NILAARI AGENCY

England & Wales · Charity number 1080555

Details

Other names	NILAARI
Status	Registered
Legal form	Charitable company
Company number	03785177
Registered	2000-05-04
Register	View on the Charity Commission register

Contact

Address	184 Stapleton Road Bristol BS5 0NZ
Phone	01179525742
Email	nilaari@nilaari.co.uk
Website	www.nilaari.co.uk

Activities

Objects: FOR THE PUBLIC BENEFIT, PRINCIPALLY, BUT WITHOUT LIMITATION, IN BRISTOL, NORTH SOMERSET AND SOUTH GLOUCESTERSHIRE: 1. TO RELIEVE THE NEEDS OF PEOPLE, IN PARTICULAR, BUT NOT EXCLUSIVELY PEOPLE FROM BLACK AND MINORITISED COMMUNITIES AND THEIR FAMILIES, WHO ARE IN NEED BY VIRTUE OF: BEING AFFECTED BY MENTAL ILL HEALTH; BEING AT RISK OF OFFENDING; EXPERIENCING ISSUES RELATED TO RACIAL DISCRIMINATION OR INEQUALITY; BEING AFFECTED BY THE UNLAWFUL USE OR MISUSE OF DRUGS; BY PROVIDING CULTURALLY APPROPRIATE INFORMATION, ADVICE, TALKING THERAPIES, COUNSELLING, AND SIGNPOSTING TO OTHER RELEVANT SERVICES AND TRAINING.2.THE RELIEF OF FINANCIAL HARDSHIP BY THE PROVISION OF FREE ASSISTANCE TO PERSONS WHO, THROUGH LACK OF MEANS, WOULD OTHERWISE BE UNABLE TO OBTAIN SUCH ADVICE.

Activities: Nilaari offers a comprehensive range of services and support to people from Black & Minoritised Communities (BMC). Our unique interventions are culturally responsive, individually tailored & tackle the entrenched stigma and discrimination experienced by the BMC. Interventions include 1 2 1 Talking Therapies, 1 2 1 Key working, Structured group work programs & Peer support groups

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** NEIGHBOURHOOD OF BRISTOL.
- Bath And North East Somerset
- Bristol City
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£602,926	£480,901	£1,101,585	14
2024-03-31	£745,118	£558,415	£979,560	18
2023-03-31	£432,418	£413,027	-	-
2022-03-31	£382,000	£362,000	-	-
2021-03-31	£395,752	£299,296	-	-

Trustees

Name	Role	Appointed
Georgia Ramsay	Chair	2013-11-21
Bertel Martin		2018-11-13
Esther Wride		2017-04-01
Kingsley Ujah		2024-04-01
MR RAY VEIRA		
Norman Pascal		2017-04-01
Valerie Watkis		2021-04-02

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NILAARI AGENCY

England & Wales - Charity number 1080555

Accounts

NILAARI AGENCY

FINANCIAL STATEMENTS

31 MARCH 2025

Charity Number 1080555
Company Number 3785177

NILAARI AGENCY

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

CONTENTS **PAGE**

Legal and administration details of the charity and its advisors	**1**
Trustees annual report	**2 to 4**
Independent Examiner's report to the Trustees	**5**
Statement of financial activities	**6**
Balance sheet	**7**
Notes to the financial statements	**8 to 16**

NILAARI AGENCY

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2025

Trustees/Directors

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

The Trustees who served during the year and since the year end were as follows:

G Ramsay (Chair)
E Wride (Vice Chair)
N Pascal
R Veira
V Watkis
K Ujah (Treasurer)

Registered Office

184 Stapleton Road
Easton
Bristol
BS5 0NZ

Bookkeepers

Mendip Accounting Solution Ltd
187 Mendip Road
Yatton
Somerset
BS49 4ET

Independent Examiner

David Baptiste ACPA
Linden Accountants Limited
21 Sevier Street
St Werburghs
Bristol
BS2 9LB

Bankers

Unity Trust Bank PLC
Birmingham
B1 2HB

Charity Registration No. 1080555

Company Registration No. 03785177

Structure, Governance and Management

The company is governed by its memorandum and articles of association, which also dictate the procedures for the appointment of trustees.

Objectives and Activities

The charity's objectives are directed at improving the mental health and wellbeing of Black and racially minoritised communities through the provision of culturally responsive, trauma-informed, and holistic mental health services. In setting objectives and planning activities, the Trustees have had due regard to the Charity Commission's guidance on public benefit and are satisfied that the charity's activities continue to deliver clear benefit to the communities it serves.

During the year, the charity delivered a range of community-based mental health services, engagement programmes, research activity, and partnership-led NHS initiatives. These activities were aligned with our strategic priorities and focused on reducing health inequalities, tackling stigma, and improving access to timely and appropriate mental health support.

Strategy and governance development

Early in the year, the charity was honoured to receive a GSK Award, recognising the impact, quality, and innovation of our work. Senior staff attended the awards ceremony in London to accept the award on behalf of the organisation. The Trustees consider this achievement to be a strong external validation of the charity's effectiveness and reach.
Following this recognition, the Board of Trustees undertook a formal strategic review supported by an external consultant. As part of this process, external partners, paid staff, and volunteers were consulted to ensure that the strategy was informed by community need, lived experience, and professional expertise. This inclusive approach supports good governance and strengthens accountability.

The following mission, aims, and strategic priorities were formally adopted:

Mission
To provide timely, holistic, culturally responsive mental health care for Black and racialised communities across the South West and beyond.

Aim
To challenge stigmas, taboos, and misconceptions surrounding mental health, while addressing inequities and disparities, ensuring inclusive and responsive support that enables individuals and families to thrive.

Strategic Objectives
- Raise recognition and reduce stigma associated with seeking support
- Deliver responsive, solution-based services
- Explore and implement the use of Artificial Intelligence (AI) to enhance organisational effectiveness
- Build strategic partnerships and extend our footprint in Bath and North East Somerset (BaNES)
- Diversify and grow funding and revenue streams, including NHS contracts

Achievements and Performance

The charity continued to deliver culturally responsive services that reduce barriers to mental health support for racially minoritised communities, advancing equality of access and promoting inclusion. Trustees are satisfied that these services provide a clear public benefit by improving access to support, enabling early intervention, and preventing escalation of mental health crises. Outcomes include increased engagement from communities historically underrepresented in mental health services, with positive feedback indicating improved confidence in accessing support.

Despite ongoing financial instability in the wider operating environment, the charity successfully secured service delivery contracts through strategic partnerships. Funding applications also enabled the redesign, renovation, and redecoration of the charity's premises, alongside improvements to key areas of infrastructure. These enhancements have created an accessible, inclusive, and supportive environment for staff and service users, with wellbeing survey results showing positive outcomes. All activities were delivered while maintaining a sustainable financial position.

Recognising the importance of amplifying the voices of communities often underrepresented in research, the charity secured funding to lead two small-scale research enquiries. Funded by NHS England through the Diverse Research Engagement Network of Bristol, North Somerset and South Gloucestershire (BNSSG), these projects ensure that diverse perspectives inform health policy and service development, furthering the charity's commitment to equality, diversity, and inclusion.

During the year, the charity launched Women of Colour Talk Health, a programme of culturally sensitive and interactive workshops designed to empower women from racially minoritised communities. The programme addresses health inequalities by promoting equality of access to information, enhancing knowledge and confidence, and equipping participants with practical tools to make informed health decisions.

The charity's Black Men Talk Health programme received a Self Care Award, recognising its success in providing a safe, inclusive space for men of colour to engage in open discussion about health and wellbeing. The programme directly contributes to reducing health inequalities, improving engagement with healthcare services, and fostering peer support networks. Evaluation data indicate increased wellbeing and awareness among participants.

Funding Policies

Restricted funds

This represents resources that have been received and are to be expended solely for particular projects.

Unrestricted funds

This represents resources that have been received which can be spent at the discretion of the directors in furtherance of the agency's objectives.

During 2024/25 the unrestricted reserves increased by £87,830 and at 31 March 2025 the reserve stood at £712,414.

Reserve policy for the year 2024/25

The board feels that it should hold a prudent hedge against fluctuations in income of the equivalent of six month's salaries and running costs in liquid assets to meet any unforeseen circumstances, this takes account of good practice guidance provided by the Charity Commission. This currently equates to approximately £240,450. The reserves are made up of:

Fixed assets	£371,317
Current assets	£582,809
Total	£954,126

Responsibilities of the Trustees

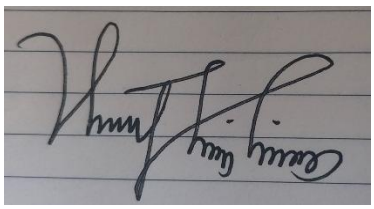
Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ensure that the financial statements comply with the applicable law, regulations and trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014.

Approved by the board of Trustees and signed on their behalf by:



.....
K Ujah - Treasurer

Date: 27th January 2026

NILAARI AGENCY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2025

I report on the unaudited accounts for the year ended 31st March 2025 set out on pages 6 to 16.

Respective responsibilities of trustees and examiner

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

Having satisfied myself that the accounts of Nilaari Agency 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.

Basis of independent examiner's report

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 Certified Public Accountants Association, which is a listed body.

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 under 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 under 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 my independent examination; or

4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommend 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.

David Baptiste ACPA
Linden Accountants, Scrapstore House, 21 Sevier Street, St Werburghs, Bristol, BS2 9LB

Date 29th January 2026

NILAARI AGENCY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
INCOME FROM:					
Donations and legacies	**2**	48,536	-	**48,536**	1,666
Charitable activities					
Grants	**3**	2,500	306,819	**309,319**	448,721
Service level agreements	**4**	-	169,173	**169,173**	217,841
Earned income	**5**	72,998	-	**72,998**	75,300
Other income		2,901	-	**2,901**	1,590
TOTAL INCOME AND ENDOWMENTS		126,935	475,992	**602,926**	745,118
EXPENDITURE ON:					
Charitable activities	**6**	45,081	435,820	**480,901**	558,415
TOTAL EXPENDITURE		45,081	435,820	**480,901**	558,415
NET INCOME/(EXPENDITURE)		81,853	40,172	**122,025**	186,703
Gains on revaluation of fixed assets	**8**	-	-	**-**	-
Total funds at 1 April		872,273	107,287	**979,560**	792,857
Total funds at 31 March	**12**	954,126	147,460	**1,101,585**	979,560

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 8 to 16 form part of these financial statements

NILAARI AGENCY

BALANCE SHEET

YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
FIXED ASSETS:			
Tangible assets	**8**	**371,317**	379,790
CURRENT ASSETS:			
Debtors	**9**	**54,850**	113,731
Cash at bank and in hand		**684,370**	517,015
		739,220	630,746
CURRENT LIABILITIES:			
Creditors: falling due within one year	**10**	**(8,952)**	(30,976)
Deferred income		**-**	-
NET CURRENT ASSETS:		**730,268**	599,770
NET ASSETS:		**1,101,585**	979,560
FUNDS			
Unrestricted funds	**12**	**712,414**	624,584
Revaluation reserve	**12**	**241,712**	249,896
Restricted funds	**12**	**147,460**	107,287
Building funds	**12**	**-**	(2,207)
		1,101,585	979,560

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

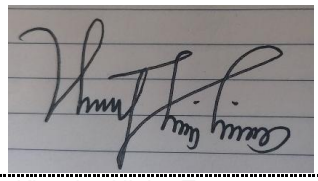
The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

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

These financial statements were approved by the directors and authorised for issue on 27th January 2026.

and are signed on their behalf by:



Kingsley Ujah - Treasurer

Company Registration Number: 03785177

The notes on pages 8 to 16 form part of these financial statements

NILAARI AGENCY

STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash used in operating activities			
Net movement in funds		**122,025**	186,576
Adjustments for:			
Depreciation charges	**8**	**11,293**	11,014
Dividends, interest and rents from investments		**-**	-
Decrease / (increase) in debtors	**9**	**58,881**	(81,713)
Increase / (decrease) in creditors < 1 year	**10**	**(22,024)**	8,589
Increase / (decrease) in creditors > 1 year		**-**	-
Net cash provided by / (used in) operating activities		**170,176**	124,466
Cash flows from investing activities			
Dividends, interest and rents from investments		**-**	-
Purchase of tangible fixed assets	**8**	**(2,820)**	(1,904)
Net cash provided by / (used in) investing activities		**(2,820)**	(1,904)
Increase / (decrease) in cash and cash equivalents in the year		**167,355**	122,562
Cash and cash equivalents at the beginning of the year		**517,015**	394,453
Cash and cash equivalents at the end of the year		**684,370**	517,015

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

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 8 to 16 form part of these financial statements

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014, and applicable UK Accounting Standards and the Charities Act 2011.

Funds structure
Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have set aside resources for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal.

Income
All income is recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of income can be measured with sufficient reliability.

Income from donations is included when these are receivable, except as follows:
i) When the donors specify that the donations given to the charity must be used in future accounting periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from grants, where there are performance or service deliverables required by the terms of the grant, are accounted for as the charity earns the right to payment through its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that agree all costs related to the category. Support costs have been allocated 100% towards the charitable activities of the charity.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct pay and non-pay costs and support costs relating to those activities.

Governance costs

Governance cost include those costs associated with meeting the constitutional and statutory requirements of the charity, and include its independent examination fees and costs linked to the strategic management of the charity including trustee expenses.

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

Corporation tax
As the company is a registered charity no provision is considered necessary for taxation on income that is exempt under Corporation Tax legislation and that is applied to the charitable objects.

Tangible fixed assets and depreciation
All items are stated in the accounts under the historical cost accounting rules, with the exception of the revaluation of freehold property.

Depreciation is calculated so as to write off the cost or revalued amounts of the following tangible fixed assets by equal annual instalments over their estimated useful lives at the following rates:

Asset category	Annual rate
Freehold Property	2%

Depreciation is also provided on the reducing balance method to write off other fixed assets over their useful lives at the following rates:

Asset category	Annual rate
Furniture & fittings	25%
Office Equipment	25%

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Donations - For the benefit of clients	-	-	**-**	1,666
Donations	48,536	-	**48,536**	-
	48,536	-	**48,536**	1,666

All 2024 donation income has been classified as unrestricted.

3 INCOME FROM CHARITABLE ACTIVITIES

GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Second Steps	-	5,000	**5,000**	-
Bristol City Council - Advice & Mental Hea	-	-	**-**	29,000
Age UK Wazee Project	-	-	**-**	29,075
Barton Hill Project	-	-	**-**	50,000
Quartet Foundation DAWTA Project	-	-	**-**	4,940
NHS ICB Community Workers Partnershi	-	138,793	**138,793**	160,264
NHS ICB SMI Project	-	100,797	**100,797**	50,312
DMCS - Lloyds Foundation (i)	2,500	-	**2,500**	25,000
Missing Link (j)	-	50,184	**50,184**	62,730
REND - Research	-	-	**-**	20,000
National MIND	-	445	**445**	-
CRF Capital Funding	-	11,600	**11,600**	17,400
	2,500	306,819	**309,319**	448,721

Included in the 2024 charitable activities income are restricted grants of £360,991.

4 INCOME FROM CHARITABLE ACTIVITIES

SERVICE LEVEL AGREEMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Bristol Mental Health	-	169,173	**169,173**	217,841
Second Steps	-	-	**-**	-
	-	169,173	**169,173**	217,841

Included in the 2024 charitable activites income are restricted service level agreements of £217,841.

5 INCOME FROM CHARITABLE ACTIVITIES

EARNED INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Professional services	69,618	-	**69,618**	116,524
Provision of training	-	-	**-**	2,130
Room hire	3,380	-	**3,380**	7,820
	72,998	-	**72,998**	126,474

All 2024 earned income has been classified as unrestricted.

6 DIRECT CHARITABLE EXPENDITURE

Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024
REND - Research costs	-	358	**358**	-
NHS ICB Community Link Workers Costs	-	60,000	**60,000**	60,000
Quartet Foundation DAWTA Project costs	-	2,985	**2,985**	800
Barton Hill Project costs	-	4,216	**4,216**	15,000
Wazee Project costs	-	-	**-**	25
National MIND costs	-	400	**400**	-
CRF Capital costs	-	5,412	**5,412**	93,249
Salaries and wages	1,432	346,908	**348,340**	333,862
Pension costs	-	7,742	**7,742**	7,056
Recruitment costs	145	-	**145**	407
Staff supervision and training	1,869	7,800	**9,669**	7,632
Volunteer expenses	1,079	-	**1,079**	1,398
Donations paid to clients	500	-	**500**	200
Support costs				
Premises, rent and utilities	4,018	-	**4,018**	3,847
Bookkeeping	3,192	-	**3,192**	3,183
Repairs & renewals	2,379	-	**2,379**	4,944
Stationery, print, post, IT	11,586	-	**11,586**	7,230
Subscriptions	35	-	**35**	160
Travel expenses	1,777	-	**1,777**	2,432
Staff entertainment	-	-	**-**	310
HR Support	-	-	**-**	-
Legal & professional fees	120	-	**120**	88
Bank Charges	151	-	**151**	151
Bad debt written off	780	-	**780**	(831)
Depreciation	11,293	-	**11,293**	11,014
Sundries	696	-	**696**	2,318
Insurance	3,249	-	**3,249**	3,057
Governance Costs	780	-	**780**	883
	45,081	435,820	**480,901**	558,415

7 STAFF COSTS

	2025	2024
	£	£
The aggregate payroll costs were:		
Wages & salaries	**330,484**	314,506
Social security costs	**16,423**	19,687
Pensions	**7,742**	6,725
	354,649	340,919

Particulars of employees:
The average number of staff employed by the charity during the financial year amounted to:

	2025	2024
	No.	No.
Project Staff	**25**	21
Support staff	**1**	1
	26	22

No employee received emoluments of more than £60,000 (2024: Nil)

The average number of full-time equivalent employees during the year was 14 (2024: 18)

No trustee received remuneration, and no trustees reclaimed expenses (2024: Nil).

The charity operates a defined contribution pension scheme.
18 staff are members of the scheme

8 TANGIBLE FIXED ASSETS

	Freehold Property	Fixtures & Fittings	Office Equipment	Totals
	£	£	£	£
COST:				
At 1 April 2024	475,000	-	49,286	524,286
Additions	-	-	2,820	2,820
Revaluations	-	-	-	-
At 31 March 2025	475,000	-	52,107	527,107
DEPRECIATION:				
At 1 April 2024	98,990	-	45,507	144,497
Charge for the year	9,500	-	1,793	11,293
At 31 March 2025	108,490	-	47,300	155,789
NET BOOK VALUE:				
At 31 March 2025	**366,510**	**-**	**4,807**	**371,317**
At 31 March 2024	376,010	-	3,780	379,790

All assets are used directly for charitable purposes. Freehold property was revalued in 2022 by Hunters Estate Agents Limited on the basis of present condition and usage. The historical cost of the freehold property included in the valuation of £475,000 was £233,288.

9 DEBTORS

	2025	2024
	£	£
Debtors	**52,426**	111,496
Prepayments	**2,424**	2,235
	54,850	113,731

10 CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**2,604**	27,553
Accruals	**780**	780
Taxation and social security	**5,124**	2,643
Other creditors	**445**	-
Bad debt provision	**-**	-
	8,952	30,976

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Fixed Assets	371,317	-	**371,317**
Current Assets	591,761	147,460	**739,220**
Current Liabilities	(8,952)	-	**(8,952)**
	954,126	147,460	**1,101,585**

12 TOTAL FUNDS

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Unrestricted funds:					
General funds	624,584	126,935	(36,897)	(2,207)	712,414
Revaluation reserve	249,896	-	(8,184)	-	241,712
Designated funds	-	-	-	-	-
Building funds	(2,207)	-	-	2,207	-
	872,273	**126,935**	**(45,081)**	**-**	**954,126**

Restricted funds:	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Bristol Mental Health (a)	-	169,173	(169,173)	-	-
Barton Hill Project (b)	13,819	-	(4,216)	-	9,603
Quartet Foundation DAWTA Project (c)	4,140	-	(2,985)	-	1,155
NHS ICB Community Workers Partnershi	100,264	138,793	(113,691)	-	125,366
NHS ICB SMI Project (e)	50,312	100,797	(116,559)	-	34,550
REND - Research (f)	14,602	-	(14,602)	-	-
National MIND (g)	-	445	(400)	-	45
CRF Capital Funding (h)	(75,849)	11,600	(5,412)	-	(69,661)
Missing Link (j)	-	50,184	(3,782)	-	46,402
Second Step (k)	-	5,000	(5,000)	-	-
	107,287	**475,992**	**(435,820)**	**-**	**147,460**
Total	979,560	602,926	(480,901)	-	1,101,585

(a) **Bristol Mental Health** - The charity is an active partner within the Community Mental Health Partnership led by Second Step in collaboration with Avon and Wiltshire Mental Health NHS Partnership Trust (AWP). Alongside four other voluntary and community sector organisations, the charity employs Recovery Navigators within the partnership. This initiative ensures that individuals receive coordinated, culturally responsive support to manage their mental health and improve long-term outcomes.

(b) **Barton Hill Project -** In partnership led by Nilaari in collaboration with Bristol Black Carers and the Somali Centre offering culturally responsive and linguistically appropriate mental health and well being support to residents affected by the fear of being uprooted from their homes due to structural problems with their flats.

12 TOTAL FUNDS (Continued)

(c) **Quartet Foundation DAWTA Project** - Creating a creative space for transracially adopted adults to support mental health and prevent social and cultural isolation.

(d) **NHS ICB Community Workers Partnership -** Delivered in partnership with Bristol Black Carers and the Somali Resource Centre, continued to provide targeted culturally responsive mental health support to underserved communities.

(e) **NHS ICB SMI Project -** The charity also contributes to the Severe Mental Illness (SMI) physical health improvement – Race Equality Engagement Test and Learn Project, supporting the reduction of physical health inequalities for people from racially minoritized communities living with severe mental illness.

(f) **REND Research -** Community engagement research involvement.

(g) **National MIND** - The Black Collective is composed of CEOs of mental health provider organizations from across the country. Together, we worked in partnership with National Mind to address and reduce inequalities within mental health systems and

(h) **Community Resilience Fund** - A fund to support the renovation and redecoration of the ground floor.

(i) **Lloyds Foundation** - Provided funding for a project supporting adults from racially minoritized communities, with additional consultation and infrastructure support to strengthen delivery.

(j) **Missing/Next Link -** Working alongside Next Link, we provide the knowledge and experience needed to ensure a holistic approach to addressing the unique challenges faced by racially minoritized women survivors of domestic violence.

(k) **Second Step** - Additional funds used to create senior recovery navigator role

NILAARI AGENCY

England & Wales - Charity number 1080555

Accounts

NILAARI AGENCY

FINANCIAL STATEMENTS

31 MARCH 2024

Charity Number 1080555
Company Number 3785177

NILAARI AGENCY

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

CONTENTS **PAGE**

Legal and administration details of the charity and its advisors	1
Trustees annual report	2 to 4
Independent Examiner's report to the Trustees	5
Statement of financial activities	6
Balance sheet	7
Notes to the financial statements	8 to 15

NILAARI AGENCY

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2024

Trustees/Directors

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

The Trustees who served during the year and since the year end were as follows:

G Ramsay (Chair)
E Wride (Vice Chair)
B Martin (resigned April 2023)
N Pascal
R Veira
V Watkis
K Ujah (Treasurer) (joined May 2023)

Registered Office

184 Stapleton Road
Easton
Bristol
BS5 0NZ

Bookkeepers

Mendip Accounting Solution Ltd
187 Mendip Road
Yatton
Somerset
BS49 4ET

Independent Examiner

David Baptiste ACPA
Linden Accountants Limited
21 Sevier Street
St Werburghs
Bristol
BS2 9LB

Bankers

Unity Trust Bank PLC
Birmingham
B1 2HB

Charity Registration No. 1080555

Company Registration No. 03785177

Structure, Governance and Management

The company is governed by its memorandum and articles of association, which also dictate the procedures for the appointment of trustees.

Objectives and Activities

At Nilaari, our policy of treating everyone who walks through our doors – including staff, volunteers, visitors, and clients – with dignity and respect ensures that we engage with people as human beings capable of healing, rather than merely as problems to be solved. We offer more than just talking therapies, signposting, or group work; our approach is marked by patience, continuity, and genuine warmth. This embrace goes beyond conventional service provision, addressing the gaps through which so many of our clients have fallen.

Our mission is to fulfill our clients' hopes for a more sustainable future built on self-help and resilience. Our success lies in our ability to evolve continually in response to client needs and changes in health and social care policy. As an agency, we do not merely adapt to change – we embrace it, ensuring our long-term survival and meeting the expectations of those we serve.

The diversity of our team empowers us to effectively connect with individuals often labeled as 'hard to reach.' This inclusivity strengthens our ability to build trust, foster meaningful connections, and create lasting positive outcomes for our clients and our community.

Achievements and Performance

Nilaari continued to deliver high-quality, needs-led, culturally responsive services throughout the year, successfully meeting all key targets. Despite the challenges faced, it was important for us to pause, reflect, and celebrate our achievements during such unprecedented times, acknowledging our collective strength and resilience.

Our Vision: Black and marginalised people access equitable mental health treatment.
During this period, like many organisations, we had to pivot and adapt our working methods, refocusing our overall offer to funders, partners, and stakeholders. This period brought both opportunities and challenges, giving us the chance to reflect and shape the strategic direction of our organisation. Over the past year, we have delivered an increased number of projects and achieved remarkable outcomes that have positively impacted individuals' lives.

Our Main Focus Areas:

- Delivery of quality, culturally appropriate, and safe services
- Ensuring adequate resources to operate effectively
- Maintaining compliance with all regulations
- Collaborating with key partners to deliver impactful services
- Sustaining organisational efficiency and effectiveness
- Supporting and developing our staff

Our fundraising efforts have been instrumental in meeting the ever-growing demand for services. We extend our gratitude to Lloyds Foundation, the Integrated Care Board (ICB), Avon & Wiltshire Partnership NHS Trust (AWP), Second Step & the Alliance, Bristol City Council, and the many local firms and individuals who generously contributed. The Lloyds

Foundation once again provided consultants to support senior management and Board members in reviewing several organisational policies and procedures.
The charity also maintained its reserves in line with the Charity Commission's guidance and re-engaged the services of Linden Accountants based in St Werburghs, Bristol.
Looking ahead, Nilaari remains committed to delivering exceptional services, advocating for equitable mental health treatment, and fostering resilience within our community.

Funding Policies

Restricted funds

This represents resources that have been received and are to be expended solely for particular projects.

Unrestricted funds

This represents resources that have been received which can be spent at the discretion of the directors in furtherance of the agency's objectives.

During 2023/24 the unrestricted reserves increased by £84,622 and at 31 March 2024 the reserve stood at £624,584.

Reserve policy for the year 2023/24

The board feels that it should hold a prudent hedge against fluctuations in income of the equivalent of six month's salaries and running costs in liquid assets to meet any unforeseen circumstances, this takes account of good practice guidance provided by the Charity Commission. This currently equates to approximately £279,206. The reserves are made up of:

Fixed assets	£379,790
Current assets	£492,483
Total	£872,273

Responsibilities of the Trustees

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

NILAARI AGENCY

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ensure that the financial statements comply with the applicable law, regulations and trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014.

Approved by the board of Trustees and signed on their behalf by:

G Ramsay - Chair

Date 13/01/2025

NILAARI AGENCY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2024

I report on the unaudited accounts for the year ended 31st March 2024 set out on pages 6 to 15.

Respective responsibilities of trustees and examiner

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

Having satisfied myself that the accounts of Nilaari Agency 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.

Basis of independent examiner's report

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 Certified Public Accountants Association, which is a listed body.

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 under 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 under 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 my independent examination; or

4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommend 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.

David Baptiste ACPA
Linden Accountants, Scrapstore House, 21 Sevier Street, St Werburghs, Bristol, BS2 9LB

Date 16/01 2025

NILAARI AGENCY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
INCOME FROM:					
Donations and legacies	2	1,666	-	**1,666**	8,332
Charitable activities					
Grants	3	87,730	360,991	**448,721**	137,078
Service level agreements	4	-	217,841	**217,841**	160,534
Earned income	5	75,300	-	**75,300**	126,474
Other income		1,590	-	**1,590**	-
TOTAL INCOME AND ENDOWMENTS		166,286	578,832	**745,118**	432,418
EXPENDITURE ON:					
Charitable activities	6	86,870	471,545	**558,415**	413,027
TOTAL EXPENDITURE		86,870	471,545	**558,415**	413,027
NET INCOME/(EXPENDITURE)		79,416	107,287	**186,703**	19,392
Gains on revaluation of fixed assets	8	-	-	**-**	260,308
Total funds at 1 April		792,857	-	**792,857**	513,157
Total funds at 31 March	12	872,273	107,287	**979,560**	792,857

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 8 to 15 form part of these financial statements

NILAARI AGENCY

BALANCE SHEET

YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
FIXED ASSETS:			
Tangible assets	8	379,790	388,899
CURRENT ASSETS:			
Debtors	9	113,731	33,448
Cash at bank and in hand		517,015	394,453
		630,746	427,901
CURRENT LIABILITIES:			
Creditors: falling due within one year	10	(30,976)	(23,944)
Deferred income		-	-
NET CURRENT ASSETS:		599,770	403,958
NET ASSETS:		979,560	792,857
FUNDS			
Unrestricted funds	12	624,584	539,962
Revaluation reserve	12	249,896	255,102
Restricted funds	12	107,287	-
Building funds	12	(2,207)	(2,207)
		979,560	792,857

For the year ending 31st March 2024, the company was entitled to exemption from audit under section 477 of the Compani relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with

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

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

These financial statements were approved by the directors and authorised for issue on 13/01/2025

and are signed on their behalf by:

Company Registration Number: 03785177

NILAARI AGENCY

STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash used in operating activities			
Net movement in funds		**186,576**	19,392
Adjustments for:			
Depreciation charges	**8**	**11,014**	9,981
Dividends, interest and rents from investments		**-**	-
Decrease / (increase) in debtors	**9**	**(81,713)**	33,663
Increase / (decrease) in creditors < 1 year	**10**	**8,589**	14,662
Increase / (decrease) in creditors > 1 year		**-**	-
Net cash provided by / (used in) operating activities		**124,466**	77,698
Cash flows from investing activities			
Dividends, interest and rents from investments		**-**	-
Purchase of tangible fixed assets	**8**	**(1,904)**	(2,673)
Net cash provided by / (used in) investing activities		**(1,904)**	(2,673)
Increase / (decrease) in cash and cash equivalents in the year		**122,562**	75,025
Cash and cash equivalents at the beginning of the year		**394,453**	319,428
Cash and cash equivalents at the end of the year		**517,015**	394,453

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

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 8 to 15 form part of these financial statements

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014, and applicable UK Accounting Standards and the Charities Act 2011.

Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have set aside resources for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal.

Income

All income is recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of income can be measured with sufficient reliability.

Income from donations is included when these are receivable, except as follows:
i) When the donors specify that the donations given to the charity must be used in future accounting periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from grants, where there are performance or service deliverables required by the terms of the grant, are accounted for as the charity earns the right to payment through its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that agree all costs related to the category. Support costs have been allocated 100% towards the charitable activities of the charity.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct pay and non-pay costs and support costs relating to those activities.

Governance costs

Governance cost include those costs associated with meeting the constitutional and statutory requirements of the charity, and include its independent examination fees and costs linked to the strategic management of the charity including trustee expenses.

Pensions

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

Corporation tax

As the company is a registered charity no provision is considered necessary for taxation on income that is exempt under Corporation Tax legislation and that is applied to the charitable objects.

Tangible fixed assets and depreciation
All items are stated in the accounts under the historical cost accounting rules, with the exception of the revaluation of freehold property.

Depreciation is calculated so as to write off the cost or revalued amounts of the following tangible fixed assets by equal annual instalments over their estimated useful lives at the following rates:

Asset category	Annual rate
Freehold Property	2%

Depreciation is also provided on the reducing balance method to write off other fixed assets over their useful lives at the following rates:

Asset category	Annual rate
Furniture & fittings	25%
Office Equipment	25%

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Donations - For the benefit of clients	1,666	-	**1,666**	8,332
	1,666	-	**1,666**	8,332

3 INCOME FROM CHARITABLE ACTIVITIES

GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Ageing Better Project	-	-	**-**	32,875
Bristol City Council - Advice & Mental He:	-	29,000	**29,000**	21,953
Age UK Wazee Project	-	29,075	**29,075**	-
Barton Hill Project	-	50,000	**50,000**	-
Quartet Foundation DAWTA Project	-	4,940	**4,940**	-
NHS ICB Community Workers Partnersh	-	160,264	**160,264**	50,000
NHS ICB SMI Project	-	50,312	**50,312**	
DMCS - Lloyds Foundation (j)	25,000	-	**25,000**	27,250
Missing Link (k)	62,730	-	**62,730**	-
REND - Research	-	20,000	**20,000**	-
WECA Community Support Fund	-	-	**-**	5,000
CRF Capital Funding	-	17,400	**17,400**	-
	87,730	360,991	**448,721**	137,078

4 INCOME FROM CHARITABLE ACTIVITIES

SERVICE LEVEL AGREEMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
AWP - Funded Placements	-	217,841	**217,841**	126,654
Second Steps	-	-	**-**	33,880
	-	217,841	**217,841**	160,534

5 INCOME FROM CHARITABLE ACTIVITIES

EARNED INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Professional services	70,015	-	**70,015**	116,524
Provision of training	-	-	**-**	2,130
Room hire	5,285	-	**5,285**	7,820
	75,300	-	**75,300**	126,474

6 DIRECT CHARITABLE EXPENDITURE

Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023
NHS COVID-19 Crisis Response activity	-	-	**-**	43,000
NHS ICB Community Link Workers Costs	-	60,000	**60,000**	13,000
Quartet Foundation DAWTA Project costs	-	800	**800**	-
Barton Hill Project costs	-	15,000	**15,000**	-
Wazee Project costs	-	25	**25**	-
CRF Capital costs	-	93,249	**93,249**	-
Salaries and wages	31,635	302,227	**333,862**	302,662
Pension costs	7,056	-	**7,056**	6,968
Recruitment costs	407	-	**407**	-
Staff supervision and training	7,632	-	**7,632**	10,385
Volunteer expenses	1,363	35	**1,398**	1,114
Donations paid to clients	200	-	**200**	-
Support costs				
Premises, rent and utilities	3,847	-	**3,847**	2,120
Bookkeeping	3,183	-	**3,183**	2,791
Repairs & renewals	4,944	-	**4,944**	6,185
Stationery, print, post, IT	7,230	-	**7,230**	5,855
Subscriptions	160	-	**160**	125
Travel expenses	2,432	-	**2,432**	2,066
Staff entertainment	310	-	**310**	507
HR Support	-	-	**-**	-
Legal & professional fees	-	88	**88**	1,260
Bank Charges	151	-	**151**	141
Bad debt written off	(831)	-	**(831)**	-
Depreciation	11,014	-	**11,014**	9,981
Sundries	2,196	122	**2,318**	1,060
Insurance	3,057	-	**3,057**	2,366
Governance Costs	883	-	**883**	1,438
	86,870	471,545	**558,415**	413,027

7 STAFF COSTS

	2024	2023
	£	£
The aggregate payroll costs were:		
Wages & salaries	**314,506**	288,909
Social security costs	**19,687**	13,754
Pensions	**6,725**	6,968
	340,919	309,630

Particulars of employees:
The average number of staff employed by the charity during the financial year amounted to:

	2024	2023
	No.	No.
Project Staff	**21**	18
Support staff	**1**	1
	22	19

No employee received emoluments of more than £60,000 (2023: Nil)

The average number of full-time equivalent employees during the year was 18 (2023: 16)

No trustee received remuneration, and no trustees reclaimed expenses (2023: Nil).

The charity operates a defined contribution pension scheme.
14 staff are members of the scheme

8 TANGIBLE FIXED ASSETS

	Freehold Property £	Fixtures & Fittings £	Office Equipment £	Totals £
COST:				
At 1 April 2023	475,000	-	47,383	522,383
Additions	-	-	1,904	1,904
Revaluations	-	-	-	-
At 31 March 2024	475,000	-	49,286	524,286
DEPRECIATION:				
At 1 April 2023	89,490	-	43,993	133,483
Charge for the year	9,500	-	1,514	11,014
At 31 March 2024	98,990	-	45,507	144,497
NET BOOK VALUE:				
At 31 March 2024	**376,010**	**-**	**3,780**	**379,790**
At 31 March 2023	385,510	-	3,389	388,899

All assets are used directly for charitable purposes. Freehold property was revalued in 2022 by Hunters Estate Agents Limited on the basis of present condition and usage. The historical cost of the freehold property included in the valuation of £475,000 was £233,288.

9 DEBTORS

	2024 £	2023 £
Debtors	**111,496**	32,156
Prepayments	**2,235**	1,293
	113,731	33,448

10 CREDITORS: amounts falling due within one year

	2024 £	2023 £
Trade creditors	**27,553**	17,890
Accruals	**780**	1,560
Taxation and social security	**2,643**	3,064
Other creditors	**-**	599
Bad debt provision	**-**	831
	30,976	23,944

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Fixed Assets	379,790	-	**379,790**
Current Assets	523,459	107,287	**630,746**
Current Liabilities	(30,976)	-	**(30,976)**
	872,273	107,287	**979,560**

12 TOTAL FUNDS

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Unrestricted funds:					
General funds	539,962	166,286	(81,664)	-	624,584
Revaluation reserve	255,102	-	(5,206)	-	249,896
Designated funds	-	-	-	-	-
Building funds	(2,207)	-	-	-	(2,207)
	792,857	**166,286**	**(86,870)**	**-**	**872,273**

Restricted funds:	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
AWP - Funded Placements (a)	-	217,841	(217,841)	-	-
Age UK Wazee Project (b)	-	29,075	(29,075)	-	-
Barton Hill Project (c)	-	50,000	(36,181)	-	13,819
BCC Debt & Mental Health Project (d)	-	29,000	(29,000)	-	-
Quartet Foundation DAWTA Project (e)	-	4,940	(800)	-	4,140
NHS ICB Community Workers Partnersh	-	160,264	(60,000)	-	100,264
NHS ICB SMI Project (g)	-	50,312	-	-	50,312
REND - Research (h)	-	20,000	(5,398)	-	14,602
CRF Capital Funding (i)	-	17,400	(93,249)	-	(75,849)
	-	**578,832**	**(471,545)**	**-**	**107,287**
Total	792,857	745,118	(558,415)	-	979,560

(a) **Bristol Mental Health** - Overseen by the Bristol Clinical Commissioning Group and led by Avon & Wiltshire Mental Health Partnership NHS Trust, Nilaari along with several other public and voluntary sectors mental health service providers, employ three Recovery Navigators, in three geographic assessment and recovery teams across the city. These teams provide local psychosocial interventions, focusing on supporting individuals to build resilience and improve wellbeing.

(b) **Age UK Wazee Project -** Delivering tailored mental health wellbeing sessions to senior members from racially minoritised

(c) **Barton Hill Project -** A partnership led by Nilaari in collaboration with Bristol Black Carers Project and the Somali Resource Centre, offering culturally responsive and linguistically appropriate mental health and wellbeing support to residents affected by the fear of being uprooted from their homes due to structural problems with their flats.

12 **TOTAL FUNDS (Continued)**

(d) **BCC Debt & Mental Health Project** - In partnership with St Paul's Advice Centre, this project aims to make a lasting impact on individuals from racially minoritised communities by fostering resilience and equipping them with tools to manage mental health and financial wellbeing.

(e) **Quartet Foundation DAWTA Project** - Creating a creative space for transracially adopted and BMC fostered adults to support mental health and prevent social and cultural isolation.

(f) **NHS ICB Community Workers Partnership** - Targeting Inner City & East's most marginalised populations, this service, delivered in partnership with the Somali Resource Centre and Black Carers Project, aims to improve access to mainstream

(g) **NHS ICB SMI Project** - Addressing disparities in health checks, this project collaborates with local health centres to provide tailored support, tackling health inequalities and enhancing the wellbeing of individuals from Black ethnicities with Severe Mental

(h) **REND Research** - Community engagement research involvement.

(i) **CRF Capital Funding** - Community Resilience Fund to support the building inner renovation work.

(j) **Lloyds Foundation** - A two-year grant of £50,000 from Lloyds Bank Foundation supports the charity in addressing the needs of the most vulnerable and marginalised people.

(k) **Missing Link** - During the COVID pandemic, there was a notable increase in referrals from women within Asian communities, to domestic and sexual violence organisations such as Next Link. In response we collaborated with Next Link to provide therapy and support. As a result we saw strong engagement and retention which could be attributed to the cultural relevance of the

NILAARI AGENCY

England & Wales - Charity number 1080555

Accounts

NILAARI AGENCY

FINANCIAL STATEMENTS

31 MARCH 2023

Charity Number 1080555
Company Number 3785177

CONTENTS **PAGE**

Legal and administration details of the charity and its advisors	**1**
Trustees annual report	**2 to 4**
Independent Examiner's report to the Trustees	**5**
Statement of financial activities	**6**
Balance sheet	**7**
Notes to the financial statements	**8 to 15**

NILAARI AGENCY

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2023

Trustees/Directors

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

The Trustees who served during the year and since the year end were as follows:

G Ramsay (Chair)
E Wride (Vice Chair)
B Martin (Treasurer)
L Gordon (resigned 4 April 2022)
N Pascal
R Veira
V Watkis

Registered Office

184 Stapleton Road
Easton
Bristol
BS5 0NZ

Bookkeepers

Mendip Accounting Solution Ltd
187 Mendip Road
Yatton
Somerset
BS49 4ET

Independent Examiner

David Baptiste ACPA
Linden Accountants Limited
21 Sevier Street
St Werburghs
Bristol
BS2 9LB

Bankers

Unity Trust Bank PLC
Birmingham
B1 2HB

Charity Registration No. 1080555

Company Registration No. 03785177

Structure, Governance and Management

The company is governed by its memorandum and articles of association, which also dictate the procedures for the appointment of trustees.

Objectives and Activities

Nilaari offers a comprehensive range of services and support to people from Black & Minoritised Communities (BMC). Our unique interventions are culturally responsive, and individually tailored & tackle the entrenched stigma and discrimination experienced by the BMC. Interventions include 1 2 1 Talking Therapies, 1 2 1 Key working, Structured group work programs & Peer support groups

Achievements and Performance

It is a great privilege that I can report, on behalf of the Board, that Nilaari continued to deliver high-quality, needs-led, culturally responsive services throughout the year, and that we have met all our key targets. Although things have been challenging it was important for us to pause, reflect, and celebrate what we have been able to achieve during such unprecedented times and acknowledge our collective strength and resilience.

Our Vision: Black and marginalised people access equitable mental health treatment

During this time like many organisations, we had to pivot and adapt the way we work and refocus our overall offer to funders, partners, and stakeholders. This time provided opportunities as well as challenges and gave us the chance to reflect and shape the overall direction of our organisation. During the past year, we have delivered an increased number of projects and achieved some amazing outcomes that have had a positive impact on the lives of individuals.

Our main focuses are
- the delivery of quality culturally appropriate and safe services,
- to ensure we have adequate resources to operate
- to remain compliant
- to continue collaborating with our key partners in delivering services
- to maintain the effectiveness and efficiency of our organisation
- to support our staff

Our fundraising efforts enabled us to meet the ever-increasing demand for services. For their continued support, we want to thank Lloyds Foundation, Nisbet Trust, Giffgaff, the Integrated Care Board (ICB), Avon & Wiltshire Partnership NHS Trust (AWP), Second Step & the Alliance and Bristol City Council as well as the local firms and individuals for their donations.

Lloyds Foundation once again supplied consultants to support senior management and Board members in reviewing several management organisation policies and procedures.

The charity maintained its reserves within the guidance provided by the Charity Commission and re-engaged the services of Linden Accountants based in St Werburghs Bristol.

Funding Policies

Restricted funds

This represents resources that have been received and are to be expended solely for particular projects.

Unrestricted funds

This represents resources that have been received which can be spent at the discretion of the directors in furtherance of the agency's objectives.

During 2022/23 the unrestricted reserves increased by £34,862 and at 31 March 2023 the reserve stood at £539,962.

Reserve policy for the year 2022/23

The board feels that it should hold a prudent hedge against fluctuations in income of the equivalent of six month's salaries and running costs in liquid assets to meet any unforeseen circumstances, this takes account of good practice guidance provided by the Charity Commission. This currently equates to approximately £201,523. The reserves are made up of:

Fixed assets	£388,899
Current assets	£403,958
Total	£792,857

Responsibilities of the Trustees

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ensure that the financial statements comply with the applicable law, regulations and trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NILAARI AGENCY

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014.

Approved by the board of Trustees and signed on their behalf by:

.....

G Ramsay - Chair

Date: 21st December 2023

NILAARI AGENCY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2023

I report on the unaudited accounts for the year ended 31st March 2023 set out on pages 6 to 15.

Respective responsibilities of trustees and examiner

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

Having satisfied myself that the accounts of Nilaari Agency 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.

Basis of independent examiner's report

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 Certified Public Accountants Association, which is a listed body.

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 under 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 under 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 my independent examination; or

4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommend 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.

David Baptiste ACPA
Linden Accountants, Scrapstore House, 21 Sevier Street, St Werburghs, Bristol, BS2 9LB

Date .....21st DECEMBER..... 2023

NILAARI AGENCY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
INCOME FROM:					
Donations and legacies	**2**	8,332	-	**8,332**	12,382
Charitable activities					
Grants	**3**	82,250	54,828	**137,078**	111,413
Service level agreements	**4**	-	160,534	**160,534**	194,847
Earned income	**5**	126,474	-	**126,474**	63,126
Other income		-	-	**-**	-
TOTAL INCOME AND ENDOWMENTS		217,056	215,362	**432,418**	381,769
EXPENDITURE ON:					
Charitable activities	**6**	182,194	230,833	**413,027**	361,993
TOTAL EXPENDITURE		182,194	230,833	**413,027**	361,993
NET INCOME/(EXPENDITURE)		34,862	**(15,471)**	**19,392**	19,776
Gains on revaluation of fixed assets	**8**	260,308	-	**260,308**	-
Total funds at 1 April		497,687	15,471	**513,157**	493,382
Total funds at 31 March	**12**	792,857	-	**792,857**	513,157

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 8 to 15 form part of these financial statements

NILAARI AGENCY

BALANCE SHEET

YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
FIXED ASSETS:			
Tangible assets	**8**	**388,899**	135,900
CURRENT ASSETS:			
Debtors	**9**	**33,448**	68,115
Cash at bank and in hand		**394,453**	319,428
		427,901	387,543
CURRENT LIABILITIES:			
Creditors: falling due within one year	**10**	**(23,944)**	(10,286)
Deferred income		**-**	-
NET CURRENT ASSETS:		**403,958**	377,257
NET ASSETS:		**792,857**	513,157
FUNDS			
Unrestricted funds	**12**	**539,962**	497,687
Revaluation reserve	**12**	**255,102**	-
Restricted funds	**12**	**-**	15,471
Building funds	**12**	**(2,207)**	-
		792,857	513,157

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

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

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

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

These financial statements were approved by the directors and authorised for issue on 21st December 2023

and are signed on their behalf by:

Company Registration Number: 03785177

The notes on pages 8 to 15 form part of these financial statements

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014, and applicable UK Accounting Standards and the Charities Act 2011.

Funds structure
Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have set aside resources for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal.

Income
All income is recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of income can be measured with sufficient reliability.

Income from donations is included when these are receivable, except as follows:
i) When the donors specify that the donations given to the charity must be used in future accounting periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from grants, where there are performance or service deliverables required by the terms of the grant, are accounted for as the charity earns the right to payment through its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that agree all costs related to the category. Support costs have been allocated 100% towards the charitable activities of the charity.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct pay and non-pay costs and support costs relating to those activities.

Governance costs

Governance cost include those costs associated with meeting the constitutional and statutory requirements of the charity, and include its independent examination fees and costs linked to the strategic management of the charity including trustee expenses.

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

Corporation tax
As the company is a registered charity no provision is considered necessary for taxation on income that is exempt under Corporation Tax legislation and that is applied to the charitable objects.

Tangible fixed assets and depreciation
All items are stated in the accounts under the historical cost accounting rules, with the exception of the revaluation of freehold property.

Depreciation is calculated so as to write off the cost or revalued amounts of the following tangible fixed assets by equal annual instalments over their estimated useful lives at the following rates:

Asset category	Annual rate
Freehold Property	2%

Depreciation is also provided on the reducing balance method to write off other fixed assets over their useful lives at the following rates:

Asset category	Annual rate
Furniture & fittings	25%
Office Equipment	25%

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Donations - For the benefit of clients	8,332	-	**8,332**	12,382
	8,332	-	**8,332**	12,382

3 INCOME FROM CHARITABLE ACTIVITIES

GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Ageing Better Project	-	32,875	**32,875**	-
Bristol City Council - Advice & Mental Hea	-	21,953	**21,953**	-
Bluebird Trust	-	-	**-**	10,000
Bristol City Council - Covid Health & Wellb	-	-	**-**	49,044
Bristol Impact Fund - Jabari Project	-	-	**-**	10,034
Bristol Impact Fund - Weaver Bird Project	-	-	**-**	7,335
ICB Culturally Responsive MH Project	50,000	-	**50,000**	-
DMCS - Lloyds Foundation (h)	27,250	-	**27,250**	25,000
Tudor Trust - Yellow Bird	-	-	**-**	10,000
WECA Community Support Fund	5,000	-	**5,000**	-
	82,250	54,828	**137,078**	111,413

4 INCOME FROM CHARITABLE ACTIVITIES

SERVICE LEVEL AGREEMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
AWP - Funded Placements	-	126,654	**126,654**	160,931
Second Steps	-	33,880	**33,880**	33,917
	-	160,534	**160,534**	194,847

5 INCOME FROM CHARITABLE ACTIVITIES

EARNED INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Professional services	116,524	-	**116,524**	52,474
Provision of training	2,130	-	**2,130**	10,652
Room hire	7,820	-	**7,820**	-
	126,474	-	**126,474**	63,126

6 DIRECT CHARITABLE EXPENDITURE

Charitable Activities

	Unrestricted Funds	**Restricted Funds**	**Total Funds 2023**	Total Funds 2022
	£	**£**	**£**	
NHS COVID-19 Crisis Response activity	27,529	15,471	**43,000**	8,000
ICB Culturally Responsive MH Project cos	13,000	-	**13,000**	-
Salaries and wages	87,300	215,362	**302,662**	309,053
Pension costs	6,968	-	**6,968**	6,645
Recruitment costs	-	-	**-**	35
Staff supervision and training	10,385	-	**10,385**	11,403
Volunteer expenses	1,114	-	**1,114**	800
Donations paid to clients	-	-	**-**	240
Support costs				
Premises, rent and utilities	2,120	-	**2,120**	2,171
Bookkeeping	2,791	-	**2,791**	2,509
Repairs & renewals	6,185	-	**6,185**	544
Stationery, print, post, IT	5,855	-	**5,855**	7,344
Subscriptions	125	-	**125**	125
Travel expenses	2,066	-	**2,066**	1,577
Staff entertainment	507	-	**507**	772
HR Support	-	-	**-**	-
Legal & professional fees	1,260	-	**1,260**	1,205
Bank Charges	141	-	**141**	161
Bad debt written off	-	-	**-**	-
Depreciation	9,981	-	**9,981**	4,798
Sundries	1,060	-	**1,060**	635
Insurance	2,366	-	**2,366**	3,181
Governance Costs	1,438	-	**1,438**	796
	182,194	230,833	**413,027**	361,993

7 STAFF COSTS

	2023	2022
	£	£
The aggregate payroll costs were:		
Wages & salaries	**288,909**	292,170
Social security costs	**13,754**	16,883
Pensions	**6,968**	6,645
	309,630	315,698

Particulars of employees:
The average number of staff employed by the charity during the financial year amounted to:

	2023	2022
	No.	No.
Project Staff	**18**	16
Support staff	**1**	1
	19	17

No employee received emoluments of more than £60,000 (2022: Nil)

The average number of full-time equivalent employees during the year was 16 (2022: 16)

No trustee received remuneration, and no trustees reclaimed expenses (2022: Nil).

The charity operates a defined contribution pension scheme.
14 staff are members of the scheme

8 TANGIBLE FIXED ASSETS

	Freehold Property	Fixtures & Fittings	Office Equipment	Totals
	£	£	£	£
COST:				
At 1 April 2022	214,692	-	44,710	259,402
Additions	-	-	2,673	2,673
Revaluations	260,308	-	-	260,308
At 31 March 2023	475,000	-	47,383	262,075
DEPRECIATION:				
At 1 April 2022	79,990	-	43,512	123,502
Charge for the year	9,500	-	481	9,981
At 31 March 2023	89,490	-	43,993	133,483
NET BOOK VALUE:				
At 31 March 2023	**385,510**	**-**	**3,389**	**388,899**
At 31 March 2022	134,702	-	1,198	135,900

All assets are used directly for charitable purposes. Freehold property was revalued in 2022 by Hunters Estate Agents Limited on the basis of present condition and usage. The historical cost of the freehold property included in the valuation of £475,000 was £233,288.

9 DEBTORS

	2023	2022
	£	£
Debtors	**32,156**	66,374
Prepayments	**1,293**	1,741
	33,448	68,115

10 CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**17,890**	1,840
Accruals	**1,560**	780
Taxation and social security	**3,064**	6,207
Other creditors	**599**	628
Bad debt provision	**831**	831
	23,944	10,286

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Fixed Assets	388,899	-	**388,899**
Current Assets	427,901	-	**427,901**
Current Liabilities	(23,944)	-	**(23,944)**
	792,857	-	**792,857**

12 TOTAL FUNDS

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Unrestricted funds:					
General funds	497,687	217,056	(179,987)	5,206	539,962
Revaluation reserve	-	260,308	-	(5,206)	255,102
Designated funds	-	-	-	-	-
Building funds	-	-	(2,207)	-	(2,207)
	497,687	**477,364**	**(182,194)**	**-**	**792,857**

Restricted funds:	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
AWP - Funded Placements (a)	-	126,654	(126,654)	-	-
Second Steps (b)	-	33,880	(33,880)	-	-
Ageing Better Project (e)	-	32,875	(32,875)	-	-
Bristol City Council - Advice And Mental H	-	21,953	(21,953)	-	-
NHS COVID-19 Crisis Response (g)	15,471	-	(15,471)	-	-
	15,471	**215,362**	**(230,833)**	**-**	**-**
Total	513,157	692,726	(413,027)	-	792,857

(a) **Bristol Mental Health** - Overseen by the Bristol Clinical Commissioning Group and led by Avon & Wiltshire Mental Health Partnership NHS Trust, Nilaari along with several other public and voluntary sectors mental health service providers, employ three Recovery Navigators, in three geographic assessment and recovery teams across the city. These teams provide local psychosocial interventions, focusing on supporting individuals to build resilience and improve wellbeing.

12 TOTAL FUNDS (Continued)

(b) **Golden Key Program -** In partnership with Second Step, we have been working with the Independent Futures advisory group (IF Group): people with personal experience of prison, homelessness, long-term mental health problems and drug and alcohol dependency. The IF group's vision, ideas and feedback have guided the project from design and delivery to review. We have worked to enable clients who are struggling and feel locked out of services to find new ways to get the help they need to build on their strengths, pursue their hopes and change their lives.

(c) **NHS COVID-19 Crisis Response** - Through BNSSG's COVID-19 Business Case, funding has been identified (£50,000) to increase the provision of culturally informed and BAME-led mental health services for people across BNSSG. Funding is allocated to lead partner Nilaari and the funds then divided equally with partners Bristol Black Carers and the Somali Resource Centre.

(d) **Lloyds Foundation -** Two-year grant of £50,000 from Lloyds Bank Foundation to support the charity to respond to the needs of the most vulnerable and marginalised people affected by the COVID-19 crisis.

(e) **Ageing Better Project -** Through Healthier Together's Ageing Well fund, Age UK Bristol works in partnership with Nilaari, to deliver group well-being sessions to Minoritised community groups in Bristol and South Gloucestershire. The Wazee Wellbeing project, Wazee meaning 'Elders' in Swahili, runs culturally sensitive sessions tailored to meet the needs of individual groups. A variety of topics are covered, including managing anxiety, self-care, sleep hygiene, coping with loss, and advice on how to stay well.

(f) **Bristol City Council - Advice & Mental Health Project -** Advice and Mental Health Project aims to increase community mental health support for Black, Asian, and Minoritised Ethnic people experiencing financial issues and poor mental health

NILAARI AGENCY

England & Wales - Charity number 1080555

Accounts

NILAARI AGENCY

FINANCIAL STATEMENTS

31 MARCH 2022

Charity Number 1080555
Company Number 3785177

CONTENTS	PAGE
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NILAARI AGENCY

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2022

Trustees/Directors

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The Trustees who served during the year and since the year end were as follows:

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E Wride (Vice Chair)
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Registered Office

184 Stapleton Road
Easton
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Mendip Accounting Solution Ltd
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Independent Examiner

David Baptiste ACPA
Linden Accountants Limited
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Bristol
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Bankers

Unity Trust Bank PLC
Birmingham
B1 2HB

Charity Registration No. 1080555

Company Registration No. 03785177

Structure, Governance and Management

The company is governed by its memorandum and articles of association, which also dictate the procedures for the appointment of trustees.

Objectives and Activities

Our policy of treating everyone who walks through our door – that's staff, volunteers and visitors as well as clients – with dignity and respect means that we reach out to people as human beings who can be healed, more than as problems that we can help solve. Unusually and consistently, we offer patience, continuity and warmth - an embrace that goes beyond our capacities of talking therapies, signposting, group work etc. Nilaari will always do more than bridging the gap in service provision through which so many of our clients have fallen. We work towards fulfilling our clients hope to provide them with a more sustainable future of self-help and resilience. Our success has been due to the fact we are continually evolving in response to client need and changing health and social care policy. Not only are we facing change as an agency we are embracing it to guarantee our survival and meet the expectations of those that use our services.

The diverse nature of our team also means that we can work with those labelled 'hard to reach'.

Achievements and Performance

In the last two years, we saw deep scars left on the mental health of millions: scars from the loss of life and the impact of the lockdown. Unprecedented isolation left many from the communities we support struggling to cope. We managed to secure modest sources of income which allowed us to meet some of these challenges. In particular, we want to thank Lloyds Foundation, Steppin' Sistas, Tudor Trust, Nisbet Trust, Giffgaff, the Clinical Commissioning Group, AWP NHS Trust, and Bristol Impact Fund. We were also grateful to receive donations from local firms and individuals. Together they enabled us to review and work to our strengths: supporting individuals facing increased emotional and mental distress. We were also able to add new staff to our team, both paid and unpaid, all of whom are passionate about our philosophy, vision, and direction.

Lloyds Foundation supplied two consultants who worked with us to review and devise a three-year strategy. Whilst the Board worked through the strategy in consultation with staff and external partners, the staff team continued the difficult task of virtual service delivery alongside face-to-face meetings. Our main effort as a Board was to prioritise the well-being of staff and volunteers which was helped by the staff wellbeing grant awarded by the Tudor Trust. We were able to use this to strengthen Board and staff relationships.

Our staff, paid and unpaid, continue to be the charity's biggest asset: their loyalty and commitment. It is pleasing to see the strength of Nilaari's financial position as we end the year. However, the impact of the pandemic continues to present challenges to all of us. We are looking forward to next year, we could certainly do with repairing the exterior of our building and perhaps carrying out some internal redecoration.

The charity maintained its reserves within the guidance provided by the Charity Commission and re-engaged the services of Linden Accountants, based in St Werburghs, Bristol, and the book-keepers Mendip Accounting Solutions.

Funding Policies

Restricted funds

This represents resources that have been received and are to be expended solely for particular projects.

Unrestricted funds

This represents resources that have been received which can be spent at the discretion of the directors in furtherance of the agency's objectives.

During 2021/22 the unrestricted reserves increased by £65,030 and at 31 March 2022 the reserve stood at £497,687.

Reserve policy for the year 2021/22

The board feels that it should hold a prudent hedge against fluctuations in income of the equivalent of six month's salaries and running costs in liquid assets to meet any unforeseen circumstances, this takes account of good practice guidance provided by the Charity Commission. This currently equates to approximately £180,996. The reserves are made up of:

Fixed assets	£135,900
Current assets	£361,787
Total	£497,687

Responsibilities of the Trustees

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ensure that the financial statements comply with the applicable law, regulations and trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NILAARI AGENCY

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014.

Approved by the board of Trustees and signed on their behalf by:

.....

G Ramsay - Chair

Date: 19th January 2023

NILAARI AGENCY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2022

I report on the unaudited accounts for the year ended 31st March 2022 set out on pages 6 to 15.

Respective responsibilities of trustees and examiner

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

Having satisfied myself that the accounts of Nilaari Agency 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.

Basis of independent examiner's report

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 Certified Public Accountants Association, which is a listed body.

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 under 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 under 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 my independent examination; or

4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommend 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.

David Baptiste ACPA
Linden Accountants, Scrapstore House, 21 Sevier Street, St Werburghs, Bristol, BS2 9LB

Date 20/01 2023

NILAARI AGENCY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
INCOME FROM:					
Donations and legacies	**2**	12,382	-	**12,382**	15,867
Charitable activities					
Grants	**3**	35,000	76,413	**111,413**	164,435
Service level agreements	**4**	-	194,847	**194,847**	190,616
Earned income	**5**	63,126	-	**63,126**	24,833
Other income		-	-	**-**	-
TOTAL INCOME AND ENDOWMENTS		110,508	271,261	**381,769**	395,752
EXPENDITURE ON:					
Charitable activities	**6**	45,479	316,515	**361,993**	299,296
TOTAL EXPENDITURE		45,479	316,515	**361,993**	299,296
NET INCOME/(EXPENDITURE)		65,030	**(45,254)**	**19,776**	96,456
Total funds at 1 April		432,657	60,725	**493,382**	396,925
Total funds at 31 March	**12**	497,687	15,471	**513,157**	493,382

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 8 to 15 form part of these financial statements

NILAARI AGENCY

BALANCE SHEET

YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
FIXED ASSETS:			
Tangible assets	**8**	**135,900**	139,937
CURRENT ASSETS:			
Debtors	**9**	**68,115**	114,731
Cash at bank and in hand		**319,428**	254,316
		387,543	369,048
CURRENT LIABILITIES:			
Creditors: falling due within one year	**10**	**(10,286)**	(4,403)
Deferred income		**-**	(11,200)
NET CURRENT ASSETS:		**377,257**	353,445
NET ASSETS:		**513,157**	493,382
FUNDS			
Unrestricted funds	**12**	**497,687**	432,657
Restricted funds	**12**	**15,471**	60,725
		513,157	493,382

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

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

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

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

These financial statements were approved by the directors and authorised for issue on 19 January 2023.

and are signed on their behalf by:

Company Registration Number: 03785177

The notes on pages 8 to 15 form part of these financial statements

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014, and applicable UK Accounting Standards and the Charities Act 2011.

Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have set aside resources for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal.

Income

All income is recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of income can be measured with sufficient reliability.

Income from donations is included when these are receivable, except as follows:
i) When the donors specify that the donations given to the charity must be used in future accounting periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from grants, where there are performance or service deliverables required by the terms of the grant, are accounted for as the charity earns the right to payment through its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that agree all costs related to the category. Support costs have been allocated 100% towards the charitable activities of the charity.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct pay and non-pay costs and support costs relating to those activities.

Governance costs

Governance cost include those costs associated with meeting the constitutional and statutory requirements of the charity, and include its independent examination fees and costs linked to the strategic management of the charity including trustee expenses.

Pensions

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

Corporation tax

As the company is a registered charity no provision is considered necessary for taxation on income that is exempt under Corporation Tax legislation and that is applied to the charitable objects.

Tangible fixed assets and depreciation
All items are stated in the accounts under the historical cost accounting rules, with the exception of the revaluation of freehold property.

Depreciation is calculated so as to write off the cost or revalued amounts of the following tangible fixed assets by equal annual instalments over their estimated useful lives at the following rates:

Asset category	Annual rate
Freehold Property	2%

Depreciation is also provided on the reducing balance method to write off other fixed assets over their useful lives at the following rates:

Asset category	Annual rate
Furniture & fittings	25%
Office Equipment	25%

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Donations - For the benefit of clients	12,382	-	**12,382**	15,867
	12,382	-	**12,382**	15,867

3 INCOME FROM CHARITABLE ACTIVITIES

GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Bluebird Trust	10,000	-	**10,000**	-
Bristol Impact Fund - Jabari Project	-	10,034	**10,034**	35,364
Bristol Impact Fund - Weaver Bird Project	-	7,335	**7,335**	9,780
Bristol City Council - Covid Health & Wellb	-	49,044	**49,044**	-
Tudor Trust	-	-	**-**	2,000
Tudor Trust - Yellow Bird	-	10,000	**10,000**	30,000
NHS COVID-19 Crisis Response	-	-	**-**	50,000
COVID-19 Support Grants	-	-	**-**	32,192
DMCS - Lloyds Foundation (h)	25,000	-	**25,000**	5,100
	35,000	76,413	**111,413**	164,435

4 INCOME FROM CHARITABLE ACTIVITIES

SERVICE LEVEL AGREEMENTS

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
AWP - Funded Placements	-	160,931	**160,931**	156,700
Second Steps	-	33,917	**33,917**	33,917
	-	194,847	**194,847**	190,616

5 INCOME FROM CHARITABLE ACTIVITIES

EARNED INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Professional services	52,474	-	**52,474**	8,268
Provision of training	10,652	-	**10,652**	16,085
Room hire	-	-	**-**	480
	63,126	-	**63,126**	24,833

6 DIRECT CHARITABLE EXPENDITURE

Charitable Activities

	Unrestricted Funds	**Restricted Funds**	**Total Funds 2022**	Total Funds 2021
	£	**£**	**£**	
NHS COVID-19 Crisis Response activity	-	8,000	**8,000**	26,529
Salaries and wages	13,071	295,982	**309,053**	238,169
Pension costs	-	6,645	**6,645**	6,529
Recruitment costs	35	-	**35**	-
Staff supervision and training	5,515	5,888	**11,403**	2,410
Volunteer expenses	800	-	**800**	345
Donations paid to clients	240	-	**240**	1,021
Support costs				
Premises, rent and utilities	2,171	-	**2,171**	1,091
Bookkeeping	2,509	-	**2,509**	2,086
Repairs & renewals	544	-	**544**	208
Stationery, print, post, IT	7,344	-	**7,344**	8,399
Subscriptions	125	-	**125**	147
Travel expenses	1,577	-	**1,577**	1,057
Staff entertainment	772	-	**772**	-
HR Support	-	-	**-**	40
Legal & professional fees	1,205	-	**1,205**	-
Bank Charges	161	-	**161**	135
Bad debt written off	-	-	**-**	831
Depreciation	4,798	-	**4,798**	5,148
Sundries	635	-	**635**	3,057
Insurance	3,181	-	**3,181**	1,314
Governance Costs	796	-	**796**	780
	45,479	316,515	**361,993**	299,296

7 STAFF COSTS

	2022	2021
	£	£
The aggregate payroll costs were:		
Wages & salaries	**292,170**	225,618
Social security costs	**16,883**	12,417
Pensions	**6,645**	6,529
	315,698	244,563

Particulars of employees:
The average number of staff employed by the charity during the financial year amounted to:

	2022	2021
	No.	No.
Project Staff	**16**	14
Support staff	**1**	1
	17	15

No employee received emoluments of more than £60,000 (2021: Nil)

The average number of full-time equivalent employees during the year was 16 (2021: 13)

No trustee received remuneration, and no trustees reclaimed expenses (2021: Nil).

The charity operates a defined contribution pension scheme.
14 staff are members of the scheme

8 TANGIBLE FIXED ASSETS

	Freehold Property £	Fixtures & Fittings £	Office Equipment £	Totals £
COST:				
At 1 April 2021	214,692	-	43,949	258,641
Additions	-	-	760	760
At 31 March 2022	214,692	-	44,710	259,402
DEPRECIATION:				
At 1 April 2021	75,696	-	43,008	118,704
Charge for the year	4,294	-	504	4,798
At 31 March 2022	79,990	-	43,512	123,502
NET BOOK VALUE:				
At 31 March 2022	**134,702**	**-**	**1,198**	**135,900**
At 31 March 2021	138,996	-	941	139,937

All assets are used directly for charitable purposes. Freehold property was revalued in 2013 by Besley Hill Estate Agents Limited on the basis of present condition and usage. The historical cost of the freehold property included in the valuation of £175,000 was £233,288.

9 DEBTORS

	2022 £	2021 £
Debtors	**66,374**	113,927
Prepayments	**1,741**	804
	68,115	114,731

10 CREDITORS: amounts falling due within one year

	2022 £	2021 £
Trade creditors	**1,840**	130
Accruals	**780**	780
Taxation and social security	**6,207**	1,340
Other creditors	**628**	1,323
Bad debt provision	**831**	831
	10,286	4,403

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Fixed Assets	135,900	-	**135,900**
Current Assets	372,073	15,471	**387,543**
Current Liabilities	(10,286)	-	**(10,286)**
	497,687	15,471	**513,157**

12 TOTAL FUNDS

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Unrestricted funds:					
General funds	432,657	110,508	(45,479)	-	497,687
Designated funds	-	-	-	-	-
	432,657	**110,508**	**(45,479)**	**-**	**497,687**

Restricted funds:	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
AWP - Funded Placements (a)	14,903	160,931	(175,834)	-	-
Second Steps (b)	-	33,917	(33,917)	-	-
Bristol Impact Fund - Jabari Project (c)	9,914	10,034	(19,948)	-	-
Bristol Impact Fund - Weaver Bird Project	-	7,335	(7,335)	-	-
Tudor Trust (e)	-	-	-	-	-
Tudor Trust - Yellow Bird (f)	12,437	10,000	(22,437)	-	-
NHS COVID-19 Crisis Response (g)	23,471	-	(8,000)	-	15,471
Bristol City Council - Health & Wellbeing	-	49,044	(49,044)	-	-
	60,725	**271,261**	**(316,515)**	**-**	**15,471**
Total	493,382	381,769	(361,993)	-	513,157

(a) **Bristol Mental Health** - Overseen by the Bristol Clinical Commissioning Group and led by Avon & Wiltshire Mental Health Partnership NHS Trust, Nilaari along with several other public and voluntary sectors mental health service providers, employ three Recovery Navigators, in three geographic assessment and recovery teams across the city. These teams provide local psychosocial interventions, focusing on supporting individuals to build resilience and improve wellbeing.

12 TOTAL FUNDS (Continued)

(b) **Golden Key Program -** In partnership with Second Step, we have been working with the Independent Futures advisory group (IF Group): people with personal experience of prison, homelessness, long-term mental health problems and drug and alcohol dependency. The IF group's vision, ideas and feedback have guided the project from design and delivery to review. We have worked to enable clients who are struggling and feel locked out of services to find new ways to get the help they need to build on their strengths, pursue their hopes and change their lives.

(c) **Bristol Impact Fund - Jabari Men's Project** - The Jabari project works directly with adult males who have a history of mental health issues and/or offending behaviour. The project offers culturally appropriate psychosocial interventions to help them engage with and access talking therapies and other primary mental health provision. As part of the Jabari programme we devised a six-week course called 'Grounded', for men in the community who wanted the space to explore issues relating to communication or relationships, reducing social isolation and improving well-being. ABC charity paid £15,000 to fund Jabari work. The final year funding from BCC Impact has tapered down and the ABC charity has funded the continuation of the project for a further year.

(d) **Bristol Impact Fund - Weaver Bird Project** - The project supports BAME migrant women, including refugees and asylum seekers who live in Bristol and who have mental health needs. By supporting the women to create their own network where they can express their feelings, seek timely help from mental health services will help them turn their lives around, make better choices and in turn lift their low moods and depressions.

(e) **Tudor Trust** - This restricted grant is to pay for support, supervision, mentoring or counselling, or for individual wellbeing activities, that will help address people's stress and exhaustion. Or it might be about bringing the team together to support each other, to decompress, reflect and recharge, or to reconnect while enjoying each other's company.

(f) **Tudor Trust - Yellow Bird** - The Yellow Bird Project aims to provide a range of intensive interventions for women aged 25 years and above with mental health issues who have perhaps struggled to engage with help in the past. As well as one to one support Yellow Bird runs groups, workshops and a weekly drop to enable women to build their confidence, resilience, self esteem and wellness. This project has been funded by the Tudor Trust.

(g) **NHS COVID-19 Crisis Response** - Through BNSSG's COVID-19 Business Case, funding has been identified (£50,000) to increase the provision of culturally informed and BAME-led mental health services for people across BNSSG. Funding is allocated to lead partner Nilaari and the funds then divided equally with partners Bristol Black Carers and the Somali Resource Centre.

(h) **Lloyds Foundation -** Two-year grant of £50,000 from Lloyds Bank Foundation to support the charity to respond to the needs of the most vulnerable and marginalised people affected by the COVID-19 crisis.

NILAARI AGENCY

England & Wales - Charity number 1080555

Accounts

NILAARI AGENCY

FINANCIAL STATEMENTS

31 MARCH 2021

Charity Number 1080555
Company Number 3785177

NILAARI AGENCY

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

CONTENTS **PAGE**

Legal and administration details of the charity and its advisors	**1**
Trustees annual report	**2 to 5**
Treasurer's report	**6**
Independent Examiner's report to the Trustees	**7**
Statement of financial activities	**8**
Balance sheet	**9**
Notes to the financial statements	**10 to 17**

NILAARI AGENCY

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2021

Trustees/Directors

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

The Trustees who served during the year and since the year end were as follows:

G Ramsay (Chair)
E Wride (Vice Chair)
B Martin (Treasurer)
L Gordon
N Pascal
R Veira
V Watkis - appointed 02/04/2021

Registered Office

184 Stapleton Road
Easton
Bristol
BS5 0NZ

Bookkeepers

Mendip Accounting Solution Ltd
187 Mendip Road
Yatton
Somerset
BS49 4ET

Independent Examiner

David Baptiste ACPA
Linden Accountants Limited
21 Sevier Street
St Werburghs
Bristol
BS2 9LB

Bankers

Unity Trust Bank PLC
Birmingham
B1 2HB

Charity Registration No. 1080555

Company Registration No. 03785177

Structure, Governance and Management

The company is governed by its memorandum and articles of association, which also dictate the procedures for the appointment of trustees.

Objectives and Activities

Our policy of treating everyone who walks through our door – that's staff, volunteers and visitors as well as clients – with dignity and respect means that we reach out to people as human beings who can be healed, more than as problems that we can help solve. Unusually and consistently, we offer patience, continuity and warmth - an embrace that goes beyond our capacities of talking therapies, signposting, group work etc. Nilaari will always do more than bridging the gap in service provision through which so many of our clients have fallen. We work towards fulfilling our clients hope to provide them with a more sustainable future of self-help and resilience. Our success has been due to the fact we are continually evolving in response to client need and changing health and social care policy. Not only are we facing change as an agency we are embracing it to guarantee our survival and meet the expectations of those that use our services.

The diverse nature of our team also means that we can work with those labelled 'hard to reach'.

Achievements and Performance

Over the last twelve months, as well as continuing to deliver one-to-one and group work programmes, we have run and supported several projects.

This year we have

- seen referrals increase by 48% to 847
- delivered 1 – 1 talking therapy sessions for 519 clients
- received nearly 1100 phone enquiries

Talking therapies

We continued to offer one-to-one therapy sessions for people experiencing:

- stress
- worry and anxiety
- low self-esteem and confidence

Nilaari also continues to run successful women's emotional regulation groups and men overcoming anger groups.

New programs for women

The ***Bluebird Project*** works with young women (18-25 years) who want to improve their emotional and psychological wellbeing.

Our newest project, ***Yellowbird****,* uses a variety of innovative techniques for women (25 years and over) with complex needs.

Programmes for men

The Jabari project for men continues to deliver supportive group work programmes. ***Grounded*** offers culturally appropriate psychosocial interventions to help adult males with a history of mental health issues and/or a history of offending behaviour. More recently the 6-week ***Excell*** programme has been devised for younger men.

Both programmes explore culture and identity whilst highlighting the need to strengthen self-image.

Partnerships

Working alongside Bristol mental health services we employ 3 Recovery Navigators at different locations in Bristol. They support, advise and help mental health service users to plan their recovery and accompany them at the start of their journey towards fulfilling lives in their community.

We are part of the Golden Key service which works closely with clients who have complex needs. The organisation views the system through clients' eyes to pinpoint areas where it is not working. The information is used to identify improvements the services need to make.
We have forged closer links with both the University of Bristol and the University of the West of England. We are looking forward to seeing this area of work continue to grow.

Training

Over the year, our cultural competence training programme, ***Usawa,*** was delivered to 202 people representing

- community and housing providers
- local universities
- statutory agency providers
- GPs
- police and probation

Our year of hard work has ultimately borne fruit. It would have been impossible without the support of our team of dedicated paid and unpaid staff. A big thank you to you all.

Funding Policies

Restricted funds

This represents resources that have been received and are to be expended solely for particular projects.

Unrestricted funds

This represents resources that have been received which can be spent at the discretion of the directors in furtherance of the agency's objectives.

During 2020/21 the unrestricted reserves increased by £70,043 and at 31 March 2021 the reserve stood at £432,657.

Reserve policy for the year 2020/21

The board feels that it should hold a prudent hedge against fluctuations in income of the equivalent of six month's salaries and running costs in liquid assets to meet any unforeseen circumstances, this takes account of good practice guidance provided by the Charity Commission. This currently equates to approximately £131,484. The reserves are made up of:

Fixed assets	£139,937
Current assets	£292,720
Total	£432,657

Responsibilities of the Trustees

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ensure that the financial statements comply with the applicable law, regulations and trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NILAARI AGENCY

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014.

Approved by the board of Trustees and signed on their behalf by:

.....
G Ramsay - Chair

Date 2022

Covid-19 has had a major impact on our country, particularly on BAME communities. And I want to start by remembering all the individuals who have been taken from us by this terrible disease.

I speak on behalf of all the Trustees when I say how proud I was to see how our staff team seamlessly moved to delivering services to clients via the phone and the various digital platforms. In every decision relating to service provision, we were governed and will continue to be governed, by adherence to government guidelines.

Despite the turmoil in the initial weeks of lockdown, I watched as Jean, our Director, took up the additional burden of making daily trips shopping for groceries and medication and delivering them to those clients in dire need. Both senior staff also contributed to many of the numerous Covid-19 crisis response meetings that were taking place in the city.

On top of the chaos that came with Covid-19, we were exposed to the killing of George Floyd in the USA. I know how watching such a tragic event made me feel, and I know that pain was felt deeply and triggered many negative feelings. The Black Lives Matter movement shifted conversations about social justice and structural racism. As a mental health charity, we know that the impact of racism on mental health can be profound and long-lasting, Again I speak on behalf of the board and staff when I say we acknowledge and understand the anger felt by many, especially those from the Black Minoritised communities who for so long have faced racism and discrimination in every aspect of their lives. We believe every individual and all communities should feel cared for, respected and fairly treated.

Before I end, I want to say a huge thank you to the Nilaari staff. It is during times like this that we are reminded just how hard working, dedicated, loyal and compassionate the team is. So, a big thank you to them and to all the many individuals and organisations that have supported Nilaari over the last 21 years. In addition, I want to thank the large numbers of individuals in Bristol and beyond who have chosen to donate to our work during this period.

It’s also important to give thanks to our funders and many partners. Especially the trustees of Tudor Trust who, on top of our regular funding, gave additional finance so we could purchase food and essentials for clients most in need.

We are looking forward to the end of the pandemic and as soon as life settles, our birthday celebrations will happen. So, the celebrations are not abandoned - just postponed.

B Martin - Treasure

NILAARI AGENCY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2021

I report on the unaudited accounts for the year ended 31st March 2021 set out on pages 8 to 17.

Respective responsibilities of trustees and examiner

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Basis of independent examiner's report

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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.

David Baptiste ACPA
Linden Accountants, Scrapstore House, 21 Sevier Street, St Werburghs, Bristol, BS2 9LB

Date .....17th December..... 2021

NILAARI AGENCY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
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Donations and legacies	**2**	15,867	-	**15,867**	615
Charitable activities					
Grants	**3**	37,292	127,144	**164,435**	60,646
Service level agreements	**4**	-	190,616	**190,616**	199,890
Earned income	**5**	24,833	-	**24,833**	27,596
Other income		-	-	**-**	-
TOTAL INCOME AND ENDOWMENTS		77,992	317,760	**395,752**	288,748
EXPENDITURE ON:					
Charitable activities	**6**	7,948	291,347	**299,296**	244,721
TOTAL EXPENDITURE		7,948	291,347	**299,296**	244,721
NET INCOME/(EXPENDITURE)		70,043	26,413	**96,456**	44,027
Total funds at 1 April		362,614	34,312	**396,925**	352,898
Total funds at 31 March	**12**	432,657	60,725	**493,382**	396,925

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 10 to 17 form part of these financial statements

NILAARI AGENCY

BALANCE SHEET

YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
FIXED ASSETS:			
Tangible assets	**8**	**139,937**	143,830
CURRENT ASSETS:			
Debtors	**9**	**114,731**	33,198
Cash at bank and in hand		**254,316**	231,373
		369,048	264,571
CURRENT LIABILITIES:			
Creditors: falling due within one year	**10**	**(4,403)**	(1,476)
Deferred income		**(11,200)**	(10,000)
NET CURRENT ASSETS:		**353,445**	253,096
NET ASSETS:		**493,382**	396,925
FUNDS			
Unrestricted funds	**12**	**432,657**	362,613
Restricted funds	**12**	**60,725**	34,312
		493,382	396,925

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

For the financial year ended 31 March 2019 the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 and no notice has been deposited under section 476 of that Act. In accordance with section 145 of the Charities Act 2011, the company was entitled to exemption from an independent examination.

The Trustees acknowledge their responsibilities for:
(a) ensuring that the company keeps accounting records which comply with section 386 of the Act; and
(b) preparing accounts which give a true and fair view od the state of affairs of the company, as at the end of the financial year, and of its net income or outgoing resources in accordance the requirements of section 396 and which otherwise comply with the requirements of the Companies Act 2006 relating to the accounts, so far as it applicable to the company.

These financial statements were approved by the Trustees on the following date and are signed on their behalf by:

Date:

The notes on pages 10 to 17 form part of these financial statements

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102 SORP) issued in July 2014, and applicable UK Accounting Standards and the Charities Act 2011.

Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have set aside resources for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal.

Income

All income is recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of income can be measured with sufficient reliability.

Income from donations is included when these are receivable, except as follows:
i) When the donors specify that the donations given to the charity must be used in future accounting periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from grants, where there are performance or service deliverables required by the terms of the grant, are accounted for as the charity earns the right to payment through its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that agree all costs related to the category. Support costs have been allocated 100% towards the charitable activities of the charity.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct pay and non-pay costs and support costs relating to those activities.

Governance costs

Governance cost include those costs associated with meeting the constitutional and statutory requirements of the charity, and include its independent examination fees and costs linked to the strategic management of the charity including trustee expenses.

Pensions

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

Corporation tax

As the company is a registered charity no provision is considered necessary for taxation on income that is exempt under Corporation Tax legislation and that is applied to the charitable objects.

Tangible fixed assets and depreciation
All items are stated in the accounts under the historical cost accounting rules, with the exception of the revaluation of freehold property.

Depreciation is calculated so as to write off the cost or revalued amounts of the following tangible fixed assets by equal annual instalments over their estimated useful lives at the following rates:

Asset category	Annual rate
Freehold Property	2%

Depreciation is also provided on the reducing balance method to write off other fixed assets over their useful lives at the following rates:

Asset category	Annual rate
Furniture & fittings	25%
Office Equipment	25%

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Donations - For the benefit of clients	15,867	-	**15,867**	615
	15,867	-	**15,867**	615

3 INCOME FROM CHARITABLE ACTIVITIES

GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Bluebird Trust	-	-	**-**	728
Bristol Impact Fund - Jabari Project	-	35,364	**35,364**	23,458
Bristol Impact Fund - Weaver Bird Projec	-	9,780	**9,780**	2,445
Growing Futures	-	-	**-**	2,560
Tudor Trust	-	2,000	**2,000**	-
Tudor Trust - Yellow Bird	-	30,000	**30,000**	31,456
NHS COVID-19 Crisis Response	-	50,000	**50,000**	-
COVID-19 Support Grants	37,292	-	**37,292**	-
	37,292	127,144	**164,435**	60,646

4 INCOME FROM CHARITABLE ACTIVITIES

SERVICE LEVEL AGREEMENTS

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
AWP - Funded Placements	-	156,700	**156,700**	163,394
Second Steps	-	33,917	**33,917**	36,496
	-	190,616	**190,616**	199,890

5 INCOME FROM CHARITABLE ACTIVITIES

EARNED INCOME

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Professional services	8,268	-	**8,268**	20,226
Provision of training	16,085	-	**16,085**	3,350
Room hire	480	-	**480**	4,020
	24,833	-	**24,833**	27,596

6 DIRECT CHARITABLE EXPENDITURE

Charitable Activities

	Unrestricted Funds	**Restricted Funds**	**Total Funds 2021**	Total Funds 2020
	£	**£**	**£**	
NHS COVID-19 Crisis Response activity	-	26,529	**26,529**	-
Salaries and wages	-	238,169	**238,169**	208,770
Pension costs	-	6,529	**6,529**	5,674
Recruitment costs	-	-	**-**	77
Staff supervision and training	-	2,410	**2,410**	1,550
Volunteer expenses	-	345	**345**	1,019
Donations paid to clients	1,021	-	**1,021**	450
Support costs				
Premises, rent and utilities	263	828	**1,091**	3,574
Bookkeeping	-	2,086	**2,086**	2,559
Repairs & renewals	208	-	**208**	2,054
Stationery, print, post, IT	-	8,399	**8,399**	6,224
Subscriptions	147	-	**147**	222
Travel expenses	-	1,057	**1,057**	1,578
HR Support	-	40	**40**	222
Bank Charges	135	-	**135**	135
Bad debt written off	831	-	**831**	-
Depreciation	5,148	-	**5,148**	5,657
Sundries	196	2,861	**3,057**	3,135
Governance Costs	-	2,094	**2,094**	1,819
	7,948	291,347	**299,296**	244,721

7 STAFF COSTS

	2021	2020
	£	£
The aggregate payroll costs were:		
Wages & salaries	**225,618**	197,037
Social security costs	**12,417**	11,330
Pensions	**6,529**	5,674
	244,563	214,041

Particulars of employees:
The average number of staff employed by the charity during the financial year amounted to:

	2021	2020
	No.	No.
Project Staff	**14**	11
Support staff	**1**	1
	15	12

No employee received emoluments of more than £65,000

The average number of full-time equivalent employees during the year was 13 (2020: 8)

No trustee received remuneration, and no trustees reclaimed expenses.

The charity operates a defined contribution pension scheme.
13 staff are members of the scheme

8 TANGIBLE FIXED ASSETS

	Freehold Property	Fixtures & Fittings	Office Equipment	Totals
	£	£	£	£
COST:				
At 1 April 2018	214,692	-	42,694	257,386
Additions	-	-	1,255	1,255
At 31 March 2019	214,692	-	43,949	258,641
DEPRECIATION:				
At 1 April 2018	70,862	-	42,694	113,556
Charge for the year	4,834	-	314	5,148
At 31 March 2019	75,696	-	43,008	118,704
NET BOOK VALUE:				
At 31 March 2019	**138,996**	**-**	**941**	**139,937**
At 31 March 2018	143,830	-	-	143,830

All assets are used directly for charitable purposes. Freehold property was revalued in 2013 by Besley Hill Estate Agents Limited on the basis of present condition and usage. The historical cost of the freehold property included in the valuation of £175,000 was £233,288.

9 DEBTORS

	2021	2020
	£	£
Debtors	**113,927**	32,416
Prepayments	**804**	782
	114,731	33,198

10 CREDITORS: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**130**	-
Accruals	**780**	780
Taxation and social security	**1,340**	-
Other creditors	**1,323**	696
Bad debt provision	**831**	
	4,403	1,476

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Fixed Assets	139,937	-	**139,937**
Current Assets	298,323	70,725	**369,048**
Current Liabilities	(5,603)	(10,000)	**(15,603)**
	432,657	60,725	**493,382**

12 TOTAL FUNDS

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
Unrestricted funds:					
General funds	362,614	77,992	(7,948)	-	432,657
Designated funds	-	-	-	-	-
	362,614	**77,992**	**(7,948)**	**-**	**432,657**

Restricted funds:	Balance b/fwd	Income	Expenditure	Transfers	Fund c/fwd
	£	£	£	£	£
AWP - Funded Placements (a)	11,960	156,700	(153,757)	-	14,903
Second Steps (b)	-	33,917	(33,917)	-	-
Bristol Impact Fund - Jabari Project (c)	9,914	35,364	(35,364)	-	9,914
Bristol Impact Fund - Weaver Bird Projec	-	9,780	(9,780)	-	-
Tudor Trust (e)	-	2,000	(2,000)	-	-
Tudor Trust - Yellow Bird (f)	12,437	30,000	(30,000)	-	12,437
NHS COVID-19 Crisis Response (g)	-	50,000	(26,529)	-	23,471
	34,312	**317,760**	**(291,347)**	**-**	**60,725**
Total	396,925	395,752	(299,295)	-	493,382

(a) **Bristol Mental Health** - Overseen by the Bristol Clinical Commissioning Group and led by Avon & Wiltshire Mental Health Partnership NHS Trust, Nilaari along with several other public and voluntary sectors mental health service providers, employ three Recovery Navigators, in three geographic assessment and recovery teams across the city. These teams provide local psychosocial interventions, focusing on supporting individuals to build resilience and improve wellbeing.

12 TOTAL FUNDS (Continued)

(b) **Golden Key Program -** In partnership with Second Step, we have been working with the Independent Futures advisory group (IF Group): people with personal experience of prison, homelessness, long-term mental health problems and drug and alcohol dependency. The IF group's vision, ideas and feedback have guided the project from design and delivery to review. We have worked to enable clients who are struggling and feel locked out of services to find new ways to get the help they need to build on their strengths, pursue their hopes and change their lives.

(c) **Bristol Impact Fund - Jabari Men's Project** - The Jabari project works directly with adult males who have a history of mental health issues and/or offending behaviour. The project offers culturally appropriate psychosocial interventions to help them engage with and access talking therapies and other primary mental health provision. As part of the Jabari programme we devised a six-week course called 'Grounded', for men in the community who wanted the space to explore issues relating to communication or relationships, reducing social isolation and improving well-being. ABC charity paid £15,000 to fund Jabari work. The final year funding from BCC Impact has tapered down and the ABC charity has funded the continuation of the project for a further year.

(d) **Bristol Impact Fund - Weaver Bird Project** - The project supports BAME migrant women, including refugees and asylum seekers who live in Bristol and who have mental health needs. By supporting the women to create their own network where they can express their feelings, seek timely help from mental health services will help them turn their lives around, make better choices and in turn lift their low moods and depressions.

(e) **Tudor Trust** - This restricted grant is to pay for support, supervision, mentoring or counselling, or for individual wellbeing activities, that will help address people's stress and exhaustion. Or it might be about bringing the team together to support each other, to decompress, reflect and recharge, or to reconnect while enjoying each other's company.

(f) **Tudor Trust - Yellow Bird** - The Yellow Bird Project aims to provide a range of intensive interventions for women aged 25 years and above with mental health issues who have perhaps struggled to engage with help in the past. As well as one to one support Yellow Bird runs groups, workshops and a weekly drop to enable women to build their confidence, resilience, self esteem and wellness. This project has been funded by the Tudor Trust.

(g) **NHS COVID-19 Crisis Response** - Through BNSSG's COVID-19 Business Case, funding has been identified (£50,000) to increase the provision of culturally informed and BAME-led mental health services for people across BNSSG. Below details how this funding will be used. Funding is allocated to Nilaari, a Black, Asian and Minority Ethnic (BAME) led community-based charity that delivers culturally appropriate and responsive emotional wellbeing and mental health support. In partnership Nilaari will work to offer accessible, culturally informed mental health support for people from Bristol, North Somerset and South Gloucestershire's Black, Asian and Minority Ethnic communities.