

HILLSIDE CLUBHOUSE

England & Wales · Charity number 1080735

Details

Status Registered

Legal form Charitable company

Company number [03912530](#)

Registered 2000-05-16

Register [View on the Charity Commission register](#)

Contact

Address Unit A
30 North Road
London
N7 9GJ

Phone 02077006408

Email enquiries@hillsideclubhouse.org.uk

Website www.hillsideclubhouse.org.uk

Activities

Objects: THE OBJECTS OF THE COMPANY ARE TO RELIEVE THE NEEDS OF INDIVIDUALS SUFFERING FROM MENTAL OR PHYSICAL ILLNESS OR IMPAIRMENT OF ANY DESCRIPTION, IN PARTICULAR BUT NOT EXCLUSIVELY BY PROVIDING, OR ASSISTING IN THE PROVISION OF, PSYCHO-SOCIAL REHABILITATIVE SERVICES IN ORDER THAT THOSE INDIVIDUALS MAY REGAIN THEIR CONFIDENCE AND SKILLS

Activities: Rehabilitation and assistance of adult individuals disabled by mental or physical illness

Classification

- **How:** Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** People With Disabilities

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,797,354	£1,783,399	£1,272,644	63
2024-03-31	£1,529,256	£1,366,345	£1,258,689	50
2023-03-31	£1,086,580	£1,111,418	£1,095,778	33
2022-03-31	£1,146,394	£1,121,595	£1,120,617	30
2021-03-31	£1,120,661	£1,117,001	£1,095,818	29

Trustees

Name	Role	Appointed
DEAN VICTOR BARRETT	Chair	
ANGELA CHRISTIE		
Christina Elizabeth Morton		2015-11-11
Geoffrey Sanford		2019-02-20
Johanna Mair Cooke		2019-02-20
SEKIP ESEN RENDE		2011-10-19

HILLSIDE CLUBHOUSE

England & Wales - Charity number 1080735

Accounts

Registered number: 03912530

England and Wales

Charity Number: 1080735



hillside clubhouse

ANNUAL REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

**ANNUAL REPORT AND ACCOUNTS
YEAR ENDED TO 31 MARCH 2025**

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HILLSIDE CLUBHOUSE

Legal & Administrative Information

Company number	-	03912530 (England and Wales)
Charity number	-	1080735
Trustees/Directors	-	D Barrett (Chairperson) A Christie S Rende C Morton J Cooke G Sanford K Wah Yip – resigned 15 November 2025
Company secretary	-	A Di Mascio
Registered office and Operational address	-	Unit A 30 North Road London N7 9GJ
Auditors	-	Simpson Wreford LLP Chartered Accountants & Registered Auditors Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

The Trustees present their report and the audited financial statements for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with accounting policies set out in the notes to the accounts, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are to relieve the needs of individuals suffering from mental or physical illness or impairment of any description, in particular but not exclusively by providing, or assisting in the provision of, psycho-social rehabilitative services in order that those individuals may regain their confidence and skills.

Hillside Clubhouse is a collaborative, coproduced organisation that provides a service for people with mental health conditions in Camden and Islington who are unemployed or requiring support to retain employment. Staff within Hillside Clubhouse provide holistic, tailored support for people at their point of need. There are three main services available to members through Hillside Clubhouse. These are:

The Clubhouse: a physical space where members can participate in the work-ordered day and recovery project. Members are integral to the running of the Clubhouse and help with admin, marketing, website design, social media, business development and creative sessions. We also run our catering arm from the Clubhouse where members and staff prepare food for the public and private catering events. Mental Health Working Islington is a commissioned service providing IAG, training, active volunteering and employment support from the Clubhouse.

IPS employment: Camden and Islington residents who are under a community mental health team can access rapid and timely employment support. Employment specialists are integrated into clinical teams and work with an individual to find work that meets their interests and needs, support them into a role and offer in-work support.

EA in Talking Therapies: Camden and Islington residents who are under the Talking Therapies service can access advice and guidance from an employment advisor. The service supports people to find work and offers retention support for people who are already in employment and are finding their mental ill health is impacting on their job.

Through the services detailed above, Hillside Clubhouse supports and encourages people to have greater agency in their lives by developing and sharing skills, accessing training, gaining and retaining paid employment and feeling more confident and less isolated.

PUBLIC BENEFIT PROVIDED BY THE CHARITY

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

The company is a Charity and exists to provide rehabilitation and assistance to adults with a mental health condition.

SUMMARY OF MAIN DEVELOPMENTS AND ACHIEVEMENTS

Outlined below are the key successes and achievements for the financial year:

- Over the course of the year, Hillside Clubhouse worked with 1,575 different people; providing tailored, one-to-one, non-judgemental and individualised support.
- Hillside Clubhouse supported 199 unemployed people into employment and 169 people to retain their employment through a crisis. 279 people accessed the Clubhouse and 182 participated in the Recovery programme.
- 97% of members said they would recommend Hillside to a friend or family member who was struggling with their mental health.
- Members scored Hillside 4.78 out of 5 for overall satisfaction of the service and experience
- We set up a new community interest company, Hillside Trading CIC, to run two community cafes in mental health settings – Highgate East and Lowther Road. The first café to open was in the newly built Highgate East mental health hospital. We recruited a small team of paid staff, some of whom came from our Hillside community. The café provides an opportunity for members to volunteer in hospitality and catering roles, as well as tackling stigma associated with mental ill health.
- In November 2024 Hillside was awarded the Mayor of London award for Outreach and Engagement of Adults into Learning. Training is integral to the offer within the Clubhouse as we want to ensure all members feel equipped and able to contribute to the projects and coproduction of the charity. We work with Adult Community Learning and Working Men's College to achieve this.
- Hillside hosted a visit from Rachel Reeves and Alison McGovern, Minister for Employment. It was an opportunity to highlight the benefits and positive impact of dedicated and specialised employment support programmes, as well as the wider wrap-around offer of the Clubhouse and IAG teams.
- Staff and members marched at London Pride for the second time, to celebrate our LGBTQI+ members and allies.
- This year we held our largest Black History Month celebrations to date. A range of activities over a number of weeks culminated in an afternoon of food, stories, music, art and celebration.
- Hillside partnered with SOAS and Learning Connected to host a Research Fellow for three months. Focusing specifically on race equity, the Fellow worked with Hillside to investigate reasons why some people and communities don't access mental health services, and how we can work to make services more equitable.
- This year we saw our largest income generation from the catering team, who generated over £41,000.

There have also been a number of challenges throughout the year:

- Hillside sadly lost the Camden mental health employment support contract in a competitive retendering process. This will impact Hillside's reach and scale of work from May 2025, limiting us to only supporting Islington residents.

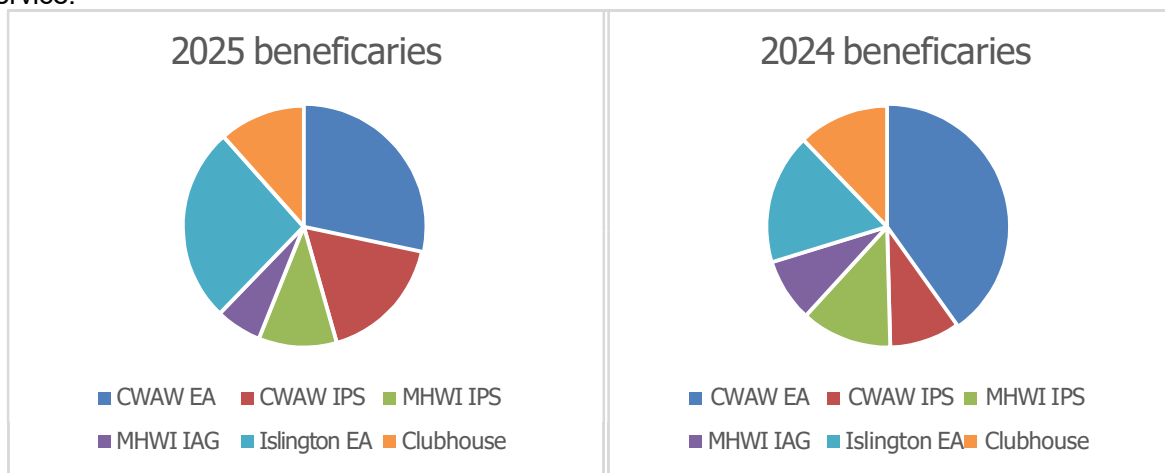
HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

- The additional investment in IPS was welcomed, but presented a challenge in terms of recruiting and training new staff whilst managing an existing team, with some teams nearly doubling in size.
- There were delays in opening the community cafes at Highgate East and Lowther Road whilst repairs at the sites were completed. Additionally, Hillside set up and established an entirely new entity, Hillside Trading CIC, which took longer than expected.

OUTCOMES

Throughout the course of the year Hillside Clubhouse had 1,575 (2024: 1,033; 2023: 608) different people engage in its services. The chart below outlines the number of people supported by each service:



IMPACT

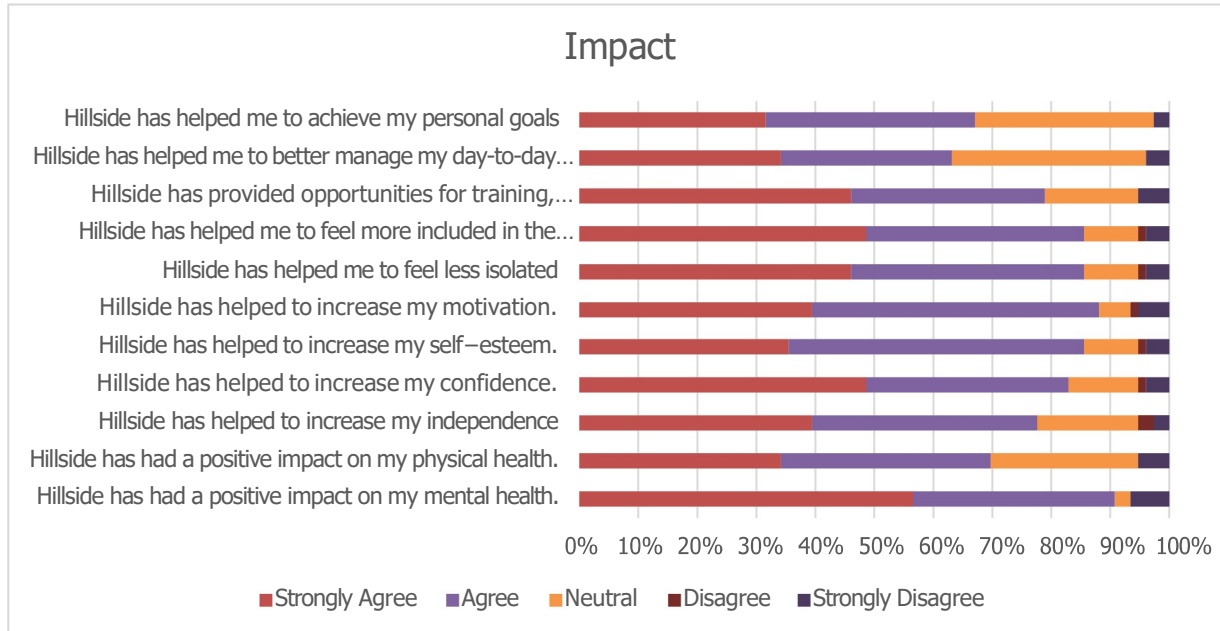
Every year we do an annual evaluation of our services and ask members to feedback anonymously on their experiences at Hillside Clubhouse. A selection of the feedback is below:

- “The people are very friendly and it feels like my community.”
- “The staff I work with are attentive, understanding and encouraging.”
- “The staff always treat me as an adult but are gentle with me on days when I feel timid in a way that doesn’t make me feel embarrassed.”
- “Hillside has helped me to have a better relationship with my family and helped me to find and keep a job.”
- “They make my life better and more meaningful.”
- “I’m extremely appreciative... as hillside have made me feel a member of society.”
- “I would be lost without Hillside. The care is incredible and the community priceless.”

HILLSIDE CLUBHOUSE

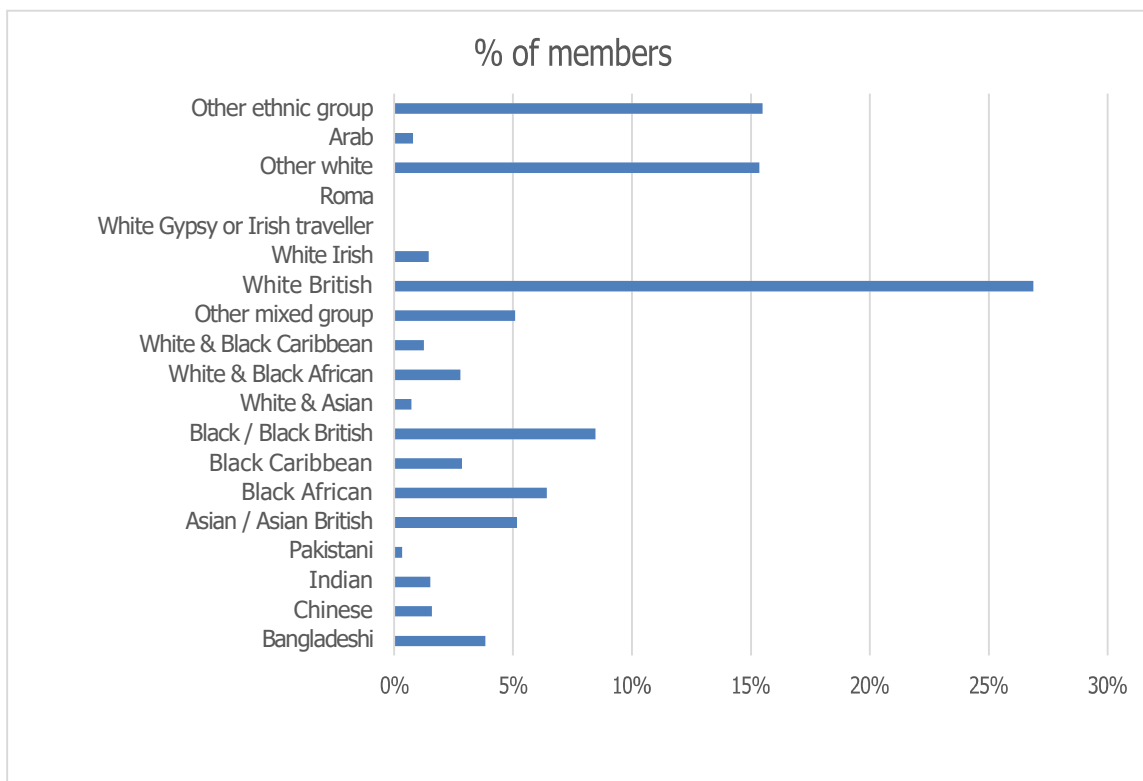
REPORT OF THE TRUSTEES – 31 MARCH 2025

The below chart outlines the impact coming to Hillside has had on people's wellbeing:



BENEFICIARIES

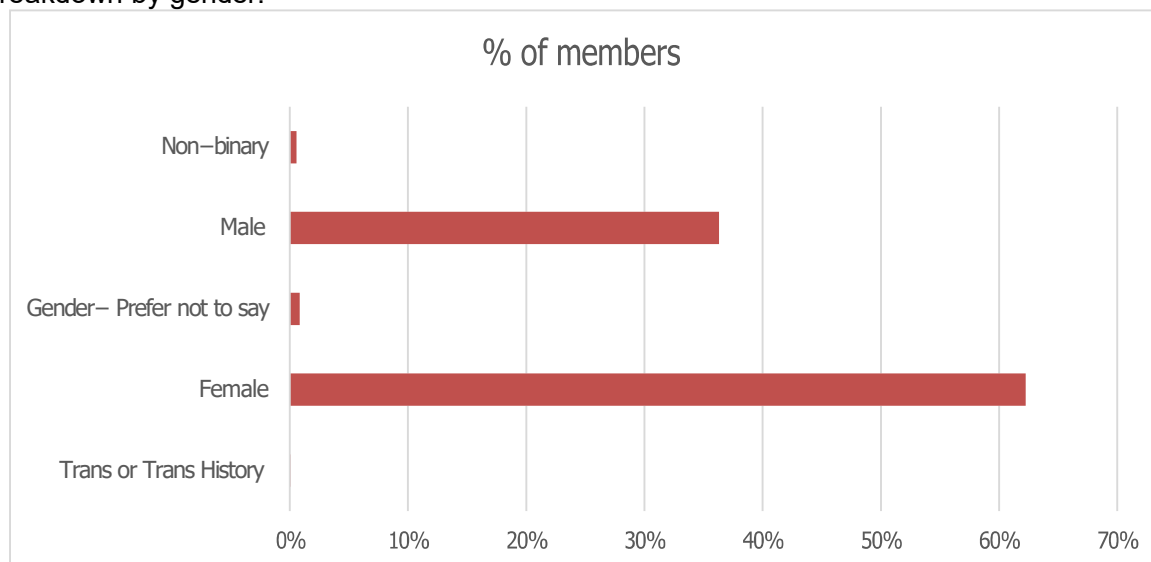
Breakdown by ethnicity within the Clubhouse:



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

Breakdown by gender:



LOOKING AHEAD

Hillside Clubhouse's plans for 2025/26 and beyond include:

- Opening Lowther Road Community Café
- Exploring partnership opportunities with other local VCFSE organisations
- Retendering for the mental health employment support programme in Islington and neighbouring boroughs

GOVERNING DOCUMENT

Hillside Clubhouse Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 6 December 1999 (as amended from time to time). It is registered as a charity with the Charity Commission (number: 1080735).

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The Directors of the Company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee.

There is a trustee recruitment policy and new trustees are appointed on the basis of skills needed by the Board. Recruitment takes place through word of mouth, advertising through local bulletins and newsletters, through networking events, in newspapers and by mailouts as and when new trustees are needed.

There is an induction and training policy for trustees and all board members have role descriptions. New trustees receive a thorough induction which includes a visit to the Clubhouse, meeting with the Executive Director, attendance at a board meeting as an observer and notes of the last three board meetings. All trustees are required to sign a declaration of commitment and

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

qualification for trusteeship and a signed declaration of any interest in the Charity. Trustees have access to training and development opportunities with local voluntary action councils.

REFERENCE AND ADMINISTRATIVE DETAILS

The trustees delegate day-to-day management of the Charity to Anna Di Mascio, Interim Executive Director.

RISK MANAGEMENT

The trustees maintain a comprehensive risk register and action plan to minimise risks. This is reviewed on an annual basis.

Where appropriate, systems of procedures have been established to mitigate and minimise identified risks the charity faces by implementation of procedures such as the authorization of transactions and projects, levels of authorization, etc. Procedures are in place to ensure compliance with all statutory requirements, including employment law and the health and safety of staff at work. A risk assessment is carried out for all members and beneficiaries. A safeguarding policy is in place and staff have regular safeguarding training. Disclosure and Barring Service checks are carried out on all staff and volunteers who are likely to come into contact with vulnerable adults.

ORGANISATIONAL STRUCTURE

Hillside Clubhouse has a trustee board of no more than 12 persons and not less than four persons. The trustees, as directors are responsible for the overall policy and meet on average every six to eight weeks. Other ad hoc committees are convened as and when required. The board of trustees is responsible for overall policy but much of the day-to-day activity is conducted by individuals to whom it delegates authority.

Day-to-day responsibility is delegated to the Executive Director who has responsibility for the overall strategy and direction of the organisation and associated operational Directors who have responsibility for day-to-day operational matters. There is a Director of Clubhouse Operations and a Director of IPS and ES. There are four operational managers, two for IPS, and two for EA in Talking Therapies and two senior staff in IAG and the Clubhouse Recovery team.

There were a maximum of 33 other members of staff who were responsible for delivery of Hillside services to members in this year.

EQUALITY AND DIVERSITY AND SERVICE USER INVOLVEMENT

The trustees apply a thorough and robust approach to equality and diversity. In addition to operating a general equal opportunities policy, equal opportunities and diversity run through all strands of Hillside Clubhouse's policies, procedures, activities and monitoring and evaluation. This is further enhanced by member (service user) involvement running through all aspects of the Clubhouse's activities, delivery, management and planning. As a result of this Hillside Clubhouse's current demographic makeup in terms of ethnicity and culture continues to be higher than the local demographic averages, both in terms of staffing and membership.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

FINANCIAL REVIEW

Going forward the charity has planned prudently to ensure that financial risks are mitigated.

We have reviewed our fundraising strategy and have five areas of focus; diversification of income; expansion of the catering; developing our consultancy and training offer; securing future IPS contracts; and developing our impact measurement and evaluation techniques.

The principal sources of funding are explained in Note 14 to the accounts and all of these funds contribute towards the Charity's aim of enabling Hillside Clubhouse members to lead more fulfilling lives, develop skills, gain employment and become more socially included in their communities.

At year end a surplus on general funds of £14,457 was held. The reason for the significant decrease in surplus compared to 2024 was due to additional wage costs for the year, in addition to an increase in administrative and premises costs.

The main sources of income during this period were: service level agreements and contracts with local authorities and grants. Smaller amounts of income were self-generated, including some external catering income.

The financial position is sound at year end and the organisation planned its budget for the next financial year during this period.

Designated reserves are held and are explained below.

RESERVES POLICY

The trustees have examined the charity's requirements for reserves in light of the main risks to the charity. £729,221 is held in designated reserves. This is made up of £25,000 in a property refurbishment fund, £24,000 in a redundancy reserve fund, with the remaining £680,221 as a contingency fund. At year end, £528,806 was held in a restricted capital fund and £14,617 in restricted funds.

UNRESTRICTED RESERVES

While the current financial picture is healthy the Charity continues to be mindful of the current financial climate.

Trustees have carefully and prudently planned for contingencies with the aim of building up the unrestricted reserve to equate to a readily realisable amount equivalent to six months' current turnover.

This reserve currently stands at £729,221, which equates to five months' running costs at current levels.

The Trustees continue to plan to mitigate any potential risks which include:

- less income from catering and retail outlets

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REPORT OF THE TRUSTEES – 31 MARCH 2025

- short-term nature of contracts and less margin for full cost recovery on contracts
- risks on payment by results contracts
- the difficulties of securing core funding for the Clubhouse.

Given the nature of our work with vulnerable people, the Trustees feel that if funding was lost and the organisation needed to refigure or wind down services, we would need to allow enough time to prepare people to move on and find alternative support, and that period would be at least six months.

CAPITAL ASSET (PROPERTY RESERVE)

While this is presented as part of the Charity's reserves it is in practice money tied up in the new building (which we purchased). The funds could only be realised on sale of the building. It is therefore not money which is readily accessible or available to the Charity.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

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

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

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

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2025

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

Simpson Wreford LLP were appointed as Independent auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by charities and with the small company regime (section 419 (2)) of the Companies Act 2006.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Signed on behalf of the board of Trustees/directors on 18 December 2025.

Dean Barrett

DeanBarrett (D e c 31 2 0 2 5 10:56:13 GMT).....D Barrett - Chairperson

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of Hillside Clubhouse ('the charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom accounting standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable legal requirements.

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2025

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 9 – 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, data protection and FCA regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2025

- alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditor
Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London SE18 6SS

Dated:

HILLSIDE CLUBHOUSE

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Designated Funds	Restricted Funds	Capital Restricted Funds (Stone Family & Tudor Trust)	Total Funds	Total Funds
		2025	2025	2025	2025	2025	2024
	Notes	£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	2	250,776	-	32,250	-	283,026	222,316
Investments		11,653	-	-	-	11,653	10,076
Charitable activities	3	1,502,675	-	-	-	1,502,675	1,296,864
Total		1,765,104	-	32,250	-	1,797,354	1,529,256
Expenditure on:							
Raising funds		13,375	-	-	-	13,375	13,375
Charitable Activities		1,649,253	-	27,581	5,171	1,682,005	1,335,424
Other		88,019	-	-	-	88,019	17,546
Total	4	1,750,647	-	27,581	5,171	1,783,399	1,366,346
Net income / (expenditure)		14,457	-	4,669	(5,171)	13,955	162,910
Transfers between funds		(14,457)	14,457	-	-	-	-
Net movement in funds	13	-	14,457	4,669	(5,171)	13,955	162,911
Reconciliation of Funds							
Total Funds brought forward		-	714,764	9,948	533,977	1,258,689	1,095,778
Total Funds carried forward		-	729,221	14,617	528,806	1,272,644	1,258,689

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources expended derive from continuing activities.

The notes on pages 17 to 26 form part of these financial statements.

HILLSIDE CLUBHOUSE
BALANCE SHEET AT 31 MARCH 2025

	Notes	2025	2024
		£	£
FIXED ASSETS			
Tangible assets	9	530,254	533,977
CURRENT ASSETS			
Stock		1,000	1,000
Debtors	10	368,368	455,093
Cash at bank and in hand		<u>566,252</u>	<u>500,266</u>
		935,620	956,359
CREDITORS			
Amounts falling due within one year	11	<u>54,559</u>	<u>83,583</u>
NET CURRENT ASSETS		881,061	872,776
CREDITORS			
Amounts falling due beyond one year	12	138,671	148,064
NET ASSETS		<u>1,272,644</u>	<u>1,258,689</u>
FUNDS			
Unrestricted		-	-
Unrestricted - designated		729,221	714,764
Restricted- capital		528,806	533,977
Restricted		14,617	9,948
TOTAL FUNDS	13	<u>1,272,644</u>	<u>1,258,689</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 14 to 26 were approved by the Trustees on 18 December 2025 and signed on their behalf by:

Dean Barrett

D Barrett (Chairperson) Dean Barrett (18/12/2025 10:56:13 GMT)
Company number: 03912530 (England & Wales)

HILLSIDE CLUBHOUSE

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDING 31 MARCH 2025

	Notes	2025 £	2024 £
Cash used in operating activities	19	<u>56,505</u>	<u>56,881</u>
Cash flows from investing activities			
Interest income		11,653	10,076
Purchase of tangible fixed assets		(2,172)	-
Cash used in investing activities		<u>9,481</u>	<u>10,076</u>
Increase in cash and cash equivalents in the year		65,986	66,957
Cash and cash equivalents at the beginning of the year		500,266	433,309
Total cash and cash equivalents at the end of the year		<u><u>566,252</u></u>	<u><u>500,266</u></u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Hillside Clubhouse is a company limited by guarantee, incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit A, 30 North Road, London, N7 9GJ, which is also the principal place of business.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2025 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2025 and the results for the year ended on that date.

Hillside Clubhouse meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charity's objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

(c) Incoming resources

Income represents grants, donations receivable and other sundry income receivable in the year ended 31 March 2025. All income is recognised over the period in which it relates to, following the accruals method. Grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when received or when they are receivable. Depreciation on the leasehold property is charged against the appropriate capital fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

(d) Resources expended

Resources expended are recognised in the year in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Charitable activities costs include the direct cost of providing services, as well as a share of overheads.

Other costs include the cost of compliance with the charity's constitutional and statutory requirements.

The cost of generating funds relates to the costs incurred by the charity in raising funds for charitable work.

Depreciation on capital items is charged to the appropriate capital fund.

(e) Tangible fixed assets

Fixed assets are valued at cost, with impairment reviews performed annually. It is the policy of the company to provide depreciation at the following annual rate in order to write off each asset over its estimated useful economic life.

Leasehold property	-	Straight line over the 125-year duration of the lease
Integral features	-	Straight line over 50 years
Fixtures and equipment	-	20% on cost
Computer equipment	-	33.33% on cost

The Trustees have decided not to capitalise any item of equipment costing less than £500.

(f) Restricted funds

Restricted funds are to be used for specific purposes as lay down by the donor. Expenditure which meets these criteria is charged to the fund.

(g) Capital funds

Capital funds are restricted funds used to purchase capital items. Depreciation on the capital items is charged against the appropriate capital fund.

(h) Designated funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

(i) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

(j) Creditors and provisions

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

(k) Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable.

(l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(n) Financial instruments

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

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

2. VOLUNTARY INCOME

	Unrestricted 2025	Restricted 2025	Capital 2025	Total 2025	Total 2024
	£	£	£	£	£
Grant income					
Anonymous Donation	-	-	-	-	10,000
Awards for All	19,327	-	-	19,327	
City Bridge Trust	53,938	-	-	53,938	47,700
Cripplegate Catalyst	-	2,250	-	2,250	4,500
Drapers Charitable Fund	5,000	-	-	5,000	-
Garfield Weston	-	-	-	-	10,000
Glasspool Trust	-	30,000	-	30,000	-
Govia Thameslink Rail	10,000	-	-	10,000	-
Southern Housing	-	-	-	-	5,500
Stone Family Trust	140,700	-	-	140,700	134,000
Taurus Foundation	10,000	-	-	10,000	-
Donations	6,509	-	-	6,509	929
Fundraising	1,538	-	-	1,538	620
Other	3,764	-	-	3,764	9,067
	<u>250,776</u>	<u>32,250</u>	<u>-</u>	<u>283,026</u>	<u>222,316</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2025	Restricted 2025	Capital 2025	Total 2025	Total 2024
	£	£	£	£	£
Local authority service contracts					
Camden Work and Wellbeing	628,670	-	-	628,670	642,897
Islington MHW	486,149	-	-	486,149	262,032
Islington IAPT	262,000	-	-	262,000	193,593
Islington IPS	-	-	-	-	156,246
Islington VCS	15,000	-	-	15,000	-
Islington Giving	15,191	-	-	15,191	14,831
London Catalyst	-	-	-	-	1,500
Hillside CIC reimbursements	54,318	-	-	54,318	-
External catering	41,347	-	-	41,347	25,487
Food income	-	-	-	-	279
	<u>1,502,675</u>	<u>-</u>	<u>-</u>	<u>1,502,675</u>	<u>1,296,864</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

4. TOTAL RESOURCES EXPENDED

	Fundraising	Other	Charitable activities: <i>Employment and support</i>	Total	Total
	2025	2025	2025	2025	2024
	£	£	£	£	£
<i>Operational costs</i>					
Personnel costs	-	-	1,469,529	1,469,529	1,138,350
Premises costs	-	-	38,452	38,452	25,153
Direct operational costs	-	-	34,799	34,799	30,659
Depreciation	-	-	5,895	5,895	5,171
	-	-	1,548,675	1,548,675	1,199,332
<i>Support costs</i>					
Management costs	13,375	-	89,803	103,178	103,178
Accountancy and audit	-	6,120	-	6,120	8,756
Hillside CIC costs	-	54,318	-	54,318	-
Finance charges	-	-	12,298	12,298	12,854
IT expenses	-	-	16,603	16,603	15,690
Administrative costs	-	27,581	14,626	42,207	26,534
	13,375	88,019	133,330	234,724	167,013
	13,375	88,019	1,682,005	1,783,399	1,366,346

Fundraising costs are composed of 10% of management costs on the basis of estimated time spent by staff on grant applications.

5. STAFF COSTS

	2025	2023
	£	£
Staff costs were as follows:		
Salaries and wages	1,390,788	1,111,160
Social security costs	138,499	99,062
Pension	43,420	31,306
	<u>1,572,707</u>	<u>1,241,528</u>

The average number of staff employed during the year, based on a full time equivalent, was as follows: -

	2025	2023
Management	7	6
Recovery/ employment support workers	38	22
Senior staff	4	2
Bank staff	14	3
	<u>63</u>	<u>33</u>

There were no employees with emoluments above £60,000.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

6. RELATED PARTY TRANSACTIONS

No Trustees' expenses were reimbursed for during the year. There are no other related party transactions.

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2025	2024
	£	£
Auditors' remuneration - audit fee	6,120	8,756
Depreciation of owned assets	<u>5,895</u>	<u>5,171</u>

8. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. TANGIBLE FIXED ASSETS

Cost	Leasehold property £	Computer equipment £	Fixtures and equipment £	Total £
At 1 April 2024	604,605	22,678	17,609	644,892
Additions	-	2,172	-	<u>2,172</u>
At 31 March 2025	<u>604,605</u>	<u>24,850</u>	<u>17,609</u>	<u>647,064</u>
Depreciation				
At 1 April 2024	70,628	22,678	17,609	110,915
Charges	5,171	724	-	<u>5,895</u>
At 31 March 2025	<u>75,799</u>	<u>23,402</u>	<u>17,609</u>	<u>116,810</u>
Net book value				
At 31 March 2025	<u>528,806</u>	<u>1,448</u>	<u>-</u>	<u>530,254</u>
At 31 March 2024	<u>533,977</u>	<u>-</u>	<u>-</u>	<u>533,977</u>

The leasehold property has been pledged as security for the bank loan, further details provided in note 12.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

10. DEBTORS

	2025	2024
	£	£
Trade debtors	343,912	439,189
Prepayments and accrued income	17,311	11,140
Other debtors	7,145	4,764
Total	<u>368,368</u>	<u>455,093</u>

11. CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	16,199	39,395
Accruals and deferred income	20,490	29,791
Other creditors	8,527	6,065
Bank loans	<u>9,343</u>	<u>8,332</u>
Total	<u>54,559</u>	<u>83,583</u>

12. CREDITORS: amounts falling due after one year

	2025	2024
	£	£
Bank loans 2<5 years	45,125	41,084
Bank loans >5 years	<u>93,546</u>	<u>106,980</u>
	<u>138,671</u>	<u>148,064</u>

The bank loan is secured on the leasehold property. The total value secured as at 31 March 2025 is £148,026 (202 £156,396). £138,671 is included in creditors due after 1 year. £9,343 is included within creditors due within 1 year. A range of interest (5.95% to 8.95%) per annum is charged on the loan, which is payable by instalments.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

13. ANALYSIS OF INCOME AND EXPENDITURE BY FUND

	At 1 April 2024	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2025
	£	£	£	£	£
Restricted Funds					
Cripplegate Catalyst	594	2,250	1,609	1,187	2,422
Glasspool Trust	-	30,000	25,972	-	4,028
Islington Food Fund	2,667	-	-	-	2,667
London Catalyst	1,187	-	-	(1,187)	-
Southern Housing	5,500	-	-	-	5,500
Total Restricted Funds	9,948	32,250	27,581	-	14,617
Capital					
Tudor Trust Building fund	177,600	-	1,600	-	176,000
Stone Family	8,031	-	179	-	7,852
Awards for All	8,031	-	179	-	7,852
Property fund	340,315	-	3,213	-	337,102
Total Capital Funds	533,977	-	5,171	-	528,806
Total Restricted Funds	543,925	32,250	32,752	-	543,423
Unrestricted Funds					
General fund	-	1,765,104	1,750,647	(14,457)	-
Designated Funds					
Property refurbishment fund	25,000	-	-	-	25,000
Contingency fund	665,764	-	-	14,457	680,221
Redundancy reserve fund	24,000	-	-	-	24,000
Total Designated Funds	714,764	-	-	14,457	729,221
Total Unrestricted Funds	714,764	1,765,104	1,750,647	-	729,221
Total Funds	1,258,689	1,797,354	1,783,399	-	1,272,643

14. ANALYSIS OF UNRESTRICTED AND RESTRICTED FUNDS

Purposes of capital restricted funds

The Tudor Trust grant of £200,000 was given specifically for the purpose of purchasing the leasehold building which Hillside Clubhouse moved into in 2011. Depreciation is charged against this fund on a straight-line basis over 125 years.

The Awards for All grant and Stone Family grant were both given for the purpose of purchasing partitions.

Hillside elected to transfer £343,528 in 2023 from free reserves to Capital Designated funds, in order to reflect the valuation of the property as a fund pot. This is to provide clarity over the level of available funds the organization currently has access to.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

Purposes of designated funds

The property refurbishment fund is held separately for general future property repairs. The property reserve fund is shown separately to general reserves as this is the approximate amount of unrestricted reserves used in purchasing the new building and hence the fund has been set up for future depreciation charges. The redundancy reserve fund is held separately to general funds in case of the possibility of redundancies in the future. The Contingency fund contains approximately six months of income based on current levels in order to meet an unexpected call on funds, or to seize opportunities that may present themselves.

Purposes of revenue restricted funds

Balances on restricted funds represent unspent funds given specifically for individual projects. These balances will be carried forward and spent on each project in the following year. The purpose of each fund is as follows:-

- Cripplegate catalyst fund – small grants for members’ personal development
- Glasspool Trust – a grant aimed at helping frontline organisations that provide whole-person support to access and distribute grant funds to their service users and clients.
- Islington Food Fund – grant for the provision of weekly free hot meals
- Southern Housing – grant provided for development of community pantry

Sufficient resources are held in each fund to enable the funds to be applied in accordance with any restrictions.

15. NET ASSETS

	Capital Restricted Funds 2025 £	Revenue Restricted Funds 2025 £	Designated Funds 2025 £	General Funds 2025 £	Total Funds 2025 £
Tangible fixed assets	528,806	-	25,000	(23,552)	530,254
Net current assets	-	14,617	704,221	162,223	881,061
Long term liability	-	-	-	(138,671)	(138,671)
	<u>528,806</u>	<u>14,617</u>	<u>729,221</u>	<u>-</u>	<u>1,272,644</u>

16. OTHER PROFESSIONAL SERVICES PROVIDED BY AUDITORS

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements.

17. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge in the accounts represents contributions payable by the company to the fund and amounted to £43,420 (2024 £31,306). At 31 March 2025 £8,329 (2024 £5,423) was payable to the fund. Pension costs are allocated to funds based on the staff that are assigned to the specific fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2025

18. DEFERRED INCOME

Deferred income relates to grants received for which the charity has deferred into 2024/25. The deferred income of £24,271 relates to the grant from Islington Giving for £9,887, of which £4,944 has been deferred for the period 1 April 2024 – 30 September 2024, and the grant from Awards for All for £19,327 which has been deferred for the period 1 April 2025 – 31 March 2026.

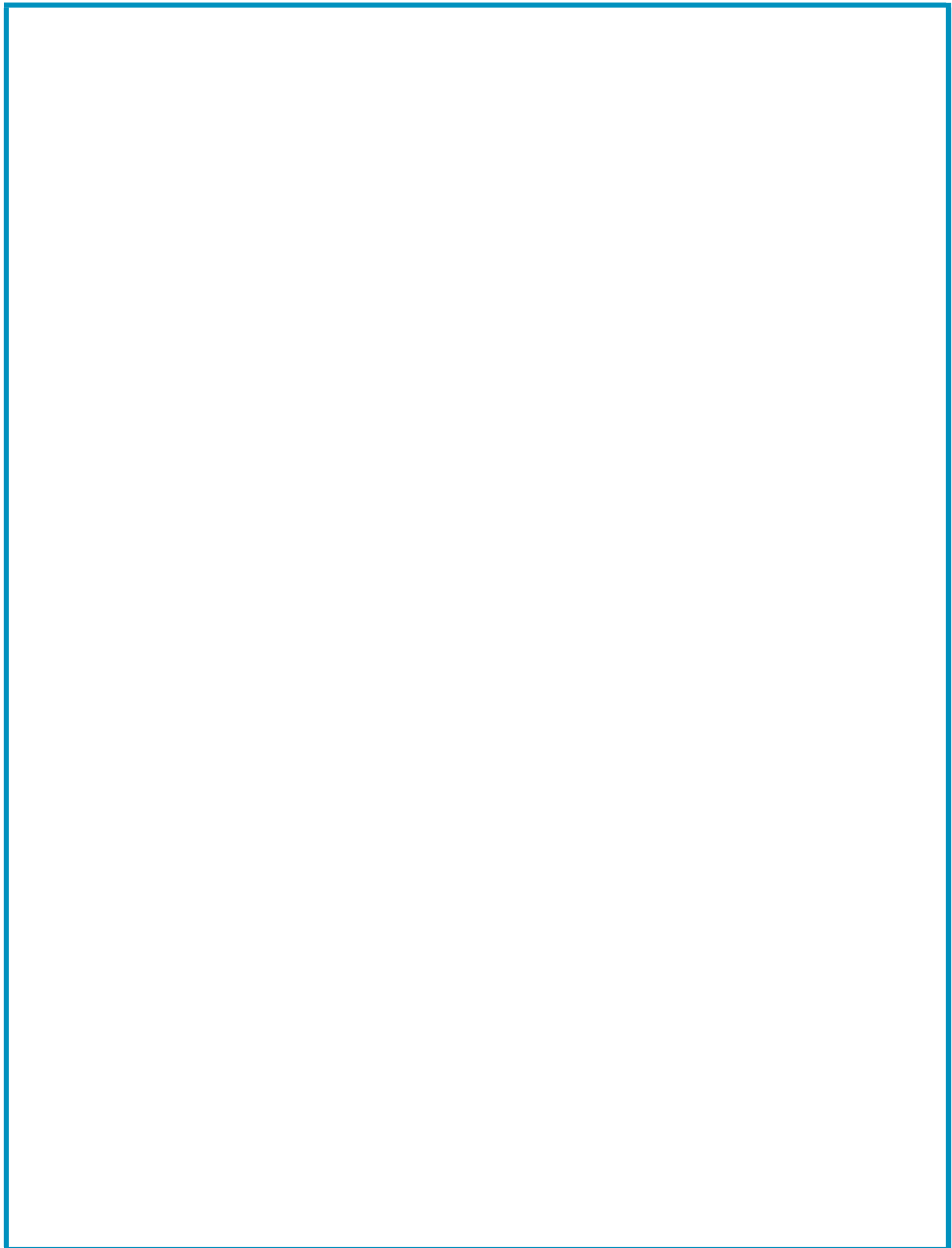
	Grants £
Balance as at 1 April 2024	24,271
Amount released to income earned from charitable activities	(24,271)
Amount deferred in the year	<u>13,950</u>
Balance as at 31 March 2025	<u>13,950</u>

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net movements in funds	13,955	162,911
Add back: Depreciation	5,895	5,171
Deduct: Interest shown in investing activities	(11,653)	(10,076)
Decrease/(increase) in debtors	86,725	(146,484)
(Decrease)/increase in creditors	(38,417)	45,360
	<u>56,505</u>	<u>56,881</u>

20. LIMITED LIABILITY

The Trustees of the company guarantee to contribute an amount not exceeding £1 each to the assets of the charity in the event of winding up.



HILLSIDE CLUBHOUSE

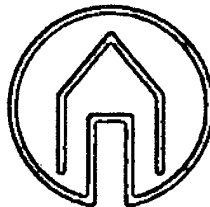
England & Wales - Charity number 1080735

Accounts

Registered number: 03912530

England and Wales

Charity Number: 1080735

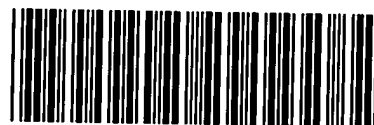


hillside clubhouse

ANNUAL REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

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COMPANIES HOUSE

**ANNUAL REPORT AND ACCOUNTS
YEAR ENDED TO 31 MARCH 2024**

Contents

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	Accounts comprising:
14	Statement of financial activities
15	Balance sheet
16	Statement of cashflows
17-26	Notes to the accounts

HILLSIDE CLUBHOUSE

Legal & Administrative Information

Company number	-	03912530 (England and Wales)
Charity number	-	1080735
Trustees/Directors	-	D Barrett (Chairperson) A Christie S Rende C Morton J Cooke G Sanford K Wah Yip
Company secretary	-	C Pymar
Registered office and Operational address	-	Unit A 30 North Road London N7 9GJ
Auditors	-	Simpson Wreford LLP Chartered Accountants & Registered Auditors Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

The Trustees present their report and the audited financial statements for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with accounting policies set out in the notes to the accounts, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are to relieve the needs of individuals suffering from mental or physical illness or impairment of any description, in particular but not exclusively by providing, or assisting in the provision of, psycho-social rehabilitative services in order that those individuals may regain their confidence and skills.

There are three main services available to members through Hillside Clubhouse. These are:

The Clubhouse: a physical space where member can participate in the work-ordered day and recovery project. Members are integral to the running of the Clubhouse and get involved with admin, marketing, website design, social media, business development and creative sessions. We also run our catering arm from the Clubhouse where members and staff prepare food for the public and private catering events. Mental Health Working Islington is a commissioned service providing IAG, training, active volunteering and employment support from the Clubhouse.

IPS employment: Camden and Islington residents who are under a community mental health team can access rapid and timely employment support. Employment specialists are integrated into clinical teams and work with an individual to find work that meets their interests and needs, support them into a role and offer in-work support.

EA in Talking Therapies: Camden and Islington residents who are under the Talking Therapies service can access advice and guidance from an employment advisor. The service supports people to find work and offers retention support for people who are already in employment and are finding their mental ill health is impacting on their job.

Through the services detailed above, Hillside Clubhouse supports and encourages people to develop and share skills, access training, gain paid employment and feel more confident and less isolated.

PUBLIC BENEFIT PROVIDED BY THE CHARITY

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

The company is a Charity and exists to provide rehabilitation and assistance to adults with a mental health condition.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

Hillside Clubhouse is a collaborative, coproduced organisation that provides a service for people with mental health conditions in Camden and Islington who are unemployed or requiring support to retain employment. Staff within Hillside Clubhouse provide holistic, tailored support for people at their point of need. Members can access IPS support if they are within secondary care, EA in Talking Therapies support if within primary care or skills/training/volunteering opportunities from the Clubhouse.

SUMMARY OF MAIN DEVELOPMENTS AND ACHIEVEMENTS

Outlined below are the key successes and achievements for the financial year:

- Over the course of the year, Hillside Clubhouse worked with 1,033 different people; providing tailored, one-to-one, individualised support.
- Hillside Clubhouse supported 149 unemployed people into employment and 154 people to retain their employment through a crisis. 214 people accessed the Clubhouse and 147 people were supported into volunteering roles.
- 86% of members said Hillside Clubhouse supported them to stay mentally well and 90% said they felt valued when engaging with Hillside.
- We were successful in our retender for the Mental Health Working Islington contract
- We were commissioned by Islington to deliver the EA in Talking Therapies service in the borough in July 2023. The service was set up to mirror the Hillside employment support offer in Camden.
- Both the Camden and Islington IPS services grew over the year, with additional investment from the local ICB.
- Hillside was successful in a reapplication to Islington Food Fund, for funding to allow us to distribute 50 free hot meals a week, and run cooking, sustainability and budgeting courses.
- In January 2024 Hillside launched the community pantry, in partnership with St. Giles Trust, Southern Housing and Hyde Housing. Based out of the old Hillside 'kiosk' the community pantry provides an alternative to food banks for local residents experiencing food poverty.
- We were successful in our application to Glasspool Flexible Fund for £30,000 a year to distribute as grants to local residents. The funding started in April 2024.
- Hillside's creative group partnered with Royal Academy, enabling Hillside members to access a range of community programmes and projects
- Staff and members marched at London Pride for the first time, to celebrate our LGBTQI+ members and allies
- The social media and newsletter group has built our online presence and following; doubling our followers from the beginning of the year
- Over the course of three months, Hillside ran a series of creative projects to celebrate and showcase figures throughout Black History. This culminated in an event displaying portraits and bags made by the members
- The catering made a profit for the first time, partnering with a series of local community groups and organisations to offer food provision in the holidays for school children

HILLSIDE CLUBHOUSE

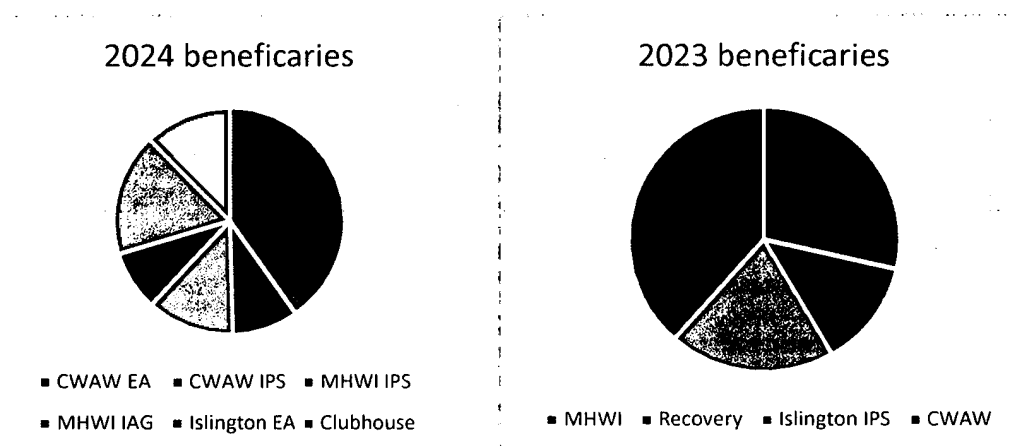
REPORT OF THE TRUSTEES – 31 MARCH 2024

There have also been a number of challenges throughout the year:

- The growth in IPS services has meant a lot of the year was spent recruiting new employment specialists, which meant delays in staff being on site and ready to offer a service. Primarily this is due to the lead-in time for new starters.
- The organisation moved from three access databases to one cloud-based system in June 2023. The move was gradual but presented challenges for the team in terms of learning a new system and way of working.
- As the staff team has continued to grow, the organisation has struggled with the lack of infrastructure required to support a larger team. The organisation team has grown by about a third, meaning there were more HR issues and we required more financial and administrative support
- Clubhouse projects have continued to grow in popularity; which has led to challenges in terms of available space and access to equipment

OUTCOMES

Throughout the course of the year Hillside Clubhouse had 1,033 (2023: 608) different people engage in its services. The chart below outlines the number of people supported by each service:



IMPACT

Every year we do an annual evaluation of our services and ask members to feedback anonymously on their experiences at Hillside Clubhouse. A selection of the feedback is below:

"Thank you for existing Hillside! Thank you for helping me to feel relaxed and giving me a place me a place to go to"

"I never knew the clubhouse existed, it's a brilliant space for all who engage in the activities, a safe and calming space which I am grateful for"

"I believe there should be a Hillside in every community and everyone should join"

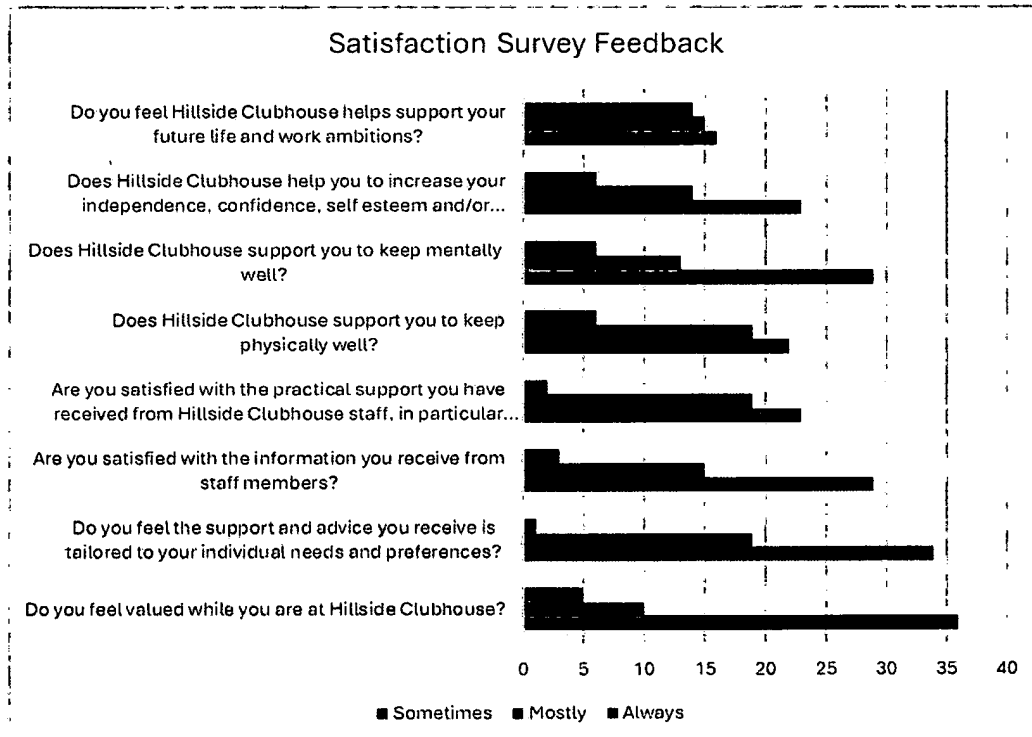
"[My support worker] communicates with me with respect, insight, understanding, compassion, and, above all, she treats me like the intelligent human being that I am"

"I feel human when I'm here."

HILLSIDE CLUBHOUSE

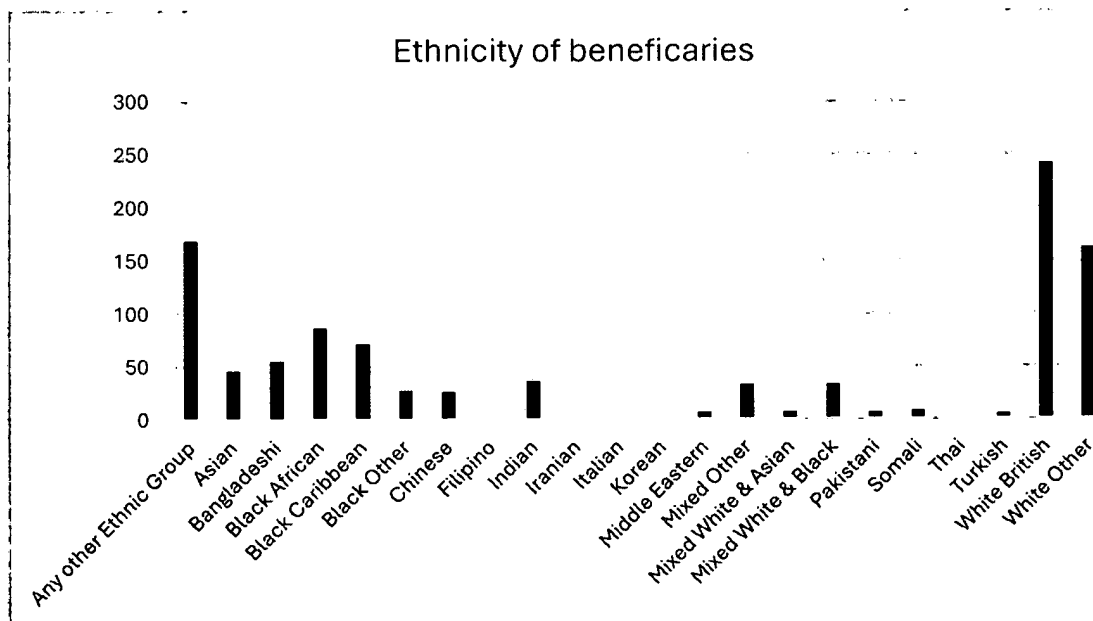
REPORT OF THE TRUSTEES – 31 MARCH 2024

The below chart outlines the impact coming to Hillside has had on people's wellbeing:



BENEFICIARIES

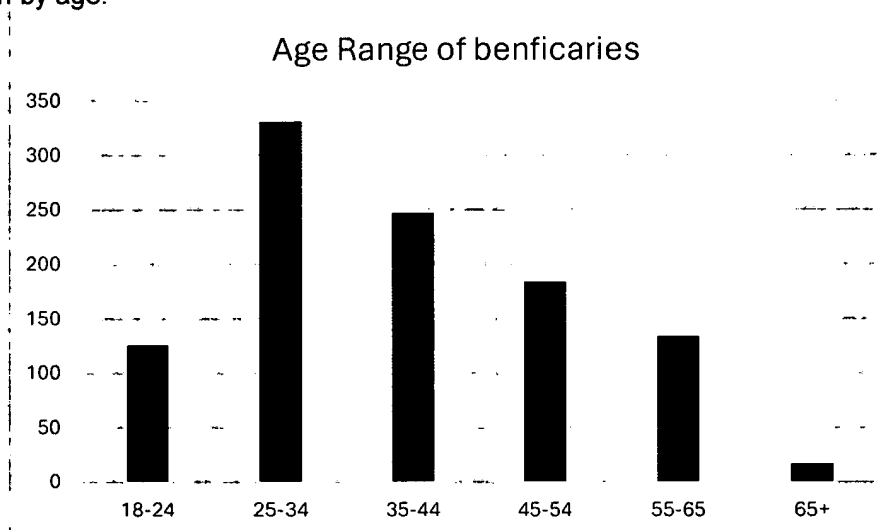
Breakdown by ethnicity within the Clubhouse:



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

Breakdown by age:



LOOKING AHEAD

Hillside Clubhouse's plans for 2024/25 and beyond include:

- Growing our catering operations to expand our external catering offer. Hillside is expected to launch two new cafes in partnership with the NHS Trust in Autumn 2024.
- Continued diversification of our funding to reduce our over-reliance on a small group of funders
- Embedding the new IPS roles within the clinical teams
- A focus on cultural competency and race equity to ensure our services are fully accessible to our community and continue to meet local needs
- Upskilling the staff team to feel confident in managing suicidal conversations and mental health first aid

GOVERNING DOCUMENT

Hillside Clubhouse Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 6 December 1999 (as amended from time to time). It is registered as a charity with the Charity Commission (number: 1080735).

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The Directors of the Company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee.

There is a trustee recruitment policy and new trustees are appointed on the basis of skills needed by the Board. Recruitment takes place through word of mouth, advertising through local bulletins and newsletters, through networking events, in newspapers and by mailouts as and when new trustees are needed.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

There is an induction and training policy for trustees and all board members have role descriptions. New trustees receive a thorough induction which includes a visit to the Clubhouse, meeting with the Executive Director, attendance at a board meeting as an observer and notes of the last three board meetings. All trustees are required to sign a declaration of commitment and qualification for trusteeship and a signed declaration of any interest in the Charity. Trustees have access to training and development opportunities with local voluntary action councils.

REFERENCE AND ADMINISTRATIVE DETAILS

The Trustees delegate day-to-day management of the Charity to Catherine Pymar, Executive Director.

RISK MANAGEMENT

The trustees maintain a comprehensive risk register and action plan to minimise risks. This is reviewed on an annual basis.

Where appropriate, systems of procedures have been established to mitigate and minimise identified risks the charity faces by implementation of procedures such as the authorisation of transactions and projects, levels of authorisation etc. Procedures are in place to ensure compliance with all statutory requirements including employment law and the health and safety of staff at work. A risk assessment is carried out for all members and beneficiaries. A safeguarding policy is in place and staff have regular safeguarding training. Disclosure and Barring Service checks are carried out on all staff and volunteers who are likely to come into contact with vulnerable adults.

ORGANISATIONAL STRUCTURE

Hillside Clubhouse has a trustee board of no more than 12 person and not less than four persons. The trustees, as directors are responsible for the overall policy and meet on average every six-eight weeks. Other ad hoc committees are convened as and when required. The board of trustees are responsible for overall policy but much of the day-to-day activity is conducted by individuals to whom it delegates authority.

Day to day responsibility is delegated to the Executive Director who has responsibility for the overall strategy and direction of the organisation and associated operational Directors who have responsibility for day to day operational matters. There is a Director of Clubhouse Operations and a Director of IPS and ES. There are five operational managers, two for Camden Work and Wellbeing, and two for Mental Health Working Islington, and one for IAG.

There were a maximum of 28 other members of staff who were responsible for delivery of Hillside services to members in this year.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

EQUALITY AND DIVERSITY AND SERVICE USER INVOLVEMENT

The trustees also apply a thorough and robust approach to equality and diversity. In addition to operating a general equal opportunities policy, equal opportunities and diversity run through all strands of Hillside Clubhouse's policies, procedures, activities and monitoring and evaluation. This is further enhanced by member (service user) involvement running through all aspects of the Clubhouse's activities, delivery, management and planning. As a result of this Hillside Clubhouse's current demographic makeup in terms of ethnicity and culture continues to be higher than the local demographic averages both in terms of staffing and membership.

FINANCIAL REVIEW

Going forward the Charity has planned prudently to ensure that financial risks ahead are mitigated.

We have reviewed our fundraising strategy and have five areas of focus; diversification of income; expansion of the catering; developing our consultancy and training offer; securing future IPS contracts and developing our impact measurement and evaluation techniques.

The principal sources of funding are explained in Note 14 to the accounts and all of these funds contribute towards the Charity's aim of enabling Hillside Clubhouse members to lead more fulfilling lives, develop skills, gain employment and become more socially included in their communities.

At year end a surplus on general funds of £162,910 was held. This was primarily due to additional investment from the local authority for our employment support work with people with a severe mental illness.

The main sources of income during this period were: service level agreements and contracts with local authorities and grants. Smaller amounts of income were self generated including some external catering income.

The financial position is sound at year end and the organisation planned its budget for the next financial year during this period.

Designated reserves are held and are explained below.

RESERVES POLICY

The trustees have examined the charity's requirements for reserves in light of the main risks to the charity. £714,764 is held in designated reserves. This is made up of £25,000 in a property refurbishment fund, £24,000 in a redundancy reserve fund and the remaining £665,764 is contingency funds. At year end, £533,977 was held in a restricted capital fund and £9,948 in restricted funds.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

UNRESTRICTED RESERVES

While the current financial picture is healthy the Charity continues to be mindful of the current financial climate.

Trustees have carefully and prudently planned for contingencies with the aim of building up the unrestricted reserve to equate to a readily realisable amount equivalent to six months current turnover.

This reserve currently stands at £714,764 which equates to five months running costs at current levels.

The Trustees continue to plan to mitigate any potential risks which include:

- less income from catering and retail outlets
- short term nature of contracts and less margin for full cost recovery on contracts
- given the nature of our work with vulnerable people the Trustees feel that if funding was lost and the organisation needed to refigure or wind down services that we would need to allow enough time to prepare people to move on and support and that period would therefore entail at least six months.
- Risks on payment by results contracts
- The difficulties of securing core funding for the Clubhouse.

CAPITAL ASSET (PROPERTY RESERVE)

While this is presented as part of the Charity's reserves it is in practice money tied up in the new building (which we purchased). The funds could only be realised on sale of the building. It is therefore not money which is readily accessible or available to the Charity.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2024

- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

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

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

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

Simpson Wreford LLP were appointed as Independent auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by charities and with the small company regime (section 419 (2)) of the Companies Act 2006.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Signed on behalf of the board of Trustees/directors on 3 December 2024.


Dean Barrett, (Dec 18, 2024 11:42 GMT) ... D Barrett - Chairperson

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2024

Opinion

We have audited the financial statements of Hillside Clubhouse ('the charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom accounting standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable legal requirements.

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2024

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 9 – 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, data protection and FCA regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2024

- alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditor
Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London SE18 6SS

Dated: 17 December 2024

HILLSIDE CLUBHOUSE

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Designated Funds	Restricted Funds	Capital Restricted Funds (Stone Family & Tudor Trust)	Total Funds	Total Funds
		2024	2024	2024	2024	2024	2023
	Notes	£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	2	212,316	-	10,000	-	222,316	235,921
Investments		10,076	-	-	-	10,076	2,281
Charitable activities	3	1,295,364	-	1,500	-	1,296,864	848,377
Total		1,517,756	-	11,500	-	1,529,256	1,086,579
Expenditure on:							
Raising funds		13,375	-	-	-	13,375	12,944
Charitable Activities		1,320,342	-	9,911	5,171	1,335,424	1,092,954
Other		17,546	-	-	-	17,546	5,520
Total	4	1,351,263	-	9,911	5,171	1,366,346	1,111,418
Net income / (expenditure)		166,493	-	1,589	(5,171)	162,910	(24,839)
Transfers between funds		(166,493)	166,493	-	-	-	-
Net movement in funds	13	-	166,493	1,589	(5,171)	162,911	(24,839)
Reconciliation of Funds							
Total Funds brought forward		-	548,271	8,359	539,148	1,095,778	1,120,617
Total Funds carried forward		-	714,764	9,948	533,977	1,258,689	1,095,778

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources expended derive from continuing activities.

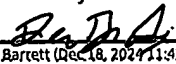
The notes on pages 17 to 26 form part of these financial statements.

HILLSIDE CLUBHOUSE
BALANCE SHEET AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	9		533,977		539,148
CURRENT ASSETS					
Stock		1,000		1,000	
Debtors	10	455,093		308,609	
Cash at bank and in hand		<u>500,266</u>		<u>433,308</u>	
		956,359		742,917	
CREDITORS					
Amounts falling due within one year	11	<u>83,583</u>		<u>30,121</u>	
NET CURRENT ASSETS			872,776		712,796
CREDITORS					
Amounts falling due beyond one year	12		148,064		156,166
NET ASSETS			<u>1,258,689</u>		<u>1,095,778</u>
FUNDS					
Unrestricted			-		-
Unrestricted - designated			714,764		548,271
Restricted- capital			533,977		539,148
Restricted			9,948		8,359
TOTAL FUNDS	13		<u>1,258,689</u>		<u>1,095,778</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 14 to 26 were approved by the Trustees on 3 December 2024 and signed on their behalf by:

D Barrett (Chairperson) 
Dean Barrett (Dec 18, 2024 11:42 GMT) ...
 Company number -03912530 (England & Wales)

HILLSIDE CLUBHOUSE
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDING 31 MARCH 2024

	Notes	2024 £	2023 £
Cash used in operating activities	19	<u>56,881</u>	<u>(33,568)</u>
Cash flows from investing activities			
Interest income		10,076	2,281
Purchase of tangible fixed assets		-	-
Cash used in investing activities		<u>10,076</u>	<u>2,281</u>
Increase/(decrease) in cash and cash equivalents in the year		66,958	(31,287)
Cash and cash equivalents at the beginning of the year		433,308	464,594
Total cash and cash equivalents at the end of the year		<u>500,266</u>	<u>433,307</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Hillside Clubhouse is a company limited by guarantee, incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit A, 30 North Road, London, N7 9GJ, which is also the principal place of business.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2024 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2024 and the results for the year ended on that date.

Hillside Clubhouse meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

(c) Incoming resources

Income represents grants, donations receivable and other sundry income receivable in the year ended 31 March 2024. All income is recognised over the period in which it relates to, following the accruals method. Grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when received or when they are receivable. Depreciation on the leasehold property is charged against the appropriate capital fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

(d) Resources expended

Resources expended are recognised in the year in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Charitable activities costs include the direct cost of providing services, as well as a share of overheads.

Other costs include the cost of compliance with the charity's constitutional and statutory requirements.

The cost of generating funds relate to the costs incurred by the charity in raising funds for charitable work.

Depreciation on capital items is charged to the appropriate capital fund.

(e) Tangible fixed assets

Fixed assets are valued at cost, with impairment reviews performed annually. It is the policy of the company to provide depreciation at the following annual rate in order to write off each asset over its estimated useful economic life.

Leasehold property	-	Straight line over the 125-year duration of the lease
Integral features	-	Straight line over 50 years
Fixtures and equipment	-	20% on cost
Computer equipment	-	33.33% on cost

The Trustees have decided not to capitalise any item of equipment costing less than £500.

(f) Restricted funds

Restricted funds are to be used for specific purposes as lay down by the donor. Expenditure which meets these criteria is charged to the fund.

(g) Capital funds

Capital funds are restricted funds used to purchase capital items. Depreciation on the capital items is charged against the appropriate capital fund.

(h) Designated funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

(i) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

(j) Creditors and provisions

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

(k) Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable.

(l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(n) Financial instruments

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

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

2. VOLUNTARY INCOME

	Unrestricted 2024	Restricted 2024	Capital 2024	Total 2024	Total 2023
	£	£	£	£	£
Grant income					
Anonymous Donation	10,000	-	-	10,000	15,000
Cripplegate Catalyst	-	4,500	-	4,500	5,000
Henry Smith	-	-	-	-	11,500
Arnold Clark Community Fund	-	-	-	-	750
Stone Family Trust	134,000	-	-	134,000	134,000
Islington Food Fund	-	-	-	-	2,667
Camden Social Services	-	-	-	-	1,575
Garfield Weston	10,000	-	-	10,000	10,000
City Bridge Trust	47,700	-	-	47,700	48,460
Southern Housing	-	5,500	-	5,500	-
Donations	929	-	-	929	1,892
Fundraising	620	-	-	620	1,610
Other	9,067	-	-	9,067	3,468
	212,316	10,000	-	222,316	235,922

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2024	Restricted 2024	Capital 2024	Total 2024	Total 2023
	£	£	£	£	£
Local authority service contracts					
Camden	-	-	-	-	-
Other Service Contracts					
Camden Work and Wellbeing	642,897	-	-	642,897	563,176
Islington MHW	262,032	-	-	262,032	260,704
Islington IAPT	193,593	-	-	193,593	-
Islington IPS	156,246	-	-	156,246	-
Islington ICF	-	-	-	-	500
Islington Giving	14,831	-	-	14,831	7,500
London Catalyst	-	1,500	-	1,500	-
Kiosk income	-	-	-	-	1,510
Canteen income	-	-	-	-	-
External catering	25,487	-	-	25,487	14,988
Food income	279	-	-	279	-
	1,295,364	1,500	-	1,296,864	848,378

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

4. TOTAL RESOURCES EXPENDED

	Fundraising 2024 £	Other 2024 £	Charitable activities: <i>Employment and support</i> 2024 £	Total 2024 £	Total 2023 £
<i>Operational costs</i>					
Personnel costs	-	-	1,138,350	1,138,350	897,488
Premises costs	-	-	25,153	25,153	20,615
Direct operational costs	-	-	30,659	30,659	34,786
Grants payable	-	-	-	-	-
Depreciation	-	-	5,171	5,171	8,125
	-	-	1,199,332	1,199,332	961,014
<i>Support costs</i>					
Management costs	13,375	-	89,803	103,178	103,178
Accountancy and audit	-	8,756	-	8,756	5,520
Finance charges	-	-	12,854	12,854	8,740
IT expenses	-	-	15,690	15,690	13,048
Administrative costs	-	8,790	17,744	26,534	19,917
	13,375	17,546	136,092	167,013	150,403
	13,375	17,546	1,335,424	1,366,346	1,111,417

Fundraising costs are composed of 10% of management costs on the basis of estimated time spent by staff on grant applications.

5. STAFF COSTS

	2024 £	2023 £
Staff costs were as follows:		
Salaries and wages	1,111,160	883,667
Social security costs	99,062	89,815
Pension	31,306	27,184
	<u>1,241,528</u>	<u>1,000,666</u>

The average number of staff employed during the year, based on a full time equivalent, was as follows: -

	2024	2023
Management	7	6
Recovery/ employment support workers	29	22
Senior staff	2	2
Bank staff	12	3
	<u>50</u>	<u>33</u>

There were no employees with emoluments above £60,000.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

6. RELATED PARTY TRANSACTIONS

No Trustees' expenses were reimbursed for during the year. There are no other related party transactions.

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2024	2023
	£	£
Auditors' remuneration - audit fee	8,756	5,520
Depreciation of owned assets	<u>5,171</u>	<u>8,125</u>

8. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. TANGIBLE FIXED ASSETS

Cost	Leasehold property £	Computer equipment £	Fixtures and equipment £	Total £
At 1 April 2023	604,605	22,678	17,609	644,892
Additions	-	-	-	-
At 31 March 2024	<u>604,605</u>	<u>22,678</u>	<u>17,609</u>	<u>644,892</u>
Depreciation				
At 1 April 2023	65,457	22,678	17,609	105,744
Charges	5,171	-	-	5,171
At 31 March 2024	<u>70,628</u>	<u>22,678</u>	<u>17,609</u>	<u>110,915</u>
Net book value				
At 31 March 2024	<u>533,977</u>	-	-	<u>533,977</u>
At 31 March 2023	<u>539,148</u>	-	-	<u>539,148</u>

The leasehold property has been pledged as security for the bank loan, further details provided in note 12.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

10. DEBTORS

	2024	2023
	£	£
Trade debtors	439,189	295,087
Prepayments and accrued income	11,140	10,476
Other debtors	4,764	3,046
Total	<u>455,093</u>	<u>308,609</u>

11. CREDITORS: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	39,395	4,507
Accruals and deferred income	29,791	12,584
Other creditors	6,065	4,966
Bank loans	8,332	8,064
Total	<u>83,583</u>	<u>30,121</u>

12. CREDITORS: amounts falling due after one year

	2024	2023
	£	£
Bank loans 2<5 years	41,084	38,739
Bank loans >5 years	106,980	117,427
	148,064	156,166

The bank loan is secured on the leasehold property. The total value secured as at 31 March 2024 is £156,396 (2023 £164,230). £148,064 is included in creditors due after 1 year. £8,332 is included within creditors due within 1 year. A range of interest (5.95% to 8.95%) per annum is charged on the loan, which is payable by instalments.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

13. ANALYSIS OF INCOME AND EXPENDITURE BY FUND

	At 1 April 2023	Incoming Resources	Outgoing Resources	Transfers	At 31 March 2024
	£	£	£	£	£
Restricted Funds					
Cripplegate Catalyst	4,885	4,500	8,790	-	595
Islington Food Fund	2,667	-	-	-	2,667
London Catalyst	807	1,500	1,121	-	1,186
Southern Housing	-	5,500	-	-	5,500
Total Restricted Funds	8,359	11,500	9,911	-	9,948
Capital					
Tudor Trust Building fund	179,200	-	1,600	-	177,600
Stone Family	8,210	-	179	-	8,031
Awards for All	8,210	-	179	-	8,031
Property fund	343,528	-	3,213	-	340,315
Total Capital Funds	539,148	-	5,171	-	533,977
Total Restricted Funds	547,507	11,500	15,082	-	543,925
Unrestricted Funds					
General fund	-	1,517,756	1,351,263	(166,493)	-
Designated Funds					
Property refurbishment fund	25,000	-	-	-	25,000
Contingency fund	499,271	-	-	166,493	665,764
Redundancy reserve fund	24,000	-	-	-	24,000
Total Designated Funds	548,271	-	-	166,493	714,764
Total Unrestricted Funds	548,271	1,517,756	1,351,263	-	714,764
Total Funds	1,095,778	1,529,256	1,366,346	-	1,258,688

14. ANALYSIS OF UNRESTRICTED AND RESTRICTED FUNDS

Purposes of capital restricted funds

The Tudor Trust grant of £200,000 was given specifically for the purpose of purchasing the leasehold building which Hillside Clubhouse moved into in 2011. Depreciation is charged against this fund on a straight-line basis over 125 years.

The Awards for All grant and Stone Family grant were both given for the purpose of purchasing partitions.

Hillside elected to transfer £343,528 in 2023 from free reserves to Capital Designated funds, in order to reflect the valuation of the property as a fund pot. This is to provide clarity over the level of available funds the organization currently has access to.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

Purposes of designated funds

The property refurbishment fund is held separately for general future property repairs. The property reserve fund is shown separately to general reserves as this is the approximate amount of unrestricted reserves used in purchasing the new building and hence the fund has been set up for future depreciation charges. The redundancy reserve fund is held separately to general funds in case of the possibility of redundancies in the future. The Contingency fund contains approximately six months of income based on current levels in order to meet an unexpected call on funds, or to seize opportunities that may present themselves.

Purposes of revenue restricted funds

Balances on restricted funds represent unspent funds given specifically for individual projects. These balances will be carried forward and spent on each project in the following year. The purpose of each fund is as follows:-

- Cripplegate catalyst fund – small grants for members' personal development
- Islington Food Fund – grant for the provision of weekly free hot meals
- London Catalyst – grant provided for members' personal development
- Southern Housing – grant provided for development of community pantry

Sufficient resources are held in each fund to enable the funds to be applied in accordance with any restrictions.

15. NET ASSETS

	Capital Restricted Funds 2024 £	Revenue Restricted Funds 2024 £	Designated Funds 2024 £	General Funds 2024 £	Total Funds 2024 £
Tangible fixed assets	533,977	-	25,000	(25,000)	533,977
Net current assets	-	9,948	689,764	173,064	872,776
Long term liability	-	-	-	(148,064)	(148,064)
	<u>533,977</u>	<u>9,948</u>	<u>714,764</u>	<u>-</u>	<u>1,258,689</u>

16. OTHER PROFESSIONAL SERVICES PROVIDED BY AUDITORS

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements.

17. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge in the accounts represents contributions payable by the company to the fund and amounted to £31,306 (2023 £27,183). At 31 March 2024 £5,423 (2023 £4,966) was payable to the fund. Pension costs are allocated to funds based on the staff that are assigned to the specific fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2024

18. DEFERRED INCOME

Deferred income relates to grants received for which the charity has deferred into 2024/25. The deferred income of £24,271 relates to the grant from Islington Giving for £9,887, of which £4,944 has been deferred for the period 1 April 2024 – 30 September 2024, and the grant from Awards for All for £19,327 which has been deferred for the period 1 April 2024 – 31 March 2025.

	Grants £
Balance as at 1 April 2023	10,000
Amount released to income earned from charitable activities	(10,000)
Amount deferred in the year	<u>24,271</u>
Balance as at 31 March 2024	<u>24,271</u>

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net movements in funds	162,911	(24,839)
Add back: Depreciation	5,171	8,125
Deduct: Interest shown in investing activities	(10,076)	(2,281)
(Increase)/decrease in debtors	(146,484)	43,617
Increase/(decrease) in creditors	45,360	(58,190)
	<u>56,881</u>	<u>(33,568)</u>

20. LIMITED LIABILITY

The Trustees of the company guarantee to contribute an amount not exceeding £1 each to the assets of the charity in the event of winding up.

HILLSIDE CLUBHOUSE

England & Wales - Charity number 1080735

Accounts

Registered number: 03912530

England and Wales

Charity Number: 1080735



hillside clubhouse

ANNUAL REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

**ANNUAL REPORT AND ACCOUNTS
YEAR ENDED TO 31 MARCH 2023**

Contents

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15	Statement of financial activities
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18-28	Notes to the accounts

HILLSIDE CLUBHOUSE

Legal & Administrative Information

Company number	-	03912530 (England and Wales)
Charity number	-	1080735
Trustees/Directors	-	D Barrett (Chairperson) A Christie S Rende C Morton J Cooke G Sanford K Wah Yip
Company secretary	-	C Pymar
Registered office and Operational address	-	Unit A 30 North Road London N7 9GJ
Auditors	-	Simpson Wreford LLP Chartered Accountants & Registered Auditors Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

The Trustees present their report and the audited financial statements for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with accounting policies set out in the notes to the accounts, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are to relieve the needs of individuals suffering from mental or physical illness or impairment of any description, in particular but not exclusively by providing, or assisting in the provision of, psycho-social rehabilitative services in order that those individuals may regain their confidence and skills.

There are three main services available to members through Hillside Clubhouse. These are:

The Clubhouse: a physical space where member can participate in the work-ordered day and recovery project. Members are integral to the running of the Clubhouse and get involved with admin, marketing, website design, social media, business development and creative sessions. We also run our catering arm from the Clubhouse where members and staff prepare food for the public and private catering events.

Camden Work and Wellbeing (CWAU): a commissioned service providing IPS employment support for secondary care and EA in iAPT employment support in primary care. The service is integrated within the community mental health teams in Camden and works rapidly with people to secure them employment. The service also offers retention support for people who are already in employment and are finding their mental ill health is impacting on their job.

Mental Health Working Islington (MHWI): a commissioned service providing IPS employment support for secondary care and IAG, training, active volunteering and employment support from the Clubhouse.

Through the services detailed above, Hillside Clubhouse supports and encourages people to develop and share skills, access training, gain paid employment and feel more confident and less isolated.

PUBLIC BENEFIT PROVIDED BY THE CHARITY

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

The company is a Charity and exists to provide rehabilitation and assistance to adults with a mental health condition.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

Hillside Clubhouse is a collaborative, coproduced organisation that provides a service for people with mental health conditions in Camden and Islington who are unemployed or requiring support to retain employment. Staff within Hillside Clubhouse provide holistic, tailored support for people at their point of need. Members can access IPS support if they are within secondary care, EA in iCope support if within primary care or skills/training/volunteering opportunities from the Clubhouse.

SUMMARY OF MAIN DEVELOPMENTS AND ACHIEVEMENTS

Outlined below are the key successes and achievements for the financial year:

- Over the financial year Hillside Clubhouse supported 135 people into employment, 32 people to retain employment through a crisis and 254 people within the Clubhouse. 81 members in the Clubhouse were signposted to other specialist support agencies and 70 were supported into mainstream external activities
- 1016 people were referred to Hillside and 608 received support from the organisation
- 89% of people reported that Hillside Clubhouse has helped them to stay mentally well
- In June 2022 we recruited a new Director of IPS and ES.
- We were successful in our retender for the Camden Work and Wellbeing contract
- The EA in iCope Camden service has continued to improve performance month on month, which has led to Islington commissioning a replicate EA in iCope service from July 2023.
- Additional investment has been provided for delivering the Islington IPS contract, available from April 2023
- With the cost-of-living crisis being felt across our membership and within the local community, we secured some funding to enable us to provide a free hot meal to those in food poverty once a week. We also partnered with a local community centre, Holloway Neighbourhood Group, to provide a soup for their weekly warm space
- We continued to work with The Big Alliance, and partnered with corporate volunteers who supported the implementation of a new database
- We had allocated £80,575 from reserves to support the implementation of the new staffing structure, however, due to securing additional funding, and cost-savings, we only needed to draw down £24,839
- We accessed new funding from London Catalyst, which allowed us to distribute small grants to Camden members and clients
- The new Clubhouse structure continued to flourish, with members having access to a range of wellbeing sessions such as art, gardening and social groups as well as the opportunity to support the operational delivery of the charity
- Staff and members participated in a range of markets across Islington throughout the year, selling baked goods and homemade cards
- Members and staff, with the support of corporate volunteers, redesigned and redeveloped Hillside's website and social media activity
- The Islington IPS team had their first Fidelity Review in August 2022 and scored fair. The team are developing the service based on recommendation and action planning from the Review
- A new business plan was put in place for 2022-2025 and progress has been made against all items in the plan. Key aspects include:
 - o A new treasurer was appointed to the board and a finance sub-committee was established

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

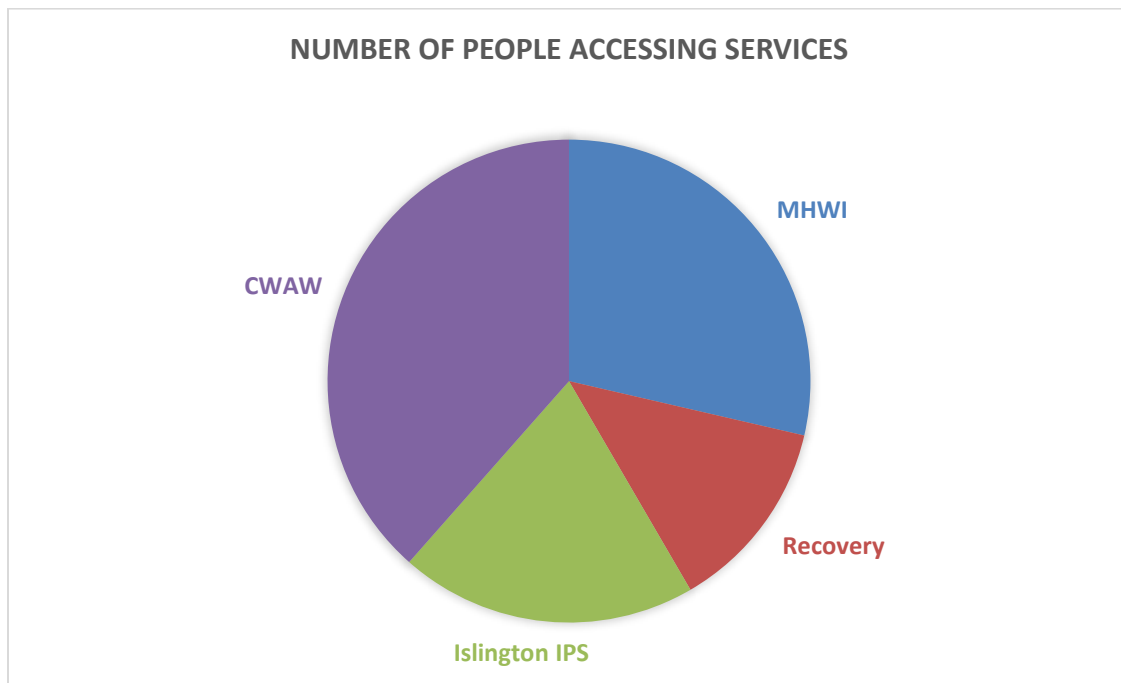
- We started work on reviewing our branding with the aspiration to update it to better reflect the depth and breadth of services on offer
- Our website and social media has all been updated by members, with support from staff
- Staff support has increased, with all teams being offered both peer and clinical support; whole organisational training; appraisals and access to occupational health
- A new admin role was created to provide support across the organisation
- We implemented a new HR system, migrated from the server to Sharepoint, hired a new IT company and set up Quickbooks online

There have also been a number of challenges throughout the year:

- There have been a number of staff changes and the secondary care teams in particular have been impacted by staff leaving and the lead-in time for new starters to have a full caseload
- The Director of IPS and ES went on maternity leave in October 2022 and we were unable to find a suitable maternity cover. In her absence, the Executive Director has been covering key elements of the role
- The clinical system used by the secondary care team went down in June and a new system wasn't in place until September. This has impacted on the accuracy of data being pulled by the NHS team for MHSDS reporting
- The organisation has been through a period of change, which has included some staff turnover and presented some recruitment challenges

OUTCOMES

Throughout the course of the year Hillside Clubhouse had 608 different people engage in its services. The chart below outlines the number of people supported by each service:



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

IMPACT

Every year we do an annual evaluation of our services and ask members to feedback anonymously on their experiences at Hillside Clubhouse. A selection of the feedback is below:

“Everyone is kind. You are appreciated for who you are not just your illness.”

“Everyone is treated with equal respect and I am always given room to be authentically me without judgment.”

“Staff so kind and thoughtful, all of them”

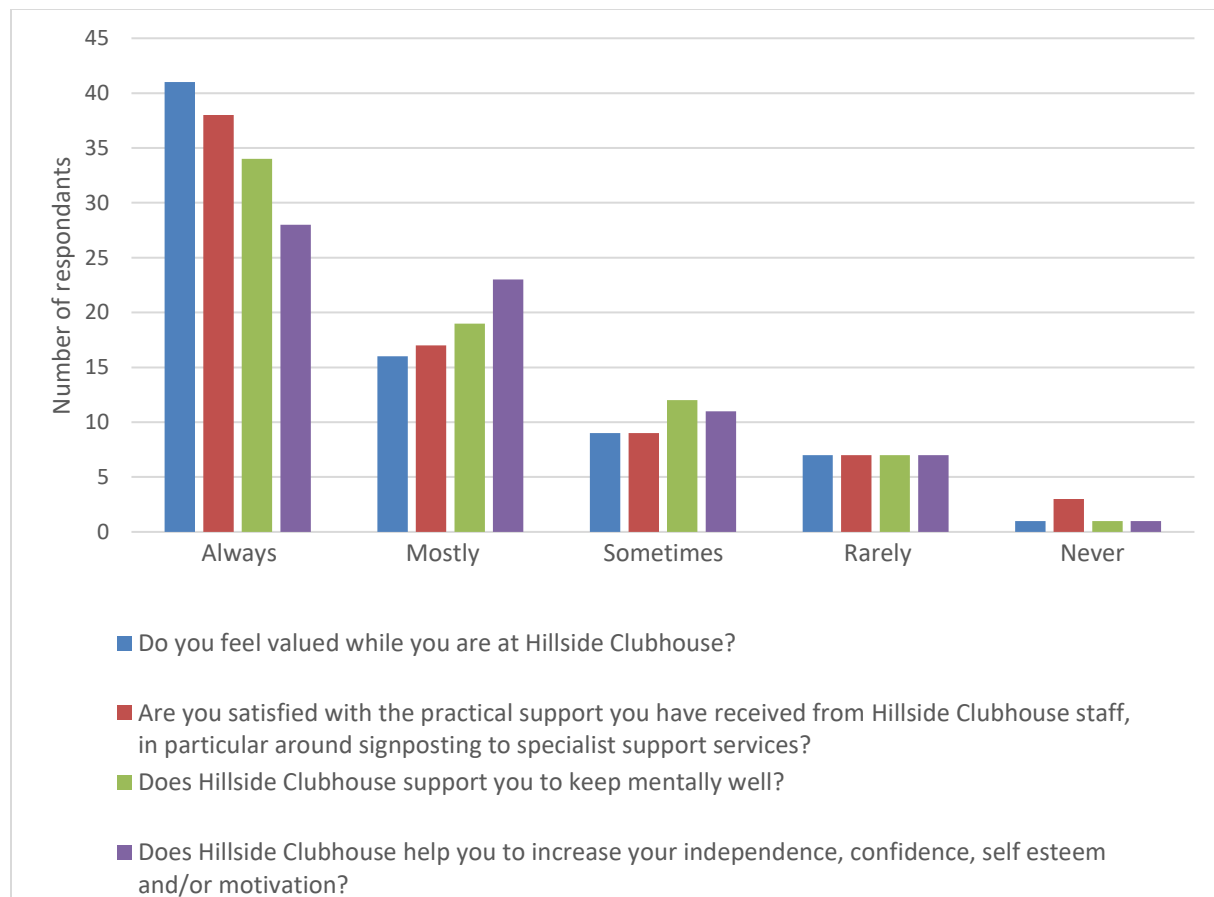
“They have helped me though some difficult times, they have always been there”

“Giving me an opportunity to feel valuable again. It can be so depressing feeling like you aren't progressing.”

“It helps to build confidence by learning and find new skills that you have not tried before”

“Through work they have given me confidence and independence. Through work I feel better about myself and motivated to continue.”

The below chart outlines the impact coming to Hillside has had on people's wellbeing:

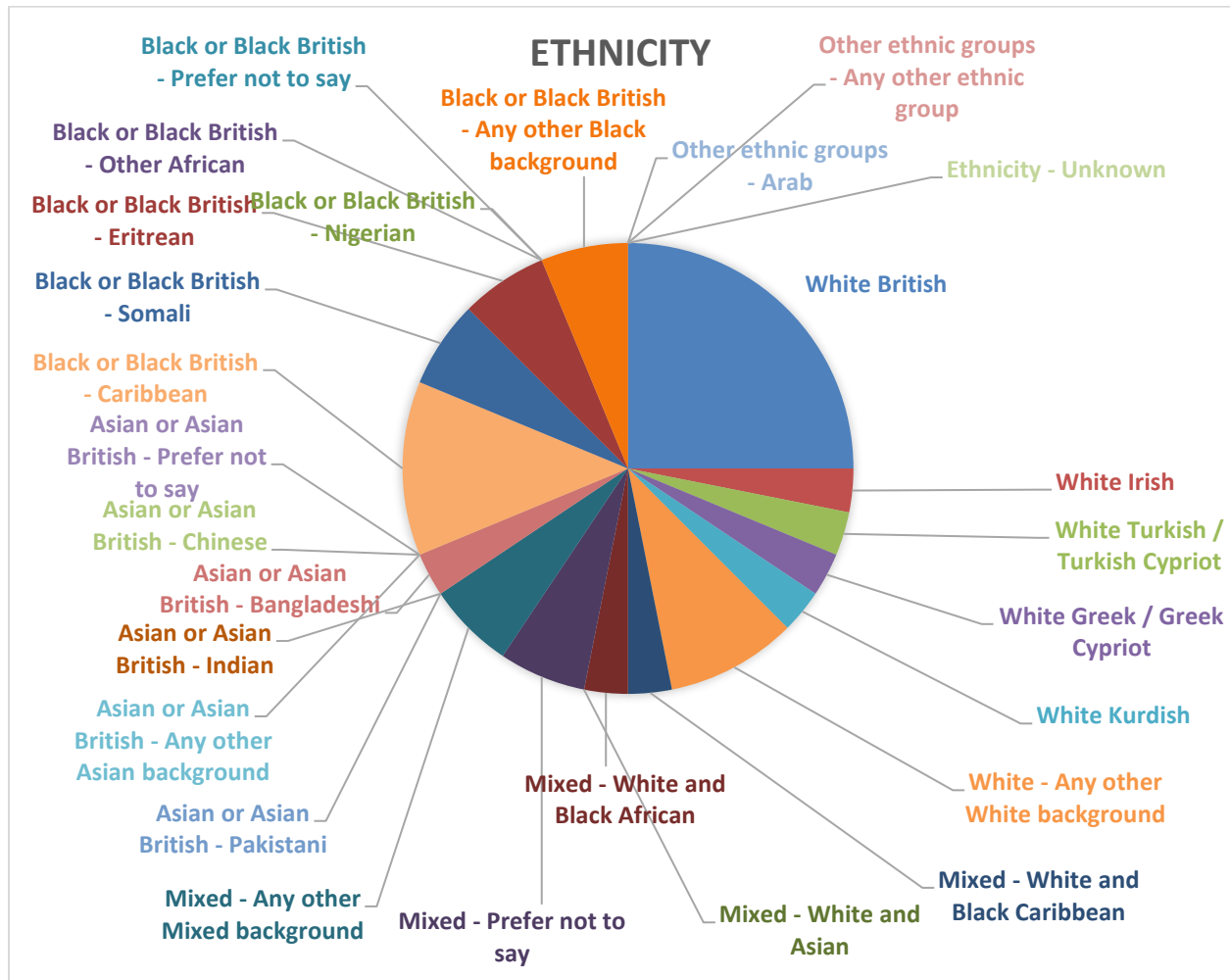


HILLSIDE CLUBHOUSE

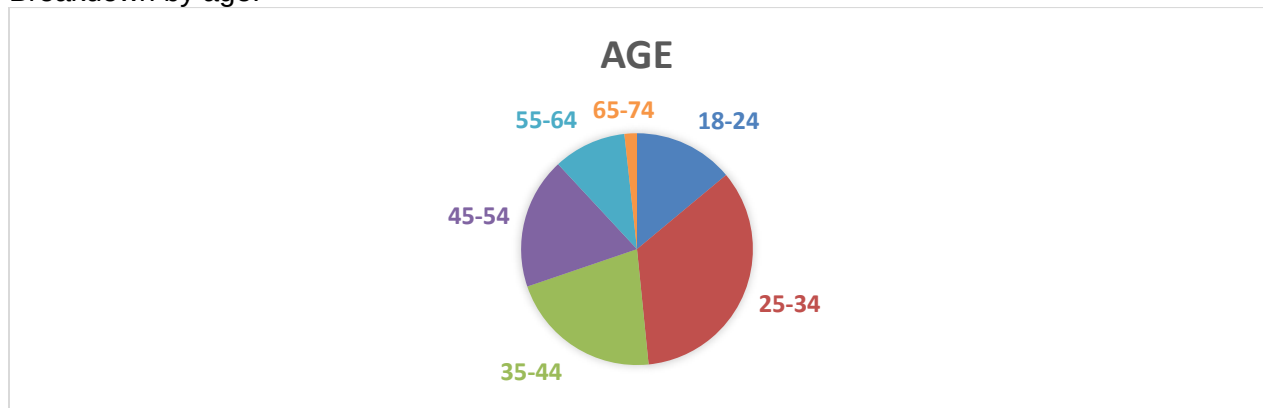
REPORT OF THE TRUSTEES – 31 MARCH 2023

BENEFICIARIES

Breakdown by ethnicity within the Clubhouse:



Breakdown by age:



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

LOOKING AHEAD

Hillside Clubhouse's plans for 2023/24 and beyond include:

- Growing our catering operations to expand our external catering offer. This includes exploring a partnership with Somers Town Community Association with Hillside providing a community café at their community centre in Kings Cross; developing a partnership with St Giles Trust and Southern Housing to offer a community pantry from the kiosk; developing a programme of training and practical support around food, sustainability and budgeting.
- Expansion of Islington IPS offer to enable Hillside to better meet the requirements of the national and local mental health long-term plan.
- Replication of the successful EA in iCope Camden service into Islington to provide an employment support offer for Islington residents within the Talking Therapies service.
- Migration to a new database to bring together the different services within the organisation, for a better understanding of support, impact and member/client journey through Hillside.
- Reviewing our branding and marketing materials to ensure they are dynamic and inspiring, there is consistency across services and we are future proofing the organisation

GOVERNING DOCUMENT

Hillside Clubhouse Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 6 December 1999 (as amended from time to time). It is registered as a charity with the Charity Commission (number: 1080735).

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The Directors of the Company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee.

There is a trustee recruitment policy and new trustees are appointed on the basis of skills needed by the Board. Recruitment takes place through word of mouth, advertising through local bulletins and newsletters, through networking events, in newspapers and by mailouts as and when new trustees are needed.

There is an induction and training policy for trustees and all board members have role descriptions. New trustees receive a thorough induction which includes a visit to the Clubhouse, meeting with the Executive Director, attendance at a board meeting as an observer and notes of the last three board meetings. All trustees are required to sign a declaration of commitment and qualification for trusteeship and a signed declaration of any interest in the Charity. Trustees have access to training and development opportunities with local voluntary action councils.

REFERENCE AND ADMINISTRATIVE DETAILS

The Trustees delegate day-to-day management of the Charity to Catherine Pymar, Executive Director.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

TRUSTEE INDUCTION AND TRAINING

There is an induction and training policy and all trustees have role descriptions. New trustees receive a thorough induction and comprehensive handbook (which sets out the obligations of trustees, contains the main documents relating to the Charity's operation, contains up to date financial information including audited accounts and contains business plans).

Induction further consists of a visit to the Clubhouse and a meeting with the Executive Director, a written induction manual, attendance at two meetings as an observer prior to joining the Board of Directors, a named trustee as a 'buddy', notes of the last three Board meetings at least. All trustees are required to sign a declaration of commitment and qualification for trusteeship form and a signed declaration of any interest in the Charity.

All trustees receive the Charity Commission newsletters. Trustees have access to governance and management committee training provided by the local voluntary action council as well as attendance at any other relevant training.

RISK MANAGEMENT

The trustees maintain a comprehensive risk register and action plan to minimise risks. This is reviewed on an annual basis.

Where appropriate, systems of procedures have been established to mitigate and minimise identified risks the charity faces by implementation of procedures such as the authorisation of transactions and projects, levels of authorisation etc. Procedures are in place to ensure compliance with all statutory requirements including employment law and the health and safety of staff at work. A risk assessment is carried out for all members and beneficiaries. A safeguarding policy is in place and staff have regular safeguarding training. Disclosure and Barring Service checks are carried out on all staff and volunteers who are likely to come into contact with vulnerable adults.

ORGANISATIONAL STRUCTURE

Hillside Clubhouse has a trustee board of no more than 12 person and not less than four persons. The trustees, as directors are responsible for the overall policy and meet on average every six-eight weeks. Other ad hoc committees are convened as and when required. The board of trustees are responsible for overall policy but much of the day-to-day activity is conducted by individuals to whom it delegates authority.

Day to day responsibility is delegated to the Executive Director who has responsibility for the overall strategy and direction of the organisation and associated operational Directors who have responsibility for day to day operational matters. There is a Director of Clubhouse Operations and a Director of IPS and ES. There are four operational managers, two for Camden Work and Wellbeing, and two for Mental Health Working Islington.

There were a maximum of 24 other members of staff who were responsible for delivery of Hillside services to members in this year.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

EQUALITY AND DIVERSITY AND SERVICE USER INVOLVEMENT

The trustees also apply a thorough and robust approach to equality and diversity. In addition to operating a general equal opportunities policy, equal opportunities and diversity run through all strands of Hillside Clubhouse's policies, procedures, activities and monitoring and evaluation. This is further enhanced by member (service user) involvement running through all aspects of the Clubhouse's activities, delivery, management and planning. As a result of this Hillside Clubhouse's current demographic makeup in terms of ethnicity and culture continues to be higher than the local demographic averages both in terms of staffing and membership.

FINANCIAL REVIEW

Going forward the Charity has planned prudently to ensure that financial risks ahead are mitigated.

We have reviewed our fundraising strategy and have five areas of focus; diversification of income; expansion of the catering; developing our consultancy and training offer; securing future IPS contracts and developing our impact measurement and evaluation techniques.

The principal sources of funding are explained in Note 14 to the accounts and all of these funds contribute towards the Charity's aim of enabling Hillside Clubhouse members to lead more fulfilling lives, develop skills, gain employment and become more socially included in their communities.

At year end a deficit on general funds of £24,839 was held. This was due to the restructure within the senior leadership team and funds had been designated from reserves for this purpose.

The main sources of income during this period were: service level agreements and contracts with local authorities and grants. Smaller amounts of income were self generated including some external catering income.

The financial position is sound at year end and the organisation planned its budget for the next financial year during this period.

Designated reserves are held and are explained below.

RESERVES POLICY

The trustees have examined the charity's requirements for reserves in light of the main risks to the charity. £548,271 is held in designated reserves. This is made up of £25,000 in a property refurbishment fund, £24,000 in a redundancy reserve fund and the remaining £499,271 is contingency funds. At year end, £539,148 was held in a restricted capital fund and £8,359 in restricted funds.

Unrestricted reserves

While the current financial picture is healthy the Charity continues to be mindful of the current financial climate.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

Trustees have carefully and prudently planned for contingencies with the aim of building up the unrestricted reserve to equate to a readily realisable amount equivalent to six months current turnover.

This reserve currently stands at £548,271 which equates to 6 months running costs at current levels.

The Trustees continue to plan to mitigate any potential risks which include:

- less income from catering and retail outlets
- short term nature of contracts and less margin for full cost recovery on contracts
- given the nature of our work with vulnerable people the Trustees feel that if funding was lost and the organisation needed to refigure or wind down services that we would need to allow enough time to prepare people to move on and support and that period would therefore entail at least six months.
- Risks on payment by results contracts
- The difficulties of securing core funding for the Clubhouse.

Capital asset (property reserve)

While this is presented as part of the Charity's reserves it is in practice money tied up in the new building (which we purchased). The funds could only be realised on sale of the building. It is therefore not money which is readily accessible or available to the Charity.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

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

The Trustees are responsible for maintaining proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2023

safeguarding the assets of the charitable company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

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

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

Simpson Wreford LLP were appointed as Independent auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by charities and with the small company regime (section 419 (2)) of the Companies Act 2006.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Signed on behalf of the board of Trustees/directors on _____.

.....D Barrett - Chairperson

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2023

Opinion

We have audited the financial statements of Hillside Clubhouse ('the charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom accounting standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable legal requirements.

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2023

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, data protection and FCA regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2023

- alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditor
Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London SE18 6SS

Dated:

HILLSIDE CLUBHOUSE

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Designated Funds	Restricted Funds	Capital Restricted Funds (Stone Family & Tudor Trust)	Total Funds	Total Funds
		2023	2023	2023	2023	2023	2022
	Notes	£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	2	216,755	-	19,167	-	235,921	255,196
Investments		2,281	-	-	-	2,281	813
Charitable activities	3	848,377	-	-	-	848,377	890,385
Total		1,067,413	-	19,167	-	1,086,580	1,146,394
Expenditure on:							
Raising funds		12,944	-	-	-	12,944	12,241
Charitable Activities		1,066,888	-	24,109	1,958	1,092,954	1,104,074
Other		5,520	-	-	-	5,520	5,280
Total	4	1,085,352	-	24,109	1,958	1,111,418	1,121,595
Net income / (expenditure)		(17,939)	-	(4,942)	(1,958)	(24,839)	24,799
Transfers between funds		(100,038)	(243,490)	-	343,528	-	-
Net movement in funds	13	(117,977)	(243,490)	(4,942)	341,570	(24,839)	24,799
Reconciliation of Funds							
Total Funds brought forward		117,977	791,761	13,301	197,578	1,120,617	1,095,818
Total Funds carried forward		-	548,271	8,359	539,148	1,095,778	1,120,617

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources expended derive from continuing activities.

The notes on pages 19 to 29 form part of these financial statements.

HILLSIDE CLUBHOUSE

BALANCE SHEET AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	9		539,148		547,274
CURRENT ASSETS					
Stock		1,000		1,000	
Debtors	10	308,609		352,226	
Cash at bank and in hand		<u>433,308</u>		<u>464,594</u>	
		742,917		817,820	
CREDITORS					
Amounts falling due within one year	11	<u>30,121</u>		<u>80,573</u>	
NET CURRENT ASSETS			712,796		737,247
CREDITORS					
Amounts falling due beyond one year	12		156,166		163,904
NET ASSETS			<u>1,095,778</u>		<u>1,120,617</u>
FUNDS					
Unrestricted			-		117,977
Unrestricted - designated			548,271		791,761
Restricted- capital			539,148		197,578
Restricted			8,359		13,301
TOTAL FUNDS	13		<u>1,095,778</u>		<u>1,120,617</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 16 to 29 were approved by the Trustees on _____ and signed on their behalf by:

D Barrett (Chairperson)
Company number -03912530 (England & Wales)

HILLSIDE CLUBHOUSE

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDING 31 MARCH 2023

	Notes	2023 £	2022 £
Cash used in operating activities	19	<u>(33,568)</u>	<u>(92,310)</u>
Cash flows from investing activities			
Interest income		2,281	813
Purchase of tangible fixed assets		-	-
Cash used in investing activities		<u>2,281</u>	<u>813</u>
(Decrease)/ increase in cash and cash equivalents in the year		(31,287)	(91,497)
Cash and cash equivalents at the beginning of the year		464,594	556,091
Total cash and cash equivalents at the end of the year		<u>433,307</u>	<u>464,594</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Hillside Clubhouse is a company limited by guarantee, incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit A, 30 North Road, London, N7 9GJ, which is also the principal place of business.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2023 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2023 and the results for the year ended on that date.

Hillside Clubhouse meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

(c) Incoming resources

Income represents grants, donations receivable and other sundry income receivable in the year ended 31 March 2023. All income is recognised over the period in which it relates to, following the accruals method. Grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when received or when they are receivable. Depreciation on the leasehold property is charged against the appropriate capital fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

(d) Resources expended

Resources expended are recognised in the year in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Charitable activities costs include the direct cost of providing services, as well as a share of overheads.

Other costs include the cost of compliance with the charity's constitutional and statutory requirements.

The cost of generating funds relate to the costs incurred by the charity in raising funds for charitable work.

Depreciation on capital items is charged to the appropriate capital fund.

(e) Tangible fixed assets

Fixed assets are valued at cost, with impairment reviews performed annually. It is the policy of the company to provide depreciation at the following annual rate in order to write off each asset over its estimated useful economic life.

Leasehold property	-	Straight line over the 125-year duration of the lease
Integral features	-	Straight line over 50 years
Fixtures and equipment	-	20% on cost
Computer equipment	-	33.33% on cost

The Trustees have decided not to capitalise any item of equipment costing less than £500.

(f) Restricted funds

Restricted funds are to be used for specific purposes as lay down by the donor. Expenditure which meets these criteria is charged to the fund.

(g) Capital funds

Capital funds are restricted funds used to purchase capital items. Depreciation on the capital items is charged against the appropriate capital fund.

(h) Designated funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

(i) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

(j) Creditors and provisions

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

(k) Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable.

(l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(n) Financial instruments

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

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

2. VOLUNTARY INCOME

	Unrestricted 2023	Restricted 2023	Capital 2023	Total 2023	Total 2022
	£	£	£	£	£
Grant income					
Anonymous Donation	15,000	-	-	15,000	10,000
Cripplegate Catalyst	-	5,000	-	5,000	5,000
Henry Smith	-	11,500	-	11,500	46,000
Arnold Clark Community Fund	750	-	-	750	
Stone Family Trust	134,000	-	-	134,000	134,000
Islington Food Fund	-	2,667	-	2,667	-
Camden Social Services	1,575	-	-	1,575	-
Garfield Weston	10,000	-	-	10,000	-
City Bridge Trust	48,460	-	-	48,460	43,200
Donations	1,892	-	-	1,892	895
Fundraising	1,610	-	-	1,610	-
HMRC - Job Retention Scheme	-	-	-	-	710
Other	3,468	-	-	3,468	15,391
	216,755	19,167	-	235,921	255,197

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2023	Restricted 2023	Capital 2023	Total 2023	Total 2022
	£	£	£	£	£
Local authority service contracts					
Camden	-	-	-	-	1,260
Other Service Contracts					
Islington	260,704	-	-	260,704	255,287
Camden Work and Wellbeing	563,176	-	-	563,176	570,818
Camden Work and Wellbeing Wave 2	-	-	-	-	40,000
Islington ICF	500	-	-	500	4,226
Islington Giving	7,500	-	-	7,500	7,500
London Catalyst	-	-	-	-	1,500
Kiosk income	1,510	-	-	1,510	5,113
Canteen income	-	-	-	-	192
External catering	14,988	-	-	14,988	4,480
Food income	-	-	-	-	9
	848,377	-	-	848,377	890,385

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

4. TOTAL RESOURCES EXPENDED

	Fundraising 2023 £	Other 2023 £	Charitable activities: <i>Employment and support</i> 2023 £	Total 2023 £	Total 2022 £
<i>Operational costs</i>					
Personnel costs	-	-	897,488	897,488	909,916
Premises costs	-	-	20,615	20,615	21,912
Direct operational costs	-	-	34,786	34,786	46,157
Grants payable	-	-	-	-	-
Depreciation	-	-	8,125	8,125	8,125
	-	-	961,015	961,015	986,110
<i>Support costs</i>					
Management costs	12,944	-	90,234	103,178	78,562
Accountancy and audit	-	5,520	-	5,520	8,359
Finance charges	-	-	8,740	8,740	5,813
IT expenses	-	-	13,048	13,048	22,013
Administrative costs	-	-	19,917	19,917	20,739
	12,944	5,520	131,940	150,404	135,485
	12,944	5,520	1,092,954	1,111,418	1,121,595

Fundraising costs are composed of 20% of management costs on the basis of estimated time spent by staff on grant applications.

5. STAFF COSTS

	2023 £	2022 £
Staff costs were as follows:		
Salaries and wages	883,667	886,948
Social security costs	89,815	74,136
Pension	<u>27,184</u>	<u>26,324</u>
	<u>1,000,666</u>	<u>987,408</u>

The average number of staff employed during the year, based on a full time equivalent, was as follows: -

	2023	2022
Management	6	5
Clubhouse workers/ employment support workers	22	20
Reablement	2	2
Kiosk workers	<u>3</u>	<u>3</u>
	<u>33</u>	<u>30</u>

There were no employees with emoluments above £60,000.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

6. RELATED PARTY TRANSACTIONS

No Trustees' expenses were reimbursed for during the year. There are no other related party transactions.

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2023	2022
	£	£
Auditors' remuneration - audit fee	5,520	5,280
Depreciation of owned assets	<u>8,125</u>	<u>8,125</u>

8. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. TANGIBLE FIXED ASSETS

Cost	Leasehold property	Computer equipment	Fixtures and equipment	Total
	£	£	£	£
At 1 April 2022	604,605	22,678	17,609	644,892
Additions	-	-	-	-
At 31 March 2023	<u>604,605</u>	<u>22,678</u>	<u>17,609</u>	<u>644,892</u>
Depreciation				
At 1 April 2022	60,286	19,724	17,609	97,619
Charges	5,171	2,954	-	8,125
At 31 March 2023	<u>65,457</u>	<u>22,678</u>	<u>17,609</u>	<u>105,744</u>
Net book value				
At 31 March 2023	<u>539,148</u>	<u>-</u>	<u>-</u>	<u>539,148</u>
At 31 March 2022	<u>544,319</u>	<u>2,954</u>	<u>-</u>	<u>547,273</u>

The leasehold property has been pledged as security for the bank loan, further details provided in note 12.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

10. DEBTORS

	2023	2022
	£	£
Trade debtors	295,087	347,257
Prepayments and accrued income	10,476	4,969
Other debtors	3,046	-
Total	<u>308,609</u>	<u>352,226</u>

11. CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,507	9,648
Accruals and deferred income	12,584	57,085
Other creditors	4,966	4,382
Bank loans	8,064	9,458
Total	<u>30,121</u>	<u>80,573</u>

12. CREDITORS: amounts falling due after one year

	2023	2022
	£	£
Bank loans 2<5 years	38,739	41,333
Bank loans >5 years	<u>117,427</u>	<u>122,571</u>
	<u>156,166</u>	<u>163,904</u>

The bank loan is secured on the leasehold property. The total value secured as at 31 March 2023 is £164,230 (2022 £173,362). £156,166 is included in creditors due after 1 year. £9,458 is included within creditors due within 1 year. Interest of 5.95% per annum is charged on the loan, which is payable by instalments.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

13. ANALYSIS OF INCOME AND EXPENDITURE BY FUND

	At 1 April 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2023 £
Restricted Funds					
Cripplegate Catalyst	4,281	5,000	4,396	-	4,885
Henry Smith	-	11,500	11,500	-	-
Islington Food Fund	-	2,667	-	-	2,667
Islington Giving	7,500	-	7,500	-	-
London Catalyst	1,500	-	693	-	807
Tesco Bags of Help 2021	20	-	20	-	-
Total Restricted Funds	13,301	19,167	24,109	-	8,359
Capital					
Tudor Trust Building fund	180,800	-	1,600	-	179,200
Stone Family	8,389	-	179	-	8,210
Awards for All	8,389	-	179	-	8,210
Property fund	-	-	-	343,528	343,528
Total Capital Funds	197,578	-	1,958	343,528	539,148
Total Restricted Funds	210,879	19,167	26,067	343,528	547,507
Unrestricted Funds					
General fund	117,977	1,067,413	1,085,352	(100,038)	-
Designated Funds					
Property fund	120,000	-	-	(120,000)	-
Property refurbishment fund	45,382	-	-	(20,382)	25,000
New Business Development	74,062	-	-	(74,062)	-
Contingency fund	415,000	-	-	84,271	499,271
Redundancy reserve fund	20,449	-	-	3,551	24,000
Running costs - 2020 - 2022	52,000	-	-	(52,000)	-
Stone Family Foundation	44,667	-	-	(44,667)	-
Camden IPS	20,201	-	-	(20,201)	-
Total Designated Funds	791,761	-	-	(243,490)	548,271
Total Unrestricted Funds	909,738	1,067,413	1,085,352	(343,528)	548,271
Total Funds	1,120,617	1,086,580	1,111,418	-	1,095,778

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

14. ANALYSIS OF UNRESTRICTED AND RESTRICTED FUNDS

Purposes of capital restricted funds

The Tudor Trust grant of £200,000 was given specifically for the purpose of purchasing the leasehold building which Hillside Clubhouse moved into in 2011. Depreciation is charged against this fund on a straight-line basis over 125 years.

The Awards for All grant and Stone Family grant were both given for the purpose of purchasing partitions.

Hillside elected to transfer £343,528 from free reserves to Capital Designated funds, in order to reflect the valuation of the property as a fund pot. This is to provide clarity over the level of available funds the organization currently has access to.

Purposes of designated funds

The property refurbishment fund is held separately for general future property repairs. The property reserve fund is shown separately to general reserves as this is the approximate amount of unrestricted reserves used in purchasing the new building and hence the fund has been set up for future depreciation charges. The redundancy reserve fund is held separately to general funds in case of the possibility of redundancies in the future. The New Business Development will fund the Director of Clubhouse Operations for two years. The Contingency fund contains approximately six months of income based on current levels in order to meet an unexpected call on funds, or to seize opportunities that may present themselves. The Camden IPS fund is for the 22/23 project costs, and will be repurposed into general funds if not required after 2023.

Purposes of revenue restricted funds

Balances on restricted funds represent unspent funds given specifically for individual projects. These balances will be carried forward and spent on each project in the following year. The purpose of each fund is as follows:-

- Cripplegate catalyst fund – small grants for members' personal development
- Islington Food Fund – grant for the provision of weekly free hot meals
- London Catalyst – grant provided for members' personal development

Sufficient resources are held in each fund to enable the funds to be applied in accordance with any restrictions.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

15. NET ASSETS

	Capital Restricted Funds 2023 £	Revenue Restricted Funds 2023 £	Designated Funds 2023 £	General Funds 2023 £	Total Funds 2023 £
Tangible fixed assets	539,148	-	25,000	(25,000)	539,148
Net current assets	-	8,359	523,271	181,166	712,796
Long term liability	-	-	-	(156,166)	(156,166)
	<u>539,148</u>	<u>8,359</u>	<u>548,271</u>	<u>-</u>	<u>1,095,778</u>

16. OTHER PROFESSIONAL SERVICES PROVIDED BY AUDITORS

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements.

17. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge in the accounts represents contributions payable by the company to the fund and amounted to £27,183 (2022 £26,324). At 31 March 2023 £4,966 (2022 £4,382) was payable to the fund. Pension costs are allocated to funds based on the staff that are assigned to the specific fund.

18. DEFERRED INCOME

Deferred income relates to grants received for which the charity has deferred into 2022/23. The deferred income of £10,000 relates to the grant from Garfield Weston for £20,000, of which £10,000 has been deferred for the period 1 April 2023 – 30 September 2023.

	Grants £
Balance as at 1 April 2022	11,500
Amount released to income earned from charitable activities	(11,500)
Amount deferred in the year	<u>10,000</u>
Balance as at 31 March 2023	<u>10,000</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2023

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net movements in funds	(24,839)	24,799
Add back: Depreciation	8,125	8,125
Deduct: Interest shown in investing activities	(2,281)	(813)
Decrease / (increase) in debtors	43,617	(118,710)
(Decrease) in creditors	(58,190)	(5,711)
	<u>(33,568)</u>	<u>(92,310)</u>

20. LIMITED LIABILITY

The Trustees of the company guarantee to contribute an amount not exceeding £1 each to the assets of the charity in the event of winding up.

HILLSIDE CLUBHOUSE

England & Wales - Charity number 1080735

Accounts

Registered number: 03912530

England and Wales

Charity Number: 1080735



hillside clubhouse

ANNUAL REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2022

**ANNUAL REPORT AND ACCOUNTS
YEAR ENDED TO 31 MARCH 2022**

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HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

Legal & Administrative Information

Company number	-	03912530 (England and Wales)
Charity number	-	1080735
Trustees/Directors	-	D Barrett (Chairperson) A Christie S Rende C Morton J Cooke G Sanford K Wah Yip (appointed 1 June 2022)
Company secretary	-	G Jones (resigned 29 October 2021) C Pymar (appointed 4 January 2022)
Registered office and Operational address	-	Unit A 30 North Road London N7 9GJ
Auditors	-	Simpson Wreford LLP Chartered Accountants & Registered Auditors Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

The Trustees present their report and the audited financial statements for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with accounting policies set out in the notes to the accounts, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are to relieve the needs of individuals suffering from mental or physical illness or impairment of any description, in particular but not exclusively by providing, or assisting in the provision of, psycho-social rehabilitative services in order that those individuals may regain their confidence and skills.

There are three main services available to members through Hillside Clubhouse. These are:

The Clubhouse: a physical space where member can participate in the work-ordered day and recovery project. Members are integral to the running of the Clubhouse and get involved with admin, marketing, website design, social media, business development and creative sessions. We also run our catering arm from the Clubhouse where members and staff prepare food for the public and private catering events.

Camden Work and Wellbeing (CWAU): a commissioned service providing IPS employment support for secondary care and EA in iAPT employment support in primary care. The service is integrated within the community mental health teams in Camden and works rapidly with people to secure them employment. The service also offers retention support for people who are already in employment and are finding their mental ill health is impacting on their job.

Mental Health Working Islington (MHWI): a commissioned service providing IPS employment support for secondary care and IAG, training, active volunteering and employment support from the Clubhouse.

Through the services detailed above, Hillside Clubhouse supports and encourages people to develop and share skills, access training, gain paid employment and feel more confident and less isolated.

SUMMARY OF MAIN DEVELOPMENTS AND ACHIEVEMENTS

Outlined below are the key successes and achievements for the financial year:

- Despite ongoing uncertainty with the pandemic, and a slow return to regular face-to-face activities we supported 187 people into employment, 23 people to retain their employment and 2 people into new roles
- 1,004 people were referred to Hillside and 609 received support from the organisation
- 94% of people reported that Hillside Clubhouse has helped them to stay mentally well

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

- We continued to implement the recommendations from the external consultancy review and recruited a Director of Clubhouse Operations in October 2021 and a Director of IPS and ES in June 2022
- We have implemented a new structure within the Clubhouse providing a more tailored, personalised and purposeful experience for members
- Camden Work and Wellbeing was extended for a further six months until September 2022 when the project will be retendered.
- Mental Health Working Islington was extended for a further 20 months until March 2024.
- We have grown our partnerships with businesses and corporates within Islington, primarily through The Big Alliance
- Implementation of a new HR system that centralises our data and improves HR functionality
- Hillside Clubhouse was awarded community partner of the year from Working Men's College 2021-22
- The secondary care team implemented peer support on a monthly basis which was facilitated amongst themselves but all reported how beneficial it was
- Evidenced job sustainment was consistently strong across the CWaW project and this was often commented on by commissioners. We were regularly asked at commissioner meetings by Social Finance for any advice they could provide other IPS services who were struggling. We can largely contribute our success to our rapport building with clients and also clearly outlining what is expected of both us and the client during the IPS process. i.e. at the beginning of the process, it is made clear to clients we will be asking for evidence once they secure work and we clearly explain the in work support element of IPS (of which we always have a large uptake). Through the in work support and the rapport building throughout, we are often able to secure sustainment evidence.
- The Kentish Town Core Team pilot site went live during this period and we have successfully integrated two ES's into this team and have consistently received very positive feedback about the service delivered by the two ES's.
- One of our IPS clients was part of an IPS Grow promotional video (supported by their ES from our team)
- A staff member was one of two IPS Leads for the SLACK London Employer Engagement Network. IPS Services across London have been using the app SLACK as a way to promote and share vacancies and EE opportunities. Along with a Team Lead from Working Well Trust, we relaunched the Network on SLACK after services started to return to offices and we updated a user guide and created a user video with instructions on how to use the app. We also presented this at IPS Network meetings and individual team meetings.

There have also been a number of challenges throughout the year:

- Ongoing Covid restrictions and staff absences through sickness have impacted service delivery from the Clubhouse
- The Executive Director left in October 2021 and a new Executive Director wasn't in place until January 2022. The Clubhouse Manager left in February 2021 and the new Director of Clubhouse Operations wasn't appointed until October 2022.
- Staff wellbeing throughout the pandemic, with uncertainty around commissioned services and changes within the organisation
- Challenges around meeting all the contractual obligations due to Covid and the impact of the cost of living crisis on people's wellbeing

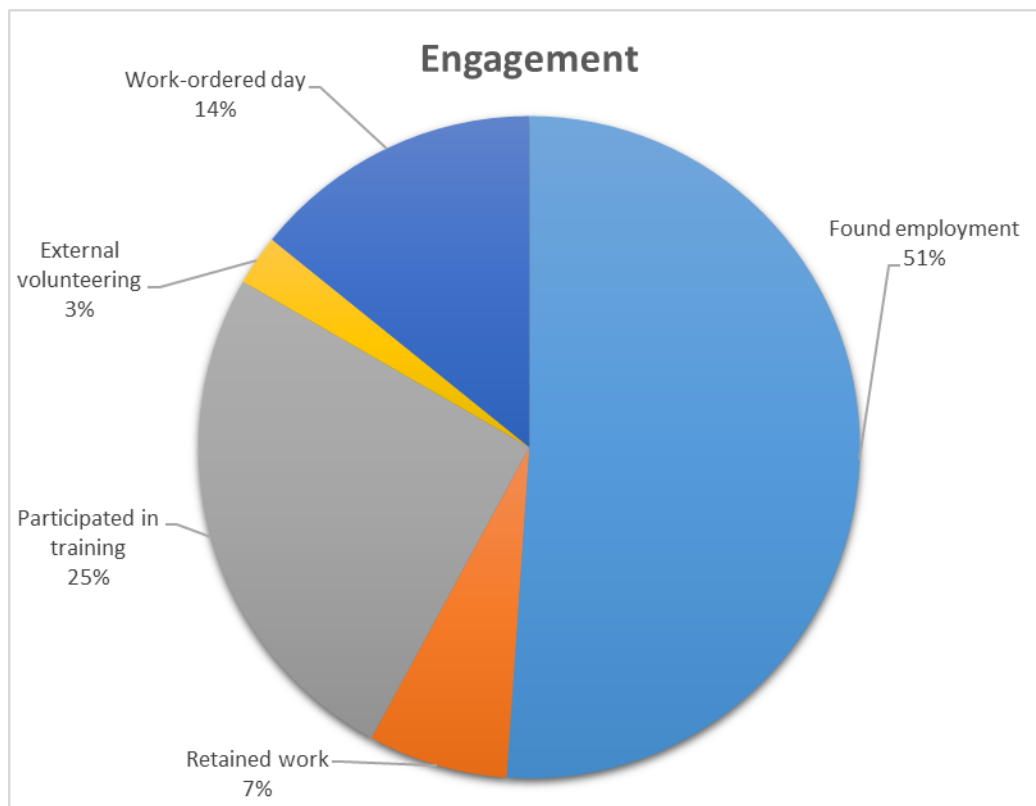
HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

- MHSDs reporting requirements started during this period which required a lot of time to set up and frequent meetings with NHS IT and training for the team.
- At the request of IPS Grow, during Covid we opened up our referrals to accept up to 15% of our caseload as job retention referrals. As the secondary care part of the service was previously unable to take these, the team were not trained in providing job retention support and, at times, these referrals were difficult to manage. We also found it a challenge accessing our job retention worker to handover the more challenging cases as she was often working at capacity.
- We had a number of staff changes in the secondary care team during this period with impacted on NCRR, EIS, CDAT and the PD services. However, we kept the NHS teams informed of all changes and ensured all teams were always provided with cover.
- Whilst going back into the offices was largely a positive, we also saw an increase in staff reporting feeling exhausted and anxious (this was also mirrored in some of the clients). It was a challenge to balance the needs to the service whilst ensuring staff wellbeing was at the forefront.

OUTCOMES

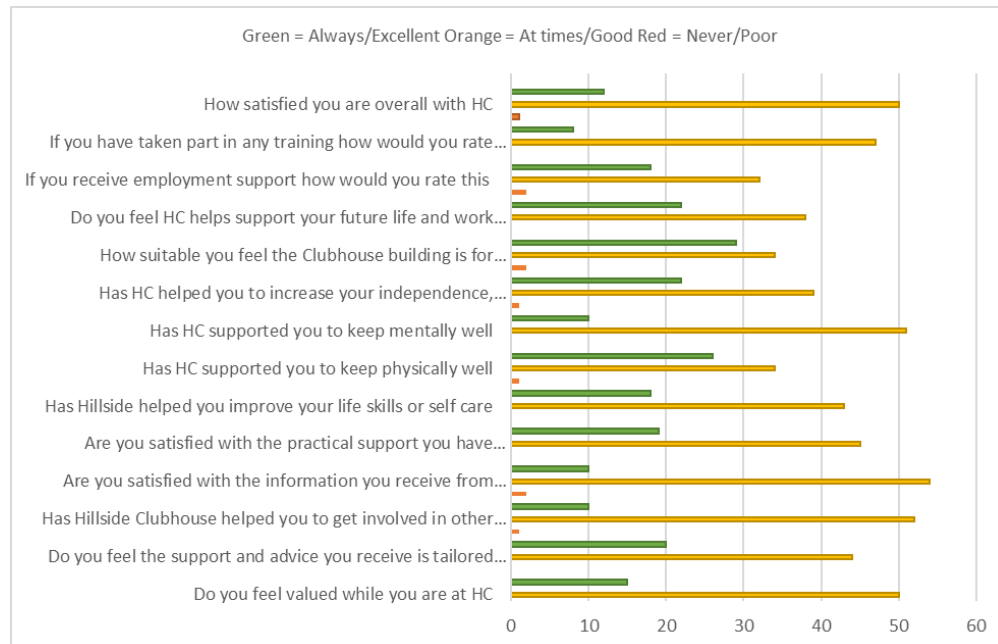
Throughout the course of the year Hillside Clubhouse had 609 different people engage in its services. The chart below outlines the ways in which they were supported and engaged in services within Hillside Clubhouse.



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

IMPACT



- 98% of members felt the support was always/sometimes tailored to their individual needs
- 98% report that Hillside Clubhouse always/sometimes helped them to keep mentally well
- 100% of members report feeling always/sometimes happy with the practical support they received
- 97% report that Hillside Clubhouse has helped them to feel more independent, confident and improved their self esteem
- 97% felt that Hillside Clubhouse always/sometimes supported their future work and life ambitions

"If it wasn't for Hillside I don't know what I would be doing with my life, I don't want to sound dramatic, but I don't know if I would be here without Hillside"

"It helps me keep positive, focused and not alone. When you suffer from mental health friends can be very hard to come by...and family members don't understand or believe it...it's hard to make a normal life...Hillside helps you feel connected with people...I'm not alone"

"Hillside is safe, happy, helpful, it's almost family... Whatever troubles you've got in life someone will help you or find someone who can...it's a place where I can be who I am, I'm allowed to be sick, allowed to have a bad day...it helps me to give back"

"I'm alive, I was in a very low place, isolated, and it's brought me to be me, made me become who I am"

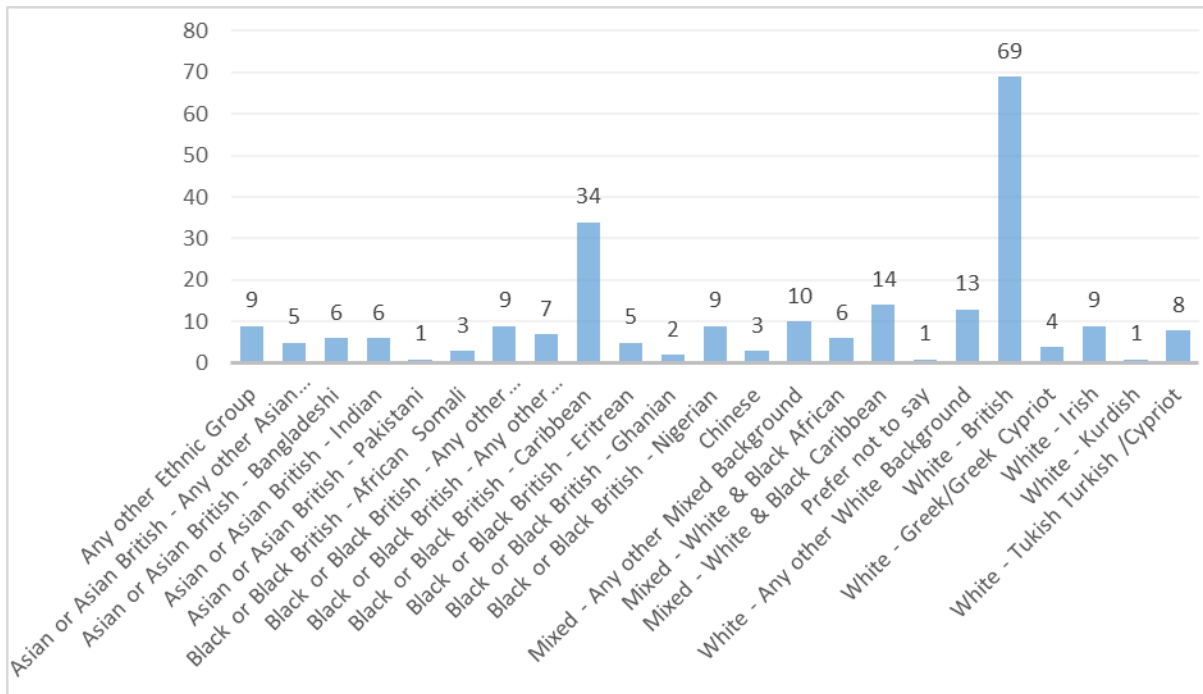
"I was not in a very good place...I didn't wash, cook, clean...everything went down the drain...it was nerve-wracking...I'd lost my trust when I lost my dignity...I found people here were very supportive...I found it safe to be in Hillside"

HILLSIDE CLUBHOUSE

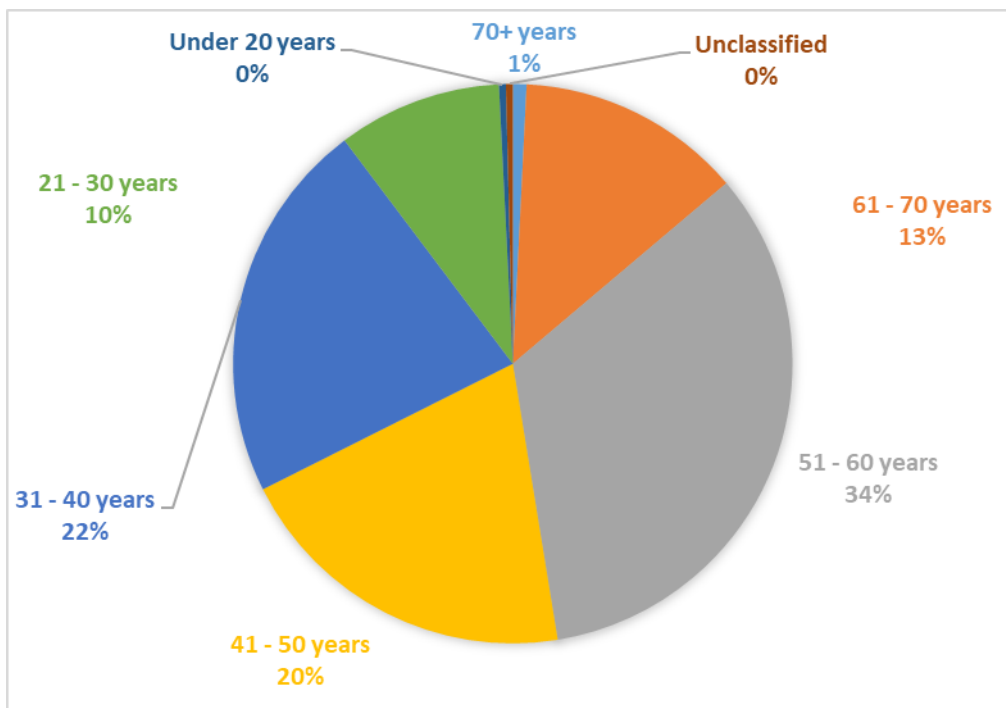
REPORT OF THE TRUSTEES – 31 MARCH 2022

BENEFICIARIES

Breakdown by ethnicity within the Clubhouse:



Breakdown by age:



HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

LOOKING AHEAD

Hillside Clubhouse's plans for 2022/23 and beyond include:

- Reviewing our branding and marketing materials to ensure they are dynamic and inspiring, there is consistency across services and we are future proofing the organisation
- Updating our website and social media to be more dynamic, informative and reflective of our work
- Growing and diversifying our catering and retail operations to expand our offer and generate income
- Developing our staff team through an appraisal and 360 review; personal development plans; training and development opportunities; staff support sessions; team away days and updated policies
- Resolving ongoing IT issues and frustrations through appointing a new IT provider and moving from the server to the Cloud

GOVERNING DOCUMENT

Hillside Clubhouse Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 6 December 1999 (as amended from time to time). It is registered as a charity with the Charity Commission (number: 1080735).

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The Directors of the Company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee.

There is a trustee recruitment policy and new trustees are appointed on the basis of skills needed by the Board. Recruitment takes place through word of mouth, advertising through local bulletins and newsletters, through networking events, in newspapers and by mailouts as and when new trustees are needed.

There is an induction and training policy for trustees and all board members have role descriptions. New trustees receive a thorough induction which includes a visit to the Clubhouse, meeting with the Executive Director, attendance at a board meeting as an observer and notes of the last three board meetings. All trustees are required to sign a declaration of commitment and qualification for trusteeship and a signed declaration of any interest in the Charity. Trustees have access to training and development opportunities with local voluntary action councils.

REFERENCE AND ADMINISTRATIVE DETAILS

The Trustees delegate day-to-day management of the Charity to Catherine Pymar, Executive Director.

TRUSTEE INDUCTION AND TRAINING

There is an induction and training policy and all trustees have role descriptions. New trustees receive a thorough induction and comprehensive handbook (which sets out the obligations of

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

trustees, contains the main documents relating to the Charity's operation, contains up to date financial information including audited accounts and contains business plans).

Induction further consists of a visit to the Clubhouse and a meeting with the Executive Director, a written induction manual, attendance at two meetings as an observer prior to joining the Board of Directors, a named trustee as a 'buddy', notes of the last three Board meetings at least. All trustees are required to sign a declaration of commitment and qualification for trusteeship form and a signed declaration of any interest in the Charity.

All trustees receive the Charity Commission newsletters. Trustees have access to governance and management committee training provided by the local voluntary action council as well as attendance at any other relevant training.

RISK MANAGEMENT

The trustees maintain a comprehensive risk register and action plan to minimise risks. This is reviewed on an annual basis.

Where appropriate, systems of procedures have been established to mitigate and minimise identified risks the charity faces by implementation of procedures such as the authorisation of transactions and projects, levels of authorisation etc. Procedures are in place to ensure compliance with all statutory requirements including employment law and the health and safety of staff at work. A risk assessment is carried out for all members and beneficiaries. A safeguarding policy is in place and staff have regular safeguarding training. Disclosure and Barring Service checks are carried out on all staff and volunteers who are likely to come into contact with vulnerable adults.

ORGANISATIONAL STRUCTURE

Hillside Clubhouse has a trustee board of no more than 12 person and not less than four persons. The trustees, as directors are responsible for the overall policy and meet on average every six-eight weeks. Other ad hoc committees are convened as and when required. The board of trustees are responsible for overall policy but much of the day-to-day activity is conducted by individuals to whom it delegates authority.

Day to day responsibility is delegated to the Executive Director who has responsibility for the overall strategy and direction of the organisation and associated operational Directors who have responsibility for day to day operational matters. There is a Director of Clubhouse Operations and a new Director of IPS and ES was appointed in June 2022. There are four operational managers, two for Camden Work and Wellbeing and two for Mental Health Working Islington.

There were a maximum of 27 other members of staff who were responsible for delivery of Hillside services to members in this year.

EQUALITY AND DIVERSITY AND SERVICE USER INVOLVEMENT

The trustees also apply a thorough and robust approach to equality and diversity. In addition to operating a general equal opportunities policy, equal opportunities and diversity run through all strands of Hillside Clubhouse's policies, procedures, activities and monitoring and

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

evaluation. This is further enhanced by member (service user) involvement running through all aspects of the Clubhouse's activities, delivery, management and planning. As a result of this Hillside Clubhouse's current demographic makeup in terms of ethnicity and culture continues to be higher than the local demographic averages both in terms of staffing and membership.

FINANCIAL REVIEW

We have reviewed our fundraising strategy and have five areas of focus; diversification of income; expansion of the catering; developing our consultancy and training offer; securing future IPS contracts and developing our impact measurement and evaluation techniques.

The principal sources of funding are explained in Note 14 to the accounts and all of these funds contribute towards the Charity's aim of enabling Hillside Clubhouse members to lead more fulfilling lives, develop skills, gain employment and become more socially included in their communities.

At year end a surplus on general funds of £24,799 was held. This is primarily due to unfilled roles within the senior management team for several months of the year.

The main sources of income during this period were: service level agreements and contracts with local authorities and grants. Smaller amounts of income were self generated including some external catering income.

The financial position is sound at year end and the organisation planned its budget for the next financial year during this period.

Designated reserves are held and are explained below.

RESERVES POLICY

The trustees have examined the charity's requirements for reserves in light of the main risks to the charity. £117,977 is held in a general reserve fund and designated funds of £791,761 were held. This is made up of £20,449 redundancy reserve, £415,000 contingency fund, £74,062 business and development fund, £52,000 running costs in 2021/22, £120,000 property fund, £45,382 property refurbishment fund and a total of £44,667 of unspent funds from Stone Family Foundation and Camden IPS designated for future spend. At the year-end £197,578 was held in a restricted capital fund and £13,301 in a restricted funds.

Contingency reserve

While the current financial picture is healthy the Charity continues to be mindful of the current financial climate.

Trustees have carefully and prudently planned for contingencies with the aim of building up the unrestricted reserve to equate to a readily realisable amount equivalent to six months current turnover.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

This reserve currently stands at £415,000 which equates to 5 months running costs at current levels. The Trustees continue to plan to mitigate any potential risks which include:

- less income from catering and retail outlets
- short term nature of contracts and less margin for full cost recovery on contracts
- given the nature of our work with vulnerable and often sensitive people the Trustees feel that were there to need to be any reconfiguration or winding down of services (should finances not be secured) that we would need to allow enough time to prepare people for move on and support and that period would therefore entail at least six months.
- Risks on payment by results contracts
- The difficulties of securing core funding for the Clubhouse.

Capital asset (property reserve)

While this is presented as part of the Charity's reserves it is in practice money tied up in the new building (which we purchased). The funds could only be realised on sale of the building. It is therefore not money which is readily accessible or available to the Charity.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

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

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

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

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2022

AUDITORS

Simpson Wreford LLP were appointed as Independent auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by charities and with the small company regime (section 419 (2)) of the Companies Act 2006.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Signed on behalf of the board of Trustees/directors on 24 November 2022.

.....D Barrett - Chairperson

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2022

Opinion

We have audited the financial statements of Hillside Clubhouse ('the charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom accounting standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable legal requirements.

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2022

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, data protection and FCA regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2022

- alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditor

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London SE18 6SS

Dated: 1 December 2022

HILLSIDE CLUBHOUSE

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted Funds	Designated Funds	Restricted Funds	Capital Restricted Funds (Stone Family & Tudor Trust)	Total Funds	Total Funds
		2022	2022	2022	2022	2022	2021
	Notes	£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	2	204,196	-	51,000	-	255,196	223,676
Investments		813	-	-	-	813	152
Charitable activities	3	881,385	-	9,000	-	890,385	896,833
Total		1,086,394	-	60,000	-	1,146,394	1,120,661
Expenditure on:							
Raising funds		12,241	-	-	-	12,241	11,040
Charitable Activities		1,054,087	-	48,029	1,958	1,104,074	1,100,921
Other		5,280	-	-	-	5,280	5,040
Total	4	1,071,608	-	48,029	1,958	1,121,595	1,117,001
Net income / (expenditure)		14,786	-	11,971	(1,958)	24,799	3,660
Transfers between funds		22,931	(22,931)	-	-	-	-
Net movement in funds	13	37,717	(22,931)	11,971	(1,958)	24,799	3,660
Reconciliation of Funds							
Total Funds brought forward		80,260	814,692	1,330	199,536	1,095,818	1,092,158
Total Funds carried forward		117,977	791,761	13,301	197,578	1,120,617	1,095,818

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources expended derive from continuing activities.

The notes on pages 19 to 29 form part of these financial statements.

HILLSIDE CLUBHOUSE

BALANCE SHEET AT 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	9		547,274		555,399
CURRENT ASSETS					
Stock		1,000		1,000	
Debtors	10	352,226		233,516	
Cash at bank and in hand		<u>464,594</u>		<u>556,091</u>	
		817,820		790,607	
CREDITORS					
Amounts falling due within one year	11	<u>80,573</u>		<u>76,886</u>	
NET CURRENT ASSETS			737,247		713,721
CREDITORS					
Amounts falling due beyond one year	12		163,904		173,302
NET ASSETS			<u>1,120,617</u>		<u>1,095,818</u>
FUNDS					
Unrestricted			117,977		80,260
Unrestricted - designated			791,761		814,692
Restricted- capital			197,578		199,536
Restricted			13,301		1,330
TOTAL FUNDS	13		<u>1,120,617</u>		<u>1,095,818</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 29 to 42 were approved by the Trustees on 24 November 2022 and signed on their behalf by:

D Barrett (Chairperson)
Company number -03912530 (England & Wales)

HILLSIDE CLUBHOUSE

STATEMENT OF CASHFLOWS FOR THE YEAR ENDING 31 MARCH 2022

	Notes	2022 £	2021 £
Cash used in operating activities	19	<u>(92,310)</u>	<u>7,527</u>
Cash flows from investing activities			
Interest income		813	152
Purchase of tangible fixed assets		-	(8,863)
Cash used in investing activities		<u>813</u>	<u>(8,711)</u>
(Decrease)/ increase in cash and cash equivalents in the year		(91,497)	(1,184)
Cash and cash equivalents at the beginning of the year		556,091	557,275
Total cash and cash equivalents at the end of the year		<u>464,594</u>	<u>556,091</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Hillside Clubhouse is a company limited by guarantee, incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit A, 30 North Road, London, N7 9GJ, which is also the principal place of business.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2022 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2022 and the results for the year ended on that date.

Hillside Clubhouse meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

(c) Incoming resources

Income represents grants, donations receivable and other sundry income receivable in the year ended 31 March 2022. All income is recognised over the period in which it relates to, following the accruals method. Grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when received or when they are receivable. Depreciation on the leasehold property is charged against the appropriate capital fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

(d) Resources expended

Resources expended are recognised in the year in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Charitable activities costs include the direct cost of providing services, as well as a share of overheads.

Other costs include the cost of compliance with the charity's constitutional and statutory requirements.

The cost of generating funds relate to the costs incurred by the charity in raising funds for charitable work.

Depreciation on capital items is charged to the appropriate capital fund.

(e) Tangible fixed assets

Fixed assets are valued at cost, with impairment reviews performed annually. It is the policy of the company to provide depreciation at the following annual rate in order to write off each asset over its estimated useful economic life.

Leasehold property	-	Straight line over the 125-year duration of the lease
Integral features	-	Straight line over 50 years
Fixtures and equipment	-	20% on cost
Computer equipment	-	33.33% on cost

The Trustees have decided not to capitalise any item of equipment costing less than £500.

(f) Restricted funds

Restricted funds are to be used for specific purposes as lay down by the donor. Expenditure which meets these criteria is charged to the fund.

(g) Capital funds

Capital funds are restricted funds used to purchase capital items. Depreciation on the capital items is charged against the appropriate capital fund.

(h) Designated funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

(i) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

(j) Creditors and provisions

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

(k) Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable.

(l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(n) Financial instruments

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

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

2. VOLUNTARY INCOME

	Unrestricted 2022	Restricted 2022	Capital 2022	Total 2022	Total 2021
	£	£	£	£	£
Grant income					
Anonymous Donation	10,000	-	-	10,000	-
Cripplegate Catalyst	-	5,000	-	5,000	5,000
Henry Smith	-	46,000	-	46,000	46,000
Stone Family Trust	134,000	-	-	134,000	134,000
Anonymous Donation	-	-	-	-	10,000
City Bridge Trust	43,200	-	-	43,200	-
Drapers	-	-	-	-	10,000
Donations	895	-	-	895	531
Social Programme	-	-	-	-	-
HMRC - Job Retention Scheme	710	-	-	710	11,729
Other	15,391	-	-	15,391	6,415
	<u>204,196</u>	<u>51,000</u>	<u>-</u>	<u>255,197</u>	<u>223,676</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2022	Restricted 2022	Capital 2022	Total 2022	Total 2021
	£	£	£	£	£
Local authority service contracts					
Camden	1,260	-	-	1,260	8,365
Islington	-	-	-	-	12,000
Other Service Contracts					
Islington	255,287	-	-	255,287	246,948
Camden Work and Wellbeing	570,818	-	-	570,818	576,711
Camden Work and Wellbeing Wave 2	40,000	-	-	40,000	44,700
Islington ICF	4,226	-	-	4,226	-
Islington Giving	-	7,500	-	7,500	-
LCRF Wave 2	-	-	-	-	6,960
London Catalyst	-	1,500	-	1,500	-
Tesco Bags of Help	-	-	-	-	500
Kiosk income	5,113	-	-	5,113	246
Canteen income	192	-	-	192	402
External catering	4,480	-	-	4,480	-
Food income	9	-	-	9	-
	<u>881,385</u>	<u>9,000</u>	<u>-</u>	<u>890,385</u>	<u>896,833</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

4. TOTAL RESOURCES EXPENDED

	Fundraising 2022 £	Other 2022 £	Charitable activities: <i>Employment and support</i> 2022 £	Total 2022 £	Total 2021 £
<i>Operational costs</i>					
Personnel costs	-	-	909,916	909,916	937,900
Premises costs	-	-	21,912	21,912	18,711
Direct operational costs	-	-	46,157	46,157	42,221
Grants payable	-	-	-	-	-
Depreciation	-	-	8,125	8,125	8,734
	-	-	986,110	986,110	1,007,565
<i>Support costs</i>					
Management costs	12,241	-	66,321	78,562	55,200
Accountancy and audit	-	5,280	3,079	8,359	8,287
Finance charges	-	-	5,813	5,813	5,936
IT expenses	-	-	22,013	22,013	12,948
Administrative costs	-	-	20,739	20,739	27,066
	12,241	5,280	117,964	135,485	109,436
	12,241	5,280	1,104,074	1,121,595	1,117,001

Fundraising costs are composed of 20% of management costs on the basis of estimated time spent by staff on grant applications.

5. STAFF COSTS

	2022 £	2021 £
Staff costs were as follows:		
Salaries and wages	886,948	859,114
Social security costs	74,136	77,011
Redundancy costs	-	25,551
Pension	26,324	30,633
	<u>987,408</u>	<u>992,309</u>

The average number of staff employed during the year, based on a full time equivalent, was as follows: -

	2022	2021
Management	5	5
Clubhouse workers/ employment support workers	20	19
Reablement	2	2
Kiosk workers	3	3
	<u>30</u>	<u>29</u>

HILLSIDE CLUBHOUSE

There were no employees with emoluments above £60,000.

NOTES TO THE ACCOUNTS – 31 MARCH 2022

6. RELATED PARTY TRANSACTIONS

No Trustees' expenses were reimbursed for during the year. There are no other related party transactions.

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2022	2021
	£	£
Auditors' remuneration - audit fee	5,280	5,040
Depreciation of owned assets	<u>8,125</u>	<u>8,734</u>

8. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. TANGIBLE FIXED ASSETS

Cost	Leasehold property	Computer equipment	Fixtures and equipment	Total
	£	£	£	£
At 1 April 2021	604,605	22,678	17,609	644,892
Additions	-	-	-	-
At 31 March 2022	<u>604,605</u>	<u>22,678</u>	<u>17,609</u>	<u>644,892</u>
Depreciation				
At 1 April 2021	55,115	16,769	17,609	89,493
Additions	5,171	2,954	-	8,125
At 31 March 2022	<u>60,286</u>	<u>19,723</u>	<u>17,609</u>	<u>97,618</u>
Net book value				
At 31 March 2022	<u>544,319</u>	<u>2,955</u>	<u>-</u>	<u>547,274</u>
At 31 March 2021	<u>549,490</u>	<u>5,909</u>	<u>-</u>	<u>555,399</u>

HILLSIDE CLUBHOUSE

The leasehold property has been pledged as security for the bank loan, further details provided in note 12.

NOTES TO THE ACCOUNTS – 31 MARCH 2022

10. DEBTORS

	2022	2021
	£	£
Trade debtors	347,257	227,780
Prepayments and accrued income	4,969	5,736
Other debtors	-	-
Total	<u>352,226</u>	<u>233,516</u>

11. CREDITORS: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	9,648	11,118
Accruals and deferred income	57,085	20,920
Other creditors	4,382	34,851
Bank loans	<u>9,458</u>	<u>9,997</u>
Total	<u>80,573</u>	<u>76,886</u>

12. CREDITORS: amounts falling due after one year

	2022	2021
	£	£
Bank loans 2<5 years	41,333	43,164
Bank loans >5 years	<u>122,571</u>	<u>130,138</u>
	<u>163,904</u>	<u>173,302</u>

The bank loan is secured on the leasehold property. The total value secured as at 31 March 2022 is £163,904 (2021 £173,302). £163,904 is included in creditors due after 1 year. £9,458 is included within creditors due within 1 year. Interest of 3.70% per annum is charged on the loan, which is payable by instalments.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

13. ANALYSIS OF INCOME AND EXPENDITURE BY FUND

	At 1 April 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2022 £
Restricted Funds					
Cripplegate Catalyst	1,310	5,000	2,029	-	4,281
Henry Smith	-	46,000	46,000	-	-
Islington Giving	-	7,500	-	-	7,500
London Catalyst	-	1,500	-	-	1,500
Tesco Bags of Help 2021	20	-	-	-	20
Total Restricted Funds	1,330	60,000	48,029	-	13,301
Capital					
Tudor Trust Building fund	182,400	-	1,600	-	180,800
Stone Family	8,568	-	179	-	8,389
Awards for All	8,568	-	179	-	8,389
Total Capital Funds	199,536	-	1,958	-	197,578
Total Restricted Funds	200,866	60,000	49,987	-	210,879
Unrestricted Funds					
General fund	80,260	1,086,394	1,071,608	22,931	117,977
Designated Funds					
Property fund	120,000	-	-	-	120,000
Property refurbishment fund	45,382	-	-	-	45,382
New Business Development	96,993	-	-	(22,931)	74,062
Contingency fund	415,000	-	-	-	415,000
Redundancy reserve fund	20,449	-	-	-	20,449
Running costs - 2020 - 2022	52,000	-	-	-	52,000
Stone Family Foundation	44,667	-	-	-	44,667
Camden IPS	20,201	-	-	-	20,201
Total Designated Funds	814,692	-	-	(22,931)	791,761
Total Unrestricted Funds	894,952	1,086,394	1,071,608	-	909,738
Total Funds	1,095,818	1,146,394	1,121,595	-	1,120,617

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

14. ANALYSIS OF UNRESTRICTED AND RESTRICTED FUNDS

Purposes of capital restricted funds

The Tudor Trust grant of £200,000 was given specifically for the purpose of purchasing the leasehold building which Hillside Clubhouse moved into in 2011. Depreciation is charged against this fund on a straight-line basis over 125 years.

The Awards for All grant and Stone Family grant were both given for the purpose of purchasing partitions.

Purposes of designated funds

The property refurbishment fund is held separately for general future property repairs. The property reserve fund is shown separately to general reserves as this is the approximate amount of unrestricted reserves used in purchasing the new building and hence the fund has been set up for future depreciation charges. The redundancy reserve fund is held separately to general funds in case of the possibility of redundancies in the future. The New Business Development will fund the Director of Clubhouse Operations for two years. The Contingency fund contains approximately six months of income based on current levels in order to meet an unexpected call on funds, or to seize opportunities that may present themselves. The Camden IPS fund is for the 22/23 project costs, and will be repurposed into general funds if not required after 2023.

Purposes of revenue restricted funds

Balances on restricted funds represent unspent funds given specifically for individual projects. These balances will be carried forward and spent on each project in the following year. The purpose of each fund is as follows:-

- Cripplegate catalyst fund – small grants for members' personal development
- Henry Smith – grant provided towards the salary of the chief executive
- Islington Giving – grant provided towards the Workday and Recovery project

Sufficient resources are held in each fund to enable the funds to be applied in accordance with any restrictions.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

15. NET ASSETS

	Capital Restricted Funds 2022 £	Revenue Restricted Funds 2022 £	Designated Funds 2022 £	General Funds 2022 £	Total Funds 2022 £
Tangible fixed assets	197,578	-	165,382	184,314	547,274
Net current assets	-	13,301	626,379	97,567	737,247
Long term liability	-	-	-	(163,904)	(163,904)
	<u>197,578</u>	<u>13,301</u>	<u>791,761</u>	<u>117,977</u>	<u>1,120,617</u>

16. OTHER PROFESSIONAL SERVICES PROVIDED BY AUDITORS

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements.

17. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge in the accounts represents contributions payable by the company to the fund and amounted to £26,324 (2021 £30,633). At 31 March 2022 £4,382 (2021 £4,257) was payable to the fund. Pension costs are allocated to funds based on the staff that are assigned to the specific fund.

18. DEFERRED INCOME

Deferred income relates to grants received for which the charity has deferred into 2022/23. The deferred income of £11,500 relates to the grant from Henry Smith for £23,000, of which £11,500 has been deferred for the period 1 April 2022 – 30 June 2022.

	Grants £
Balance as at 1 April 2021	11,500
Amount released to income earned from charitable activities	(11,500)
Amount deferred in the year	<u>11,500</u>
Balance as at 31 March 2022	<u>11,500</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2022

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net movements in funds	24,799	3,660
Add back: Depreciation	8,125	8,734
Deduct: Interest shown in investing activities	(813)	(152)
(Increase) / decrease in debtors	(118,710)	3,063
(Decrease) in creditors	(5,711)	(7,778)
	<u>(92,310)</u>	<u>7,527</u>

20. LIMITED LIABILITY

The Trustees of the company guarantee to contribute an amount not exceeding £1 each to the assets of the charity in the event of winding up.

HILLSIDE CLUBHOUSE

England & Wales - Charity number 1080735

Accounts

Registered number: 03912530

England and Wales

Charity Number: 1080735



hillside clubhouse

ANNUAL REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

**ANNUAL REPORT AND ACCOUNTS
YEAR ENDED TO 31 MARCH 2021**

Contents

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HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2021

Legal & Administrative Information

Company number	-	03912530 (England and Wales)
Charity number	-	1080735
Trustees/Directors	-	D Barrett (Chairperson) A Christie S Rende C Morton J Cooke G Sanford
Company secretary	-	G Jones (resigned 29 October 2021)
Registered office and Operational address	-	Unit A 30 North Road London N7 9GJ
Auditors	-	Simpson Wreford LLP Chartered Accountants & Registered Auditors Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2021

The Trustees present their report and the audited financial statements for the year ended 31 March 2020 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with accounting policies set out in the notes to the accounts, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

EXECUTIVE SUMMARY

We outline below a summary of the key points and achievements of the year.

- Despite the huge challenges of covid 19 high numbers of people were supported to start work – 112 (of which 102 unemployed and others were additionally supported into second or subsequent jobs)
- Wellbeing and satisfaction levels with the Clubhouse amongst members remained high during covid with slight upturns in most indicators – we report on those below - we supported members to improve or maintain their mental and physical wellbeing and lead happier more fulfilled lives and, in turn, many people avoided both practical and mental health crises.
- We responded well to the challenges of covid by adapting quickly and offering services both remotely and in person wherever we could and we maximised digital inclusion amongst our membership by sourcing equipment and providing training and supports as well as providing services by telephone and mail. We offered services face to face during the year wherever possible and allowed by guidance.
- We completed our organisational restructure and had begun recruitment to two new director roles to strengthen and future proof our organisation and infrastructure and support growth over coming years
- Following a successful three and a half years of our Camden Work and Wellbeing specialist employment support service we were granted an extension to 31 March 2022.
- Despite the financial climate we again returned healthy surpluses on funds and continue in a strong financial and strategic position.

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are to relieve the needs of individuals suffering from mental or physical illness or impairment of any description, in particular but not exclusively by providing, or assisting in the provision of, psycho-social rehabilitative services in order that those individuals may regain their confidence and skills.

The main strategies employed to achieve the charity's core objectives are to

- Make available opportunities to members as part of the 'work ordered day' to learn or regain work related skills

HILLSIDE CLUBHOUSE

REPORT OF THE TRUSTEES – 31 MARCH 2021

- Provide individually focused one to one employment support and guidance to mainstream employment
- Make available a range of external work placements and including our retail and catering outlets
- Provide social, practical and emotional support to members to help them achieve their goals

The main change that we seek to make is to ensure that our members become more confident, increase their skills base and become more socially included by way of working for mainstream employers, participating in training and education and leisure and social facilities in the mainstream and in the Clubhouse.

The Clubhouse has an extensive 'portfolio' of services to support member wellbeing and social inclusion:

- the Workday programme which helps members to develop life and workskills through volunteering to run the daily business functions of the Clubhouse
- Recovery! Project which provides practical help and support to those with personal problems or crises
- Mental Health Working Islington - information advice and guidance to mainstream employment, training and volunteering for Islington residents. Parts of the service work to the Individual Placement and Support Model within integrated NHS teams.
- Camden Work and Wellbeing – our mental health employment support service for Camden residents based on the Individual Placement and Support Model. The service also provides job sustainment and job retention support. We deliver the service in partnership with Camden and Islington NHS Foundation Trust
- Flexible work opportunities on our external catering service and in 'The Kiosk' for those that might need a stepped support to mainstream employment
- Catalyst Programme (a small individual grants scheme in partnership with the Cripplegate Foundation) for members' personal development.
- Training
- Social Programme

The trustees believe that they meet their public benefit obligation through the deployment of this strategy. The result of such public benefit is that Clubhouse members, who are all people with mental health problems, increase skills for life and work and become more socially included in work related activity including mainstream employment and education.

In planning activities and delivering services the trustees have particular regard to the Charity Commission's guidance on public benefit.

The criteria we used to measure success in the reporting period included:

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- Measuring the numbers of people who achieved employment, training and volunteering outcomes
- Measuring wellbeing and social inclusion indicators by way of short questionnaires and surveys
- A detailed full annual satisfaction survey
- Anecdotal evidence and case studies from individuals

The Charity's long term aim is to support people to lead more fulfilling lives and to be more socially included in their local communities and we do this through the various services and shorter and medium term interventions we deliver. These include:

- Personalised one to one support from employment advisers
- Support from Clubhouse Workers with practical and emotional matters
- Training and work experience
- Supporting members to access services in the community that will benefit them.

Clubhouse members, while beneficiaries of the Charity, are also volunteers and make a significant contribution towards the day to day running of the Charity. The Clubhouse Model has an ethos of co-production whereby members are fully involved in the day to day running of the Clubhouse business functions alongside staff. This will include such services and processes as administration, catering, maintenance, business development, decision making, finance, project delivery, promotion, compliance and many other areas.

SUMMARY OF MAIN DEVELOPMENTS AND ACHIEVEMENTS

It has been without a doubt the most challenging year the Clubhouse has ever faced. However the Clubhouse has proved itself to be agile and responded well to the challenges of the pandemic. We had to close to face to face working at the start of the pandemic but we quickly had telephone and virtual supports and communications up and running and we were also one of the only services in Islington of our kind to reopen when the Government's guidance on the use of multi-use facilities allowed us to reopen in Summer 2020. Much work was put into a covid secure risk management plan and limited numbers of members returned to the building by appointment in the summer. Teams operated in separate 'support bubbles' to mitigate. This continued through the summer until 5 January when rising rates and reassessment led to the decision to return to remote working. We returned to face to face working (in early April 2021). Due to the need to provide some services remotely we worked hard to maximise access for our members and looked at alternative solutions during the year where we have not been able to provide a face to face service. In addition to face to face delivery where we could we provided the following:

- One to one wellbeing and support calls to members from support workers on a regular basis (often daily) to encourage motivation, routine, safeguard, provide appropriate support and maximise engagement in workday activities
- Regular group call conference calls and project working groups to support members and engage in workday tasks
- An active online PhP bulletin board to recreate the busy buzzy atmosphere of the Clubhouse itself
- We used small grants from the London Community Response Fund to purchase data plans and simple mobile phones for those that did not have them to stay in touch
- We secured a number of laptops for loans to members

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- We provided one to one and some more organised training to some members on Microsoft Teams
- We worked with other partners in and around Islington to source support/equipment for those needing it if we could not provide that support ourselves.
- Supported those who could do courses, applications forms, virtual interviews and volunteering online on a one to one basis and worked closely with Islington Adult Learning and the Working Men's College and other providers so that our members could maximise offers

Members faced some significant challenges which have been supported including fear and anxiety due to the ongoing situation, loneliness, accessing food, not having access to or skills for digital inclusion. A lot of support has been focussing on staying well physically and mentally including staying active and mindful.

Outcomes

Despite such a difficult year some fantastic outcomes were yet again achieved: **114** people into work – a huge achievement in these times! and at least 101 undertook a wide range of training (accredited and non accredited). Furthermore 126 people were supported to return to or retain work, 24 members became external volunteers (some on covid emergency work) and we supported at least 992* people during the year.

(*due to the need to transition quickly to remote services initial support provided by telephone and remotely might not all have been captured so 992 is a minimum).

Impact

We had anticipated a downturn in some of our impact measures from our annual evaluation given the coronavirus situation but we are incredibly pleased to actually see slight increases in satisfaction about the impact of our services during these very difficult times.

95% said that we had supported them to remain mentally well

97% said that we had supported them to increase self-esteem, confidence and motivation

95% said that we had helped them to improve life skills and/or improve self care

79% said that we had helped them to remain physically well

83% said that we had helped them become more involved in other activities outside the Clubhouse

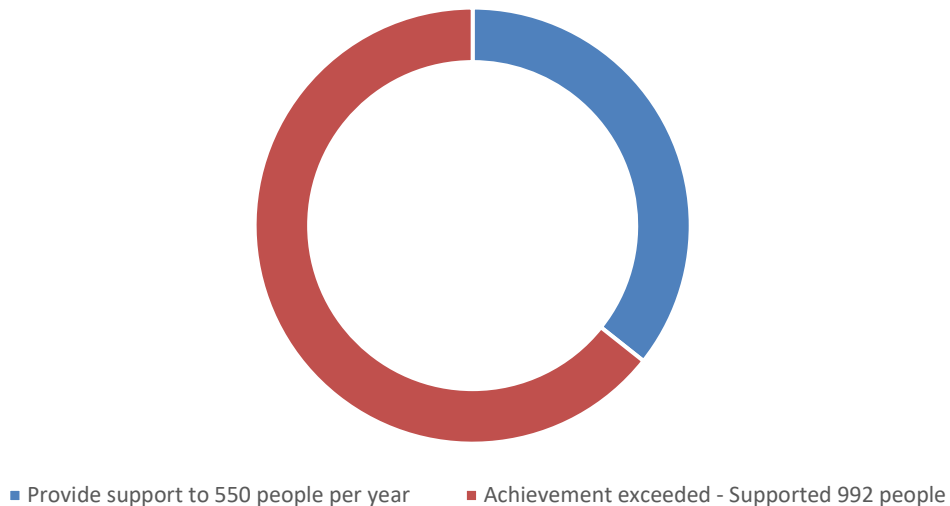
During a period where people have been afraid of mixing indoors we are also pleased that **96%** of those who have come to the Clubhouse have felt safe with our covid secure arrangements and social distancing measures and **97%** were happy with the help and support they received during lockdown periods.

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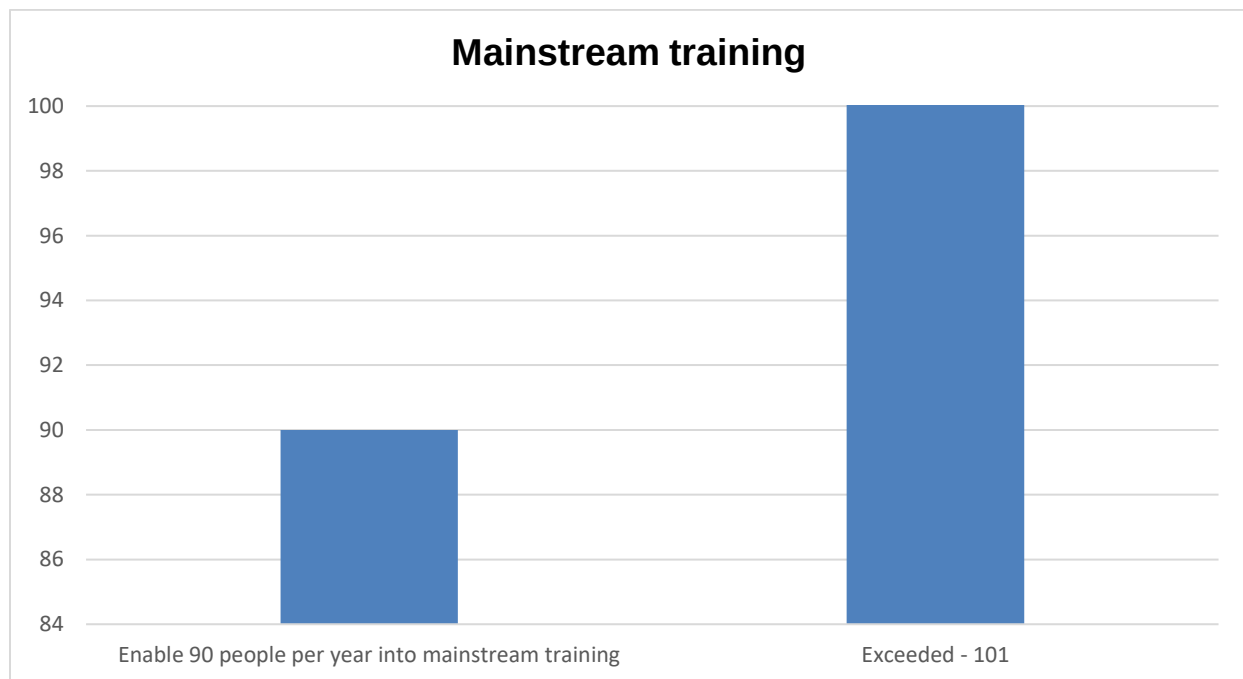
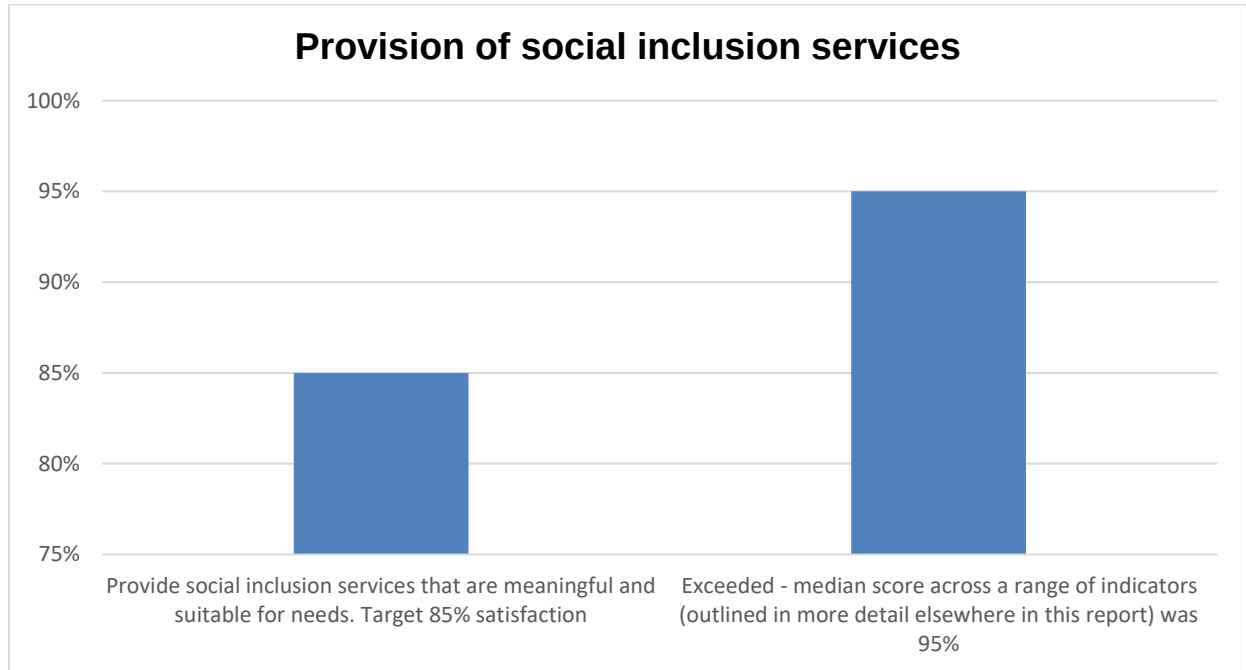
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Objective	Achievement
Provide support to 550 people per year with an average daily engagement on Workday Programme of 40 per day	Exceeded – 992/during covid when the Clubhouse was allowed to open our maximum social distancing capacity in the building was 10 but much support and engagement was provided additionally remotely.
Provide social inclusion services that are meaningful and suitable for needs. Target 85% satisfaction	Exceeded – median score across a range of indicators (outlined in more detail elsewhere in this report) was 95%
Enable 90 people per year into mainstream training	Exceeded – 101
Support people into work	We supported 112 people into work (of which 102 were unemployed). Additionally we supported 126 people who were struggling in work where mental health was at risk to retain work or find another job.
Improve wellbeing and mental health	Exceeded – median score across a range of indicators (outlined in more detail elsewhere in this report) was 92%

Number of people supported



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Employment



We supported 112 people into work (102 unemployed)

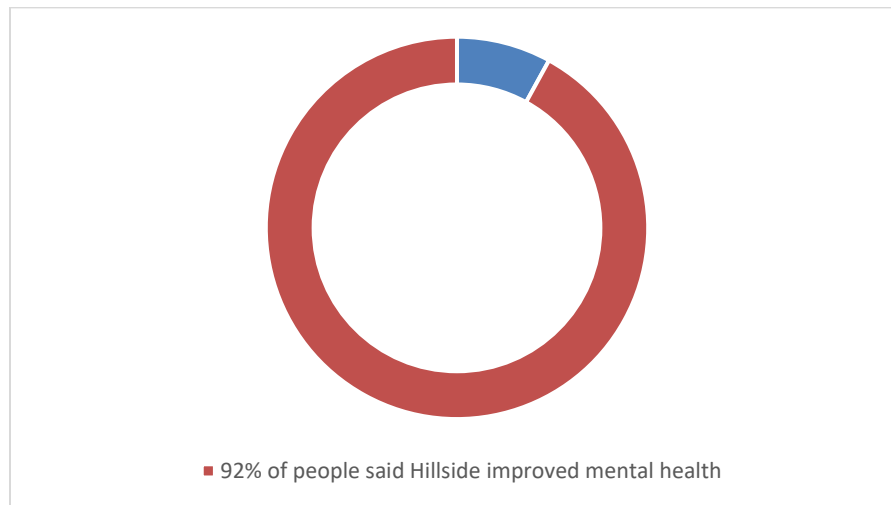


We supported 126 people who were struggling in work where mental health was at risk to retain work or find another job

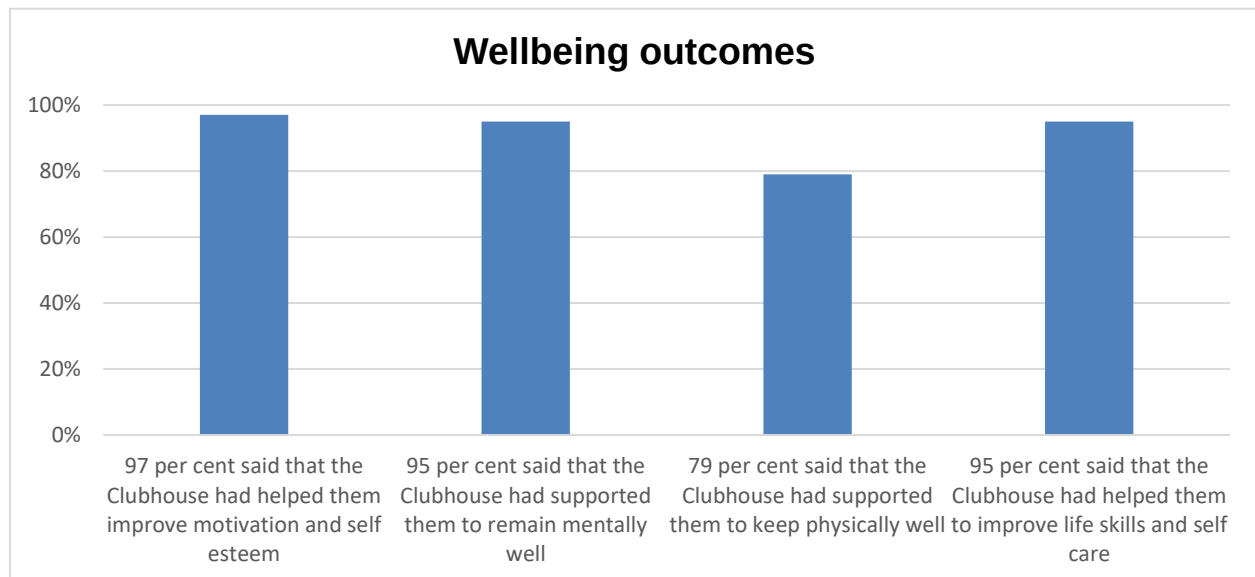
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Wellbeing and Mental Health



- Our Recovery! Project continued to work with people on a wide range of practical and emotional support issues and enabled people to avoid mental health crises. This was particularly important during covid where many of our members felt isolated, afraid and alone. Supports included enabling people to access digital platforms, help with housing and financial problems, ensuring people had food, help with appointments and accessing goods and services as well as help with routine day to day practical problems and supporting digital inclusion during the pandemic.

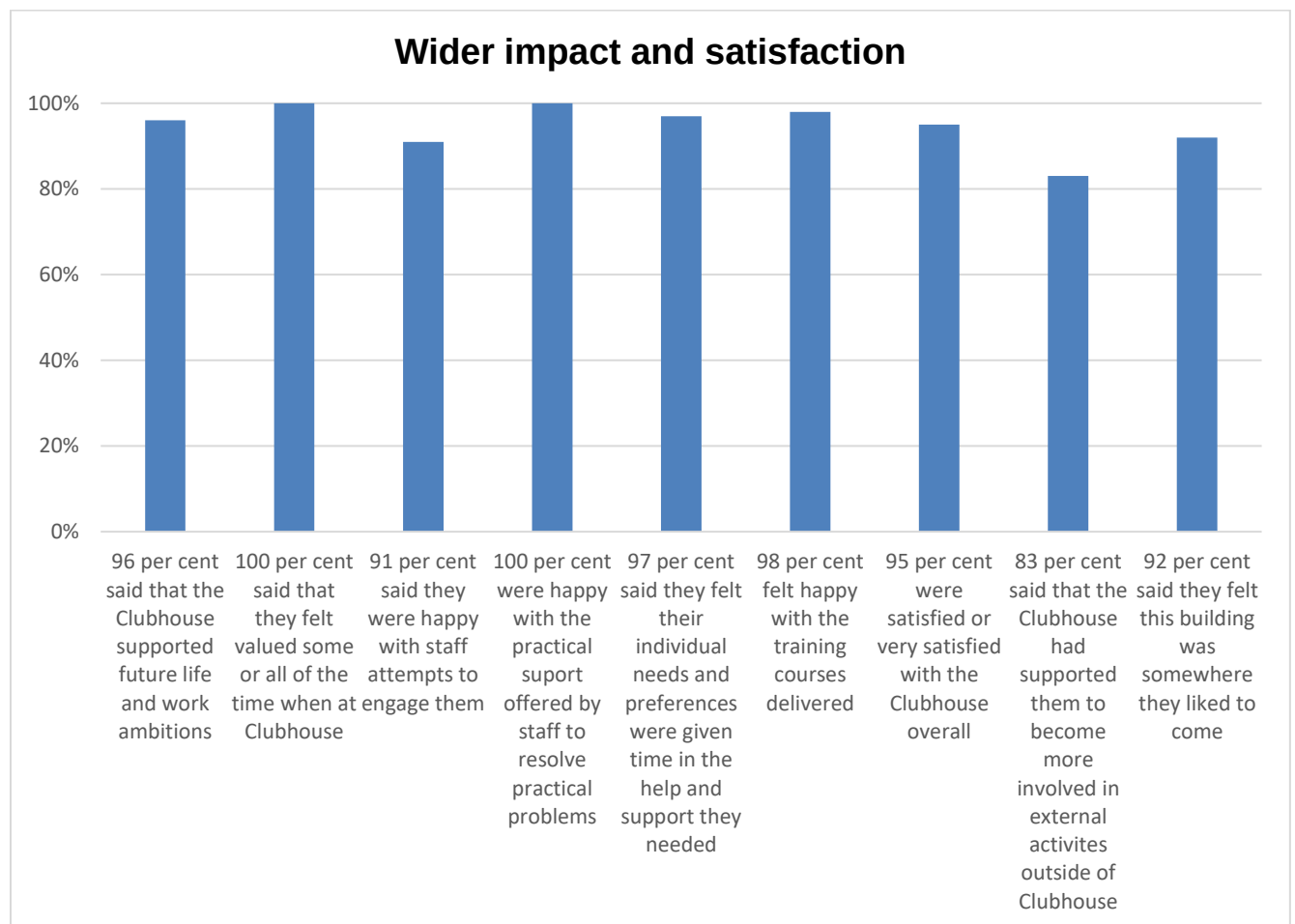


- 96 per cent said that the Clubhouse supported future life and work ambitions
- 100 per cent said that they felt valued some or all of the time when at Clubhouse
- 91 per cent said they were happy with staff attempts to engage them

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- 100 per cent were happy with the practical support offered by staff to resolve practical problems.
- 97 per cent said they felt their individual needs and preferences were given time in the help and support they needed.
- 98 per cent felt happy with the training courses delivered
- 95 per cent were satisfied or very satisfied with the Clubhouse overall
- 83 per cent said that the Clubhouse had supported them to become more involved in external activities outside the Clubhouse.
- 92 per cent said they felt the building was somewhere they liked to come



In addition to the hard data in the satisfaction survey members have also said some very kind words about our services:

‘Help is always here at Hillside for us all’

‘Hillside has helped me improve my confidence, personal development and to interact to help and mentor other people’

‘Brilliant place in all senses of the word. It has helped me socially and practically. Helped me build my confidence and self-esteem, gain and improve my skill sets’

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With the ongoing issues with my neighbours Hillside has been very helpful. Also helped me with my mental health, built my confidence and learnt new skills in the Kitchen.'

'Hillside helped me improve my admin skills and my social skills.'

'Hillside helped me with my confidence and to mix with other people'.

Brings joy to my life. Improved my social skills by working in the kitchen and improved my education skills'.

'Hillside is very caring. When I arrived I was lacking in confidence but it helps my confidence grow. Hillside has been very supportive and given me structure to my day. I recently passed my reception training course at Hillside and I am very proud I have achieved that.'

'For the good few years I have attended, Hillside Clubhouse has been a constant backbone of invaluable moral, emotional and practical support. A safe haven where I have always felt valued and assisted whenever needed'.

'Coming to hillside has helped my confidence a lot. I now feel I have the support from staff to get a job a that will suit me.'

'You have helped me to have purpose in life as before I felt that I couldn't do things.'

'After a terrible year being at home I am finally back at hillside everyone was so welcoming and kind it was like I had never been away.'

'My mind was everywhere it shouldn't be and Hillside has made me more stable'

GOVERNING DOCUMENT

Hillside Clubhouse Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 6 December 1999 (as amended from time to time). It is registered as a charity with the Charity Commission (number: 1080735).

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The Directors of the Company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee.

There is a trustee recruitment policy and new trustees are appointed on the basis of skills needed by the Board. Recruitment takes place through word of mouth, advertising through local bulletins and newsletters, through networking events, in newspapers and by mailouts as and when new trustees are needed.

REFERENCE AND ADMINISTRATIVE DETAILS

The Trustees delegate day to day management of the Charity to Graeme Jones, Executive Director.

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TRUSTEE INDUCTION AND TRAINING

There is an induction and training policy and all trustees have role descriptions. New trustees receive a thorough induction and comprehensive handbook (which sets out the obligations of trustees, contains the main documents relating to the Charity's operation, contains up to date financial information including audited accounts and contains business plans).

Induction further consists of a visit to the Clubhouse and a meeting with the Executive Director, a written induction manual, attendance at two meetings as an observer prior to joining the Board of Directors, a named trustee as a 'buddy', notes of the last three Board meetings at least. All trustees are required to sign a declaration of commitment and qualification for trusteeship form and a signed declaration of any interest in the Charity.

All trustees receive the Charity Commission newsletters. Trustees have access to governance and management committee training provided by the local voluntary action council as well as attendance at any other relevant training.

RISK MANAGEMENT

The trustees maintain a comprehensive risk register and action plan to minimise risks. This was reviewed during the financial year. The corresponding action plan sets out systems and procedures to mitigate those risks identified in the plan and procedures are implemented to minimise any potential impact on the charity should those risks materialise. The main risks faced by the Charity fall into the following areas:

- Governance
- Human resources
- ICT
- Health and Safety
- Finance
- Premises
- External profile
- Compliance (Law/Regulation)

The main risks facing the Charity are typical for a charity of our size and structure and there were no major changes to the risks reported last year which continue to include:

- Working with an increased number of people from a number of different sites brings challenges and the need to ensure not only integration within relevant teams but also robust lone working procedures. These challenges can both be around protecting staff while lone working but also management, performance and support of staff working mainly on their own and own initiative.
- The Camden Work and Wellbeing has a payment by results model whereby 25% of the contract price is paid on outcomes.
- Security of core funding.

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New areas of risk during the year included:

- Coronavirus – this obviously had a major impact on our operations but we were able to quickly set up systems for remote working and support to members at the start of the pandemic and during periods when the building was allowed to open a robust covid secure risk management plan operated
- Loss of Programme Manager – following an organisational restructure the Programme Manager left our organisation in February 2021. This resulted in additional workloads for the Executive Director and senior managers but interim plans were quickly put in place to minimise the impact on our operations and teams
- Loss of revenue from the Kiosk and catering – due to the pandemic not catering orders were booked and revenue to the Kiosk was limited. However we were fortunate in obtaining some small grants either through government funding, the London Community Response Fund and the generosity of our existing funders. The Kiosk continues with members working on a voluntary basis meaning that financial risk is minimised. Our catering services will undertake a full review in the coming financial year.

A comprehensive building risk assessment was also undertaken during the year as well as a covid secure risk management plan. The Programme Manager and Employment Support Team Manager oversaw the risk assessment and management of individual members.

The Trustees have a rigorous and robust approach to health and safety with robust policies and practices that are regularly reviewed as well as risk management being a standing item on board meeting agendas.

EQUALITY AND DIVERSITY AND SERVICE USER INVOLVEMENT

The trustees also apply a thorough and robust approach to equality and diversity. In addition to operating a general equal opportunities policy, equal opportunities and diversity run through all strands of the Clubhouse's policies, procedures, activities and monitoring and evaluation. This is further enhanced by member (service user) involvement running through all aspects of the Clubhouse's activities, delivery, management and planning. As a result of this the Clubhouse's current demographic makeup in terms of ethnicity and culture continues to be higher than the local demographic averages both in terms of staffing and membership.

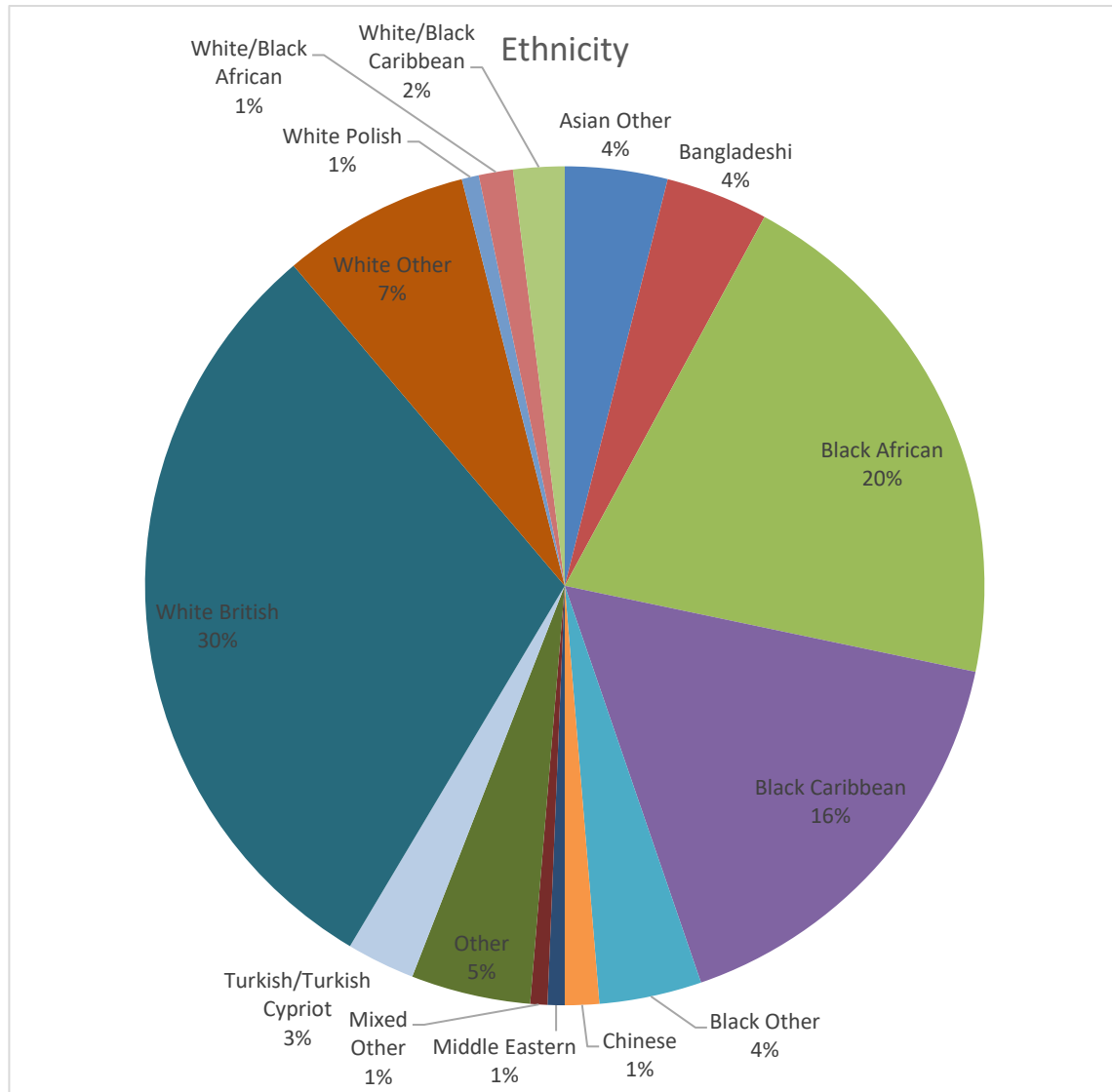
Hillside quickly responded to events following the Black Lives Matter movement with a thorough organisational review and we developed and implemented a comprehensive and robust Equality and Diversity action plan – the main tenets of which are published on our website.

Our Diversity is our Strength.

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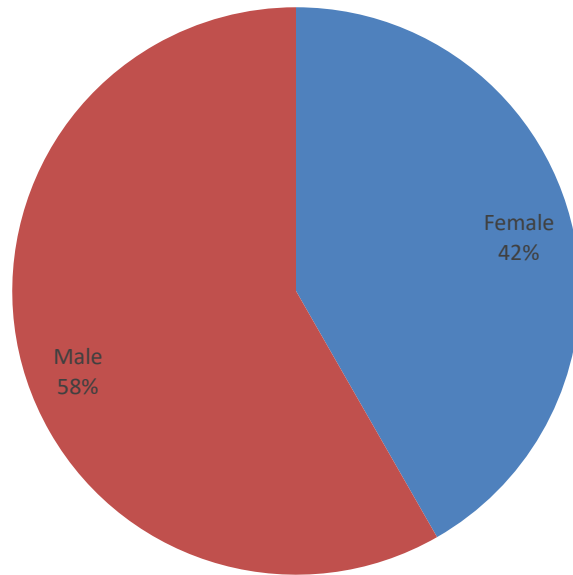
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Our Beneficiaries – Islington

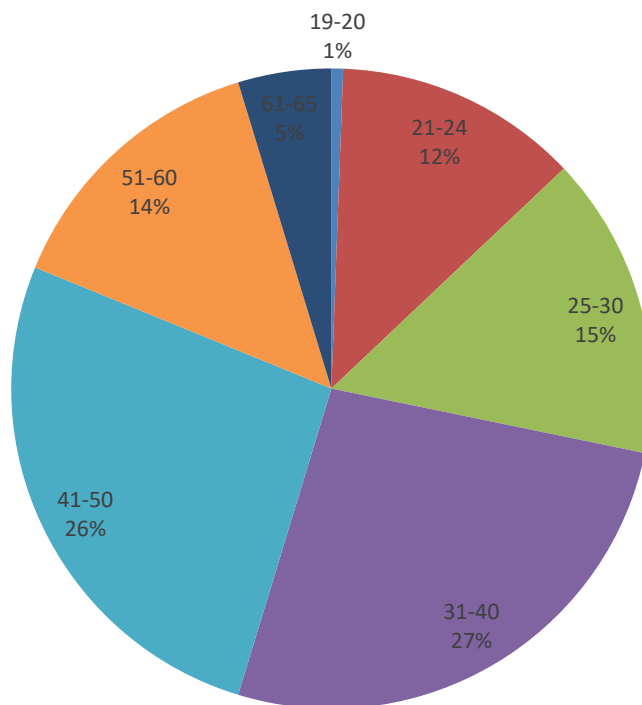


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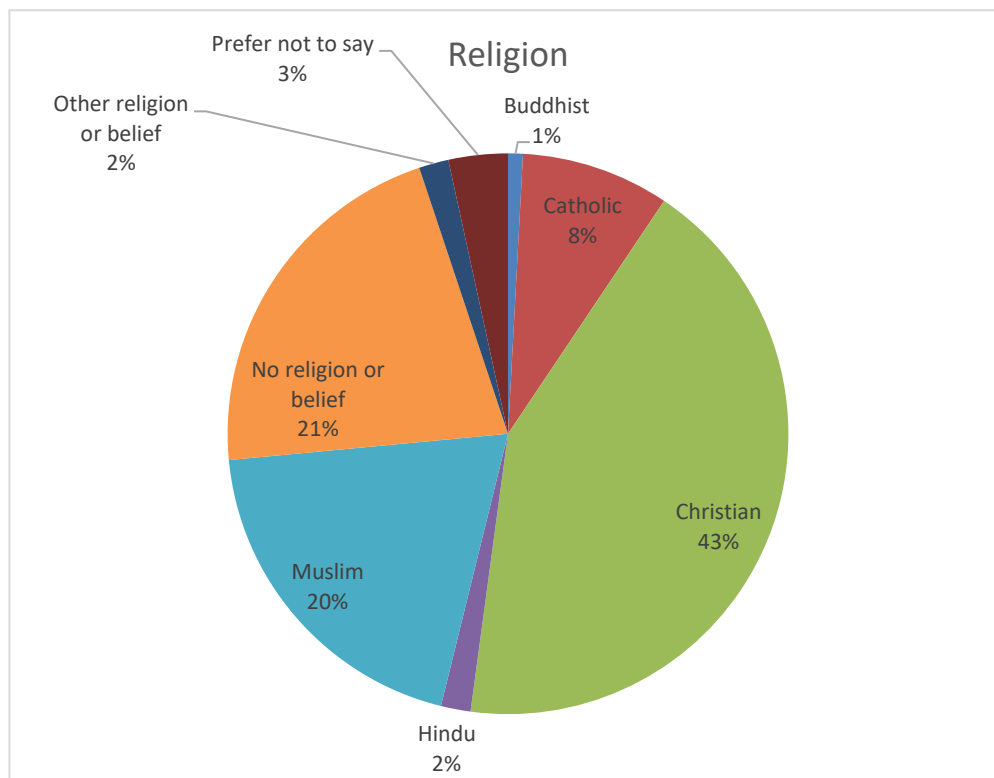
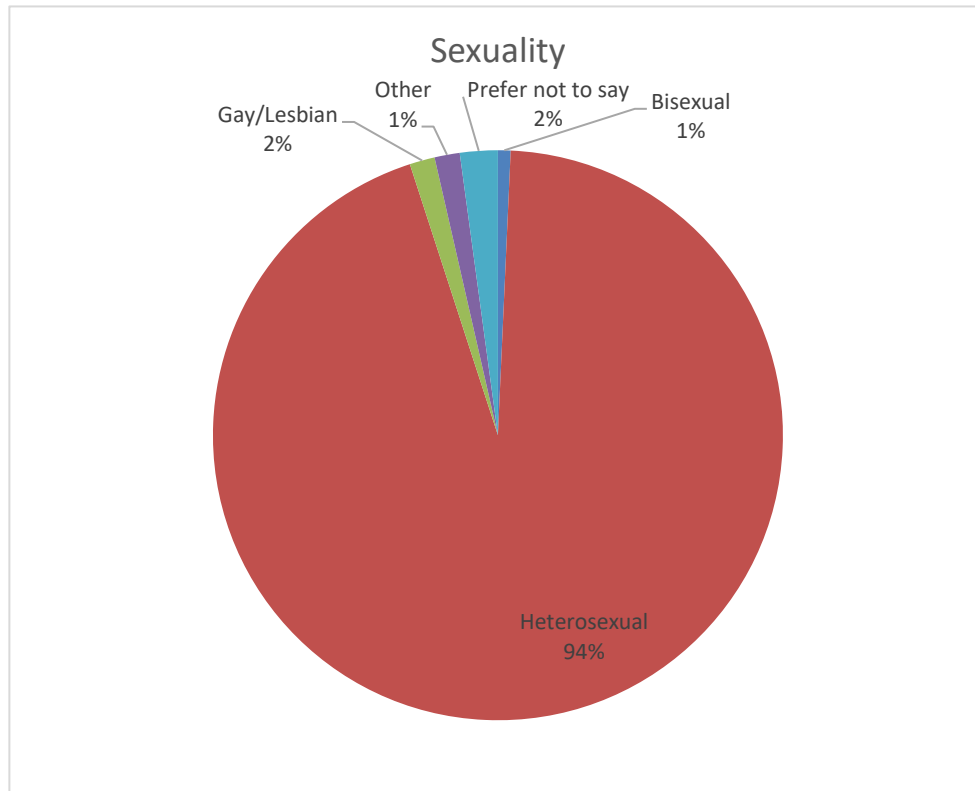
Gender



Age



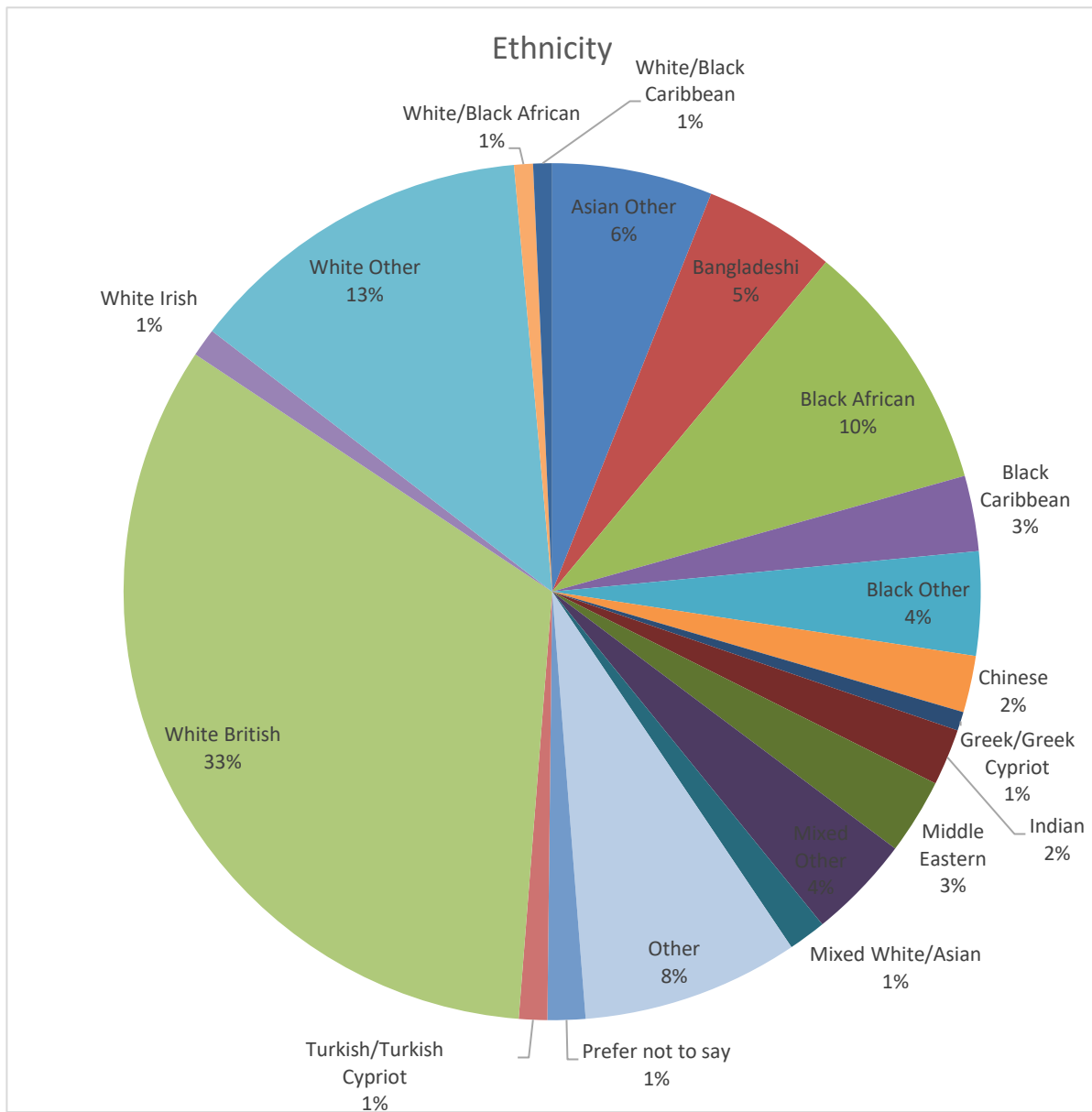
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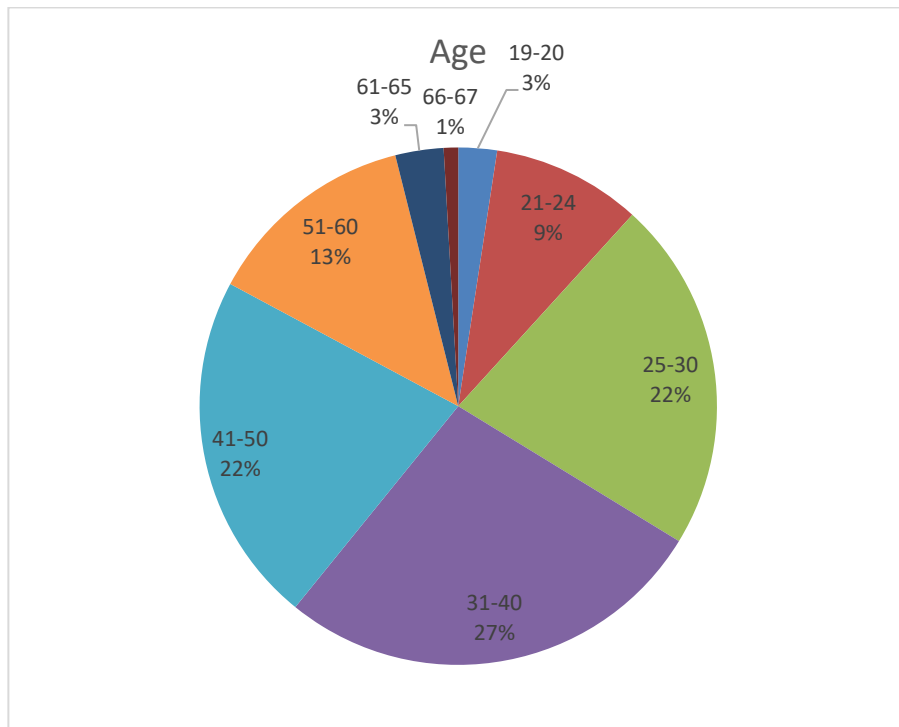
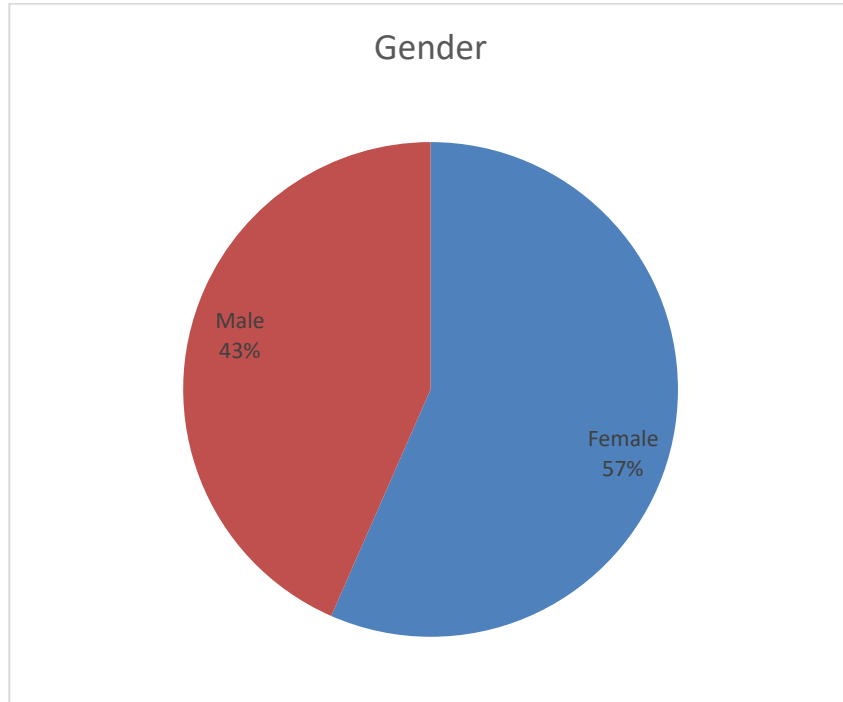
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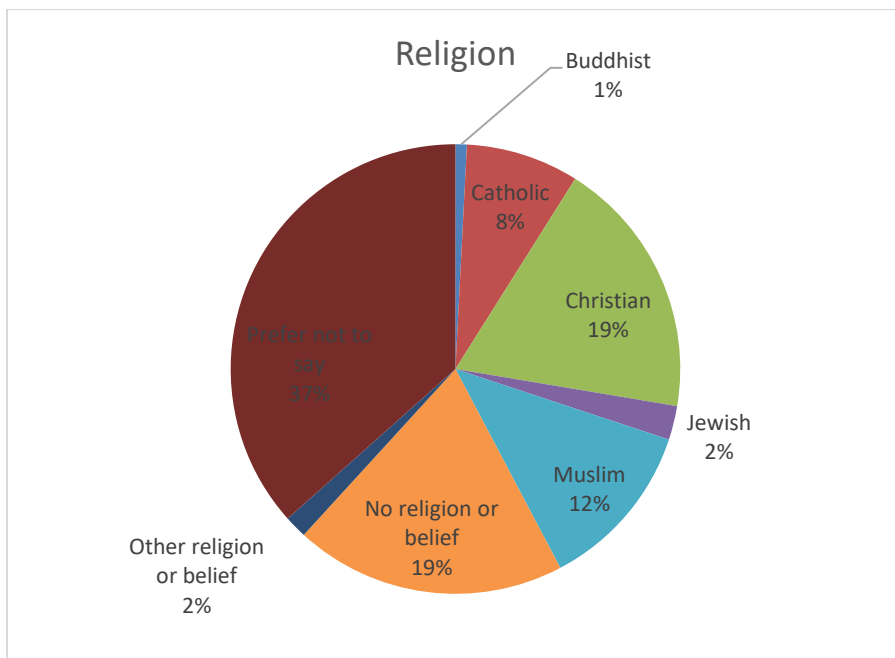
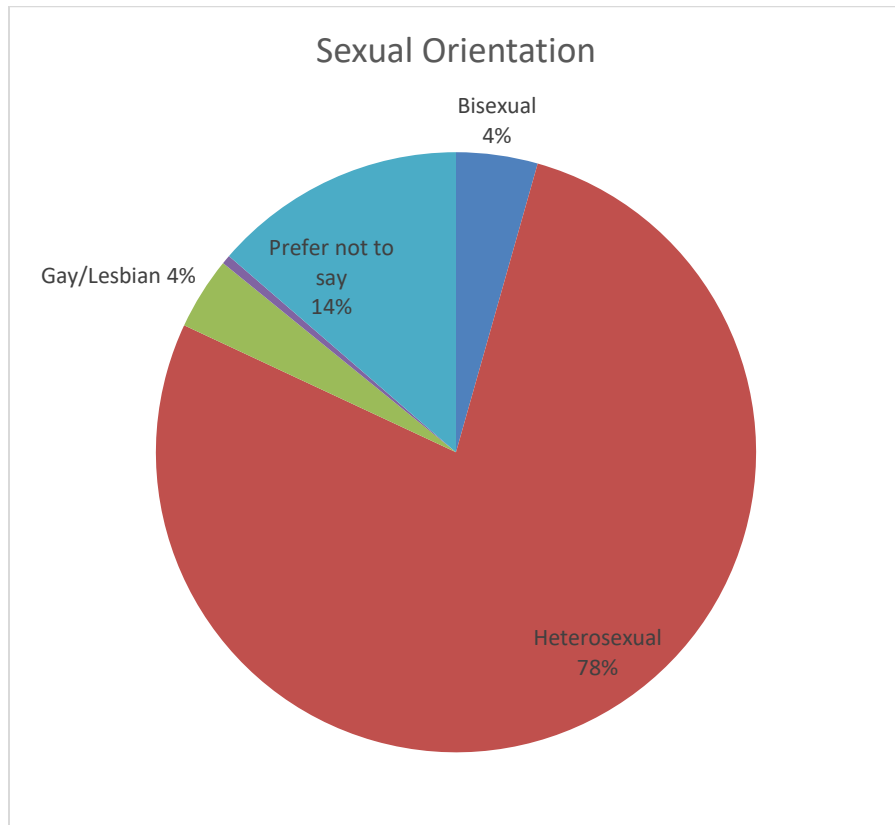
Our Beneficiaries - Camden



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ORGANISATIONAL STRUCTURE

Hillside Clubhouse has a trustee Board of no more than twelve and not less than four persons. The trustees, as directors are responsible for overall policy and meet on average every six weeks. There are additional sub committees for personnel and other ad hoc sub committees are convened as and when required. The Board of trustees are responsible for overall policy but much of the day to day activity is conducted by individuals to whom it delegates authority. Day to day responsibility is delegated to the Executive Director who has responsibility for the overall strategy and direction of the organisation and associated operational managers who have responsibility for day to day operational matters. The Employment Support Team Manager has operational responsibility for the Mental Health Working Team and there are two operational managers for Camden Work and Wellbeing (one in Primary Care and one in Secondary Care).

There were a maximum of 25 other members of staff who were responsible for delivery of the Clubhouse's services to members in this year.

CHALLENGES AND OPPORTUNITIES

Restructure

Since our inception in 2000 we have grown in size five-fold. While this has obviously been positive for beneficiaries the growth, wide variety of services and their technical complexities had stretched the senior management infrastructure. We therefore commissioned an independent review from an expert consultancy who recommended deletion of one management role and the creation of two director roles (one for employment services and one for clubhouse operations) and an administration post. We have now completed that review and recruitment is live. Both new roles will also have a focus on further business development. This will enable us to be more agile and respond to challenges and opportunities ahead as well as being able to bid for more services and tenders. This will be essential as we face a number of challenges going forward – our specialist employment support contracts come to an end at the end of July 2022 and March 2022 respectively.

Sustainability of catering and retail

The long term sustainability of our catering and retail outlet is of concern given that we are unlikely to see returns to full time working for many of our customers so the new director appointed will be tasked with a full feasibility review and we may have to reconfigure this part of our business. Funding for core Clubhouse operations remains the hardest to come by and income from this outlet contributes towards that.

“Cocooning”

For members themselves – while looking forward to a sense of normality going forward – our experiences have also taught us that during periods of lockdown some members have ‘cocooned’ and much work may be needed to support some to re-engage and become confident to be socially included again after such long periods of isolation. In fact emerging from the last lockdown seemed harder for many than after the first lockdown.

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NHS Transformation

Our IPS employment services will face challenges in secondary care due to NHS reorganisation. The success of the model depends on how well integrated employment specialists are with their NHS clinical teams and this works very well with local community mental health teams but the NHS Transformation agenda with a move to the new Community Mental Health Framework will take up a lot of time due to the technical and far reaching changes these will bring not just locally but nationally in future. New 'blended' teams working with those with severe and enduring mental health issues will be set up around primary care networks and some of our specialists will need to work in these teams meaning whole new operational frameworks will need to be carefully planned to ensure successful integration within new teams.

Covid-19

This remains a significant threat but the Clubhouse has a robust and ongoing covid risk management plan to minimise risk and ensure a safe working environment for members and staff and we have proved adept at responding to changes as well as successfully containing any covid cases.

NETWORKING AND PARTNERSHIPS

Hillside Clubhouse has a strong culture of working together with other organisations and this has been a key strength in both our sustainability plans and one of the reasons we are able to deliver high levels of outcomes for our members. We continue to be very widely networked in local, regional and national forums and networks for a wide range of purposes including strategic, operational, delivery, informational, quality and capacity building purposes. Some of the key networks we worked together with in the past year included:

- Islington All Age Mental Health Partnership Board
- Local and regional employers and learning providers British Association for Supported Employment
- IPS Grow
- Social Finance
- Mental Health Employment Partnership
- Team Islington
- Voluntary Action Islington
- Islington Working
- Camden Employment and Skills Network
- Help on Your Doorstep
- Islington Borough Users' Group
- Jobcentre Plus Islington Customer Representative Forum
- Camden and Islington Mental Health Foundation Trust
- Catalyst Programme and The Cripplegate Foundation

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- Islington Adult Learning
- Working Men's College
- Advice and money management agencies in Islington and Camden including Islington People's Rights and Mary Ward Centre
- Camden Resilience Network
- Work and Health Unit National EA in IAPT initiative and Forums
- Community Mental Health Framework planning groups for Camden and Islington

FINANCIAL REVIEW

Going forward the Charity has planned prudently to ensure that financial risks ahead are mitigated.

Balanced budgets to 31 March 2022 are anticipated and we continue to constantly review our Fundraising Strategy for future years. As before the focus is on securing tenders and maximising delivery on payment by results elements of contracts. The strategy also includes tendering for new contracts and approaching charitable foundations and trusts as well as increasing self generated income through catering operations to support the core Clubhouse. The two new directors are also expected to bring in additional income.

The principal sources of funding are explained in Note 14 to the accounts and all of these funds contribute towards the Charity's aim of enabling Hillside Clubhouse members to lead more fulfilling lives and become more socially included in their communities.

At year end a surplus on general funds of £18,684 was held. This has been the result of sound financial planning and management.

The main sources of income during this period were: service level agreements and contracts with local authorities and grants. Smaller amounts of income were self generated including some external catering income.

The financial position is sound at year end and the organisation planned its budget for the next financial year during this period.

The organisation has worked hard to develop its financial sustainability again this year through fundraising, service development and securing extensions to contracts and the Trustees have designated reserves (including reserves for contingency) which are described elsewhere in this report.

Designated reserves are held and are explained below.

RESERVES POLICY

The trustees have examined the charity's requirements for reserves in light of the main risks to the charity. £80,260 is held in a general reserve fund and designated funds of £806,692 were held. This is made up of £20,449 redundancy reserve, £415,000 contingency fund, £96,993 new

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business and development fund, £52,000 running costs in 2020/21, £120,000 property fund, £45,382 property refurbishment fund and a total of £44,667 of unspent funds from Stone Family Foundation and Camden IPS designated for future spend. At the year-end 199,536 was held in a restricted capital fund and £1,330 in a restricted fund.

Contingency reserve

While the current financial picture is healthy the Charity continues to be mindful of the current financial climate and we are also keen to protect our core Clubhouse so the Trustees have carefully and prudently planned for contingencies with the aim of building up the contingency reserve to equate to a readily realisable amount equivalent to six months current turnover - (£500,000). This is particularly important in the post Covid 19 and Brexit era given that there may well be pressure on external finances particularly within the public sector. This reserve currently stands at £415,000 which equates to 5 months running costs at current levels. The Trustees continue to plan to mitigate any potential risks which include:

- less income from catering and retail outlets
- short term nature of contracts and less margin for full cost recovery on contracts
- given the nature of our work with vulnerable and often sensitive people the Trustees feel that were there to need to be any reconfiguration or winding down of services (should finances not be secured) that we would need to allow enough time to prepare people for move on and support and that period would therefore entail at least six months.
- Risks on payment by results contracts
- The difficulties of securing core funding for the Clubhouse

Capital asset (property reserve)

While this is presented as part of the Charity's reserves it is in practice money tied up in the new building (which we purchased). The funds could only be realised on sale of the building. It is therefore not money which is readily accessible or available to the Charity.

PLANS FOR FUTURE PERIODS

- To recruit and develop our two new directors and administrator
- To consolidate what we do well and to seek new opportunities for expansion
- Continue to focus on sound delivery of outcomes on our Camden Work and Wellbeing and Islington Mental Health Working Service
- To review our catering/retail operations
- To look at how we can develop our digital offer further
- Retendering for Islington and Camden contracts in 2021 and 2022
- Implementation of our new three year business plan

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TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

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

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

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

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

Simpson Wreford LLP were appointed as Independent auditors during the year and have expressed their willingness to continue in that capacity.

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This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by charities and with the small company regime (section 419 (2)) of the Companies Act 2006.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Signed on behalf of the board of Trustees/directors on 22 December 2021

.....D Barrett - Chairperson

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2021

Opinion

We have audited the financial statements of Hillside Clubhouse ('the charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom accounting standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable legal requirements.

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2021

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, data protection and FCA regulation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained

HILLSIDE CLUBHOUSE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HILLSIDE CLUBHOUSE FOR THE YEAR ENDED 31 MARCH 2021

- alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditor
Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London SE18 6SS

Dated: 22 December 2021

HILLSIDE CLUBHOUSE

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted Funds	Designated Funds	Restricted Funds	Capital Restricted Funds (Stone Family & Tudor Trust)	Total Funds	Total Funds
		2021	2021	2021	2021	2021	2020
	Notes	£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	2	164,676	8,000	51,000	-	223,676	212,626
Investments		152	-	-	-	152	1,552
Charitable activities	3	896,333	-	500	-	896,833	887,907
Total		1,061,161	8,000	51,500	-	1,120,661	1,102,086
Expenditure on:							
Raising funds		11,040	-	-	-	11,040	10,742
Charitable Activities		1,045,298	-	53,665	1,958	1,100,921	1,061,970
Other		5,040	-	-	-	5,040	4,764
Total	4	1,061,378	-	53,665	1,958	1,117,001	1,077,476
Net income / (expenditure)		(217)	8,000	(2,165)	(1,958)	3,660	24,609
Transfers between funds		18,901	5,099	(24,000)	-	-	-
Net movement in funds	13	18,684	13,099	(26,165)	(1,958)	3,660	24,609
Reconciliation of Funds							
Total Funds brought forward		61,576	801,593	27,495	201,494	1,092,158	1,067,549
Total Funds carried forward		80,260	814,692	1,330	199,536	1,095,818	1,092,158

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources expended derive from continuing activities.

The notes on pages 32 to 42 form part of these financial statements.

HILLSIDE CLUBHOUSE

BALANCE SHEET AT 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	9		555,399		555,270
CURRENT ASSETS					
Stock			1,000		1,000
Debtors	10	233,516		236,579	
Cash at bank and in hand		<u>556,091</u>		<u>557,275</u>	
		790,607		794,854	
CREDITORS					
Amounts falling due within one year	11	<u>76,886</u>		<u>74,667</u>	
NET CURRENT ASSETS			713,721		720,187
CREDITORS					
Amounts falling due beyond one year	12		173,302		183,299
NET ASSETS			<u>1,095,818</u>		<u>1,092,158</u>
FUNDS					
Unrestricted			80,260		61,576
Unrestricted - designated			814,692		801,593
Restricted- capital			199,536		201,494
Restricted			1,330		27,495
TOTAL FUNDS	13		<u>1,095,818</u>		<u>1,092,158</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 29 to 42 were approved by the Trustees on 22 December 2021 and signed on their behalf by:

D Barrett (Chairperson)
Company number -03912530 (England & Wales)

HILLSIDE CLUBHOUSE

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDING 31 MARCH 2021

	Notes	2021 £	2020 £
Cash used in operating activities	19	<u>7,527</u>	<u>151,638</u>
Cash flows from investing activities			
Interest income		152	1,552
Purchase of tangible fixed assets		(8,863)	-
Cash used in investing activities		<u>(8,711)</u>	<u>1,552</u>
(Decrease)/ increase in cash and cash equivalents in the year		(1,184)	153,190
Cash and cash equivalents at the beginning of the year		557,275	404,085
Total cash and cash equivalents at the end of the year		<u>556,091</u>	<u>557,275</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Hillside Clubhouse is a company limited by guarantee, incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit A, 30 North Road, London, N7 9GJ, which is also the principal place of business.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2021 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2021 and the results for the year ended on that date.

Hillside Clubhouse meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

(c) Incoming resources

Income represents grants, donations receivable and other sundry income receivable in the year ended 31 March 2021. All income is recognised over the period in which it relates to, following the accruals method. Grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when received or when they are receivable. Depreciation on the leasehold property is charged against the appropriate capital fund.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

(d) Resources expended

Resources expended are recognised in the year in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Charitable activities costs include the direct cost of providing services, as well as a share of overheads.

Other costs include the cost of compliance with the charity's constitutional and statutory requirements.

The cost of generating funds relate to the costs incurred by the charity in raising funds for charitable work.

Depreciation on capital items is charged to the appropriate capital fund.

(e) Tangible fixed assets

Fixed assets are valued at cost, with impairment reviews performed annually. It is the policy of the company to provide depreciation at the following annual rate in order to write off each asset over its estimated useful economic life.

Leasehold property	-	Straight line over the 125-year duration of the lease
Integral features	-	Straight line over 50 years
Fixtures and equipment	-	20% on cost
Computer equipment	-	33.33% on cost

The Trustees have decided not to capitalise any item of equipment costing less than £500.

(f) Restricted funds

Restricted funds are to be used for specific purposes as lay down by the donor. Expenditure which meets these criteria is charged to the fund.

(g) Capital funds

Capital funds are restricted funds used to purchase capital items. Depreciation on the capital items is charged against the appropriate capital fund.

(h) Designated funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

(i) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

(j) Creditors and provisions

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

(k) Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable.

(l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

(n) Financial instruments

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

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

2. VOLUNTARY INCOME

	Unrestricted 2021 £	Restricted 2021 £	Capital 2021 £	Total 2021 £	Total 2020 £
Grant income					
Big Lottery Fund - Recovery Development	-	-	-	-	25,709
Cripplegate Catalyst	-	5,000	-	5,000	5,000
Henry Smith	-	46,000	-	46,000	34,500
Stone Family Trust	134,000	-	-	134,000	134,000
Anonymous Donation	10,000	-	-	10,000	5,000
Drapers	10,000	-	-	10,000	-
Donations	531	-	-	531	910
Social Programme	-	-	-	-	1,969
HMRC - Job Retention Scheme	11,729	-	-	11,729	-
Other	6,415	-	-	6,415	5,538
	172,676	51,000	-	223,676	212,626

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2021 £	Restricted 2021 £	Capital 2021 £	Total 2021 £	Total 2020 £
Local authority service contracts					
Camden and Islington Foundation Trust	-	-	-	-	16,668
Camden	8,365	-	-	8,365	8,260
Hackney	-	-	-	-	3,074
Islington	12,000	-	-	12,000	-
Barnet	-	-	-	-	1,680
Other Service Contracts					
Islington	246,948	-	-	246,948	215,672
Camden Work and Wellbeing	576,711	-	-	576,711	549,586
Camden Work and Wellbeing Wave 2	44,700	-	-	44,700	35,942
LCRF Wave 1	-	-	-	-	1,120
LCRF Wave 2	6,960	-	-	6,960	-
Mind in Camden	-	-	-	-	2,000
Tesco Bags of Help	-	500	-	500	1,000
Kiosk income	246	-	-	246	22,109
Canteen income	402	-	-	402	2,479
External catering	-	-	-	-	23,617
Food income	-	-	-	-	4,700
	896,333	500	-	896,833	887,907

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

4. TOTAL RESOURCES EXPENDED

	Fundraising 2021 £	Other 2021 £	Charitable activities: Employment and support 2021 £	Total 2021 £	Total 2020 £
<i>Operational costs</i>					
Personnel costs	-	-	937,900	937,900	847,070
Premises costs	-	-	18,711	18,711	23,955
Direct operational costs	-	-	42,221	42,221	93,056
Grants payable	-	-	-	-	-
Depreciation	-	-	8,734	8,734	7,400
	-	-	1,007,565	1,007,565	971,481
<i>Support costs</i>					
Management costs	11,040	-	44,160	55,200	53,712
Accountancy and audit	-	5,040	3,247	8,287	8,072
Finance charges	-	-	5,936	5,936	7,640
IT expenses	-	-	12,948	12,948	10,634
Administrative costs	-	-	27,066	27,066	25,936
	11,040	5,040	93,356	109,436	105,995
	11,040	5,040	1,100,921	1,117,001	1,077,476

Fundraising costs are composed of 20% of management costs on the basis of estimated time spent by staff on grant applications.

5. STAFF COSTS

	2021 £	2020 £
Staff costs were as follows:		
Salaries and wages	859,114	801,817
Social security costs	77,011	68,000
Redundancy costs	25,551	-
Pension	30,633	27,957
	<u>992,309</u>	<u>897,774</u>

The average number of staff employed during the year, based on a full time equivalent, was as follows: -

	2021	2020
Management	5	5
Clubhouse workers/ employment support workers	19	20
Reablement	2	2
Kiosk workers	3	2
	<u>29</u>	<u>29</u>

There were no employees with emoluments above £60,000.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

6. RELATED PARTY TRANSACTIONS

No Trustees' expenses were reimbursed for during the year. There are no other related party transactions.

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2021	2020
	£	£
Auditors' remuneration - audit fee	5,040	4,764
Depreciation of owned assets	<u>8,734</u>	<u>7,400</u>

8. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9. TANGIBLE FIXED ASSETS

Cost	Leasehold property	Computer equipment	Fixtures and equipment	Total
	£	£	£	£
At 1 April 2020	604,605	13,815	17,609	636,029
Additions	-	8,863	-	8,863
At 31 March 2021	<u>604,605</u>	<u>22,678</u>	<u>17,609</u>	<u>644,892</u>
Depreciation				
At 1 April 2020	49,944	13,815	17,000	80,759
Charge for year	5,171	2,954	609	8,734
At 31 March 2021	<u>55,115</u>	<u>16,769</u>	<u>17,609</u>	<u>89,493</u>
Net book value				
At 31 March 2021	<u>549,490</u>	<u>5,909</u>	<u>-</u>	<u>555,399</u>
At 31 March 2020	<u>554,661</u>	<u>-</u>	<u>609</u>	<u>555,270</u>

The leasehold property has been pledged as security for the bank loan, further details provided in note 12.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

10. DEBTORS

	2021	2020
	£	£
Trade debtors	227,780	220,897
Prepayments and accrued income	5,736	10,343
Other debtors	-	5,339
Total	<u>233,516</u>	<u>236,579</u>

11. CREDITORS: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	11,118	18,787
Accruals and deferred income	20,920	26,702
Other creditors	34,851	19,484
Bank loans	9,997	9,694
Total	<u>76,886</u>	<u>74,667</u>

12. CREDITORS: amounts falling due after one year

	2021	2020
	£	£
Bank loans 2<5 years	43,164	41,869
Bank loans >5 years	130,138	141,430
	<u>173,302</u>	<u>183,299</u>

The bank loan is secured on the leasehold property. The total value secured as at 31 March 2021 is £183,299 (2020 £192,993). £173,302 is included in creditors due after 1 year. £9,997 is included within creditors due within 1 year. Interest of 2.75% per annum is charged on the loan, which is payable by instalments.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

13. ANALYSIS OF INCOME AND EXPENDITURE BY FUND

	At 1 April 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2021 £
Restricted Funds					
Cripplegate Catalyst	2,495	5,000	6,185	-	1,310
Stone Family	24,000	-	-	(24,000)	-
Henry Smith	-	46,000	46,000	-	-
Tesco Bags of Help 2020	1,000	-	1,000	-	-
Tesco Bags of Help 2021	-	500	480	-	20
Total Restricted Funds	27,495	51,500	53,665	(24,000)	1,330
Capital					
Tudor Trust Building fund	184,000	-	1,600	-	182,400
Stone Family	8,747	-	179	-	8,568
Awards for All	8,747	-	179	-	8,568
Total Capital Funds	201,494	-	1,958	-	199,536
Total Restricted Funds	228,989	51,500	55,623	(24,000)	200,866
Unrestricted Funds					
General fund	61,576	1,061,161	1,061,378	18,901	80,260
Designated Funds					
Property fund	120,000	-	-	-	120,000
Property refurbishment fund	45,382	-	-	-	45,382
New Business Development	42,343	-	-	54,650	96,993
Contingency fund	415,000	-	-	-	415,000
Redundancy reserve fund	46,000	-	-	(25,551)	20,449
Running costs - 2020 - 2022	52,000	-	-	-	52,000
Stone Family Foundation	60,667	8,000	-	(24,000)	44,667
Camden IPS	20,201	-	-	-	20,201
Total Designated Funds	801,593	8,000	-	5,099	814,692
Total Unrestricted Funds	863,169	1,069,161	1,061,378	24,000	894,952
Total Funds	1,092,158	1,120,661	1,117,001	-	1,095,818

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

14. ANALYSIS OF UNRESTRICTED AND RESTRICTED FUNDS

Purposes of capital restricted funds

The Tudor Trust grant of £200,000 was given specifically for the purpose of purchasing the leasehold building which Hillside Clubhouse moved into in 2011. Depreciation is charged against this fund on a straight-line basis over 125 years.

The Awards for All grant and Stone Family grant were both given for the purpose of purchasing partitions.

Purposes of designated funds

The property refurbishment fund is held separately for general future property repairs. The property reserve fund is shown separately to general reserves as this is the approximate amount of unrestricted reserves used in purchasing the new building and hence the fund has been set up for future depreciation charges. The redundancy reserve fund is held separately to general funds in case of the possibility of redundancies in the future. The New Business Development will fund the Director of Clubhouse Operations for two years. The Contingency fund contains approximately six months of income based on current levels in order to meet an unexpected call on funds, or to seize opportunities that may present themselves. The Camden IPS fund is for the 21/22 project costs, and will be repurposed into general funds if not required after 2022.

Purposes of revenue restricted funds

Balances on restricted funds represent unspent funds given specifically for individual projects. These balances will be carried forward and spent on each project in the following year. The purpose of each fund is as follows:-

- Cripplegate catalyst fund – small grants for members' personal development
- Tesco Bags of Help 2020 – this is towards the cost of developing members' reception skills.
- Tesco Bags of Help 2021 – grant to fund for assisting in costs of protective screens for COVID-19.
- Henry Smith – To fund management salary costs.

Sufficient resources are held in each fund to enable the funds to be applied in accordance with any restrictions.

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

15. NET ASSETS

	Capital Restricted Funds 2021 £	Revenue Restricted Funds 2021 £	Designated Funds 2021 £	General Funds 2021 £	Total Funds 2021 £
Tangible fixed assets	199,536	-	165,382	190,481	555,399
Net current assets	-	1,330	641,310	71,081	713,721
Long term liability	-	-	-	(173,302)	(173,302)
	<u>199,536</u>	<u>1,330</u>	<u>806,692</u>	<u>88,260</u>	<u>1,095,818</u>

16. OTHER PROFESSIONAL SERVICES PROVIDED BY AUDITORS

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements.

17. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge in the accounts represents contributions payable by the company to the fund and amounted to £30,633 (2020 £27,957). At 31 March 2021 £4,257 (2020 £4,605) was payable to the fund. Pension costs are allocated to funds based on the staff that are assigned to the specific fund.

18. DEFERRED INCOME

Deferred income relates to grants received for which the charity has deferred into 2021/22. The deferred income of £11,500 relates to the grant from Henry Smith for £23,000, of which £11,500 has been deferred for the period 1 April 2021 – 30 June 2021.

	Service Contracts £
Balance as at 1 April 2020	16,500
Amount released to income earned from charitable activities	(16,500)
Amount deferred in the year	<u>11,500</u>
Balance as at 31 March 2021	<u>11,500</u>

HILLSIDE CLUBHOUSE

NOTES TO THE ACCOUNTS – 31 MARCH 2021

19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net movements in funds	3,660	24,609
Add back: Depreciation	8,734	7,399
Deduct: Interest shown in investing activities	(152)	(1,552)
Decrease/ (increase) in debtors	3,063	116,065
Increase/ (decrease) in creditors	(7,778)	5,117
	<u>7,527</u>	<u>151,638</u>

20. LIMITED LIABILITY

The Trustees of the company guarantee to contribute an amount not exceeding £1 each to the assets of the charity in the event of winding up.