought forward		<u>299,726</u>	<u>125,495</u>	<u>425,221</u>
Total funds carried forward	19	<u><u>323,253</u></u>	<u><u>85,070</u></u>	<u><u>408,323</u></u>

INTERACT CHELMSFORD LIMITED

England & Wales - Charity number 1048631

Accounts

InterAct

IMPROVING LIVES AND COMMUNITIES THROUGH LEARNING, LEISURE, SHARING AND SUPPORT

INTERACT CHELMSFORD LIMITED

Annual Report & Financial Statements

For the year ended 31 March 2022



146 New London Road
Chelmsford Essex CM2 0AW



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**



InterAct

InterAct

Moulsham Mill
Parkway
Chelmsford
Essex
CM2 7PX



Registered Charity No. 1048631

A company limited by guarantee in England and Wales No. 3087233

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Making a Difference



Volunteers provided
800+ hours of their time



705+
parents/carers, young
people, volunteers and
professionals equipped
with new skills



1081+
leisure, learning and
sharing opportunities



4,877+
hours respite from caring
responsibilities



80+
children, young people &
families supported



10,734+
hours increasing
understanding and
awareness of mental
health & personal
wellbeing

The Trustees present their Annual Report together with the financial statements of the Charity for the year ended 31st March 2022. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	InterAct Chelmsford Limited
Charity Registration No:	1048631
Company Registration No:	3087233
Registered and Principal Office:	Moulsham Mill, Parkway, Chelmsford, CM2 7PX

Trustees and Directors

John Tweddell (Chairman) (resigned 6 April 2022)
 David Peacock
 Jenny McLean
 Debbie Knight
 Heather Moore
 Mark Hagon
 Lisa Mathews (resigned 21 October 2022)
 Caroline Clements (appointed 21 April 2022)

Company Secretary: Anita Goldsmith

Chief Executive: Anita Goldsmith

Patrons:

Lord Petre
 Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS
 Dave Monk LL.B MSc
 Etholle George

Independent Examiners

Edmund Carr LLP, 146 New London Road, Chelmsford, Essex CM2 0AW

Bankers

CAF Bank Ltd, Kings Hill, West Malling, Kent ME19 4TA

MISSION, VISION AND VALUES

MISSION: Improving Lives and Communities through Learning, Leisure, Sharing and Support

Our mission champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

VISION: Communities in which our interdependence is valued, and where we work together to include the excluded and to create a fair world

To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

Our Values underpin all that we do:

- **Inspiring** - we are creative, encouraging and ambitious
- **Non-discriminatory** - we respect and embrace the diversity of the communities in which we work
- **Trustworthy** - we develop trust and strive for people to fulfil their potential
- **Empowering** - we help people to help themselves
- **Responsive** - we meet the changing needs of people and communities
- **Accountable** - we base our work on the needs of the people we support
- **Commitment** - we are committed to providing quality, person-centred services
- **Together** - we work in partnership with people and with other organisations to support people to make significant changes in their lives

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

OBJECTIVES AND ACTIVITIES

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

The objects of the Charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, and those who have or are recovering from mental health problems and amongst the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

To achieve these aims InterAct has structured its service delivery around four core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing
- Connected Communities
- Consultancy & Training

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

PUBLIC BENEFIT

We have referred to the Charity Commission's guidance on public benefit when planning our activities. The Charity's achievements and performance illustrate how the mission and vision have been pursued to derive public benefit.

ACHIEVEMENTS AND PERFORMANCE

After the previous year that was significantly restricted due to the pandemic, we were pleased to be able to return to delivering our wide range of clubs, activities and learning opportunities throughout the year. However due to popular demand we continued to offer a proportion of our services virtually. This had proved 'by accident' a popular and accessible form of support for the learners, families and young people with whom we work.

Achievements

- ✓ *Awarded Green (RAG rating) by commissioners following annual assessment visit, highlighting the quality of our Essex Short Breaks clubs and Activities service*
- ✓ *Identified and secured funding to deliver all projects*
- ✓ *Retained a committed paid and volunteer workforce*
- ✓ *Worked with Essex County Council to adapt our weekly club in Colchester*
- ✓ *Continued virtual clubs, activities and learning opportunities for adults, children and young people*

CHILDREN, YOUNG PEOPLE, FAMILIES & COMMUNITIES

IMPACT 2021 - 22: Supporting over **800 children, young people, families, and members of the local community** to aspire and achieve their aspirations, increase their choices and independence, and improve their emotional, mental health and wellbeing. This work was supported by more than **28 individuals** contributing **in excess of 800 volunteer hours**. Translated at average wage as per ASHE (Annual Survey of hours & earnings) this represents a financial contribution in excess of **£11,000**.

During the year we planned and organised a varied programme of over 230 friendship, leisure and learning activities for children and young people aged 10 to 25 with learning disabilities and/or additional needs.

Short Breaks Clubs and Activities

Activities are delivered by our dedicated team of staff and volunteers within a safe and nurturing environment. Somewhere children and young people are supported and encouraged to make decisions and to learn everyday life-skills whilst having fun. Our goal is to maximise the life chances, goals and aspirations of children and young people, and to help teenagers transition more successfully into adulthood able to access mainstream services and opportunities, socialise independently and engage in meaningful work. To be able to do more, and need less support.

During the year our group activities and clubs included:

- Term-time community-based activities, youth and after-school clubs
- School holiday activities and day trips
- Virtual clubs and activities

Overnight trips - We decided, due to remaining uncertainties regarding the pandemic, not to reintroduce our popular overnight stays and activity weekends but arranged day trips to the centres instead.

Short Breaks activities – once the restrictions enforced as a result of the pandemic started to ease we were able to reintroduce a wider and more adventurous range of activities whilst also maintaining some safety measures such as maintaining an increased number of outdoor activities.

The Young People Team worked hard to welcome families back to the activities, reassuring young people and parent/carers where necessary and continuing to maintain regular communication with all registered young people and parents via social media, mobile phone messaging, emails and our website to share updated information, photos, videos and updates on activities taking place.

Face-to-face activities throughout the year included:

Holiday activities and day trips: providing over **1982 hours of supported activities** for **36 children and young people**. This included trips to a Thorpe Park, Suffolk Ski Centre, Audley End, Depden Care Farm, Escape Rooms Stubbers Activity Centre and Clacton beach & pier fun.

Chelmsford Youth Club: providing over **280 hours of supported activities** for **17 children and young people in Chelmsford**. An opportunity to chill out with friends – enjoy gardening, games nights, cooking, arts and crafts, celebration nights, a walk along the river, or movie night.

Term-time community-based after school activities: providing over **1890 hours** of activities enjoyed by **79 children and young people** across Braintree, Chelmsford, Colchester and Tendring - including adventure golf, bingo, arts and crafts, dance, sports, bowling, meals out, Clip 'N Climb, quiz nights, cinema trips and gardening.

Virtual clubs and activities

Due to the popularity of the online activities, we continued to deliver a regular weekly programme including quizzes, cook-a-longs, scavenger hunts, bingo and social evenings.

Families and carers - *our programme of activities also provided parents, carers and siblings with over 4,870 hours of much-needed respite*, giving them a valued break from their caring responsibilities.

Young adults: The Together Club, our weekly activity for clients over the age of 19 provided **over 128 hours** of activities for **25 young adults**. This club focusses specifically on supporting young people to navigate the difficult period of transition to adulthood, developing social and life skills, healthy eating, physical exercise and environmental awareness.

Participation

Although still limited by restrictions enforced by the pandemic we encouraged any opportunities that arose for young people and families to have an influence on our own and external decisions and services. These included:

- ✓ Contributing to the development and delivery of InterAct's own induction training programme for volunteers
- ✓ Contributing to the development and delivery of InterAct's young people's activity programme
- ✓ Participating in consultation events about the experiences of young people with special educational needs and disabilities both locally, and nationally

EMOTIONAL MENTAL HEALTH AND WELLBEING

IMPACT: Our broad range of resilience courses, and nationally-recognised Mental Health First Aid (MHFA) training, promote positive mental health. These inspire and enable people - many of whom have experienced difficult life circumstances, anxiety, or stress - to cope with life's challenges and take control of their future direction.

Mental Health First Aid (MHFA) training - equipping people with the skills, knowledge and understanding to help and support themselves, and others, experiencing poor mental health. The team delivered in excess of **9,316 learner hours** to **approximately 600 participants**. The range of **nationally-recognised MHFA training** included 2-day MHFA, Youth MHFA (specifically for people who work, live with or support children and young people), and half-day MHFA Mental Health Awareness.

TRAINING & CONSULTANCY SERVICES

We have over 20 years' experience of working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing - providing us with invaluable experience in shaping our programme of training for professionals. Our portfolio of training courses and workshops are designed to create a stimulating learning environment which encourages reflection, challenge, sharing of best practice and personal development. Our experienced, skilled staff can deliver off the shelf or bespoke training to a wide range of people in locations across Essex, and further afield. During the year we provided a range of training including MHFA, Mental Health Awareness, Self-Care & Resilience and MHFA Refresher courses. The team delivered in excess of **320+ learner hours** to **over 50+ participants**.

CONNECTED COMMUNITIES

Volunteers

Since the 2020 -21 period in which the pandemic forced us to remodel our services and prevented us from benefitting from the previous level of volunteer support, we maintained a smaller but equally dedicated team of volunteers to enhance our work. These volunteers continued to play a vital role within InterAct – enabling us to stretch our resources further, championing our cause, bringing their ideas, energy and enthusiasm. People from a wide range of backgrounds choose to volunteer for us, each bringing their life experience, skills and knowledge, and enriching our organisation. During the last year volunteers supported young people at clubs and group activities and helped us to deliver training – both face-to-face and virtual, raised much needed funds, assisted in the back-office, and maintained the wildlife and sensory garden at our Aspire Centre. We greatly value our team of dedicated and skilled volunteers, and work hard to ensure they are given the training and support needed to carry out their chosen role.

We have continued to enjoy tremendous support through the year with **28+ volunteers** supporting our work - giving **over 800 hours** of their time (translating to an economic value in excess of £11,000).

- **Volunteering, Community Connecting and Engagement** - in excess of **271 opportunities** for people to share their skills and talents, learn something new, meet people, make friends and to make a positive impact on people's lives
- Supported by **28+ volunteers** - with and without disabilities, recruited from local schools, colleges, communities, businesses and the wider community
- Creating and building social capital

We would like to thank all of our volunteers for their commitment and support – particularly during such a challenging year, and to acknowledge their valuable contribution.

Fundraising and Corporate and Community Support

We were delighted to be supported by a number of organisations and individuals.

As well as raising our profile with the local communities, these events and others raised in excess of £15,000

Aspire Centre

InterAct's Aspire Centre is a Grade II listed house located in the grounds of Moulsham Mill. It provides a safe, supportive natural home environment where we run a variety of community activities including a weekly youth clubs, drop ins, life skills and training sessions.

Aspire is a place for the community to come together to share their experiences, skills and talents - with opportunities to do something for yourself and others, and to have fun and enjoyment. The possibilities are endless - gardening, walking, cooking, skills clubs, bird watching, support groups for volunteers, parents or children and young people, youth clubs, or just a coffee and listening ear.

Our Aspire Centre garden continues to be maintained by a dedicated band of volunteers

Partnerships

We believe in working together to add value and benefit communities. Creating opportunities for innovation and learning by bringing together individuals, agencies or organisations with a shared interest - delivering greater impact.

We continue to work closely with Essex County Council and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources - adding value and maximising opportunities for collaboration.

- **Essex Council for Voluntary Youth Services (ECVYS):** member of Mid-Essex Cluster Group, supporting youth voice consultations, staff member serves as ECVYS Treasurer/Trustee,
- **Council for Disabled Children (CDC):** linking with specialist networks, and engaging in opportunities to increase the participation, voice and autonomy of young people with disabilities
- **Essex Youth Services:** sharing purpose-built youth premises
- **Anglia Ruskin University:** providing work placements for Social Work degree students

Our activities are enhanced by the activities of our social enterprise subsidiary - InterAct Projects, managing Moulsham Mill Business Centre

InterAct Projects - established in December 1992, manages Moulsham Mill Business Centre on behalf of the Marriage Partnership. The centre has around 28 licensees including charities, social enterprises, therapists, commercial businesses retail space and a cafe, and is home to Chelmsford Community Radio and a pilates studio. The Charity's head office is based at this historic landmark building, offering our clients a socially-inclusive learning, recreational and work environment within the local community, with tremendous support from the Marriage family and licensees.

**In 2021-22 InterAct Projects gift aided £9,275
to support InterAct's work to improve lives and communities**

HOW INTERACT MAKES A DIFFERENCE

The regular feedback we receive from the children, young people, families and individuals we support indicates the quality and value of the activities and services we offer.

Children, Young People and Families:Young people told us what they liked about coming to InterAct clubs & activities:

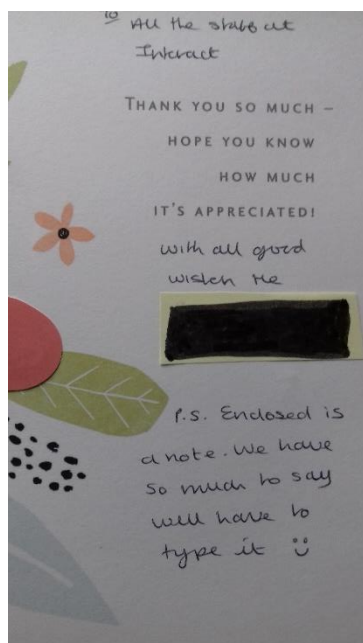
- *I think it's good*
- *Yes, confident*
- *Making friends*
- *More confidence*
- *They have allowed me to meet new friends*
- *I can make new friends at the clubs.*
- *M has helped me and shown me a lot of support*
- *They have made me happier*
- *They have helped me become more sociable*
- *They have made me happier and I am more willing to try new things*
- *They have made me happier*
- *Given me more confidence to do things*
- *Before coming to interact I wasn't very brave but now I feel kinda confident and sociable*
- *It has been amazing because L always makes it fun and helps me.*
- *Its helped me more with loads of activities. It makes me happier*
- *Much appreciated*

Feedback from parents/carers:

- *The activities are a godsend for both the parents and children. It is particularly difficult to find mainstream activities that will take teens with special needs, most of them end at age 11 as 'average' children need less supervision*
- *Don't know what we would have done without InterAct, so handy being near us in Chelmsford. We would have to travel much further for activities supplied by other areas*
- *I would like to thank all the team for doing a wonderful job. Interact is a unique organization and the rest bite you give to families is priceless to us!*
- *My son looks forward to coming every time he is booked in*
- *Keep up the good work Interact we love you*
- *We are immensely thankful to all staff as they have entertained A for a few years. From a shy boy to a much improved participating boy has been achieved through the staff's patience, involvement and positive approach.*
- *Interact do provide fun activities for the kids, the staff are so friendly and the kids who attend are so lovely. My son is hard to get into engaging really often but I do think this is a great outlet for the kids*
- *It's given me the chance to have a break on occasions, to know he is safe and well looked after. It's giving him the chance of a bit of independence and fun days out*
- *A is able to attend a safe and welcoming club where he gets able to be himself and practice vital social and life skills*
- *The activities have helped my child enormously, both social and life skills have improved*
- *Has helped with confidence and Social skills. My young adults love coming so much. It's great 3 hours of fun and knowing that our children are being well cared and looked after. Gives us great piece of mind. It means that we can as parents have a break. They also love the summer activities. There a lot of great choices of places to go. The staff are amazing. We also enjoy the zoom online activity s too. Especially the cooking ones. My child has learned so much*
- *They give my son the much needed opportunity to mix with his peers, socialise and make friends. Its lovely that he has the opportunity to be independent and socialise without me being there like any other teenager.*
- *My son's confidence has grown massively and the team are so friendly and encouraging. He joins in all the activities and we hope he will eventually open up to others and start making friends*

- *He's almost a teen so needs extra social activities, he's not always keen to go but it is good for him. I am trying to give him opps to increase fun social experiences he can't have due to his extra needs*
- *It's broadened G's horizons, exposing him to different activities, i.e. something he wouldn't have tried with the family, especially the camping trip. Being surrounded by his peers and positive support from adults certainly help!*
- *Son loves attending all the clubs Interact provide. He feels safe, confident and happy with Interact*
- *All the activities by the Club have been beneficial for A to adjust and mix with his peers and instructors. For example, A would not like to go to noisy restaurants, and now he goes to a crowded Bowling Club and eats there. This is all due to InterAct efforts to take kids to eateries as fun clubs. Another example would be for the first time, A going on a couple of nights camping, an impossible task for him before InterAct club activities.*

Feedback from a family:



*When ** started InterAct she was in an awful place. Mainstream schooling was causing her so many problems and failing her. This led to her not attending.*

She started the InterAct groups in February and they quickly became a huge lifeline for her and our family. She looked forward to them and enjoyed attending.

*In March ** was offered a place at Thriftwood College starting in September. She was able to meet so many other children who also attended this setting. When the summer holidays were advertised ** wanted to do most of them. She had a really brilliant summer holiday doing a huge range of activities. We were so pleased that she achieved so many things that we did not expect her to. One of the things that made us so proud was that she completed the Go Ape course.*

*The staff at InterAct are brilliant and we just wanted to say a huge thank you to the fantastic support they have given **.*

*The change in ** has been immense. We have our happy daughter back. Last week she experienced her first day at Thriftwood College and was so pleased to see her InterAct friends.*

*** is really looking forward to the clubs starting again and was also very keen for me to book the October / December activities.*

Lastly we also wanted to say a huge thank you for the Monday Club. This club has also been a great safe place for xx to socialise with his friends.

Thank you so much InterAct.

With all good wishes

Case Study:

****** is 16 years old and attends The Sandon School and has a younger sibling. He attends Chelmsford Club, Coz Club as well as InterAct holiday activities.

****** joined InterAct on the 29th August 2019 with the hope of making friends, gain independence and learn the ability to share. I first met ****** when attending a Pizza/Movie night at Coz Club at The Aspire Centre. He had previously attended our family fireworks event and a bowling activity. ****** was quite shy and spent the entire time with either myself or one of our volunteers and wouldn't mix with any of the other young people who were attending the club and preferred the company of adults. He wouldn't take off his coat although the centre was very hot; I felt this was his way of him keeping to himself. During other activities where I spent time with ****** I really noticed change in his independence and that he would take himself off to sit with a group and over time eventually would engage with the group in the topic of discussion.

****** has now grown in confidence and learned how to interact with others, enjoying activities during the holidays like this one to Colchester Zoo.

****** has to date attended 29 activities including our virtual Zoom club which we started including last March, when the first lockdown was introduced and closing all the venues we would usually visit. During the first video call he was engaging with others but decided that he would rather keep his video off so others wouldn't see him. He soon thought he may be missing out, so within the next few sessions felt brave enough to let us all remember

what he looked like! He seems to like the quiz's best and really try's hard to win. He will often join in with his younger sibling. Interact has given ** the confidence, independence and is growing in his ability to communicate with others. He really enjoys the out and about activities and says he is looking forward to when we can do those again.

**'s stepmother says... *"He really enjoys coming along to the activities that are great fun, although we do lots a as a family this is a real chance for him to be independent of us, so thank you"*

EMOTIONAL MENTAL HEALTH & WELLBEING Feedback

Mental Health First Aid Training

- *It was a very informative course delivered very well with a variety of ways*
- *Contextually perfect. I will be able to take some of these learning outcomes and apply directly*
- *to issues and students I am in contact and dealing with at present*
- *I really got a lot from the course and will be referring to the manual as this has a LOT of information and guidance on how to best support people and with understanding of different mental health issues. Thank you*
- *I really enjoyed learning the content of the course from her and appreciate her sharing her personal experiences too which for me helps to put the content of the course into context.*
- *I have learnt loads on this course that I can apply to everyday life and within my work. Any questions we had, were always answered. This is one of the most interesting training courses I have attended, and I know I will be putting into practice what I have learnt.*
- *The course made you more aware of different kind of mental health disorder in order for you to be able to be alerted when someone needed help and support and what are the things that you can do to help this person.*
- *I found it extremely useful for voluntary work + personal / family life.*
- *The course was full of useful information explained with lots of empathy and care. I have learnt valuable information that will help me with my tween daughter and to spot on any early signs of poor mental wellbeing. Also to know what to do as soon as any symptom arise and where to go for further help if needed. Thank you.*
- *A well-presented package. Kept me engaged and made me more conscious of situations I might have taken for granted. Thank you*
- *I found the sessions thought provoking and at the end of the course I was left feeling confident that I could assist and support someone with mental health issues and more importantly be proactive in supporting them.*
- *Having the training materials are always a good point of reference and I will use these in future.*
- *Enjoyed the activities book and working through scenarios*
- *A fantastic course and resources. The quality of the presentations was very good and I gained a lot from it.*
- *Brilliant and very eye opening*
- *I found the course very interesting, and I've gained a lot of confidence with being able to help people and guide and support them in the right direction.*
- *It was a very good course with lots of information and new ways I would look at helping someone with mental health*
- *The course was very informative and engaging I really enjoyed it and have recommended others from our company attend this course.*
- *It was delivered well and very informative.*
- *Amazing course, the tutor was excellent. A good mix of interactive activities and classroom style activities.*
- *Really enjoyable and knowledgeable course. The subject matter was excellent and was well delivered.*

Resilience

End of course Learner feedback - How the information will be used and what else has been gained?

- *To apply to my daily life and help inform others. Friendship and empowerment*
- *Put to practice and share with others. More friendships*
- *Gained knowledge, confidence and learnt how to deal with certain situations*

- *It helped me deal with the services that I need for my son and daughter to help my son in life and daughter at school confidence friends.*
- *Information and further education for myself*
- *To help my daughter and myself*
- *Provided more information and guidance than expected*
- *To engage more effectively with the young people I support and their families*
- *Encouragement regarding my understanding and affirmation of new information gained*
- *Information to help my son and wanting to study more*
- *I now know about the different types of MH illnesses and how to help myself + others*
- *Maintain my stress container and be able to notice when others need help*
- *The course has educated me about helping people in crisis*
- *I will use this information to improve awareness and help whenever is possible*
- *Self - Awareness + ability to be more self - forgiving as well as less 'critical' of others.*
- *Need to be mindful of my own mental health*
- *Communicating with families who have the needs will be easier*
- *To be able to help others*
- *I will have more awareness of early warning signs*
- *To help identify parents who are struggling with their mental health and offer appropriate support*
- *Educated me about how to use resilience in everyday use. I will use it to look after myself and reduce anxiety of everyday life. I have gained confidence and experience*
- *I must add, that is one of the best courses I have taken. The tutor was superb and although some of the examples didn't apply or sometimes I couldn't find a close relation to my case, I took on board all the information she supplied and make it work for my specific circumstance. I'm very grateful and so glad I took this class, it has helped immensely for my personal growth. I have even already applied things I learnt in the course and have helped my husband with stress related issues the last weekend. Also I managed to contact the school regarding unkind behaviour towards my daughter, I was able to stick up for my daughter and got solutions in place to protect her. Thank you so much*

FINANCIAL REVIEW

Results of the year to 31 March 2022 are set out in the statement of financial activities on page 17. In the challenging economic climate, with limited grant funding and statutory funding cuts are a reality. We continue to look for alternative funding and cost savings where these can be achieved whilst maintaining the quality and safety of our services. In the year ended 2022 the total of donations received was **£40,665**, plus a Gift Aid donation of £9,275 from InterAct Projects Ltd.

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

<i>M Alder</i> <i>Stonebond properties</i> <i>St Marys Shenfield</i> <i>International Lions Club of Chelmsford</i> <i>ASDA foundation</i> <i>Fowler Smith & Jones Trust</i> <i>ECVYS</i> <i>Essex Association of Local Councils</i> <i>Essex Community Foundation</i> <i>Essex Lottery Supporters</i>	<i>Essex Youth Trust</i> <i>Greenfields Community Fund</i> <i>Happy Days Children's Charity</i> <i>Marks & Spencer, Westway</i> <i>The Marriage Family</i> <i>National Lottery Community Fund</i> <i>Neighbourly Community Fund</i> <i>Rotary Club of Chelmsford</i> <i>Shenfield Parochial Church</i> <i>Baily Thomas Charitable Fund</i> <i>Chelmsford City Council</i>
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Organisations we have worked with, improving mental health in the workplace and in communities include: Barnardo's - Basildon Parents 4 Parents - Braintree District Council - Brentwood Diocese - Castle Point CVS - Chelmsford CVS - Chelmsford Diocese - Citizens Advice Essex – Colchester Korban Project - Community 360 - Essex County Council - Essex Fire & Rescue - Extra Support for Families - First Site - First Stop - Futures in Mind - Home Start Essex - Hope House - Ideas Hub - Kintsugi Hope - Maldon & District CVS - MHFA England - Papworth Trust - Provide - Royal Deaf Association - Southend-on-Sea Borough Council - Swan Housing Association - Tendring District Council - Tendring District Primary Schools - West Essex CCG

A transfer of **£16,675** from the charity's subsidiary, InterAct Projects Ltd, will be donated to the Charity within nine months of the year end.

Reserves Policy

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally, we have a commitment and a responsibility to our staff and to partners working with us, to act responsibly as an employer and to provide assurance. The reserves policy also provides for designated funds, which the Trustees continually review.

The Trustees have reviewed the Charity's requirements for reserves, giving due consideration to the risks and opportunities and Trustees agreed that unrestricted funds should be a minimum of six months operating costs.

At the year-end, the Charity had total reserves of £408,323, of which £85,070 was restricted.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. The strategy is to continue to build unrestricted reserves through planned operating surpluses where possible.

Pensions

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £1,335.

Investment Policy

Any surplus cash flow is moved from our current account into an interest-bearing deposit account, maximising return, and minimising any potential risk.

Pay Policy for Senior Staff

The Charity's pay strategy is agreed by the Board of Trustees, including the remuneration of key management personnel, and is reviewed annually.

PLANS FOR THE FUTURE

Delivering safe, responsive, high quality, person-centred services continues to lie at the heart of our organisational strategy. Evidence shows that the number of young people with learning disabilities is expected to increase. Allied to this the number of people experiencing poor mental health continues to grow.

We will continue to focus on consolidating and strengthening our organisation to ensure we are well placed to meet identified needs.

- Continuing to build links with local organisations and businesses
- Developing use of technology
- Growing and adapting our services to meet identified need
- Improving monitoring and evaluation
- Preserving the high-quality services and training we currently offer
- Reviewing and improving policies, procedures and management controls
- Diversifying our income
- Reviewing our strategy to ensure it is relevant and sustainable

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12th August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also Charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

Appointment of Trustees

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the Charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory Disclosure and Barring Service check and give their time voluntarily.

Induction and training

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the Charity, the Trustee decision-making process, strategic direction, key risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities.

Organisational structure

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the Charity. Sub-committees are formed as required and all report to the Board of Trustees. To facilitate effective operations the day-to-day management of the Charity is delegated to the Chief Executive, who reports to the Board of Trustees, and to the Senior Management Team (SMT) who have lead areas of responsibility across the organisation and report to the Chief Executive. No employee received remuneration of more than £60,000 during the year.

Related parties

None of our Trustees receive remuneration or other benefit from their work with the Charity. In the current year there are no related party transactions to be reported, other than the donation from InterAct Projects Limited.

Risk Management

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the Charity could be exposed, particularly those related to the operations and finances of the Charity. Trustees are satisfied that the Charity has taken all reasonable steps to minimise risk and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

Trustees' responsibilities statement

The Trustees (who are also directors of InterAct for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

Approved by the Board of Trustees and signed on its behalf by:

M Hagon

.....

Mark Hagon

Trustee

.....17 December... 2022

InterAct Chelmsford Limited

Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ("the Company")

I report to the charitable company trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 17 to 36.

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 company'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 Association of Chartered Certified 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 that in any material respect:

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.

S Morrell

.....
Sandra Morrell FCCA
Independent Examiner
146 New London Road
Chelmsford
Essex, CM2 0AW

Date: 21 December 2022

InterAct Chelmsford Limited

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and grants	3	22,478	30,238	52,716	103,475
Charitable activities	4	-	254,595	254,595	250,400
Other trading activities	5	5,897	6,116	12,013	14,364
Investment income		74	-	74	172
Total income		<u>28,449</u>	<u>290,949</u>	<u>319,398</u>	<u>368,411</u>
Expenditure on:					
Raising funds		4,922	20,864	25,786	32,390
Charitable activities	6	-	310,510	310,510	274,335
Total expenditure		<u>4,922</u>	<u>331,374</u>	<u>336,296</u>	<u>306,725</u>
Net income/(expenditure)		<u>23,527</u>	<u>(40,425)</u>	<u>(16,898)</u>	<u>61,686</u>
Net movement in funds		23,527	(40,425)	(16,898)	61,686
Reconciliation of funds					
Total funds brought forward		<u>299,726</u>	<u>125,495</u>	<u>425,221</u>	<u>363,535</u>
Total funds carried forward	18	<u><u>323,253</u></u>	<u><u>85,070</u></u>	<u><u>408,323</u></u>	<u><u>425,221</u></u>

All of the charitable company's activities derive from continuing operations during the above periods.

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	-	6,458
Investments	13	2	2
		<u>2</u>	<u>6,460</u>
Current assets			
Debtors	14	10,307	12,221
Cash at bank and in hand	15	449,870	435,088
		460,177	447,309
Creditors: Amounts falling due within one year	16	(50,521)	(22,804)
Net current assets		409,656	424,505
Net assets excluding pension liability		409,658	430,965
Pension scheme liability	17	(1,335)	(5,744)
Net assets including pension liability		<u>408,323</u>	<u>425,221</u>
Funds of the charitable company:			
Restricted		85,070	125,495
Unrestricted income funds			
Designated Funds		117,608	118,608
General Funds		206,980	186,862
Pension reserve		(1,335)	(5,744)
Total unrestricted funds		<u>323,253</u>	<u>299,726</u>
Total funds	18	<u>408,323</u>	<u>425,221</u>

For the financial year ending 31 March 2022 the charitable company 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 company 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.

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2022

These financial statements have 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 financial statements on pages 17 to 36 were approved by the trustees, and authorised for issue on 17 Dec 2022, and signed on their behalf by:

M Hagon

.....
Mark Hagon
Trustee

InterAct Chelmsford Limited

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net (expenditure)/income		(16,898)	61,686
Adjustments to cash flows from non-cash items			
Depreciation		6,458	6,269
Investment income		(74)	(172)
		(10,514)	67,783
Working capital adjustments			
Decrease in debtors	14	1,914	10,372
Decrease in creditors	16	(531)	(1,316)
Decrease (increase) in retirement benefit obligation net of actuarial changes	17	(4,409)	(1,061)
Increase/(decrease) in deferred income		28,248	(12,237)
Net cash flows from operating activities		14,708	63,541
Cash flows from investing activities			
Interest receivable and similar income		74	172
Net increase in cash and cash equivalents		14,782	63,713
Cash and cash equivalents at 1 April		435,088	371,375
Cash and cash equivalents at 31 March		449,870	435,088

All of the cash flows are derived from continuing operations during the above two periods.

InterAct Chelmsford Limited

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

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

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 2019) - (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

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

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charitable company.

Group accounts not prepared

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts.

Income and endowments

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

InterAct Chelmsford Limited

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

Donations and legacies

Donations are recognised when the charitable company 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 charitable company before the charitable company 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 charitable company and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

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

Deferred income

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any irrecoverable VAT.

Charitable activities

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

Support costs

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

InterAct Chelmsford Limited

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

Taxation

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

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Depreciation and amortisation

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

Asset class	Depreciation method and rate
Computer equipment	33% of cost
Fixtures & fittings	25% of cost
Motor vehicles	33% of cost

Fixed asset investments

Investments in subsidiaries are recorded at cost.

Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

Trade creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

InterAct Chelmsford Limited

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

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

Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

3 Income from donations and grants

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations receivable	13,203	27,462	40,665	68,032
Government grants	-	2,776	2,776	20,491
Gift Aid donations from subsidiaries	9,275	-	9,275	14,952
	<u>22,478</u>	<u>30,238</u>	<u>52,716</u>	<u>103,475</u>

4 Income from charitable activities

	Restricted funds £	Total 2022 £	Total 2021 £
Young People's Services and Emotional Mental Health & Wellbeing	206,803	206,803	237,063
Client and learner contributions	47,792	47,792	13,337
	<u>254,595</u>	<u>254,595</u>	<u>250,400</u>

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Other income	5,897	6,116	12,013	14,364
	<u>5,897</u>	<u>6,116</u>	<u>12,013</u>	<u>14,364</u>

InterAct Chelmsford Limited

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

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2022 £
Young People's Services	163,959	42,598	206,557
Emotional Mental Health & Wellbeing	90,157	13,796	103,953
	<u>254,116</u>	<u>56,394</u>	<u>310,510</u>
	Activity undertaken directly £	Activity support costs £	2021 £
Young People's Services	143,747	42,459	186,206
Emotional Mental Health & Wellbeing	74,927	13,202	88,129
	<u>218,674</u>	<u>55,661</u>	<u>274,335</u>

InterAct Chelmsford Limited

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

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Staff costs £	Administration costs £	Total 2022 £	Total 2021 £
Young People's Services	2,700	29,689	10,209	42,598	42,459
Emotional Mental Health & Wellbeing	800	9,615	3,381	13,796	13,202
	<u>3,500</u>	<u>39,304</u>	<u>13,590</u>	<u>56,394</u>	<u>55,661</u>

Governance costs

	Total 2022 £	Total 2021 £
Independent examiner fees		
Examination of the financial statements	1,850	1,850
Other fees paid to examiners	<u>1,650</u>	<u>1,650</u>
	<u>3,500</u>	<u>3,500</u>

8 Government grants

During the year the Charity received Job Retention Scheme income to help cover the costs of furloughed employees.

The amount of grants recognised in the financial statements was £2,776 (2021 - £20,491).

9 Trustees remuneration and expenses

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

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

InterAct Chelmsford Limited

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

10 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	193,816	205,070
Social security costs	12,124	13,477
Pension costs	10,202	11,321
	<u>216,142</u>	<u>229,868</u>

The monthly average number of persons (including senior management team) employed by the charitable company during the year expressed by headcount was as follows:

	2022 No	2021 No
Total	<u>19</u>	<u>20</u>

10 (2021 - 10) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £10,202 (2021 - £11,321).

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

The total employee benefits of the key management personnel of the charitable company were £60,416 (2021 - £60,424).

InterAct Chelmsford Limited

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

11 Taxation

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

12 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
Cost			
At 1 April 2021	<u>17,021</u>	<u>18,995</u>	<u>36,016</u>
At 31 March 2022	<u>17,021</u>	<u>18,995</u>	<u>36,016</u>
Depreciation			
At 1 April 2021	17,021	12,537	29,558
Charge for the year	<u>-</u>	<u>6,458</u>	<u>6,458</u>
At 31 March 2022	<u>17,021</u>	<u>18,995</u>	<u>36,016</u>
Net book value			
At 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2021	<u>-</u>	<u>6,458</u>	<u>6,458</u>

InterAct Chelmsford Limited

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

13 Fixed asset investments

Shares in group undertakings and participating interests

	Subsidiary undertakings £
Cost	
At 1 April 2021	<u>2</u>
At 31 March 2022	<u>2</u>
Net book value	
At 31 March 2022	<u>2</u>
At 31 March 2021	<u>2</u>

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Subsidiary	Country of incorporation	Holding	Proportion of voting rights and shares held	
InterAct Projects Limited	England and Wales	Ordinary	100%	Manages Moulsham Mill Business Centre

Other information

The profit for the financial period of InterAct Projects Limited was £16,675 (2021 - £9,275) and the aggregate amount of capital and reserves at the end of the period was £23,255 (2021 - £15,855).

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited donations of £9,275 (2021: £14,952) under Gift Aid.

InterAct Chelmsford Limited

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

14 Debtors

	2022 £	2021 £
Trade debtors	9,227	7,625
Due from group undertakings	-	3,746
Other debtors	1,080	850
	<u>10,307</u>	<u>12,221</u>

15 Cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	<u>449,870</u>	<u>435,088</u>

16 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,639	2,388
Other taxation and social security	4,453	4,041
Other creditors	2,462	3,866
Accruals	4,210	4,000
Deferred income	36,757	8,509
	<u>50,521</u>	<u>22,804</u>

	2022 £	2021 £
Deferred income at 1 April 2021	8,509	20,746
Resources deferred in the period	32,798	8,509
Amounts released from previous periods	(4,550)	(20,746)
Deferred income at year end	<u>36,757</u>	<u>8,509</u>

InterAct Chelmsford Limited

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

17 Pension and other schemes

Defined benefit pension schemes

TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee of the scheme has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2019 to 30 September 2025: £11,234,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in this note. The unwinding of the discount rate is recognised as a finance cost.

InterAct Chelmsford Limited

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

Reconciliation of opening and closing provisions:

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

	2022 £	2021 £
Present value of defined benefit obligation	<u>1,335</u>	<u>5,744</u>
Changes in the provision are as follows:		
		2022 £
Present value at start of year		5,744
Interest cost		33
Actuarial gains and losses		(31)
Contributions by scheme participants		(1,453)
Effect of curtailments		<u>(2,958)</u>
Present value at end of year		<u>1,335</u>

Principal actuarial assumptions

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

	2022 %	2021 %
Discount rate	<u>2.35</u>	<u>.66</u>

InterAct Chelmsford Limited

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

18 Funds

Current year:

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
<i>Unrestricted funds</i>					
General funds	181,118	28,449	(4,922)	1,000	205,645
<i>Designated funds</i>					
Development fund	117,608	-	-	-	117,608
Capital Appeal fund	1,000	-	-	(1,000)	-
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>(1,000)</u>	<u>117,608</u>
Total Unrestricted	<u>299,726</u>	<u>28,449</u>	<u>(4,922)</u>	<u>-</u>	<u>323,253</u>
Restricted					
Young People's Services	75,823	210,265	(227,421)	-	58,667
Emotional Mental Health & Wellbeing	<u>49,672</u>	<u>80,684</u>	<u>(103,953)</u>	<u>-</u>	<u>26,403</u>
Total restricted	<u>125,495</u>	<u>290,949</u>	<u>(331,374)</u>	<u>-</u>	<u>85,070</u>
Total funds	<u>425,221</u>	<u>319,398</u>	<u>(336,296)</u>	<u>-</u>	<u>408,323</u>

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

Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund was for accessible adaptations, refurbishment and renovation of the "Aspire Centre".

Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

InterAct Chelmsford Limited

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

Prior year:

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Unrestricted funds				
General funds	147,482	53,589	(19,953)	181,118
Designated funds				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>118,608</u>
Total unrestricted funds	<u>266,090</u>	<u>53,589</u>	<u>(19,953)</u>	<u>299,726</u>
Restricted				
Young People's Services	67,616	209,930	(201,723)	75,823
Emotional Mental Health & Wellbeing	29,829	104,892	(85,049)	49,672
	<u>97,445</u>	<u>314,822</u>	<u>(286,772)</u>	<u>125,495</u>
Total restricted funds	<u>97,445</u>	<u>314,822</u>	<u>(286,772)</u>	<u>125,495</u>
Total funds	<u><u>363,535</u></u>	<u><u>368,411</u></u>	<u><u>(306,725)</u></u>	<u><u>425,221</u></u>

InterAct Chelmsford Limited

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

19 Analysis of net assets between funds

Current year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2022 £
Fixed asset investments	2	-	-	2
Current assets	257,499	117,608	85,070	460,177
Current liabilities	(50,521)	-	-	(50,521)
Pension scheme liability	(1,335)	-	-	(1,335)
Total net assets	<u>205,645</u>	<u>117,608</u>	<u>85,070</u>	<u>408,323</u>

Prior year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2021 £
Tangible fixed assets	6,458	-	-	6,458
Fixed asset investments	2	-	-	2
Current assets	203,206	118,608	125,495	447,309
Current liabilities	(22,804)	-	-	(22,804)
Pension scheme liability	(5,744)	-	-	(5,744)
Total net assets	<u>181,118</u>	<u>118,608</u>	<u>125,495</u>	<u>425,221</u>

20 Related party transactions

During the year the charitable company made the following related party transactions:

InterAct Projects Limited

In the year ended 31 March 2022 InterAct Projects Limited donated £9,275 (2021: £14,952) to the charity under Gift Aid. At the balance sheet date the amount due from InterAct Projects Limited was £Nil (2021 - £3,746).

InterAct Chelmsford Limited

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

21 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:				
Donations and grants	3	24,185	79,290	103,475
Charitable activities	4	17,280	233,120	250,400
Other trading activities	5	11,952	2,412	14,364
Investment income		172	-	172
Total income		53,589	314,822	368,411
Expenditure on:				
Raising funds		19,953	12,437	32,390
Charitable activities	6	-	274,335	274,335
Total expenditure		19,953	286,772	306,725
Net income		33,636	28,050	61,686
Net movement in funds		33,636	28,050	61,686
Reconciliation of funds				
Total funds brought forward		266,090	97,445	363,535
Total funds carried forward	18	299,726	125,495	425,221

INTERACT CHELMSFORD LIMITED

England & Wales - Charity number 1048631

Accounts

InterAct

IMPROVING LIVES AND COMMUNITIES THROUGH LEARNING, LEISURE, SHARING AND SUPPORT

INTERACT CHELMSFORD LIMITED

Annual Report & Financial Statements

For the year ended 31 March 2021



146 New London Road
Chelmsford Essex CM2 0AW



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**



InterAct

InterAct

Moulsham Mill
Parkway
Chelmsford
Essex
CM2 7PX



Registered Charity No. 1048631

A company limited by guarantee in England and Wales No. 3087233

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Making a Difference



Volunteers
provided **2,000+** hours of
their time



700+
parents/carers, young
people, volunteers and
professionals equipped
with new skills



3,000+
leisure, learning and
sharing opportunities



3,500+
hours respite from caring
responsibilities



100+
children, young people &
families supported



2,000+
hours of community based
leisure, learning and fun
activities enjoyed by
children and young people

The Trustees present their Annual Report together with the financial statements of the charity for the year ended 31st March 2021. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	InterAct Chelmsford Limited
Charity Registration No:	1048631
Company Registration No:	3087233
Registered and Principal Office:	Moulsham Mill, Parkway, Chelmsford, CM2 7PX

Trustees and Directors

John Tweddell (Chairman)
 David Peacock
 Jenny McLean
 Debbie Knight
 Heather Moore
 Mark Hagon
 Lisa Mathews

Company Secretary: Anita Goldsmith

Chief Executive: Anita Goldsmith

Patrons:

Lord Petre
 Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS
 Dave Monk LL.B MSc
 Etholle George

Independent Examiners

Edmund Carr LLP, 146 New London Road, Chelmsford, Essex CM2 0AW

Bankers

CAF Bank Ltd, Kings Hill, West Malling, Kent ME19 4TA

A word from our Chair

As I write this, we are hoping to see the final step of the Roadmap out of Lockdown lifted in the next few weeks, and look forward to the possibility of resuming our usual programme of activities and training as we move into the summer.

This last year has been a difficult and disturbing one for everybody. Our staff team have done an amazing job - remaining positive, adapting to working remotely from home, and introducing family welfare calls and virtual services when face to face services were suspended as we were all forced to isolate. When we were able to re-introduce face to face services, staff worked hard once again ensuring we had robust COVID-secure measures in place to keep everyone safe. It has been thanks to this hard work and dedication that we have been able to continue supporting families and our local community throughout the pandemic.

As we look to the future, we anticipate statutory funding will be faced with new financial pressures and we are working to broaden our funding base to mitigate this.

We are also aware that many individuals will be dealing with the impact of the pandemic for some time to come as they struggle to recover from enforced isolation and loneliness, and to overcome the impact on their mental health. Our organisation will strive to continue doing what it has always done – change people’s lives for the better.

One thing we have demonstrated to ourselves and others over the last year is that we are able to rise to the challenge and adapt in very difficult circumstances. As life begins to return to some sort of normality, we will be listening more than ever to our local community to ensure we understand what people want and need - enabling us to develop our services to give them the right support.

Finally, I would like to take this opportunity to thank our committed team of volunteers working across all our areas of service delivery, as well as my fellow Trustees - who come together as a strong and supportive team.

John Tweddell
Chairman



*“Ilan’s **confidence** has grown with approaching his peers and interacting with them. He now has a circle of friends and his social skills have definitely improved.*

His confidence in participating in new activities and his willingness to push himself a bit harder each time on things he finds challenging has grown.

*His independence in tackling these things has also increased and huge thanks to Luke for supporting Ilan in **increasing his independence** – a tricky balance which he achieves brilliantly.”*

MISSION, VISION AND VALUES

MISSION: Improving Lives and Communities through Learning, Leisure, Sharing and Support

Our mission champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

VISION: Communities in which our interdependence is valued, and where we work together to include the excluded and to create a fair world

To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

Our Values underpin all that we do:

- **Inspiring** - we are creative, encouraging and ambitious
- **Non-discriminatory** - we respect and embrace the diversity of the communities in which we work
- **Trustworthy** - we develop trust and strive for people to fulfil their potential
- **Empowering** - we help people to help themselves
- **Responsive** - we meet the changing needs of people and communities
- **Accountable** - we base our work on the needs of the people we support
- **Commitment** - we are committed to providing quality, person-centred services
- **Together** - we work in partnership with people and with other organisations to support people to make significant changes in their lives

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

OBJECTIVES AND ACTIVITIES

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, and those who have or are recovering from mental health problems and amongst the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

To achieve these aims InterAct has structured its service delivery around four core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing
- Connected Communities
- Consultancy & Training

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

PUBLIC BENEFIT

We have referred to the Charity Commission's guidance on public benefit when planning our activities. The Charity's achievements and performance illustrate how the mission and vision have been pursued to derive public benefit.

ACHIEVEMENTS AND PERFORMANCE

Whilst government restrictions, due to the pandemic, severely limited the range of services we were able to deliver through the year, they also resulted in the introduction of new forms of support for the families and young people we work with.

Achievements

- ✓ Awarded Green (RAG rating) by commissioners following annual assessment visit, highlighting the quality of our Short Breaks service
- ✓ Identified and secured funding to deliver all projects
- ✓ Retained a committed paid and volunteer workforce
- ✓ Worked with Essex County Council to introduce a new after school club in Colchester
- ✓ Introduced virtual clubs and activities for children and young people within five weeks of lockdown
- ✓ Introduced virtual delivery of our emotional mental health and wellbeing courses and workshops within seven weeks of lockdown

Alongside managing the impact that the pandemic had on our usual range of services we looked for other ways to support the wider Essex community during lockdown. This included:

- ✓ A member of staff working with Chelmsford CVS supporting the co-ordination of their Community Hub & Helpline, which was set up in response to the pandemic
- ✓ Several members of staff undertaking the training required to support the Essex Welfare Service
- ✓ Creating an online resource, based on our young peoples' Aspirations Workshops, for local schools to draw on to support their students

Aspirations Workshops feedback from Tabor Academy:

"I have just watched both video's and they are fantastic- thank you so much for these. I think this would be a fabulous resource for our students right now."

CHILDREN, YOUNG PEOPLE, FAMILIES & COMMUNITIES

IMPACT 2020 - 21: Supporting over **800 children, young people, families, and members of the local community** to aspire and achieve their aspirations, increase their choices and independence, and improve their emotional, mental health and wellbeing. This work was supported by more than **30 individuals** contributing **in excess of 2,000 volunteer hours**. Translated at average wage as per ASHE (Annual Survey of hours & earnings) this represents a financial contribution in excess of **£29,000**.

During the year we planned and organised a varied programme of over 250 friendship, leisure and learning activities for children and young people aged 10 to 25 with learning disabilities and/or additional needs. It was with great regret that we were forced to cancel over 40% of these activities as a result of the pandemic.

Circles of Support Plus – children and young people aged 10 -25 are supported as part of a group and/or on an individual basis. Our skilled Activity Coordinators work closely with the young people we support to plan a stimulating and ambitious programme of social, learning and leisure activities of their choice throughout the year.

Activities are designed to increase independence, reduce social isolation through increased interaction with others, improve self-confidence and self-esteem, increase happiness and well-being, and improve social and life skills.

Activities are delivered by our dedicated team of staff and volunteers within a safe and nurturing environment. Somewhere children and young people are supported and encouraged to make decisions and to learn everyday life-skills whilst having fun. Our goal is to maximise the life chances, goals and aspirations of children and young people, and to help teenagers transition more successfully into adulthood able to access mainstream services and opportunities, socialise independently and engage in meaningful work. To be able to do more, and need less support.

During the year our group activities and clubs included:

- Term-time community-based activities, youth and after-school clubs
- School holiday activities, and day trips
- Virtual clubs and activities

Due to the continuing restrictions, we were unable to offer our after school club in Braintree, or our popular overnight stays and activity weekends. We look forward to re-introducing them in the future.

Young people told us what they had found most difficult during lockdown:

"Not seeing friends."

"Home schooling while mum and dad have to work at home. Missing friends and school"

"Not being able to see friends and family. And being able to see teachers."

"Just kept having worries sometimes every day."

"Change of routine."

"Not being able to go places."

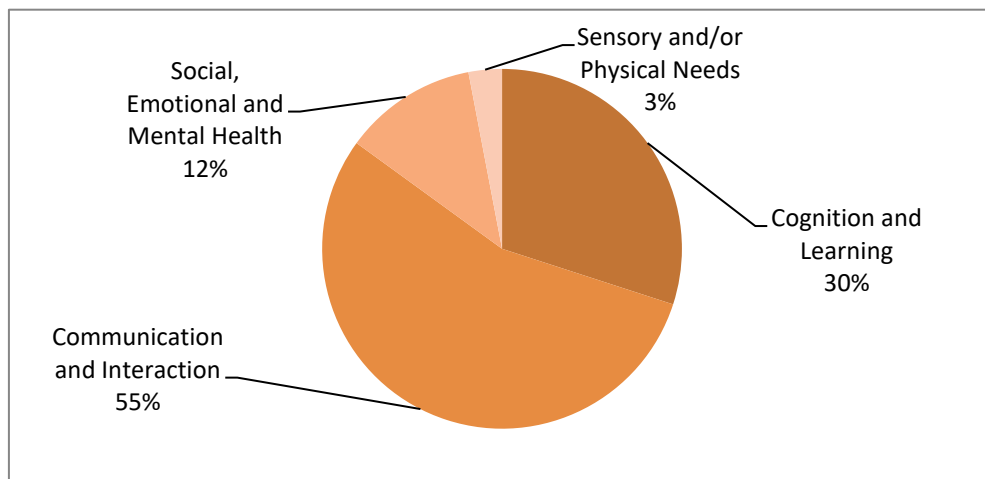
"No routine, missing my friends."

"Being at home without any clubs to go to or friends to play or talk to."

"Speaking to college friends and chilling. Having time away from my mum."

"People being poorly makes me stressed."

Profile of the Children and Young People we support



Percentages indicate the primary area of need.

In many cases young people have a range of needs.

For example over 50% of the children and young people we support are also identified as having Autistic Spectrum Disorder.

Short Breaks activities – with the focus of our activities to support children young people and families completely changed by the pandemic, activities were re-designed on the basis of feedback we received whilst making welfare calls to families during the first lockdown.

Our Activity Co-ordinators worked hard to ensure they maintained contact with families and young people via regular wellbeing calls, weekly texts/WhatsApp messages to young people and parents to keep them informed of developments, making regular social media posts to share information, photos, videos, stories, poems, recipes, and tips for keeping busy during the lockdown. They also created and sent out activity packs suitable for a range of ages, which included puzzles, art and craft projects, challenges, garden projects and a tasty treat.

Whilst only a limited number of families were keen to take part in face-to-face activities when these were permitted, we recognised the importance of offering opportunities for respite to these families when possible.

Face-to-face activities through the year included:

Holiday activities and day trips: providing over 580 hours of supported activities for 24 children and young people. This included fitness and gaming activities, solving a murder mystery, group cycling and visits to Colchester Zoo, the seaside, and outdoor activity centres.

Youth Club: providing over 180 hours of supported activities for 12 children and young people in Chelmsford. An opportunity to chill out with friends – enjoy gardening, games nights, cooking, arts and crafts, celebration nights, a walk along the river, or movie night.

Term-time community-based after school activities: providing over 470 hours of activities enjoyed by 39 children and young people across Braintree, Chelmsford, Colchester and Tendring - including adventure golf, bingo, arts and crafts, dance, sports, bowling, meals out, Clip 'N Climb, quiz nights, cinema trips and gardening.

Virtual clubs and activities

A regular programme of virtual activities was launched in April: including quizzes, cooking, scavenger hunts, bingo and social evenings.



*"We are very grateful to the fantastic COLCHESTER staff: they **really understand our son**, his challenges and needs. They all make him **feel secure, happy and confident**.*

Most of all, we thank them for their patience! All the staff deserve great credit for providing our son with these opportunities."

*"For us as parents to know that our child is **being well looked after**. While we are able to have a few hours break."*

Families and carers - our programme of activities also provided parents, carers and siblings with **over 3,500 hours of much-needed respite**, giving them a valued break from their caring responsibilities.

Young adults: providing over 200 hours of activities for 13 young adults. Our services were complemented by our activity club for young adults, with a focus on developing social and life skills, healthy eating, physical exercise and environmental awareness.

*"Petra has **really enjoyed the Zoom sessions** however, I'm very pleased we have now returned to face to face at the Together Club."*

Participation

Whilst opportunities for young people to have wider influence during the pandemic were limited these included:

- ✓ Contributing to the development and delivery of InterAct's own induction training programme for volunteers
- ✓ Participating in consultation events about the experiences of young people with special educational needs and disabilities during the COVID pandemic both locally, and nationally



EMOTIONAL MENTAL HEALTH AND WELLBEING

IMPACT: Our Strength2Strength suite of resilience courses, and nationally-recognised Mental Health First Aid (MHFA) training, promote positive mental health. These inspire and enable people - many of whom have experienced difficult life circumstances, anxiety, or stress - to cope with life's challenges and take control of their future direction.

Mental Health First Aid (MHFA) training - equipping people with the skills, knowledge and understanding to help and support themselves, and others, experiencing poor mental health. The team delivered in excess of **4,500 learner hours** to over **500 participants**. The range of **nationally-recognised MHFA training** included 2-day MHFA, Youth MHFA (specifically for people who work, live with or support children and young people), and half-day MHFA Mental Health Awareness.

*"Gained confidence to have conversations and challenge professionals around this subject – **one of the best courses I have ever attended.**"*

TRAINING & CONSULTANCY SERVICES

We have over 20 years' experience of working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing - providing us with invaluable experience in shaping our programme of training for professionals. Our portfolio of training courses and workshops are designed to create a stimulating learning environment which encourages reflection, challenge, sharing of best practice and personal development. Our experienced, skilled staff can deliver off the shelf or bespoke training to a wide range of people in locations across Essex, and further afield. During the year we provided a range of training including MHFA, Mental Health Awareness, Self Care & Resilience and MHFA Refresher courses. The team delivered in excess of **1600 learner hours** to over **150 participants**.

CONNECTED COMMUNITIES

Volunteers

Whilst it was not possible to draw on our usual level of volunteer support over the last year, volunteers continued to play a vital role within InterAct – enabling us to stretch our resources further, championing our cause, bringing their ideas, energy and enthusiasm. People from a wide range of backgrounds choose to volunteer for us, each bringing their life experience, skills and knowledge, and enriching our organisation. During the last year volunteers supported young people at clubs and group activities and helped us to deliver training – both face-to-face and virtual, raised much needed funds, assisted in the back-office, and maintained the wildlife and sensory garden at our Aspire Centre. We greatly value our team of dedicated and skilled volunteers, and work hard to ensure they are given the training and support needed to carry out their chosen role.

Feedback from virtual Volunteer Essentials training:

*“A **brilliant session**, which fully explained the charity, how it supports its service users and how to deal with safeguarding concerns.”*

*“I found the training **very informative and relevant**, presented by warm friendly trainers.”*

We have continued to enjoy tremendous support through the year with **30+ volunteers** supporting our work - giving **over 2,000 hours** of their time (translating to an economic value in excess of £29,000).

- **Volunteering, Community Connecting and Engagement** - in excess of 350 opportunities for people to share their skills and talents, learn something new, meet people, make friends and to make a positive impact on people's lives
- Supported by **30+ volunteers** - with and without disabilities, recruited from local schools, colleges, communities, businesses and the wider community
- Creating and building social capital

We would like to thank all of our volunteers for their commitment and support – particularly during such a challenging year, and to acknowledge their valuable contribution.

Fundraising and Corporate and Community Support

We were delighted to be Essex Police Choir's chosen charity for 2020, to be Marks & Spencer Westway's chosen local charity for the second year running year, and to be the named charity for fundraising events organised by LB Insolvency Solutions and the Rotary Club of Chelmsford.

As well as raising our profile with the local communities, **these events and others raised in excess of £12,000**

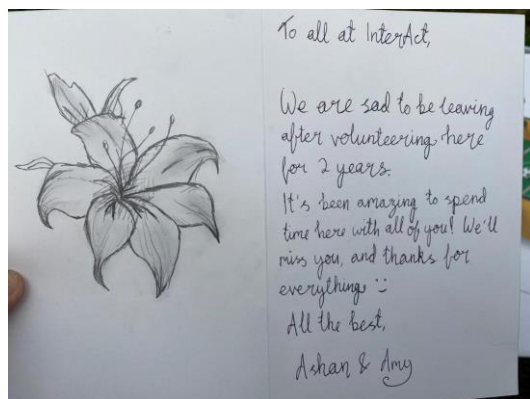
Aspire Centre

InterAct's Aspire Centre is a Grade II listed house located in the grounds of Moulsham Mill. It provides a safe, supportive natural home environment where we run a variety of community activities including a weekly youth club, drop-ins, one-to-one support, life skills and training sessions.

Aspire is a place for the community to come together to share their experiences, skills and talents - with opportunities to do something for yourself and others, and to have fun and enjoyment. The possibilities are endless - gardening, walking, cooking, skills clubs, bird watching, support groups for volunteers, parents or children and young people, youth clubs, or just a coffee and listening ear.

Mid Essex SEND Services have continued to use the welcoming environment offered by the Aspire Centre as an education setting for children with special educational needs who are excluded from school.

Our Aspire Centre garden continues to be developed and maintained by a dedicated band of volunteers.



Partnerships

We believe in working together to add value and benefit communities. Creating opportunities for innovation and learning by bringing together individuals, agencies or organisations with a shared interest - delivering greater impact.

We continue to work closely with Essex County Council and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources - adding value and maximising opportunities for collaboration.

- **Essex Council for Voluntary Youth Services (ECVYS):** member of Mid-Essex Cluster Group, supporting youth voice consultations, staff member serves as ECVYS Treasurer/Trustee,
- **Council for Disabled Children (CDC):** linking with specialist networks, and engaging in opportunities to increase the participation, voice and autonomy of young people with disabilities
- **Essex Youth Services:** sharing purpose-built youth premises
- **Anglia Ruskin University:** providing work placements for Social Work degree students

Our activities are enhanced by the activities of our social enterprise subsidiary - InterAct Projects, managing Moulsham Mill Business Centre

InterAct Projects - established in December 1992, manages Moulsham Mill Business Centre on behalf of the Marriage Partnership. The centre has around 30 licensees including charities, social enterprises, therapists, commercial businesses and retail space, and is home to Chelmsford Community Radio and a pilates studio. The charity's head office is based at this historic landmark building, offering our clients a socially-inclusive learning, recreational and work environment within the local community, with tremendous support from the Marriage family and licensees.

In 2020-21 InterAct Projects gift aided £14,952 to support InterAct's work to improve lives and communities

HOW INTERACT MAKES A DIFFERENCE



*"Interact is a **fantastic club** we use coz club most weeks. Thank you for giving our child the experience of feeling grown up and having fun. **Don't know what we would do without it.** Thank you everyone."*

*"I am **so happy to see everyone** and to be able to talk to everyone instead of looking at everyone on zoom."*

The regular feedback we receive from the children, young people, families and individuals we support indicates the quality and value of the activities and services we offer.

Children, Young People and Families

Young people told us what they were looking forward to when face-to-face clubs and activities return:

"Playing with friends."

"Cooking and trips out."

"Day trips out. Time with friends."

"Meeting people."

"Seeing my friends and joining in activities."

"Doing more outdoor activities."

"Bowling and seeing my friends."

"Cooking. Having a chat. Gardening. BBQ."

"Trips."

Feedback from parents/carers:

*"They have **helped Joanne enormously** and I hope will continue to do so. It has given her an opportunity to socialise with her friends."*

*"Stephanie has really enjoyed all the online stuff, as well as the face to face sessions. I have **felt confident** in sending Stephanie to InterAct **even during these COVID times**."*

"Grateful for all InterAct are doing."

*"So **thankful** to have the club up and running again."*

*"He has **gained confidence** and **new friends**. It has **made him feel grown up** and looks forward to attending each week."*

*"Interact has **opened up more perspectives for our son** – it has enabled him to do things and go places that he would not ordinarily do – importantly it is **"his" club** and allows him a first opportunity to choose what to do for himself."*

*"**InterAct is great**, Ruth has enjoyed the Zoom quizzes and I am really looking forward to Ruth returning after Easter a year of being at home."*

"Thank you, really appreciate the call."

"Looking forward to InterAct's zoom get-togethers."

*"Attending Coz has **helped Debbie enormously** as it has made her realise there are other teenagers out there **"like her"** who want to hang out, socialise & have fun ☺"*

"It's been so great with Eddie he really enjoys the Zoom cooking, it's the only time he sits still for an hour!"

*"**Thank you** so much **for all the support**, I have found this really helpful."*

*"They have enjoyed the freedom to be with their friends in a **safe and secure environment**."*

100% of families agreed or strongly agreed that InterAct is making a difference for the young person

98% of families agreed or strongly agreed that InterAct is making a difference for the wider family

(Survey data: Jan – Mar 2021)

Sammy's story

Sammy is sixteen years old and attends a local special school in Chelmsford. He faces numerous challenges in his day-to-day life. Sammy has been a regular at InterAct's club and activity sessions since September 2018, and he has come a long way since joining InterAct.

When he first came along to our sessions he struggled to listen and follow instructions, and needed the support of a one-to-one carer to help him moderate his behaviour. Over the course of just six months, as Sammy learnt how to manage this himself and began to understand when it was time to calm down, he no longer needed the one-to-one support of his carer.

During his time at InterAct Sammy has made lots of new friends and is always happy and smiling when he arrives. He is always very excited about any activity and is one of the first to get stuck in. His favourite activities include bowling, Clip n' Climb, making pizza, playing bingo and Xbox games with his friends. He also enjoys joining our virtual activities on Zoom.

Since joining InterAct Sammy's made lots of new friends, grown in confidence and developed amazing listening and communication skills. He is now one of the most confident in the group. Sammy has one of the warmest and kindest hearts of any sixteen year old, and it's a pleasure to spend time with him. He takes great pride in his positive behaviour and achievements.



Sammy's mum – Jo: *"Sammy has really enjoyed coming to Interact over the last few years. It has been fantastic for his confidence and independence. He really enjoys meeting up with his friends and loves the activities whether they are at the Centre or external trips. Over the last year Interact has been the only place that Sammy has gone without us (except school). This has given the rest of the family a chance to have some time together and a break from looking after Sammy. We have benefitted from this & his 2 brothers have appreciated the time, as Sammy often dominates our attention! The activities have helped Sammy with his speech and communication skills and the cooking and washing up etc that you often do, have been useful life skills. I think he has got better at interacting with his peers and taking turns when playing games. He loves seeing everybody each week".*

EMOTIONAL MENTAL HEALTH & WELLBEING

Mental Health First Aid Training

520 completed questionnaires - **520** learners satisfied - **100%** learner satisfaction
(Learner satisfaction end-of-course questionnaires)

Learner feedback:

"This course was excellent. It opened my eyes how many around me need help and have issues with mental health."

"Very informative, and Lesley was brilliant, loved the whiteboard sessions and even the breakaway rooms in Zoom."

"A huge understanding of a huge spectrum of mental health illness."

"Confidence to offer support and guidance to those with mental health problems."

"Clear insight in to how young people can deal with issues both positively and negatively."

"Loved it! Very knowledgeable trainer, interesting subject and a lot of activity and break out discussions to keep it interesting."

"Lots of resources, and more confidence in helping people."

"Knowledge of different symptoms, methods of support and services available. What to do in a crisis."

"It has really helped with terminology and dealing with difficult situations."

"It was a very helpful course."

"Brilliant and informative course. Delivered more than was expected. Tutor was extremely knowledgeable and approachable."

"A better understanding of the needs of others and to relate to various facets of mental health issues."

"I've gained confidence in dealing with people and also feel confident to signpost appropriately."

"Great course, books will be a good reference for the future."

"Be a good listener don't judge."

Feedback from Self-care & Resilience workshop attendees:

"Amazing information and great variety of perceptions of common situations in life and how to overcome them positively."

"Better ways to help myself."

"How to deal with stress."

"An understanding of my carers."

*"Useful course – **informative and interactive**. It was good for all levels, including those who have attended mental health courses before."*

*"It was an **excellent** course and I really enjoyed it. Lesley delivered it very well considering it was on Zoom and a first time for most of us. She clearly helped us navigate the Zoom system."*

*"I have **gained ideas and practical tips to build resilience**."*

*"We've gained insight into how to be an effective listener; I **found this extremely useful** and learnt a lot of things which I will be taking forward."*

*"Loved Lesley's relaxed and welcoming manner, can definitely **take some of the techniques back to our nurture group** at school. Thank you so much."*

"More essential and more confident in myself and able to look after myself more."

*"The section on dopamine and serotonin on an adolescent brain, and helping children to manage this through connections was **really useful**."*

*"I found the course really useful and I now **feel much better equipped to deal with current problems and stress levels**."*

FINANCIAL REVIEW

Results of the year to 31 March 2021 are set out in the statement of financial activities on page 19. In the challenging economic climate, with limited grant funding and statutory funding cuts a reality, the Trustees recognise that drawing on reserves is a strong likelihood in the coming year. We continue to look for cost savings where these can be achieved whilst maintaining the quality and safety of our services.

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

CAMRA David Smith ECVYS Ethan & Karen Holmes Essex Association of Local Councils Essex Community Foundation Essex Lottery Supporters	Essex Police Choir Essex Youth Trust Greenfields Community Fund Happy Days Children's Charity J. Browne Construction LB Insolvency Solutions Marks & Spencer, Westway	The Marriage Family National Lottery Community Fund Neighbourly Community Fund Rotary Club of Chelmsford Shenfield Parochial Church Baily Thomas Charitable Fund Chelmsford City Council
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Organisations we have worked with, improving mental health in the workplace and in communities include: Barnardo's - Basildon Parents 4 Parents - Braintree District Council - Brentwood Diocese - Castle Point CVS - Chelmsford CVS - Chelmsford Diocese - Citizens Advice Essex - Colchester Korban Project - Community 360 - Essex County Council - Essex Fire & Rescue - Extra Support for Families - First Site - First Stop - Futures in Mind - Home Start Essex - Hope House - Ideas Hub - Kintsugi Hope - Maldon & District CVS - MHFA England - Papworth Trust - Provide - Royal Deaf Association - Southend-on-Sea Borough Council - Swan Housing Association - Tendring District Council - Tendring District Primary Schools - West Essex CCG

A transfer of **£9,275** from the charity's subsidiary, InterAct Projects Ltd, will be donated to the Charity within nine months of the year end.

Reserves Policy

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally we have a commitment and a responsibility to our staff and to partners working with us, to act responsibly as an employer and to provide assurance. The reserves policy also provides for designated funds, which the Trustees continually review.

The Trustees have reviewed the Charity's requirements for reserves, giving due consideration to the risks and opportunities and Trustees agreed that unrestricted funds should be a minimum of six months operating costs.

This would indicate a reserves level of approximately £190,000 based on budgeted expenditure for 2021/22. At March 2021 total unrestricted reserves stood at £299,726 including designated funds of £118,608. At the time of writing this report, Trustees had committed £25,000 of designated funds to supporting activities through 2021/22.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. The strategy is to continue to build unrestricted reserves through planned operating surpluses where possible.

Pensions

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £5,744.

Investment Policy

Any surplus cash flow is moved from our current account into an interest bearing deposit account, maximising return, and minimising any potential risk.

Pay Policy for Senior Staff

The Charity's pay strategy is agreed by the Board of Trustees, including the remuneration of key management personnel, and is reviewed annually.

PLANS FOR THE FUTURE

Delivering safe, responsive, high quality, person-centred services continues to lie at the heart of our organisational strategy. Evidence shows that the number of young people with learning disabilities is expected to increase. Allied to this the number of people experiencing poor mental health continues to grow. We have yet to understand the longer term impact of the COVID-19 pandemic on peoples' mental health.

We will continue to focus on consolidating and strengthening our organisation to ensure we are well placed to meet identified needs.

- Continuing to build links with local organisations and businesses
- Developing use of technology
- Growing and adapting our services to meet identified need
- Improving monitoring and evaluation
- Preserving the high quality services and training we currently offer
- Reviewing and improving policies, procedures and management controls
- Diversifying our income
- Reviewing our strategy to ensure it is relevant, and sustainable in the post-pandemic environment
- Reviewing services introduced during lockdown, and considering continuation of these

STRUCTURE, GOVERNANCE AND MANAGEMENT**Governing Document**

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12th August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

Appointment of Trustees

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory Disclosure and Barring Service check and give their time voluntarily.

Induction and training

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the charity, the Trustee decision-making process, strategic direction, key risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities.

Organisational structure

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. Sub-committees are formed as required and all report to the Board of Trustees. To facilitate effective operations the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees, and to the Senior Management Team (SMT) who have lead areas of responsibility across the organisation and report to the Chief Executive. No employee received remuneration of more than £60,000 during the year.

Related parties

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported, other than the donation from InterAct Projects Limited.

Risk Management

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

Trustees' responsibilities statement

The Trustees (who are also directors of InterAct for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

Approved by the Board of Trustees and signed on its behalf by:

J Tweddell

.....
John Tweddell
Chair of Trustees

.....9 December.....2021

InterAct Chelmsford Limited

Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021 which are set out on pages 19 to 38.

Respective responsibilities of trustees and examiner

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 The Association of Chartered Certified 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 that in any material respect:

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.

S Morrell

.....
Sandra Morrell FCCA
Independent Examiner
146 New London Road
Chelmsford
Essex, CM2 0AW

Date: 13 December 2021

InterAct Chelmsford Limited

Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and grants	3	24,185	79,290	103,475	88,043
Charitable activities	4	17,280	233,120	250,400	296,351
Other trading activities	5	11,952	2,412	14,364	6,706
Investment income		172	-	172	547
Total income		53,589	314,822	368,411	391,647
Expenditure on:					
Raising funds		19,953	12,437	32,390	19,855
Charitable activities	6	-	274,335	274,335	357,355
Total expenditure		19,953	286,772	306,725	377,210
Net income		33,636	28,050	61,686	14,437
Net movement in funds		33,636	28,050	61,686	14,437
Reconciliation of funds					
Total funds brought forward		266,090	97,445	363,535	349,098
Total funds carried forward	18	299,726	125,495	425,221	363,535

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

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	6,458	12,727
Investments	13	2	2
		<u>6,460</u>	<u>12,729</u>
Current assets			
Debtors	14	12,221	22,593
Cash at bank and in hand	15	435,088	371,375
		447,309	393,968
Creditors: Amounts falling due within one year	16	(22,804)	(36,357)
Net current assets		424,505	357,611
Net assets excluding pension liability		430,965	370,340
Pension scheme liability	17	(5,744)	(6,805)
Net assets including pension liability		<u>425,221</u>	<u>363,535</u>
Funds of the charity:			
Restricted		<u>125,495</u>	<u>97,445</u>
Unrestricted income funds			
Designated Funds		118,608	118,608
General Funds		186,862	154,287
Pension reserve		(5,744)	(6,805)
Total unrestricted funds		<u>299,726</u>	<u>266,090</u>
Total funds	18	<u>425,221</u>	<u>363,535</u>

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.

InterAct Chelmsford Limited
(Registration number: 3087233)
Balance Sheet as at 31 March 2021

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

The financial statements on pages 19 to 38 were approved by the trustees, and authorised for issue on 9 December 2021 and signed on their behalf by:

J Tweddell

.....
John Tweddell
Chairman and Trustee

InterAct Chelmsford Limited

Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net income		61,686	14,437
Adjustments to cash flows from non-cash items			
Depreciation		6,269	6,268
Investment income		(172)	(547)
		<u>67,783</u>	<u>20,158</u>
Working capital adjustments			
Decrease in debtors	14	10,372	8,631
Decrease in creditors	16	(1,316)	(5,902)
Decrease (increase) in retirement benefit obligation net of actuarial changes	17	(1,061)	(1,451)
Decrease in deferred income		<u>(12,237)</u>	<u>(12,487)</u>
Net cash flows from operating activities		<u>63,541</u>	<u>8,949</u>
Cash flows from investing activities			
Interest receivable and similar income		172	547
Purchase of tangible fixed assets	12	<u>-</u>	<u>(18,995)</u>
Net cash flows from investing activities		<u>172</u>	<u>(18,448)</u>
Net increase/(decrease) in cash and cash equivalents		63,713	(9,499)
Cash and cash equivalents at 1 April		<u>371,375</u>	<u>380,874</u>
Cash and cash equivalents at 31 March		<u><u>435,088</u></u>	<u><u>371,375</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

InterAct Chelmsford Limited

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

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

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 2019) - (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

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

Going concern

The trustees 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.

Group accounts not prepared

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts.

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.

InterAct Chelmsford Limited

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

Donations and legacies

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

Grants receivable

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

Deferred income

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any irrecoverable VAT.

Charitable activities

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

Support costs

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

InterAct Chelmsford Limited

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

Taxation

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

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Depreciation and amortisation

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

Asset class	Depreciation method and rate
Computer equipment	33% of cost
Fixtures & fittings	25% of cost
Motor vehicles	33% of cost

Fixed asset investments

Investments in subsidiaries are recorded at cost.

Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

Trade creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

InterAct Chelmsford Limited

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

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

Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

3 Income from donations and grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations receivable	9,233	58,799	68,032	63,662
Government grants	-	20,491	20,491	-
Gift Aid donations from subsidiaries	14,952	-	14,952	24,381
	<u>24,185</u>	<u>79,290</u>	<u>103,475</u>	<u>88,043</u>

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Young People's Services and Emotional Mental Health & Wellbeing	17,280	219,783	237,063	250,367
Client and learner contributions	-	13,337	13,337	45,984
	<u>17,280</u>	<u>233,120</u>	<u>250,400</u>	<u>296,351</u>

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Other income	11,952	2,412	14,364	6,706
	<u>11,952</u>	<u>2,412</u>	<u>14,364</u>	<u>6,706</u>

InterAct Chelmsford Limited

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

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2021 £
Young People's Services	143,747	42,459	186,206
Emotional Mental Health & Wellbeing	74,927	13,202	88,129
	<u>218,674</u>	<u>55,661</u>	<u>274,335</u>
	Activity undertaken directly £	Activity support costs £	2020 £
Young People's Services	242,683	44,200	286,883
Emotional Mental Health & Wellbeing	58,937	11,535	70,472
	<u>301,620</u>	<u>55,735</u>	<u>357,355</u>

InterAct Chelmsford Limited

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

During the year, £274,335 (2020: £357,355) of expenditure on charitable activities was restricted and £Nil (2020: £Nil) was unrestricted.

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs	Staff costs	Administration costs	Total 2021	Total 2020
	£	£	£	£	£
Young People's Services	2,700	29,576	10,183	42,459	44,200
Emotional Mental Health & Wellbeing	800	9,196	3,206	13,202	11,535
	<u>3,500</u>	<u>38,772</u>	<u>13,389</u>	<u>55,661</u>	<u>55,735</u>

Governance costs

	Total 2021	Total 2020
	£	£
Independent examiner fees		
Examination of the financial statements	1,850	1,850
Other fees paid to examiners	1,650	1,650
	<u>3,500</u>	<u>3,500</u>

8 Government grants

During the year the Charity received Job Retention Scheme income to help cover the costs of furloughed employees.

The amount of grants recognised in the financial statements was £20,491 (2020 - £-).

9 Trustees remuneration and expenses

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

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

InterAct Chelmsford Limited

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

10 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	205,070	221,584
Social security costs	13,477	16,540
Pension costs	11,321	12,202
	<u>229,868</u>	<u>250,326</u>

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

	2021 No	2020 No
Total	<u>20</u>	<u>20</u>

10 (2020 - 11) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £11,321 (2020 - £12,202).

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

The total employee benefits of the key management personnel of the charity were £60,424 (2020 - £59,321).

InterAct Chelmsford Limited

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

11 Taxation

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

12 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
Cost			
At 1 April 2020	143,623	40,495	184,118
Disposals	<u>(126,602)</u>	<u>(21,500)</u>	<u>(148,102)</u>
At 31 March 2021	<u>17,021</u>	<u>18,995</u>	<u>36,016</u>
Depreciation			
At 1 April 2020	143,623	27,768	171,391
Charge for the year	-	6,269	6,269
Eliminated on disposals	<u>(126,602)</u>	<u>(21,500)</u>	<u>(148,102)</u>
At 31 March 2021	<u>17,021</u>	<u>12,537</u>	<u>29,558</u>
Net book value			
At 31 March 2021	<u>-</u>	<u>6,458</u>	<u>6,458</u>
At 31 March 2020	<u>-</u>	<u>12,727</u>	<u>12,727</u>

InterAct Chelmsford Limited

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

13 Fixed asset investments

Shares in group undertakings and participating interests

	Subsidiary undertakings £
Cost	
At 1 April 2020	<u>2</u>
At 31 March 2021	<u>2</u>
Net book value	
At 31 March 2021	<u>2</u>
At 31 March 2020	<u>2</u>

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Subsidiary	Country of incorporation	Holding	Proportion of voting rights and shares held	
InterAct Projects Limited	England and Wales	Ordinary	100%	Manages Moulsham Mill Business Centre

Other information

The profit for the financial period of InterAct Projects Limited was £9,275 (2020 - £14,952) and the aggregate amount of capital and reserves at the end of the period was £15,855 (2020 - £21,532).

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited donations of £14,952 (2020: £24,381) under Gift Aid.

InterAct Chelmsford Limited

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

14 Debtors

	2021 £	2020 £
Trade debtors	7,625	9,220
Due from group undertakings	3,746	11,220
Other debtors	850	2,153
	<u>12,221</u>	<u>22,593</u>

15 Cash and cash equivalents

	2021 £	2020 £
Cash at bank and in hand	<u>435,088</u>	<u>371,375</u>

16 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,388	1,634
Other taxation and social security	4,041	4,629
Other creditors	3,866	3,849
Accruals	4,000	5,499
Deferred income	8,509	20,746
	<u>22,804</u>	<u>36,357</u>

	2021 £	2020 £
Deferred income at 1 April 2020	20,746	33,233
Resources deferred in the period	8,509	20,746
Amounts released from previous periods	<u>(20,746)</u>	<u>(33,233)</u>
Deferred income at year end	<u>8,509</u>	<u>20,746</u>

Deferred income relates to grants provided to the Charity to be used for future activities or where conditions have not yet been fulfilled.

InterAct Chelmsford Limited

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

17 Pension and other schemes

Defined benefit pension schemes

TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The date of the most recent comprehensive actuarial valuation was 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee of the scheme has asked the participating employers to pay additional contributions to the scheme as follows:

Total deficit contributions from all participating employers :
From 1 April 2019 to 31 January 2025: £11,234,000 per annum

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in this note. The unwinding of the discount rate is recognised as a finance cost.

Reconciliation of opening and closing provisions:

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

	2021 £	2020 £
Present value of defined benefit obligation	<u>5,744</u>	<u>6,805</u>

InterAct Chelmsford Limited

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

Changes in the provision are as follows:

	2021 £
Present value at start of year	6,805
Interest cost	154
Actuarial gains and losses	196
Contributions by scheme participants	<u>(1,411)</u>
Present value at end of year	<u><u>5,744</u></u>

Principal actuarial assumptions

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

	2021 %	2020 %
Discount rate	<u>.66</u>	<u>2.53</u>

InterAct Chelmsford Limited

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

18 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Unrestricted funds				
General funds	147,482	53,589	(19,953)	181,118
Designated funds				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>118,608</u>
Total Unrestricted	<u>266,090</u>	<u>53,589</u>	<u>(19,953)</u>	<u>299,726</u>
Restricted				
Young People's Services	67,616	209,930	(201,723)	75,823
Emotional Mental Health & Wellbeing	29,829	104,892	(85,049)	49,672
Total restricted	<u>97,445</u>	<u>314,822</u>	<u>(286,772)</u>	<u>125,495</u>
Total funds	<u><u>363,535</u></u>	<u><u>368,411</u></u>	<u><u>(306,725)</u></u>	<u><u>425,221</u></u>

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

Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund is for accessible adaptations, refurbishment and renovation of the "Aspire Centre".

Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

InterAct Chelmsford Limited

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

Prior year:

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
Unrestricted funds				
<i>Unrestricted funds</i>				
General funds	122,192	38,666	(13,376)	147,482
<i>Designated funds</i>				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>118,608</u>
Total unrestricted funds	<u>240,800</u>	<u>38,666</u>	<u>(13,376)</u>	<u>266,090</u>
Restricted				
Young People's Services	79,965	274,534	(286,883)	67,616
Emotional Mental Health & Wellbeing	<u>28,333</u>	<u>78,447</u>	<u>(76,951)</u>	<u>29,829</u>
Total restricted funds	<u>108,298</u>	<u>352,981</u>	<u>(363,834)</u>	<u>97,445</u>
Total funds	<u><u>349,098</u></u>	<u><u>391,647</u></u>	<u><u>(377,210)</u></u>	<u><u>363,535</u></u>

InterAct Chelmsford Limited

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

19 Analysis of net assets between funds

Current year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2021 £
Tangible fixed assets	6,458	-	-	6,458
Fixed asset investments	2	-	-	2
Current assets	203,206	118,608	125,495	447,309
Current liabilities	(22,804)	-	-	(22,804)
Pension scheme liability	(5,744)	-	-	(5,744)
Total net assets	<u>181,118</u>	<u>118,608</u>	<u>125,495</u>	<u>425,221</u>

Prior year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2020 £
Tangible fixed assets	12,727	-	-	12,727
Fixed asset investments	2	-	-	2
Current assets	177,915	118,608	97,445	393,968
Current liabilities	(36,357)	-	-	(36,357)
Pension scheme liability	(6,805)	-	-	(6,805)
Total net assets	<u>147,482</u>	<u>118,608</u>	<u>97,445</u>	<u>363,535</u>

20 Related party transactions

During the year the charity made the following related party transactions:

InterAct Projects Limited

In the year ended 31 March 2021 InterAct Projects Limited donated £14,952 (2020: £24,381) to the charity under Gift Aid. At the balance sheet date the amount due from InterAct Projects Limited was £3,746 (2020 - £11,220).

InterAct Chelmsford Limited

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

21 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2020 £
Income and Endowments from:				
Donations and grants	3	31,413	56,630	88,043
Charitable activities	4	-	296,351	296,351
Other trading activities	5	6,706	-	6,706
Investment income		547	-	547
Total income		<u>38,666</u>	<u>352,981</u>	<u>391,647</u>
Expenditure on:				
Raising funds		13,376	6,479	19,855
Charitable activities	6	-	357,355	357,355
Total expenditure		<u>13,376</u>	<u>363,834</u>	<u>377,210</u>
Net income/(expenditure)		<u>25,290</u>	<u>(10,853)</u>	<u>14,437</u>
Net movement in funds		25,290	(10,853)	14,437
Reconciliation of funds				
Total funds brought forward		<u>240,800</u>	<u>108,298</u>	<u>349,098</u>
Total funds carried forward	18	<u><u>266,090</u></u>	<u><u>97,445</u></u>	<u><u>363,535</u></u>