



Registered Number: 03249335
Charity number: 1059015

HERTS ABILITY LIMITED
(A Company limited by guarantee)

TRUSTEES' REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

HERTS ABILITY LIMITED

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HERTS ABILITY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Herts Ability Limited is registered as a charity and is a company limited by guarantee governed by its Articles of Association.

Company No. 03249335
Charity No. 1059015

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

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

Trustees	Mr N Dotchin (Chair) Mrs P Read Mr K Parker Mr A Picken Mrs B McNeil Mrs A Mehmet-Garrison Ms V Arey Dr A Chandrayan (appointed 4th December 2023)
Registered and Principal Office	Suit 4 Wentworth Lodge Great North Road Welwyn Garden City Herts England AL8 7SR

HERTS ABILITY LIMITED
LEGAL AND ADMINISTRATIVE INFORMATION (CONT'D)

Independent examiners	Moore Kingston Smith LLP 4 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF
Bankers	The Co-Operative Bank plc 1 Balloon Street Manchester M60 4EP
Fund managers	CCLA Fund Managers Limited Senator House 85 Queen Victoria Street London EC4V 4ET
Solicitors	Ewart Price 16-18 Church Road Welwyn Garden City Herts AL8 6PS

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The highlight of the year was the successful move of Herts Ability (HA) to new, larger headquarters in Welwyn Garden City. At the same time, the charity continued to grow and expand its services, with the focus on driving assessments and its driving school. None of this could have been achieved without the dedication and commitment of HA's staff, and continued funding from the Department for Transport.

From the offices in Welwyn Garden City and our outreach centres, we were able to offer a full range of services in Hertfordshire and surrounding areas, to meet the needs of those with a disability or reduced mobility. In addition to standard driving assessments, services included assessing learner drivers with medical conditions, theory support sessions, hi-tech driving assessments, and an older drivers' initiative.

With increased demand for HA's services, it was recognised that effort should be put into recruiting additional staff, as well as retaining existing staff. This has proved successful despite the challenges arising from the prevailing economic climate. There was a strategy to enhance staff development during the year, and it was agreed that there should be a pay rise for staff in the new financial year.

Many of the staff actively participated in Driving Mobility projects during the year, which ensured representation in ongoing and future initiatives. The fact that our CEO is now also Chair of DrivingMobility reflects well on Herts Ability.

There were efforts to expand partnerships with healthcare institutions during the year, reflecting HA's commitment to enhancing patient care and accessibility to our specialised services. Social media visibility continued to be enhanced, as well as collaboration with local charities and organisations to extend the reach of HA. During the year we hosted training and open days for driving instructors and healthcare professionals, and the first of our open days in 2023/24 will be held in July at Harlow.

With funding from DfT, we also set up a Transport Hub at the East London Driving Centre, to provide Mobility Advice services. The person to head up the Hub will take up their appointment at the beginning of the new financial year. They will work in conjunction with the Hub already set up to cover North London, Hertfordshire and adjacent counties.

Looking ahead, we will be seeking to ensure the continued growth of HA. Projects identified in our business strategy for 2023/24 have been discussed and agreed with staff and the Board.

The Charity's financial position and funds raised continued to be monitored by the Board against targets, as part of the budgeting and monitoring process. The position for 2023/24 is summarised in Annex 1. In managing the activities of Herts Ability, the Trustees confirm that they have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

A list of the Trustees and 'Associate Board Members' who served during the year is on page 1. We were particularly pleased to welcome Alka Chandrayan as a new Trustee. Details of

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

their responsibilities etc, together with the Charity's objectives, are set out in Annex 2. All of the Trustees are volunteers, and spent on average 2/3 days per month attending Board and other meetings, either in person or on-line, and assisting in various aspects of the Charity's operations, including marketing. None of the Trustees were paid any remuneration or received any other benefits. There was the opportunity to participate in external (online) training on improving the performance of Boards and good governance, as recommended by the Charity Commission.

This report has been prepared in accordance with the special provisions of part 15 of The Companies Act 2016 relating to small companies.

The report was approved by the Trustees on 26.09.24, and signed on their behalf by:

A handwritten signature in dark ink, appearing to read 'N. T. Dotchin'.

Nigel Dotchin, Chair, Board of Trustees

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024**ANNEX 1****Financial Review 2023/24**

The charity's financial position and funds raised continue to be monitored by the Board of Trustees against targets, as part of the budgeting and monitoring process.

By the end of the 2023/24 financial year, Herts Ability was in a far better financial position than it had been, even before the onset of the Covid-19 pandemic. The trading surplus of £ 23.2k in 2023/24 had decreased from £ 112.4k in 2022/23, but the charity is clearly continuing to grow.

Other financial considerations**Reserves**

It is the policy of the charity to maintain sufficient free reserves to support any shortfall in funding, replacement of capital items, unforeseen expenditure and deficits. Historically, the charity has taken the view that this should ideally be around 6 months of expenditure. In 2023/24, reserves were at the level of 6.6 months (compared with 7.8 months in 2022/23).

The reserves movement of £23.2k relates to charitable activities surplus and fixed assets disposal gains.

The Board is of the view that, with the planning and budgeting that is now in place, the reserves will continue to be at a manageable level.

Investment policy

The assets of Herts Ability at 31 March 2024 included tangible fixed assets of £ 3.0k, current assets to the value of £346.4k and a fixed asset investment of £106.5k (compared with £97.5k in 2022/23), held in COIF Charities investment fund-income units. These investments are readily realisable in normal market conditions, and a buffer to cover any further deficits or outflows.

The Investment policy, applied to the fixed asset investments, has historically been based on a policy of low risk with a reasonable capital growth in the medium to longer term and income. Consideration is also given to the ethical nature of the investment.

Defined Benefit Pension Scheme Commitment

The Charity participates in the Local Government Pension Scheme, which is a multiple employer scheme, in relation to certain employees. The most recent FRS 102 valuation provided by Hymans Robertson LLP in 2023/24 shows a pensions surplus of £939k compared with a surplus of £813k in 2022/23.

Following changes in government rules, we were advised that there would be nothing more to pay into the local government pension scheme for at least the next 3 years.

Donations and Fundraising

During 2023/24, the Driving Centre generated its own income, but the charity also continued to partly finance its activities by donations. These totalled £2.8k in 2023/24; there were no legacy receipts.

As for our fundraising programme, opportunities for holding events during the year remained minimal, and so brought in an insignificant amount of money. As a result, it was decided that the focus of the fundraising strategy should continue to be on corporate fundraising.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024**ANNEX 2****Constitution**

Herts Ability is registered as a company limited by guarantee and was set up, under the previous name of Hertfordshire Action on Disability, by a Memorandum of Association on 13 September 1996. The Memorandum and Articles were revised in September 2018 and February 2022.

Trustees' Responsibilities

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

Where turnover does not reach over £1m (for which a full audit is needed), 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 its income and expenditure for that period. In preparing these statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a SORP applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

None of the Trustees had any beneficial interest in any contract to which the organisation was party during the year.

Method of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected for a period of three years and co-opted under the terms of the Articles of Association. At the end of the three-year term, the retiring Trustees have the option to stand for re-election. Recruitment of new Trustees is based on an identified skills gap.

The Board has adopted the Good Governance Code for Voluntary and Community Organisations, and new Trustees are duly inducted into the work of the organisation.

Remuneration Policy

The governing principles of Herts Ability's remuneration policy are as follows:

- to ensure delivery of the Charity's objectives;
- to attract and retain a motivated workforce with the skills and expertise necessary for organisational effectiveness;
- to ensure that remuneration is equitable and coherent across the organisation;
- to take account of the purposes, aims and values of the Charity;
- to ensure that pay levels and pay increases are appropriate in the context of the interests of our beneficiaries.

In deciding remuneration for Herts Ability's senior management team, the Charity considered the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce, and took account of the following additional principles:

- to ensure that the Charity can access the types of skills, experiences and competencies needed in its senior staff, and that the specific scope of these roles in the Charity and the link to pay should be recognised;
- the wider employment offer made to senior employees should recognise that pay is one part of a package that includes personal development, personal fulfilment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract senior executives at a discount to public sector or private sector market rates.

Staff remuneration for the year ended 31 March 2024 comprised salary and pension contributions. The total remuneration of the senior management team was £117,053 (2023: £107,580).

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024**Aims and Objectives of Herts Ability**

The principal aim of Herts Ability continues to be the provision of services to meet the needs of disabled people in the County of Hertfordshire and surrounding area that currently includes parts of Bedfordshire, Buckinghamshire, Cambridgeshire, North and East London.

The objectives of the Charity are concerned with “delivering innovative, affordable and practical services to disabled people”. As the population as a whole ages, more and more people will need help to keep mobile and independent, and the charity has an important role to play here as well.

During 2017-18 it was agreed to update the charity’s objectives, to bring greater clarity to the organisation’s role. These were agreed with the Charity Commission, and duly agreed by the Board of Trustees in May 2018. The objectives were further revised in light of the pandemic in 2020/21, and the financial circumstances of Herts Ability identified at the end of that reporting year. These were agreed with the Charity Commission and approved by the Board of Trustees in February 2022. They are now:

To relieve and assist people with physical and cognitive difficulties, as well as those people with reduced mobility, or those who may be vulnerable to such conditions by reason of age or illness, in any way which shall, for the time being, be charitable in law. We will do this by:

- (a) promoting the improvement of standards of driving, and the advancement of road safety and travel;
- (b) the provision and assessment of equipment;
- (c) providing advice and signposting to clients, which could provide a springboard to other activities; and
- (d) promoting and organising co-operation with other authorities and voluntary organisations in the achievement of the above objectives.

In updating our objectives, the Trustees have given due consideration to the Charity Commission’s published guidance on the operation of the Public Benefit requirement.

Independent Examiner's Report to the Members of Herts Ability Limited

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

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Association of Chartered Certified Accountants.

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

- 1) the accounting records were not kept in accordance with section 130 of the Charities Act; or
- 2) the accounts did not accord with the accounting records; or
- 3) the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Moore Kingston Smith LLP

Roger Ogden FCCA

For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Date: 26.09.2024

HERTS ABILITY LIMITED
STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

		2024			2023		
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	Note	£	£	£	£	£	£
INCOME AND ENDOWMENTS:							
Donations & Legacies	2	2,781		2,781	3,553	-	3,553
Income from Charitable activities	4	126,231	567,580	693,811	115,915	545,164	661,079
Other trading activities				-	2,563	-	2,563
Income from investments	3	8,914		8,914	5,016	-	5,016
Total Income and Endowments		137,926	567,580	705,506	127,047	545,164	672,211
EXPENDITURE:							
Expenditure on Charitable activities	5, 6	123,670	567,580	691,250	10,778	545,164	555,942
Total Expenditure		123,670	567,580	691,250	10,778	545,164	555,942
Income & Expenditure Sub-Total		14,256	-	14,256	116,269	-	116,269
Gain/(Loss) on revaluation of investment assets	9	8,959	-	8,959	(3,799)	-	(3,799)
Net (Expenditure)/Income before transfers		23,215	-	23,215	112,470	-	112,470
Transfers between funds		-	-	-	-	-	-
Net (Expenditure)/Income after transfer between funds		23,215	-	23,215	112,470	-	112,470
Other recognised gains/(losses)							
Gain on disposal of fixed assets			-	-		-	-
Actuarial gains/(losses) on Defined Benefit Pension Schemes	15	-	-	-	-	-	-
Loss on derecognition of Defined Benefit Pension Schemes	15		-	-		-	-
Net movement in funds		23,215	-	23,215	112,470	-	112,470
Reconciliation of funds							
Balance brought forward at 1st April 2023		358,370	-	358,370	245,900	-	245,900
Balance carried forward at 31st March 2024	13	381,585	-	381,585	358,370	-	358,370

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

HERTS ABILITY LIMITED
BALANCE SHEET AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed Assets			
Tangible fixed assets	8	2,968	6,019
Investments	9	<u>106,498</u>	<u>97,539</u>
		109,466	103,558
Current Assets			
Debtors	10	38,169	23,681
Cash at bank and in hand		<u>308,278</u>	<u>319,679</u>
		346,447	343,360
Creditors: Amounts falling due within one year	11	(74,328)	(88,548)
Net Current Assets		<u>272,119</u>	<u>254,812</u>
Total Assets less Current Liabilities		381,585	358,370
Defined Benefit Pension Scheme Surplus	15	-	-
Net Assets		<u><u>381,585</u></u>	<u><u>358,370</u></u>
Funds			
Restricted funds	13	-	-
Unrestricted funds			
- General funds	13	381,585	358,370
Defined Benefits Pension Scheme	15	-	-
Total Funds		<u><u>381,585</u></u>	<u><u>358,370</u></u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

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

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

The financial statements on pages 10 to 19 were approved by the Executive Committee and signed on its behalf by :

N. T. Dotchin.

N Dotchin

Chairman

Date: 26.09.2024

Company number - 03249335

A Picken

A Picken

Trustee

Date: 26.09.2024

HERTS ABILITY LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (Expenditure)/ income for the year	23,215	112,470
Adjustments for:		
Depreciation of tangible fixed assets	3,051	3,097
(Gains)/losses on investments	(8,959)	3,799
Dividends, interest and rents from investments	(8,914)	(5,016)
Decrease/ (increase) in debtors	(14,488)	7,862
(Decrease)/ increase in creditors	(14,220)	(81,204)
Net cash (used in) / generated by operating activities	<u>(20,315)</u>	<u>41,008</u>
Cash flows from investing activities		
Dividends, interest and rents from investments	8,914	5,016
Net cash from investing activities	<u>8,914</u>	<u>5,016</u>
Change in cash and cash equivalents in the year	(11,401)	46,024
Cash and cash equivalents at beginning of year	319,679	273,655
Cash and cash equivalents at end of year	<u>308,278</u>	<u>319,679</u>

Analysis of changes in net debt

	At start of year	Cash flows	Fair value movements	At end of year
Cash	319,679	(11,401)	-	308,278
Cash equivalents	97,539	-	8,959	106,498
Total	<u>417,218</u>	<u>(11,401)</u>	<u>8,959</u>	<u>414,776</u>

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies

1.1. Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

1.2. Going Concern

The trustees have assessed whether the use of going concern is appropriate and have considered financial information for the current year to date, projections and possible events, including any on-going impact of cost of living crisis, or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern and concluded that going concern is an appropriate basis on which to draw up the accounts.

1.3. Incoming resources

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably. Donations and grants, including grants in respect of major items of refurbishment, improvements or the purchase of fixed assets are recognised in the Statement of Financial Activities when receivable. Where income is received in advance of meeting any performance-related conditions, there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executors to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

1.4. Resources expended

Expenditure is included in the Statement of Financial Activities on accruals basis. Expenditure is recognised once there is a legal or constructive obligation which can be measured reliably.

1.5. Fund Accounting

General unrestricted funds are those available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are also unrestricted funds, but have been designated by the trustees for a particular purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The surplus of the defined benefit pension scheme is only available to the charity to offset against the schemes' future obligations and recognised as restricted funds.

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

1.6. Tangible fixed assets and depreciation

Depreciation of tangible fixed assets is calculated to write off their cost or valuation less any residual value over their estimated useful life.

Leasehold Improvements	-	10%	straight line
Motor Vehicles	-	25%	straight line
Fixtures & Fittings	-	20%	straight line
Computer Equipment	-	33.3%	straight line

At the end of each reporting period, the residual values and useful lives of assets are reviewed and adjusted if necessary. In addition, if events or change in circumstances indicate that the carrying value may not be recoverable then the carrying values of tangible fixed assets are reviewed for impairment.

1.7. Fixed Assets Investments

Investments are initially measured at their cost and subsequently measured at their fair value at each reporting date. Fair value is based on their quoted price (inclusive of accrued income) at the balance sheet date without deduction of the estimated future selling costs.

Changes in fair value and gains and losses arising on the disposal of investments are credited or charged to the income or expenditure section of the Statement of Financial Activities as 'gains or losses on revaluation of investment assets' and are allocated to the appropriate fund holding or disposing of the relevant investment.

1.8. Stocks

Stocks of goods for resale are stated at the lower of cost and net realisable value.

1.9. Pension costs and other post-retirement benefits

The charity operates a defined benefit pension scheme and two defined contribution pension schemes. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

The reporting requirements of FRS102 have been applied.

1.10 Significant judgements and estimates

Preparation of the financial statements requires management to make significant judgements and estimates. No items in these financial statements include significant judgements and estimates that management has made in the process of applying these accounting policies or that have a significant risk of causing material adjustment to the carrying amount of assets and liabilities within the next financial year.

1.11 Financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised costs using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured as the present value of the future receipts discounted at a market rate of interest.

1.12 Financial Liabilities

Basic financial liabilities are initially measured at transaction price.

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
(CONTINUED)

1.13 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged as an expense against income on a straightline basis over the period of the lease.

2 DONATIONS AND LEGACIES

	£ Other	2024 £ Total	2023 £ Total
Other donations & gifts in kind	2,781	2,781	3,553
Legacies		-	-
Total	<u>2,781</u>	<u>2,781</u>	<u>3,553</u>

3 INCOME FROM INVESTMENTS

	2024 £	2023 £
Income from investments	2,840	2,840
Interest received	6,074	2,176
Total	<u>8,914</u>	<u>5,016</u>

4 INCOME FROM CHARITABLE ACTIVITIES

	2024 £	2023 £
Driving Centre	688,251	640,739
OT Services	-	233
Other	5,560	20,107
Total	<u>693,811</u>	<u>661,079</u>

The charity received government grants totalling £477k (2023: £354k) from the Department of Transport to fund the provision and development of its Driving Centre Welwyn Garden City plus an additional £63k (2023: £110k) in respect of the new Centre in East London and the set up of 2 hubs.

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

	2024 £	2023 £
5 EXPENDITURE ON CHARITABLE ACTIVITIES		
Direct Service Costs	110,982	100,309
Direct Staff Costs	363,853	288,295
Support Costs (see below, including indirect staff costs)	216,415	167,338
Total	691,250	555,942

Support costs are those shared costs which relate to the operation of the organisation and include:

Management	62,931	57,612
Finance	13,084	12,422
Office Services (including Reception)	110,074	66,974
Human Resources	1,489	1,445
Health & Safety	2,360	2,330
IT	11,392	12,869
Audit Fees	4,500	4,900
PR & Marketing	6,982	8,596
FRS17 Actuarial fees	3,170	-
Other	433	190
Total	216,415	167,338

6 NET EXPENDITURE	2024	2023
Net (expenditure)/income is stated after charging:	£	£
Depreciation	3,051	3,097
Independent examiner's fees	4,500	4,900

7 STAFF COSTS AND NUMBERS	2024	2023
	£	£
Wages and salaries	391,280	335,775
Social security costs	33,498	29,500
Pension costs - FRS102 charge	-	-
Pension costs - Defined contribution scheme	14,556	6,150
	439,334	371,425

The average monthly number of staff during the year was as follows:
Employees (full time equivalent)

no.	no.
24	20

No employees received employee benefits (excluding employer pension costs) of more than £60,000 in the current or preceding financial period.

There are no key personnel, non-executive trustees were used in conjunction with other senior personnel of the organisation.

The total employee benefits of the Charity's key management personnel were £117,053 (2023: £107,580)

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

8 TANGIBLE FIXED ASSETS

	Furniture and Equipment £	Total £
Cost		
At 1 April 2023	15,920	15,920
Additions	-	-
Disposals	(3,045)	(3,045)
At 31 March 2024	<u>12,875</u>	<u>12,875</u>
Depreciation		
At 1 April 2023	9,901	9,901
Charge for year	3,051	3,051
Disposals	(3,045)	(3,045)
At 31 March 2024	<u>9,907</u>	<u>9,907</u>
Net book value		
At 31 March 2024	<u>2,968</u>	<u>2,968</u>
At 1 April 2023	<u>6,019</u>	<u>6,019</u>

9 FIXED ASSET INVESTMENTS

	Investments £
Cost	
At 1 April 2023	62,561
Additions	-
At 31 March 2024	<u>62,561</u>
Revaluation	
At 1 April 2023	34,978
Revaluation for the year	8,959
At 31 March 2024	<u>43,937</u>
Net book value	
At 31 March 2024	<u>106,498</u>
At 1 April 2023	<u>97,539</u>

All of the Fixed Asset Investments are held in the UK. The investments are held in the COIF Charities Investment Fund, managed by CCLA Fund Managers Limited.

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

10 DEBTORS	2024 £	2023 £
Due within one year		
Trade Debtors	5,187	7,620
Prepayments and accrued income	32,497	15,789
Other debtors	485	272
	<u>38,169</u>	<u>23,681</u>
11 CREDITORS	2024 £	2023 £
Amounts falling due within one year		
Trade creditors	15,469	5,013
Accruals and deferred income	45,869	69,265
Social security and other taxes	8,146	11,407
Other creditors	4,844	2,863
	<u>74,328</u>	<u>88,548</u>
Deferred income brought forward	59,258	132,842
Deferred income released	(59,258)	(132,842)
Deferred income charged	31,879	59,258
Deferred income carried forward	<u>31,879</u>	<u>59,258</u>

12 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2024 the charity had annual commitments under non-cancellable operating leases as set out below.

	2024 £	2023 £
Operating leases which expire:		
Within 1 year	35,190	-
Within 2 to 5 years	98,176	-
	<u>133,366</u>	<u>-</u>

13 STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	(Resources Expended) £	Gains/ (Losses) £	Carried Forward 2024 £
UNRESTRICTED FUNDS					
General funds	358,370	137,926	(123,670)	8,959	381,585
Unrestricted funds total	<u>358,370</u>	<u>137,926</u>	<u>(123,670)</u>	<u>8,959</u>	<u>381,585</u>
RESTRICTED FUNDS					
Transport and Driving Centre Relocation	7,807 (7,807)	567,580	(567,580)	-	7,807 (7,807)
Restricted funds total	<u>-</u>	<u>567,580</u>	<u>(567,580)</u>	<u>-</u>	<u>-</u>
Total of Funds before DBPS	358,370	705,506	(691,250)	8,959	381,585
Total of Funds	<u>358,370</u>	<u>705,506</u>	<u>(691,250)</u>	<u>8,959</u>	<u>381,585</u>

HERTS ABILITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2024 £	Unrestricted Funds 2023 £
Tangible fixed assets	2,968	6,019
Fixed asset investments	106,498	97,539
Current assets	346,447	343,360
Creditors due within one year	(74,328)	(88,548)
Sub total	381,585	358,370
Defined Benefits Pension Scheme surplus - see note 15	-	-
Total	381,585	358,370

15 PENSION COMMITMENTS

The Charity is party to a defined benefit scheme in relation to some employees, operates a Stakeholder Pension Scheme for certain employees and participates in the people's pension for relevant employees. From 1 April 2003 the Charity closed the Defined Benefit Scheme to new entrants. The Charity's contribution to the Stakeholder Pension Scheme is 4% of the employee pensionable salary on a matching basis.

Regarding the defined benefit scheme, the Charity participates in a Local Government Pension Scheme, which is a multiple employer scheme, in relation to certain employees. The most recent FRS 102 valuation provided by Hymans Robertson LLP in April 2024 shows a pensions surplus of £939k compared with a surplus of £813k in 2022/23. The Charity continues to fund the pension commitment by payment of contributions as determined by the actuaries.

	£	£
Amounts recognised in the balance sheet		
Fair value of plan assets	-	-
Present value of funded liabilities	-	-
	-	-
Amounts recognised in the SOFA		
Net Service cost	(4,000)	(9,000)
Net Interest	39,000	19,000
Employer contributions paid	-	-
Actuarial gain/(loss) of Defined Benefit Schemes	91,000	88,000
	-	-
Fair Value of Plan Assets		
Opening Fair value of Plan Assets	1,592,000	1,757,000
Contributions paid	1,000	1,000
Benefits paid	(39,000)	(37,000)
Return on assets	75,000	47,000
Actuarial gains/(losses)	76,000	(176,000)
Closing Fair value of Plan Assets	1,705,000	1,592,000
Defined Benefit Obligation		
Opening defined benefit obligation	779,000	1,042,000
Service cost	4,000	9,000
Interest	36,000	28,000
Contributions	1,000	1,000
Actuarial losses/(gains)	(15,000)	(264,000)
Benefits paid	(39,000)	(37,000)
Closing defined benefit obligation	766,000	779,000

15 PENSION COMMITMENTS (CONTINUED)

Pension costs are allocated based on the staff costs of the employees engaged in the relevant activities.

The surplus (asset) indicated by the difference between the value of the scheme assets and the defined benefit obligation has not been recognised on the Balance Sheet in accordance with FRS102 Section 28.22, refund of the surplus and no movement in the surplus are shown in the financial statements. The employer does not have a right to a refund of the surplus and no movements in the surplus are shown in the financial statements.

16 RELATED PARTIES

During the year £Nil (2023: £Nil) travel expenses were reimbursed to trustees. There are no other related party transactions that require disclosure.

17 SHARE CAPITAL

The Charity is a company limited by guarantee.