



# **Slough Refugee Support**

## **Trustees' Annual Report and Financial Statements for the year ended 31 March 2022**

Charity Registration Number: 1079776

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## Legal and administrative information

Charity's principal address    Slough Refugee Support  
28 Bath Road  
Slough  
Berkshire  
United Kingdom  
SL1 3SR

Charity registration number    1079776

Contact details	<i>telephone</i>	01753 537142
	<i>e-mail</i>	srsinfo@sloughrefugeesupport.org.uk
	<i>web</i>	www.sloughrefugeesupport.org.uk

Trustees who served  
during the year

Jean Kelly (Chair)  
Denise Scotland FCCA FMAAT (Treasurer)  
Ray Barkley  
Nigel Woof (Secretary)  
Rupert Young  
Mohamed Al-mansouri  
Luciane Delaney  
Zakarya Saeed  
Louise Sprackling (appointed 6 Dec 2021)

Chief executive                    Tehzib (Taz) Hussein Mohammed

Independent Examiner           Rachel Eden ACMA, Holybrook Associates Ltd  
Curious Lounge, 1<sup>st</sup> Floor Pinnacle Building, Tudor Road, Reading,  
RG1 1NH

Bankers                                Unity Trust Bank plc, Nine Brindley place, Birmingham, B1 2HB

## **Report of the Trustees**

### **For the year ended 31 March 2022**

The trustees present their report with the financial statements for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015).

## **Objectives and activities**

### **Mission statement**

Slough Refugee Support is a friendly organisation committed to impartially helping all asylum seekers and refugees in Slough and surrounding areas to achieve their rights and settle with dignity in a new community.

### **Charitable objects**

The charity was established to provide for the relief of poverty, the preservation and protection of physical and mental health, and the advancement of education of asylum seekers and refugees in Slough and neighbouring Local Authority areas, at the discretion of the trustees.

### **Key objectives and main activities**

SRS has identified five key objectives and operates programmes designed to deliver outcomes against each objective, as follows.

- 1. To welcome asylum seekers and refugees in Slough and surrounding areas, and to help them to become integrated into the local community and life in the UK.**
  - Drop-in advice sessions on immigration and asylum claims, appeals etc, and follow-up casework.
  - Referring clients as appropriate to our partner organisation KB law Solicitors (Windsor) for more advice on immigration and asylum matters.
  - Signposting relevant external services and agencies as appropriate to clients' individual needs.
- 2. To assist our clients to stay safe, avoid destitution and to maintain their physical and mental health.**
  - For refugees and asylum seekers identified at high risk of destitution, we provide basic assistance as necessary including arranging foodstuff donations from local businesses.
  - Outreach casework with refugee families in the Slough area.

- Providing highly personalised advice and day to day support for our most vulnerable clients including those with complex health problems: e.g. assisting with booking and attending hospital appointments.
- Raising awareness of female genital mutilation (FGM).
- Sewing classes and other group activities that reduce risks of social isolation and build confidence.

**3. To support our clients to achieve their rights and entitlements and to access life sustaining services provided by government and other authorities and agencies.**

- Tailored advice and casework on accessing basic services such as housing, benefits, healthcare, and school places.
- Awareness raising of partner agencies' staff and volunteers about issues that particularly affect asylum seekers and refugees.

**4. To support our clients' own desires to be independent and self-reliant, including where appropriate to pursue opportunities for employment.**

- English language and I.T. classes.
- 'Ways into Work' programme: support for all stages of preparing for and seeking employment.
- For those not yet ready for paid employment: help with obtaining volunteering placements.

**5. To celebrate and enhance the cultural richness and diversity that refugees contribute to British society, locally and nationally.**

- Organising activities and events that bring refugees together and also into contact with the settled community in Slough.
- Whenever possible, giving talks to local groups that raise awareness of the contribution of refugees to local life.

## **Public benefit**

In setting our aims and objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

## **Quality assurance**

SRS is registered with the Office of Immigration Services Commissioner (OISC) to deliver Level 2 and Level 3 immigration advice. Additional Level 3 advice is available from solicitors by appointment.

## **Achievements and performance**

### **Background**

Our clients are an extremely diverse mix of refugees and asylum seekers in Slough and extending into neighbouring areas of the Thames Valley, such as Windsor and Maidenhead, and into Ealing and Brent in West London. Because only limited Home Office-provided accommodation is available in this area, our clients are often 'off the radar' and effectively homeless or with poor security of accommodation and very limited financial means.

SRS assists people at various stages in the asylum and refugee process, including those seeking to appeal for leave to remain. Our clients often require practical advice to access basic services such as benefits, healthcare and schooling.

### **Services in 2021/22**

The impact of the pandemic restrictions on these vulnerable people was severe and already the economic crisis facing the country is having a serious effect on many of our clients. They seek our advice relating to high bills and when they fall behind with their rent. This situation, we fear, will become more impactful as the winter approaches.

2021-22 was another challenging year regarding uncertainty and concern over Covid and its variants. Our attempts to fully open the offices have been hampered by the high level of Covid in our locality, with staff and volunteers contracting the illness. We have continued to operate an appointment system, with some senior volunteers and our caseworker meeting clients face to face, while others offered telephone advice. During the year, we dealt with clients from 26 countries speaking between them more than 20 different languages.

We were fortunate to receive key funding from the National Lottery to help us through this period and we continued to be very active with One Slough Community Response, a group of charities and individuals liaising through weekly Zoom meetings. Together with other agencies in Slough, we delivered food and essential medicines to vulnerable members of our community.

This year we were asked to support Afghan refugees who arrived in August 2021 after a harrowing exodus from Kabul airport. It has been difficult for them to settle, knowing that they have left family behind, many of whom are now living in desperate conditions. We are extremely grateful for the donations we received from the public to help us assist these ex British MoD interpreters. We are disappointed, though, that we did not receive the full complement of Afghans we had been promised by the Royal Borough of Windsor and Maidenhead Council and that Slough Council did not take in any Afghans under the scheme.

Not unexpectedly given the amount of news coverage afforded to events in Eastern Europe, much of the attention and sympathy within the local community has switched to the refugees fleeing from the terrible war in Ukraine. At present, we are pleased to provide signpost advice to

those Ukrainians who have safely arrived in our locality as well as to their hosts, in an attempt to help them through the layers of bureaucracy they face with which we are accustomed to dealing. At the same time, however, we must stretch ourselves and our resources to ensure that the many other refugees we are pledged to help receive the service they need.

We were pleased to be able to offer our clients the opportunity to access advice from NHS professionals as we worked in partnership with the NHS. This project aimed to ensure our clients understand and are confident in accessing the services the NHS offers them to ensure they and their families remain healthy. When weather permitted, we created outdoor opportunities and play sessions to give the children healthy activities and families the chance to socialise with both our team members and other refugee families. Both children and parents benefitted hugely from such a simple opportunity to interact in a safe environment.

### **Future plans**

Looking ahead, we anticipate that there will be an increased need to access funding for and donations of food for our clients. We will also advise our clients on how to budget and try to resolve their debt issues as the economic crisis intensifies, as we know many of them will struggle. We are also concerned about the increasingly hostile attitude towards refugees encapsulated by the recent decision by the government to send 'illegal' refugees to Rwanda.

Our English classes have resumed and we plan to reopen our sewing classes in September, together with the crèche, following popular demand from our clients. We aim to continue to work in partnership with the NHS to help our clients understand and access the many services the NHS provides. The increased emphasis on inter-agency cooperation over the past year has potential benefits for the future, for example, the strengthened relationship between the SRS team and community healthcare professionals.

### **Financial review**

The financial statements show net incoming resources for the year £81,920 (2020/21: £80,226).

Income in the year of £282,378 was 11% higher than the previous year. This was mainly due to an increase of individual donations for refugee support and funding from the NHS Covid fund. Donations from community and faith groups, local businesses and individuals comprised more than £27,000 which was a 57% increase on the previous year.

Expenditure for the year was £200,448 which was 16% higher than the previous year. Operational capacity and resources were maintained even though the deployment of staff changed from face-to-face to remote assistance modes.

## **Reserves policy and sustainability**

The trustees' policy on reserves is to hold reserves sufficient to enable the charity to continue operating through fluctuations in grant funding, whilst also holding sufficient funds on hand as a contingency to be able to wind up the affairs of the charity in an orderly manner should that become necessary.

The targeted levels of reserves are reviewed annually, and the actual levels are monitored during the year. Taking account of the characteristics of the charity's operations, the trustees' policy has been, and remains, that the total reserve of all funds (unrestricted and restricted) shall represent approximately nine months of general expenditure whenever possible, while also being mindful of the reserve level of unrestricted funds necessary to sustain core operations and costs.

At the end of the year the charity's total reserves (unrestricted plus restricted) were £257,304 representing just over 12 months total expenditure. This is in line with policy level of 9 months' total expenditure; however, it should be noted that unrestricted reserves represented just over 12 months of unrestricted expenditure. The level of total reserves has increased during the year due to an increase in funding from individuals and the NHS Covid fund. The trustees anticipate that reserves may decline during the coming year due to the planned ramp-up of SRS activities to meet post-pandemic needs of our service users and the impact of the economy.

## **Independent Examination of Accounts**

The trustees consider that the charity's gross income in 2021/22 of £282,368 requires the accounts to be subject to an Independent Examination. The trustees do not consider that the accounts require to be audited.

## **Structure, Governance and Management**

Slough Refugee Support is a charitable trust governed by a Trust Deed dated 2 November 1999 and as amended in December 1999, November 2002 and March 2008. It is registered with the Charity Commission for England and Wales.

The charity is a membership organisation. Membership is open to any person with an interest in the charity's affairs on payment of a nominal annual subscription of £1. Current and former service users are especially encouraged to be members. At the last AGM, the charity's membership totalled 13 people.



## **Board of Trustees**

The charity's board of trustees comprises up to 12 members. They are elected annually at the charity's AGM and serve until the next AGM when they may be re-elected. The charity values diversity in its board membership and former service users are particularly encouraged to stand for election as trustees. Trustees may also be co-opted by the board to provide expertise in key areas. While there is significant turnover in board composition each year due to the annual governance cycle, in practice a number of the trustees tend to be re-elected repeatedly over several years and hence are able to provide continuity of knowledge and experience.

New trustees are given a briefing by the Chair on the role and activities of the board. They are also required to read basic guidance on charity governance including the Charity Commission's The Essential Trustee handbook.

## **Management and Organisation Structure**

The charity is managed by a full-time Chief Executive and employs 8 part time staff (6.5 full time equivalent).

The charity delivers much of its core work with refugees through a trained volunteer team, a number of whom are former service users. During the year more than 25 volunteers assisted the work of the charity, trained as necessary in providing advice and other services to clients.

## **Risk Management**

The trustees review annually the most significant risks to which the charity is exposed and supervise the maintenance of appropriate policies and control measures to control those risks.

Particular attention is given to safeguarding of vulnerable service users and their children. This is covered by a specific body of safeguarding policies and procedures, reviewed annually and discussed with the board of trustees. All volunteers and staff and trustees undertake Disclosure and Barring Service (DBS) enhanced certification.

A member of staff who reports directly to the Chief Executive is trained in workplace health and safety. She seeks advice from community police and the fire service to ensure our premises and working practices meet the required safety standards and she attends regular updating training. We have a Lone Working policy and have safety measures in place for outreach work.

All risk management policies and procedures are reviewed annually and meet the requirements of the charity's certification under the Slough Quality Assurance Programme. The charity is currently working on progressing from the bronze to the silver level under the programme.

## **Trustees' responsibilities in relation to the financial statements**

The law applicable to charities in England and Wales requires the trustees to prepare in respect of each financial year financial statements which give a true and fair view of the state of affairs of the trust and of its financial activities for that period.

In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the applicable Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the activities of the trust will continue.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the trust and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the trust deed. They are also responsible for safeguarding the assets of the trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board of trustees on 3<sup>rd</sup> October 2022 and signed on its behalf by:



.....  
Jean Kelly – Chair of Trustees



**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

**Independent examiner's report on  
the accounts**

*Section A*

*Independent Examiner's Report*

**Report to the trustees/  
members of**

Slough Refugee Support Group

**On accounts for the year  
ended**

31 March 2022

**Charity no  
(if any)**

1079776

**Set out on pages**

1-2

**Respective  
responsibilities of  
trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent  
examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true

and fair' view and the report is limited to those matters set out in the statement below.


**Independent examiner's statement**

In connection with my examination, no material matters have come to my attention gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- 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 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.

**Signed:**



**Date:**

30/09/2022

**Name:**

Rachel Eden

**Relevant professional qualification(s) or body (if any):**

ACMA (Chartered Institute of Management Accountants)

**Address:**

Holy Brook Associates Ltd

Curious Lounge, 1<sup>st</sup> Floor Pinnacle Building

Tudor Road, Reading, RG1 1NH

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Not applicable

**Give here details of any items that the examiner wishes to disclose.**

# Statement of Financial Activities

Year ended 31st March  
2022

		Unrestricted Funds	Restricted Funds	2022 £	2021 £
<b>Incoming from</b>	-	-	-	-	-
Donations & Legacies	3	51,489	230,788	282,277	253,539
Investments		91		91	86
<b>Total incoming resources</b>		<b>51,580</b>	<b>230,788</b>	<b>282,368</b>	<b>253,625</b>
<b>Expenditure on</b>					
Charitable activities		31,420	169,028	200,448	173,399
Raising Funds				0	0
<b>Total resources expended</b>	12	<b>31,420</b>	<b>169,028</b>	<b>200,448</b>	<b>173,399</b>
<b>Net resources before transfers</b>		<b>20,160</b>	<b>61,760</b>	<b>81,920</b>	<b>80,226</b>
Gross transfers between funds	7				
Reallocation of fund					
Net movement in funds		20,160	61,760	81,920	80,226
Total funds brought forward (opening balance)		72,690	102,694	175,384	95,158
<b>Total funds carried forward</b>		<b>92,851</b>	<b>164,454</b>	<b>257,304</b>	<b>175,384</b>

## Balance Sheet

At 31st March 2022

		2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	4	8,858	15,202
<b>Current assets</b>			
Debtors	8	25,445	16,806
Cash at bank and in hand		228,325	160,183
		253,770	176,989
Creditors (falling due within one year)	9	-5,323	-16,906
<b>Net current assets</b>		248,446	160,083
<b>Total net assets</b>		257,304	175,285
 Represented by			
Unrestricted Income Funds		92,851	72,591
Restricted income funds		164,454	102,694
<b>Total funds</b>		257,304	175,285

Approved by the Trustees on 26<sup>th</sup> November 2021 and signed on their behalf by:

.....  
Jean Kelly – Chair of Trustees

Notes on pages 16 to 22 are part of the financial statements.



## **Notes forming part of the financial statements**

### **1. Basis of Preparation**

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

### **2. Accounting Policies**

#### **a. Income**

- Donations and grants are recognised on receivable basis in the accordance with restrictions or conditions placed on their use
- Restricted income that is unspent at the end of financial year will be deferred in the accounts and not taken as an income in the year received
- Interest income is included in the accounts when it is earned
- Tax recoverable in respect of Gift Aid donations is included in the accounts

#### **b. Expenditure**

Direct costs are those that can be readily attributed to specific activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Volunteer help: the value of any volunteer help received is not included in the accounts.

Governance costs include:

- preparation and examination of statutory accounts and the annual report
- trustee meetings
- trustee indemnity insurance
- any legal advice to trustees on governance or constitutional matters

#### **c. Debtors**

Debtors are income that is due but not yet received from grant funders and gift aid. Prepayments are rent and utilities, insurance, IT and telephone contracts.

#### **d. Cash at bank**

Cash at bank and in hand includes cash and bank accounts.

#### **e. Creditors**

Creditors are the amounts that charity owes at the year end. This includes income deferred to future periods.

#### **f. Financial instruments**

The charity only has assets and liabilities of an ordinary kind that qualifies as basic financial instrument.

#### **g. Tangible fixed assets**

Tangible fixed assets are included at cost less depreciation. Assets are capitalised if they cost at least £500. They are depreciated using the straight-line method over three or five years.

#### **h. Leased assets**

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

#### **i. Unrestricted funds**

Unrestricted funds represent grants, donations and other incoming resources received for the objects of the charity without specified purpose and are available as general funds. Transfers are made from this fund to meet expenditure in the restricted funds where other funding is not available. Such transfers are always agreed by the Management Committee.

From time to time, Trustees may establish designated funds out of Unrestricted Funds to meet contingencies. Currently there are two designated funds: Contingency Fund set at £10,000 is to be used to cover redundancy and other costs in the event of the closure or down-sizing of the organisation and Emergency Fund of £5,000 to be used for unexpected emergencies.

#### **j. Restricted funds**

Restricted funds are for specific purposes as laid down by the donor. Expenditure which meets the criteria is charged to the fund together with a fair allocation of management and support costs.

**k. Legal status of the organisation**

Slough Refugee Support is a Charity registered with Charity Commission in the United Kingdom with its registered Office at 28 Bath Road, Slough, Berkshire, United Kingdom, SL1 3SR

### 3. Income Received

	Unrestricted Funds	Restricted Funds	2022 £	2021 £
<b>Trust and Foundations</b>			-	-
AB Charitable Trust	15,000		15,000	-
Garfield Weston Foundation			-	10,000
Berkshire Community Foundation			-	6,000
Big Lottery Fund		47,400	47,400	-
National Lottery			-	86,712
NHS Covid Fund		80,000	80,000	
Skinnners Malmesbury Foundation			-	4,000
BBC Trust (CIN)			-	4,127
	<b>15,000</b>	<b>127,400</b>	<b>142,400</b>	<b>110,839</b>
<b>Statutory Grants</b>				
Slough Borough Council - BBOS		46,962	46,962	51,022
Small Business Grant			-	5,000
Refugee Resettlement Programme		52,385	52,385	39,462
Slough Prevention Alliance Community Engagement		-	-	14,634
	<b>-</b>	<b>99,347</b>	<b>99,347</b>	<b>110,119</b>
<b>Faith Organisations</b>				
Jamia (Masjid) Slough	500		500	1,000
Other Faith Organisations	1,858		1,858	-
	<b>2,358</b>	<b>-</b>	<b>2,358</b>	<b>1,000</b>
<b>Individual Donations and Legacies</b>				
Mr & Mrs Watson	2,500		2,500	2,500
Mr Philip Ely			0	1,000
Ms J Semlyen	10,000		10,000	-
Donations (Individuals)	10,989		10,989	8,952
Other Donations	709		709	2,667
Gift Aid	1,264		1,264	1,627
	<b>25,462</b>	<b>-</b>	<b>25,462</b>	<b>16,746</b>
<b>Partnership and Other Community Organisations</b>				
Miscellaneous funds (DBS)	1,588		1,588	666
Miscellaneous funds (Fundraising Activities)	72		72	-
Groundwork UK		500	500	500
Miscellaneous funds (Welfare )		50	50	2,000
Stewardship Fund	5,100		5,100	-
UCB Pharma Limited	2,000		2,000	-
Clothworkers Fund			-	2,700

Holloway University		-	470
Helden Project		-	6,000
Cash 4 Clubs	1,000	1,000	500
Co-op	1,312	1,312	2,085
Clothes Bags 2 School	1,179	1,179	-
	<b>8,760</b>	<b>4,041</b>	<b>12,801</b>
			<b>14,921</b>
<b>Total</b>	<b>51,580</b>	<b>230,788</b>	<b>282,368</b>
			<b>253,625</b>

#### 4. Fixed Assets

	2022	2021
	£	£
<b>Cost</b>		
At 1 April 2021	-	-
Additions	24,840	9,700
At 31 March 2022	-	15,141
	24,840	24,840
<b>Depreciation</b>		
At 1 April 2021	-	-
Charge for the year	9,638	6,002
At 31 March 2022	6,344	3,636
	15,982	9,638
<b>Net Book Values</b>		
At 1 April 2021	-	-
Additions	15,202	3,698
At 31 March 2022	6,345	11,505
	8,858	15,202

#### 5. Debtors

	2022	2021
	£	£
Debtors	24,107	13,939
Prepayments	1,338	2,867
<b>Total</b>	<b>25,445</b>	<b>16,806</b>

#### 6. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Creditors	692	515
Pay and PAYE	3,281	-
Deferred Income	-	15,378
Accruals	1,350	1,012
	<b>5,323</b>	<b>16,906</b>

## 7. Restricted Funds

Activities	Balance 01.04.2021	Additions	Outgoings	Transfers	Balance 31.03.2022
	£	£	£	£	£
Advice and Support	18,198	4,969	8,264		14,903
Employment Support	15,228	41,368	35,662		20,934
Family Support	8,310	5,028	13,488		-150
Family Support (Resettlement)	42,894	51,522	53,003		41,413
Core	18,066	127,900	58,612		87,354
	<b>102,694</b>	<b>230,788</b>	<b>169,028</b>	<b>-</b>	<b>164,454</b>

## 8. Analysis of Net Assets Between Funds

	Fixed Assets	Net Current Assets	2022 Total	2021 Total
	£	£	£	£
Restricted Funds		164,454	164,454	102,694
Unrestricted Funds	8,858	83,992	92,850	72,591
	<b>8,858</b>	<b>248,446</b>	<b>257,304</b>	<b>175,286</b>

## 9. Staff Costs

	2022	2021
	£	£
Salaries (incl. NIC, ENI & Tax)	144,123	124,419
Pension Contribution	5,560	4,712
Payroll services & distribution costs	870	1,488
<b>Total paid staff</b>	<b>150,553</b>	<b>130,619</b>
Trustee expenses	-	-
Other volunteer expenses	138	435
Staff and volunteer training	1,135	1,043
<b>Total Volunteer</b>	<b>1,273</b>	<b>1,478</b>

During the financial year, the charity employed 6.5 full-time equivalent members of staff and 31 volunteers. No employee received benefits of more than £38,000 per year.

## 10. Trustees' Remuneration and Expenses

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee. No amounts were reimbursed to any trustee during the year.

## 11. Obligations Under Leases

The amount of non-cancellable operating lease payments recognised as an expense during the year ending 31 March 2022 was £806.

	2022	2021
	£	£
Not later than one year	806	866
Later than one year and not later than five years	806	1,613
Later than five years	-	-
	<u>1,612</u>	<u>2,479</u>

## 12. Related party transactions

There were no related party transactions (2021/22: nil).