ENRYCH

England & Wales · Charity number 1088623

Details

Other names	RYDER-CHESHIRE, RYDER-CHESHIRE VOLUNTEERS, RCV
Status	Registered
Legal form	Charitable company
Company number	04204432
Registered	2001-09-27
Register	View on the Charity Commission register

Contact

Address	Marlene Reid Centre 85 Belvoir Road Coalville Leicestershire LE67 3PH
Phone	01530 832926
Email	info@enrych.org.uk
Website	www.enrych.org.uk

Activities

Objects: THE OBJECTS OF THE CHARITY ARE TO IMPROVE HEALTH AND TO HELP PEOPLE TO OVERCOME DISADVANTAGE IRRESPECTIVE OF THEIR ETHNIC GROUP, RELIGION, GENDER, SEXUAL ORIENTATION, DISABILITY OR STATE OF HEALTH.

Activities: ENRYCH empowers individuals with poor mental health, disabilities and neurodiverse conditions to live life to the fullest. We provide personalised support services designed to meet the unique needs of each individual. Whether it's enhancing independence, boosting employability, or fostering wellbeing, we are committed to creating opportunities that enrych lives.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, Economic/community Development/employment
- **Who:** People With Disabilities

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Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,216,503	£1,229,742	£326,195	89
2024-03-31	£1,079,631	£1,143,651	£339,265	93
2023-03-31	£1,313,243	£1,140,553	£407,454	97
2022-03-31	£1,147,775	£1,148,465	£240,828	93
2021-03-31	£926,628	£844,427	£258,416	83

Trustees

Name	Role	Appointed
Laura Crandley	Chair	2019-09-28
Christine Killip		2022-09-27
David Malcolm Sellers		2022-12-31
Liam Joseph Strong		2021-09-25
Marcus Gideon Hill		2024-12-18
Martin Jeffery		2019-04-01
Sharon Patmore		2019-06-06
Stuart David Michael Miller		2024-06-26
Zoe Garnett		2025-03-26

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ENRYCH

England & Wales - Charity number 1088623

Accounts

"Providing services that empower individuals to live their lives to the fullest".

Transparency - Person Centred – Integrity – Respect - Trust



ENRYCH

Audited Annual Report & Financial Accounts

For the year ended 31st March 2025

2024 – 2025

SCAN ME

REGISTERED COMPANY NUMBER: 04204432
(England & Wales)
REGISTERED CHARITY NUMBER: 1088623

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TRUSTEES' ANNUAL REPORT

Reference and Administrative Detail

Charity Number: 1088623

Company Number: 04204432

Registered office and Operational address:

Marlene Reid Centre
85 Belvoir Road
Coalville
Leicestershire
LE67 3PH

Bankers:

CAF Bank PLC
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Auditor:

Azets Audit Services
Thorpe House
93 Headlands
Kettering
NN15 6BL

Chair of Trustees: Laura Crandley

Trustees:

Gary Anthoney - Retired Sept 24

Colin Edis – Appointed Sept 24 & Resigned Dec 24

Zoe Garnett – Appointed March 2025

Phoebe L Gibbons - Resigned Sept 24

Marcus G Hill - Appointed Dec 24

Martin Jeffery

Christine Killip

M Jervis Surtees – Retired Sept 24

Stuart Miller - Appointed June 24

Ray Mulvey - Retired March 25

Sharon Patmore

David Sellers

Liam Strong

Senior Leadership:

Liz Rickaby – Chief Executive Officer until March 25

Rob Ball – Chief Executive Officer from February 25

Amanda Coleman – Director of Corporate Services

Abbie Davies – Director of Operations

"Providing services that empower individuals to live their lives to the fullest".

Transparency - Person Centred – Integrity Respect - Trust

Chair's Report



It is a privilege to be able to write this report after another year of fantastic achievements by the Enrych team, who are always inspiring in their passion and commitment to do their utmost for those we are here to serve – so thank you on behalf of the board of trustees and, more importantly, all those you work tirelessly to support.

As I mention inspiring, it is with a heavy heart that we say goodbye to Liz Rickaby as CEO. Her work over the past seven years has been amazing as she has brought her skills, expertise and empathy to develop the organisation. Her desire to support people – both clients and staff – has been instrumental in the charity's growth, including introducing apprenticeships internally for staff, designing and implementing our employability programme, as well as our approach to community activities.

I am also sad to say farewell to three long serving trustees in Miriam Jervis Surtees, Gary Anthoney and Ray Mulvey. Miriam was instrumental in our merger with Enrych Leicestershire and Derbyshire, Gary supported us to develop our new brand and Ray offered his knowledge and advice about people matters freely. Thank you also to Pheobe Gibbons – chair of Enrych Oxfordshire – who brought insight to the board and stood down to pursue new opportunities.

I am delighted to welcome Rob Ball as our new CEO – over his first few months, he has demonstrated the impact he will have in the years to come through the delivery of our new strategy. I am looking forward to seeing how he builds on the great platform which Liz has left and takes Enrych to ever new highs, including influencing change in the wider community through our work with partners to provide an equitable society for disabled people.

Laura Crandley

Chair of Trustees

Trustees' Annual Report:

The Board of Enrych (whose Trustees are also directors under company law) presents its report and the audited financial statements for the year ended 31st March 2025. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

Reference and administration information, set out on page 4, forms part of this report. The financial statements comply with current statutory requirements, 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 Standards applicable in the United Kingdom and Republic of Ireland (FRS 102).

Objectives and Activities:

Our Articles of Association set out that we improve wellbeing and help people with disabilities to overcome disadvantage irrespective of their ethnic group, religion, gender, sexual orientation or state of health.

The Trustees and Leadership Team continue to focus on growing impact by working in partnership to provide person-centred services, listening and responding to the needs of our beneficiaries.

Our Vision:

A world without barriers linked to disabilities and health conditions

Our Mission Statement:

To achieve equity through empowerment and influence

Strategies and Activities:

The work to progress our strategic objectives has continued throughout the year. With the agreement of the Trustees, we have continued to invest where relevant to ensure we are achieving the great possible impact for those we serve. This has included seed funding new activities and investing in staff development. Our employability programme continues to deliver significant results for disabled job seekers, and we are focused on how we continue to deliver a quality service at an individual level whilst achieving greater impact at scale. With the many new initiatives and cost savings measures being introduced by the Government, we are also continuing to align our services with their objectives in order to maximise opportunities which may arise through commissioning. Our wellbeing activities, aiming to reduce loneliness and improve general wellbeing, continue to be enjoyed by many and we have been able to introduce new activities in new areas into our schedules.

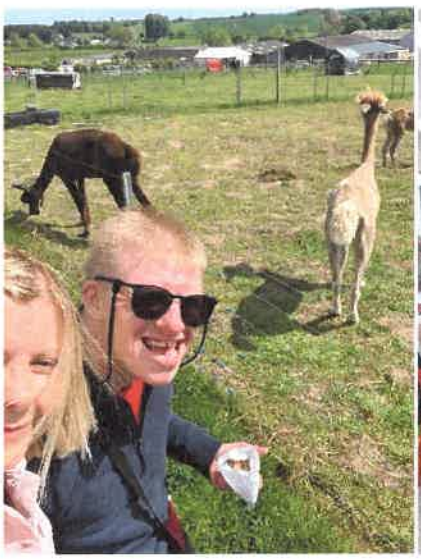
Our key objectives are focused on:

- Increasing awareness of Enrych and growing our impact both at an individual and community level.
- Attracting, recruiting and developing initiatives to support retention of talent that enables us to grow our income and impact.
- growing our employability programme and community activities to support more individuals to reach their employment goals, build confidence, and create meaningful social connections;
- Diversifying our income streams and reducing reliance on local authority funding and maintaining strong reserves.
- Participating in national and regional conversations on disability issues in order to influence policy and commissioning and improve services for disabled people.
- Embracing change and innovation to support evolution, growth and continuous improvement.

Public Benefit:

The Board of Trustees confirms that it has due regard to the provisions of section 17 of the Charities Act 2011 and has referred to the guidance contained in the Charity Commission's general guidance on public benefit both when reviewing the aims and objectives of Enrych and also in planning activities. The Trustees undertake regular reviews of operational activities to ensure Enrych continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities, which include:

- Empowering adults with disabilities to live meaningful and independent lives.
- Improving wellbeing outcomes for adults with disabilities by reducing loneliness and isolation.
- Ensuring adults with disabilities have the same opportunities as their peers in life and work.





Achievements and Performance:

In this financial year we have:

PA Support Service

Our personalised one-to-one service is designed to support individuals in achieving their unique personal goals.

- We supported 236 people to achieve their personal goals and outcomes.
- We delivered 47,095 hours of support to our clients

Employability Service

Our employability service is dedicated to helping disabled individuals find meaningful employment by working closely with supportive employers.

- We supported 73 people to gain employment related skills, moving 40 (55%) of these into work or work-related activity.
- We developed 15 meaningful partnerships to ensure we are working collaboratively to deliver wider impact for disabled people.

Wellbeing Services

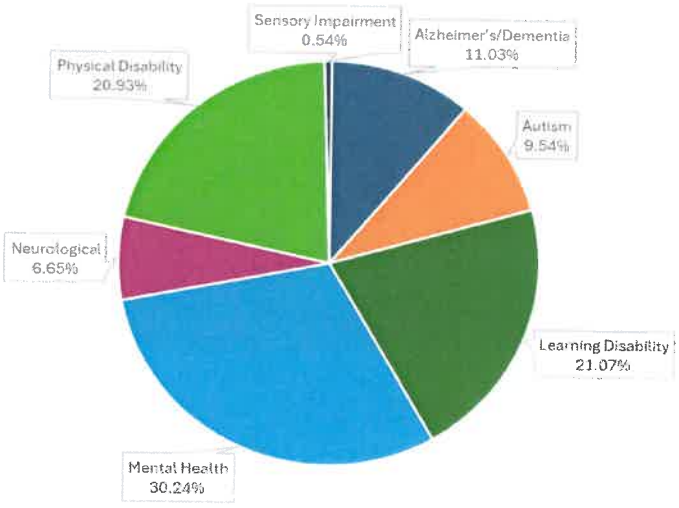
We offer two wellbeing activities: the Feel Good Café and Boccia, providing opportunities for social connection and exercise.

- We delivered 150 community-based activities across the year with 80 – 90 individuals attending each week.

Our People

- We supported 2 members of staff to achieve apprenticeships.
- We supported 1 member of staff to achieve leadership and management qualifications.
- We supported 2 members of staff to achieve role related qualifications.
- All of our office based team members have successfully qualified as MHFA England First Aiders.

Characteristics of those supported in 2024-25



A message from our CEO



This financial year has been one in which Enrych has continued to evolve to meet the needs of those it exists to serve. With the external environment fluctuating as the Government and commissioners respond to financial pressures, we have worked hard to maintain our income levels whilst continuing to adjust our modus operandi in response.

Once again, over the past year, we have continued to see the impact of the economic climate on both the work that we do and that which we need to consider doing as we shape our future plans. We have seen a clear link between the cost of living crisis and the numbers of people experiencing poor mental health or wanting to go to work to help boost income levels and general wellbeing. Against this increased need has been the backdrop of reducing funding levels and significant pressure on social care providers to deliver high quality, flexible services which help reduce pressure on other services, such as the NHS. We welcome the recent announcement that Baroness Casey will lead a review of social care. However, given that this is not due to be published until 2028, we hope that we can work with central and local government in the meantime to integrate the valuable services charities provide in a way which is both realistic and beneficial to all those who need our services and support.

Despite the economic challenges, I am proud to report that we have managed to maintain our commitment to the real living wage and staff turnover levels have remained relatively low. We have an incredible network of support workers who often give up their own time to ensure our clients remain safe and well. Our management and administrative team work incredibly hard to provide support quickly and consistently to help reduce pressure elsewhere, particularly on families who are providing care to loved ones. We have also been able to maintain our focus on prevention and wellbeing, something we believe to be so important in current times, increasing the number of activities we provide and the numbers of people benefiting from these. I am incredibly proud of our boccia groups which continue to provide an opportunity for social interaction whilst helping to maintain fitness and wellbeing. Our Feel Good Café, which we deliver in partnership with the Marlene Reid Centre, continues to attract many people from the local community, helping to reduce loneliness and improving wellbeing – a vital element of the work we do in helping to prevent more complex problems. The partnership we have with the Marlene Reid Centre has also gone from strength to strength since we relocated our offices there and we are grateful for their support in enabling us to respond proactively to the needs of those we serve. I have no doubt that the coming year will continue to provide more of the same in terms of challenges and opportunities and as outgoing CEO I feel confident that as incoming CEO, Rob will continue to deliver the Enrych vision for all adults with disabilities enabling them to live their lives with purpose and achieve their individual goals and aspirations.

I'd also like to thank our funders who continue to see the value of the work we do and invest in it and our Trustees, who happily respond to our calls on their time and support, whatever this may be, to help move Enrych forward and ensure we can respond to the needs of those we serve.

Liz Rickaby

Chief Executive



Since joining Enrych in February 2025, I have been deeply inspired by the passion, resilience, and commitment of our team, our partners, and most importantly, the individuals and families we support. I would like to begin by expressing my heartfelt thanks to Liz Rickaby, whose leadership over the past seven years has been instrumental in shaping Enrych into the impactful, values-driven organisation it is today. Liz's dedication to inclusion, wellbeing, and innovation has left a lasting legacy, and I am proud to be building on the strong foundation she has laid.

The year was one of both challenge and opportunity. The economic pressures facing the social care sector continue to intensify, with rising demand for services set against a backdrop of constrained funding. Yet, as Liz highlighted, Enrych has remained steadfast in its mission—adapting, innovating, and delivering high-quality, person-centred support that empowers disabled people to live with purpose.

Looking ahead, our new strategy sets out a bold and ambitious vision for the future. At its heart is a commitment to breaking down barriers, closing the disability employment gap, and changing societal attitudes. We will continue to grow our services, expand our employability programmes, and deepen our community engagement—ensuring that more disabled people can access meaningful opportunities, build confidence, and achieve their personal goals.

We are also focused on strengthening our financial sustainability. We are actively diversifying our funding streams and seeking new partnerships that align with our mission. This includes exploring digital innovation, expanding our reach, and investing in the talent and wellbeing of our incredible staff and volunteers.

Our work is grounded in collaboration. We will continue to work closely with disabled people, their families, local authorities, the NHS, schools, employers, and fellow charities to co-produce services that are relevant, inclusive, and impactful. We are also committed to using our voice to influence policy and practice—championing the rights of disabled people and advocating for a more equitable society.

Enrych's values—transparency, person-centredness, respect, trust, and integrity—will guide every decision we make. We will continue to create pathways of opportunity, challenge inequality, and ensure that every individual we support has the chance to live a life of purpose and possibility.

Thank you to our funders, partners, and Trustees for your continued belief in our work. And thank you to every member of the Enrych community—your strength, courage, and determination are what drive us forward.

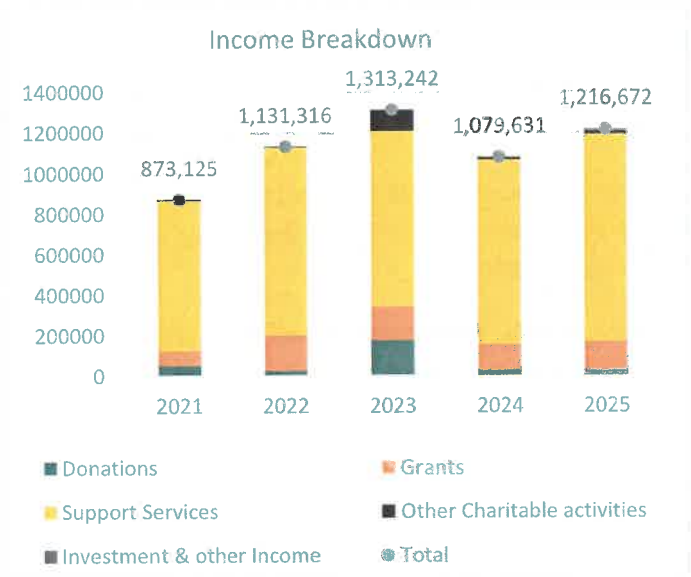
Rob Ball

Chief Executive

Financial Review:

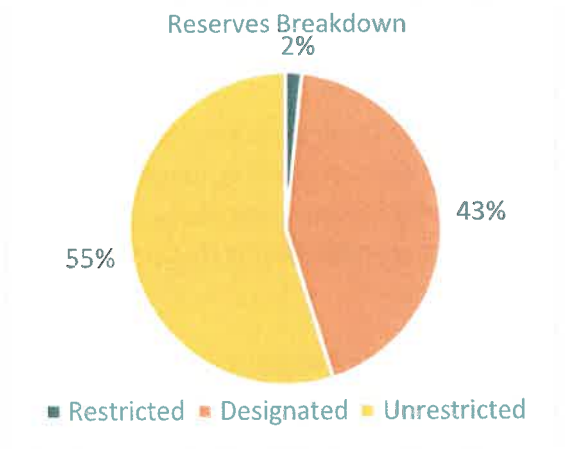
This year Enrych, like many charities has faced challenges, both from on-going Local Authority funding changes and increased competition for Grant funding.

Demand for Enrych's services continues to grow but faced with the increasing cost of living Enrych is taking ongoing steps to reduce overheads, allowing for those increasing service demands to be met. Enrych reported a small loss for the year ending March 2025 of £13,106.



Total Income received this year £1,216,672, a 12.7% increase on 2024s total income of £1,079,631.
Total Expenditure this year was £1,229,742, a 7.5% increase on 2024s total expenditure of £1,143,651.

At the end of the year Enrych's total reserves stood at £326,195.



These reserves are broken down as follows:

- Restricted Reserves: £5,501
- Designated Reserves: £141,752
- Unrestricted Reserves: £178,942

Whilst issues in the wider economy continue to impact investment returns, reserves remain relatively strong, and the Trustees will continue to monitor the situation closely. Enrych is currently undertaking a strategic planning process for the next 5 years with a strong focus on sustainability. The Trustees agreed that the balance of the legacy received at the end of the 2022-23 financial year should remain as designated funds and held in a high-interest account. Any interest gained by these designated funds are to also be retained as designated funds. The Trustees have agreed that these funds can be used by for projects that increase impact and sustainability. Such projects are not limited to Enrych funds, but can also include projects developed by any of Enrych's affiliated charities, in which case the funds will be made available in the form of a grant.

Reserves Policy:

The charity aims to hold sufficient reserves to provide adequate financial stability and to meet its charitable objectives for the near future along with any possible costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc).

During this financial year, the trustees reconsidered the reserves policy, as it was felt that the policy to maintain sufficient funds to cover a minimum of three months' operating costs in their entirety, ideally as unrestricted funds, was not a realistic reflection of the reserve levels needed. The revised reserves policy considers both of the following factors, and uses the higher of the two calculations at any given time to indicate the reserves level for Unrestricted Reserves:

- Cost of closure: this considers current lease commitments and the cost of redundancy Target at year end March 25: £169,533.
- Going Concern risk approach, this considers the fixed and variable costs of continuing to trade, using between one and three months costs to calculate a reserves figure depending on the nature of the expenditure. Target at year end March 2025 £165,443.

As demonstrated in the financial review above, the unrestricted reserves are above both the target figures, thus indicating that Enrych has sufficient unrestricted reserves to continue.

Investment Policy:

The Finance Committee, which is chaired by the Trustee appointed as Honorary Treasurer, and reports to the main Board of Trustees, monitors cash investments at least quarterly to ensure these are appropriate. The priority for cash investments is to ensure we use low to medium risk investment vehicles to achieve maximum possible income that is then available for the charity to continue to deliver its charitable objectives.

Risk Management:

As required by the charities SORP 2019, the Trustees set a framework to identify and respond to risk as well as provide effective arrangements to manage and report risk. The risks considered relate to the operational performance of the charity, the achievement of its aims and objectives and its continued reputation as an organisation that delivers high quality services for adults living with a disability. These are summarised as:

- Governance.
- Operational.
- Financial.
- External.
- Compliance.

As well as the Trustees establishing systems and procedures to manage and mitigate risk, the Senior Leadership Team has been strengthened to further ensure that risk is managed and mitigated.

The Trustees confirm that the risks to which they believe the charity is exposed have been reviewed and systems established to mitigate and informed by and relate to the following matters:

- The charity's objectives and strategies.
- The nature and scale of the charity's activities.
- External legislation and regulations.
- The operating structure of the charity; and

- Local authority commissioning and funding policies.

Future Plans:

In addition to continuing to deliver our personal assistant services which provide one to one support, we are also continuing our plans to develop new services and activities which promote inclusion and enable those we serve to live with purpose. We are diversifying our services based on feedback, increasing the amount of support we give to disabled adults to find work, with a particular focus on students with disabilities leaving education and wanting the same employment opportunities as their peers. We will also continue to find ways to embed technology in everything we do to improve accessibility and increase reach.

We want to showcase our Disability Confident Leader status to encourage businesses and employers to build diverse workforces and provide inclusive services. We will also build on the increased social media success we have achieved during the year to promote our messages and achieve our objective of being a national voice on disability matters.

Ensuring the sustainability of Enrych will be key against a backdrop of funding cuts, less grant funding being available and reduced charitable giving. We will work with businesses to achieve more sponsorship and partnership opportunities. We would like to have our own building from which we can deliver and will be looking for opportunities to achieve this.

We continue to work closely with our sister charities in Oxfordshire, Buckinghamshire and Berkshire to ensure we continue to work together to grow our impact with disabled adults as widely as possible. We will continue to seek opportunities to work with like-minded partners and establish formal partnerships to support delivery where possible.

Governance:

Legal Constitution

Enrych is a charitable company limited by guarantee, established under a Memorandum of Association and incorporated in April 2001.

The Trustees serving during the year are shown on page 4. Trustees equate to Directors in companies act terms and trustees in charities act terms.

Method of Recruitment and Appointment of Trustees

Trustees hold office for three years and can be re-appointed for two consecutive terms (i.e. up to 9 years in total). In the event of a vacancy, new Trustees are recruited through a number of routes and, following interview with the Chief Executive, Chair and at least one other Trustee are appointed at the AGM, held in September each year. New Trustees are nominated by the Chair and appointed following approval by the Board. The Articles of Association allow for up to 11 Trustees, including a Chair and Treasurer.

A Finance Committee, chaired by Trustee (and Treasurer) David Sellers, comprising of members of the Trustee Board, advises the Board on all financial matters.

Policies and Procedures Adopted for the Induction and Training of Trustees

New Trustees receive a Welcome Pack/Trustee Toolkit detailing their responsibilities and providing guidance on their role as Trustee of the charity. Trustee training provided by the Charity Commission can be accessed as required as well as the opportunity for a full induction and mentor arrangement.

Organisational Structure and Purpose

Enrych operates through a central hub and employs 6 full time, 7 part time members of staff and 76 part time support workers working throughout the community. Independent charities currently operate as branches of Enrych under the Enrych brand in Berkshire, Buckinghamshire and Oxfordshire. These affiliates operate as independent charities, with Enrych providing some support services (Financial, HR, Learning & Development). Each sister charity is managed by its own Board of Trustees, delivering services which reflect local needs. A Trustee from each sister charity, normally the Chair, serves as Trustee on the Board of Enrych to maintain strong links between the charities.

Enrych delivers its services to adults with all disabilities to enable them to retain their independence and wellbeing. Our aim is that adults with disabilities should be empowered to achieve their own goals and objectives and enjoy the same opportunities as their peers. Whilst Enrych works across all disability groups, the majority of those we serve have learning disabilities and mental health challenges, which has become more prevalent due to the ongoing impact of the pandemic and restriction measures.

As well as providing one to one support, Enrych delivers a wide range of social activities to enable adults with disabilities to engage and progress, including but not limited to Feel Good Cafes, multi sports activities, arts and crafts groups, wellbeing workshops and employability support.

Management:

The Board of Trustees meets four times a year, or when required. The Senior Leadership Team has responsibility for managing the charity, overarching responsibility for the day-to-day running of the charity being the responsibility of the Chief Executive, Rob Ball, who was appointed by the Board of Trustees. The charity has a strong and experienced Leadership Team which has been reviewed and strengthened to ensure that it has the skills and knowledge to lead the charity through its strategic plans. The Board of Trustees agrees with the strategic aims of the charity, authorises the budgets and provides robust governance which ensures aims, growth plans and budgets remain on track.

Remuneration of Key Management Personnel:

The pay of key management personnel is reviewed annually, and the Trustees approve changes based on cost of living adjustments and the performance of the charity.

Related Parties and other connected Charities and Organisations:

Enrych provides support to a network of sister charities utilising the Enrych brand. These independent charities operate as Enrych Berkshire, Enrych Buckinghamshire, and Enrych Oxfordshire. Enrych provides support with IT, HR and some financial matters (e.g. payroll). A representative from each charity (normally the Chair) acts as a Trustee to Enrych.

Fundraising:

During the course of this reporting period, fundraising has only been done through:

- Applications to Trusts and Foundations.
- Sponsorship of projects by local businesses.
- Collection of ongoing donations.

This year we have been undertaking fundraising at a community level to seed fund new activities and subsidise ongoing ones. A small charge is made for participating in any activity so as the levels grow, these do become self-funding and can therefore be sustained for more to enjoy.







Statement of Trustees' Responsibilities:

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

In line with Charity and Company law, the Trustees oversee the preparation of financial statements for each financial year, which give a true and fair view of the charity's financial activities and its financial position at the end of the year. In preparing statements the Trustees will:

- Select and consistently apply suitable accounting policies.
- Make reasonable and prudent judgements.
- Observe the methods and principles in the Charities SORP.
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

Disclosure of information to the Auditor:

As far as the Trustees are aware:

- There is no relevant information of which the charity's auditors are not aware.
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 27th September 2025 and signed on its behalf by



.....

Laura Crandley – Chair

INDEPENDENT AUDITORS' REPORT

Independent Auditor's report to the Members of Enrych

OPINION

We have audited the financial statements of Enrych (the 'charitable company') for the year ended 31 March 202 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and 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 charitable company'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.
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019.

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 charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board of Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board of Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF BOARD OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the Board of Trustees, who are also the directors of the charitable company for the purpose of company law, 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 the Board of Trustees 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 Board of Trustees are responsible for assessing the charitable company'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 Board of Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S 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 is available on the Financial Reporting Council's website at: https://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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

USE OF OUR REPORT

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

06/10/2025

Mr Paul Tyler (Senior Statutory Auditor)
for and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor

Thorpe House
93 Headlands
Kettering
Northamptonshire
United Kingdom
NN15 6BL

FINANCIAL STATEMENTS

Statement of Financial Activities for the year ended 31st March 2025

Including Income and Expenditure Account

	Notes	Unrestricted Fund £	Designated Fund £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	3	29,215	0	0	29,215	32,613
Government Grants	3	7,615	0	9,552	17,167	11,285
Grants	3	8,000	0	112,575	120,575	109,682
Charitable activities	5	1,032,561	0	0	1,032,561	917,914
Supporting other Branches	5	1,414	0	0	1,414	1,077
Investment Income	4	7,129	8,442	0	15,571	6,812
Other Income		169	0	0	169	248
Total Income		**1,086,103**	**8,442**	**122,127**	**1,216,672**	**1,079,631**
EXPENDITURE ON						
Raising funds	6	11,475	0	0	11,475	2,211
Charitable Activities	7 to 9	1,092,971	0	125,296	1,218,267	1,141,440
Total Expenditure		**1,104,446**	**0**	**125,296**	**1,229,742**	**1,143,651**
Net gains/ (losses on investments		0	0	0	0	(4,169)
Transfer of Restricted funds		12,236	0	(12,236)	0	0
NET INCOME/(EXPENDITURE)		**(6,107)**	**8,442**	**(15,405)**	**(13,070)**	**(68,189)**
RECONCILIATION OF FUNDS						
Total funds brought forward		185,049	133,310	20,906	339,265	407,454
TOTAL FUNDS CARRIED FORWARD		**178,942**	**141,752**	**5,501**	**326,195**	**339,265**

Balance Sheet At 31st March 2025

	Notes	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2025 Total Funds £	2024 Total Funds £
FIXED ASSETS						
Tangible Assets	13	8,408	0	2,624	11,032	14,977
Investments	14	0	0	0	0	0
		8,408	**0**	**2,624**	**11,032**	**14,977**
CURRENT ASSETS						
Debtors	16	90,674	0	761	91,435	94,582
Cash at Bank	15	163,938	141,752	2,706	308,396	319,113
		254,612	**141,752**	**3,467**	**399,831**	**413,695**
CREDITORS						
Amount falling due within one year	15	84,078	0	590	84,668	89,407
NET CURRENT ASSETS/(LIABILITIES)		**170,534**	**141,752**	**2,877**	**315,163**	**324,288**
TOTAL ASSETS LESS CURRENT LIABILITES		178,942	141,752	5,501	326,195	339,265
NET ASSETS		**178,942**	**141,752**	**5,501**	**326,195**	**339,265**
FUNDS						
Unrestricted Funds					178,942	185,049
Designated Funds					141,752	133,310
Restricted Funds					5,501	20,906
TOTAL FUNDS					**326,195**	**339,265**

The Trustees acknowledge their responsibilities for:

ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 27th September 2025 and were signed on its behalf by:



L Crandley – Chair and Trustee



D M Sellers - Trustee

Company Name: ENRYCH

Company registration number: 04204432

Charity registration number: 1088623

Cash Flow Statement for the year ended 31st March 2025

		2025		2024
Cash flows from operating activities:		£		£
Net Income/(Expenditure) for the reporting period (as per SOFA)		(13,070)		(68,189)
Adjustments for:				
Depreciation charges (as per notes 9 & 13)		3,708		5,072
Interest Received (as per SOFA)		(15,572)		(5,679)
Dividends Received (as per SOFA)		0		(1,133)
Change in Market Value of investments (revaluation per note 14)		0		4,169
Loss on sale of property, plant and equipment		449		9,075
Movement in debtors		3,147		107,731
Movement in creditors		(4,739)		(20,181)
Net cash provided by operating activities		**(26,077)**		**30,865**
Cash flows from investing activities:				
Proceeds from sale of property, plant and equipment	0		0	
Payment for property, plant and equipment (as per note 14)	(212)		(10,871)	
Proceeds from sale of investments	0		78,806	
Payment for purchase of investments	0		(9,980)	
Interest received (as per SOFA)	15,572		5,679	
Dividends received (as per SOFA)	0		1,133	
Net cash provided by (used in) investing activities		**15,360**		**64,767**
Change in cash and cash equivalents in the reporting period		(10,717)		95,632
Cash and cash equivalents at beginning of the period	319,113		223,481	
Cash and cash equivalents at end of the period	308,396		319,113	
Net change in cash for the reporting period		**(10,717)**		**95,632**

1. **Statutory Information**

Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. **Accounting Policies**

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FINANCIAL REPORTING STANDARD 102, have been prepared in accordance with Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

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

Going concern

At the time of approving the financial statements, the Board of Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Board of Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. The following specific policies are applied to particular categories of income: -

- For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled in the reporting period
- Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.
- Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably, and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the

amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.
- Investment Income is earned through holding assets for investment purposes such as term deposits.
- Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings: -

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income
- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.
- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is calculated at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and Fittings - 25% on reducing balance
IT and Office Equipment - 25% on reducing balance

Fixed asset investments

Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication

exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Financial instruments

The charity has elected to apply the provision of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FINANCIAL REPORTING STANDARD 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash at bank and in hand, are initially measured at the transaction price including any transaction costs and are subsequently carried at amortised cost using the effective interest rate method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade creditors, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods and services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity operates in such a way that it is exempt from corporation tax on its charitable activities.

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds can be used where the trustees have designated the funds use for particular purposes in accordance with the charitable objectives. The Designated Fund currently includes legacy income, which the Trustees want to be ringfenced for future projects yet to be agreed upon.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Employee benefits

The cost of short-term employee benefits are recognised as a liability and an expense, unless the costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

Sister charities

The accounts do not include the charity's affiliates, as they are separate legal entities over which Enrych has no control.

3. Donations, Grants and Legacies

	2025	2024
	£	£
Bequests and Legacies Received	286	0
Donations for App	10	0
Donations Received	1,608	4,676
Gift Aid	3,490	3,752
Individual Donors	15,205	16,459
Software charity discount Donation Value	8,616	7,726
	29,215	32,613

	2025	2024
Government Grant Funding	£	£
Access to Work Grant	9,552	5,938
Statutory Payments Refund (SMP, ShPP)	7,615	5,347
	17,167	11,285

	2025	2024
Grant Funding	£	£
Grant (restricted)	27,575	23,873
Grant (Unrestricted)	8,000	8,850
Restricted Grant Income - NHS Charities Together	0	9,586
Restricted Lottery Income	85,000	67,373
	120,575	109,682

4. Investment Income

	2025	2024
	£	£
Dividends	0	1,133
Bank Interest	15,571	5,679
	15,571	6,812

5. Income from Charitable Activities

	2025	2024
	£	£
Support Services Income	1,023,079	912,284
Supporting Branches	1,414	1,077
Community Activities	6,378	5,630
Fundraising Activities	3,104	0
	1,033,975	918,991

6. Raising Funds

	2025	2024
	£	£
Fundraising Costs	11,187	1,342
Investment and management fees	288	868
	11,475	2,210

7. Charitable Activities Costs

	2025	2024
	£	£
Direct Costs	989,580	860,478
Support Costs (see note 8)	228,687	280,962
Totals	1,218,267	1,141,440

8. Support Costs

	2025	2024
	£	£
Management	211,796	266,633
Finance	6,333	2,760
Governance	10,559	11,569
	228,688	280,962

9. Net income is stated after charging

	2025	2024
	£	£
Auditor's Remuneration	9,900	10,890
Depreciation - owned assets	3,708	5,072
Operating Lease Rentals	3,789	15,379

10. Trustees' Remuneration and Benefits

No Trustees received any remuneration during the year to 31 March 2025 or 31 March 2024.

Trustee Expenses

	2025	2024
	£	£
Trustee Expenses	0	0
	0	0

11. Staff Costs

	2025	2024
	£	£
Wages and Salaries Office Staff	342,751	354,556
Social Security Costs Office Staff	25,200	30,197
Pension Costs Office Staff	6,130	6,704
Wages and Salaries Support Worker employees	658,657	543,789
Social Security Costs Support Worker employees	18,010	6,672
Pension Costs Support Worker employees	6,678	4,167
	1,057,426	946,085

The Average monthly number of employees during the year was as follows:

Year End March 2025: 89

Year End March 2024: 93

No employees received emoluments in excess of £60,000.

The key management personnel of the charity comprise the trustees and the senior leadership team as listed in the Reference and Administration Details (Page 4). The total amount of key management personnel employee benefits (including employer's pension contributions and employer's national Insurance contributions) received by key management personnel for their services to the charity was:

Year End March 2025: £164,807

Year End March 2024: £172,864

Redundancies:
During the financial year, Enrych had 1 (0, 2024) redundancy. The payments made to the employee in 2025 totalled as follows:

	2025	2024
	£	£
Redundancy Pay	9,982	0
Pay in Lieu of notice (PILON)	3,535	0
	13,517	0

12. Comparatives for Statement of Financial Activities

	Notes	Unrestricted Fund £	Designated Fund £	Restricted Funds £	2024 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	3	32,613	0	0	32,613
Government Grants	3	5,347	0	5,938	11,285
Grants	3	8,850	0	100,832	109,682
Charitable activities	5	914,531	0	3,383	917,914
Supporting other Branches	5	1,077	0	0	1,077
Investment Income	4	6,812	0	0	6,812
Other Income		248	0	0	248
Total Income		**969,478**	**0**	**110,153**	**1,079,631**
EXPENDITURE ON					
Raising funds	6	2,211	0	0	2,211
Charitable Activities	7 to 9	1,000,058	0	141,382	1,141,440
Total Expenditure		**1,002,269**	**0**	**141,382**	**1,143,651**
Net gains/(losses) on investments		(4,169)	0	0	(4,169)
NET INCOME/(EXPENDITURE)		**(36,960)**	**0**	**(31,229)**	**(68,189)**
Transfer of Designated Fund		871	(871)	0	0
RECONCILIATION OF FUNDS					
Total funds brought forward		221,138	134,181	52,135	407,454
TOTAL FUNDS CARRIED FORWARD		**185,049**	**133,310**	**20,906**	**339,265**

13. Tangible Fixed Assets

Cost	Fixtures & Fittings		IT & Office Equipment		Total 2025		Total 2025
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
At 1st April 2024	13,849	0	14,761	17,866	28,610	17,866	46,476
Additions	212	0	0	0	212	0	212
Disposals	(11,021)	0	(1,779)	0	(12,800)	0	(12,800)
Movement Between Reserves	0	0	7,391	(7,391)	7,391	(7,391)	0
At 31st March 2025	3,040	0	20,373	10,475	23,413	10,475	33,888
Depreciation							
At 1st April 2024	12,654	0	7,241	11,604	19,895	11,604	31,499
Charge for the year	342	0	1,796	1,570	2,138	1,570	3,708
Disposals	(11,021)	0	(1,330)	0	(12,351)	0	(12,351)
Movement Between Reserves	0	0	5,323	(5,323)	5,323	(5,323)	0
At 31st March 2025	1,975	0	13,030	7,851	15,005	7,851	22,856
Net Book Value							
At 31st March 2024	1,195	0	7,520	6,262	8,715	6,262	14,977
At 31st March 2025	1,065	0	7,343	2,624	8,408	2,624	11,032

14. Fixed Assets Investments

Listed investments and Cash Held by investment firm were withdrawn by November 2023 and accounts were closed.

Since then, Enrych has used bank savings accounts for all cash holdings.

15. Bank Accounts

	Unrestricted	Designated	Restricted	2025	2024
	£	£	£	£	£
Bank Current Account 764	21,431	2,000	2,706	26,137	24,270
CAF Enrych Holding Gold Account	20,660	0	0	20,660	344
CAF Gold Account	16,467	0	0	16,467	32,574
Cash Receipts (Tin)	36	0	0	36	10
Community Directplus Account	0	0	0	0	0
Corporate Instant Deposit	11,768	0	0	11,768	35,858
GBP PayPal	5	0	0	5	0
Petty Cash (Tin)	49	0	0	49	61
CAF Deposit Platform (Flagstone)	93,522	139,752	0	233,274	225,996
	163,938	141,752	2,706	308,396	319,113

16. Debtors

	2025	2024
	£	£
Trade debtors	75,835	78,319
Prepayments	14,850	14,643
Rent Security Deposit	0	1,470
Loan to Staf Member	750	150
	91,435	94,582

17. Creditors

	2025	2024
	£	£
Accruals	66,446	56,973
Trade Creditors	3,489	603
Grants Received in Advance	0	20,575
Nest Pension Control	2,585	2,028
Taxation & Social Security	11,972	9,177
Attachment of Earnings	176	49
	84,668	89,405

18. Leasing Agreements

At the reporting date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Due within one Year	3,789	23,879
Between Two and Five Years	15,156	45,485
In over Five Years	1,263	0
	20,208	69,364

19. Other financial commitments

At the reporting date the charitable company had outstanding commitments for Legal Support Services, the payments for which fall due as follows:

	2025	2024
	£	£
Due within one Year	8,755	8,755
Between Two and Five Years	26,264	35,018
	35,019	43,773

20. Movements in funds

	At 01/04/2024	Net Movement in funds	At 31/03/2025
	£	£	£
Unrestricted funds	185,049	(6,107)	178,942
Designated Funds	133,310	8,442	141,752
Restricted funds	20,906	(15,405)	5,501
Total Funds	339,265	(13,070)	326,195

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains, losses & Transfers	Movement in funds
	£	£	£	£
Unrestricted funds	1,086,103	1,104,446	12,236	(6,107)
Designated Funds	8,442	0	0	8,442
Restricted funds	122,127	125,296	(12,236)	(15,405)
Total Funds	1,216,672	1,229,742	0	(13,070)

Comparatives for movement in funds

	At 01-04-2023	Net Movement in funds	At 31-03-2024
	£	£	£
Unrestricted funds	221,138	(36,089)	185,049
Designated funds	134,181	(871)	133,310
Restricted funds	52,135	(31,229)	20,906
Total Funds	407,454	(68,189)	339,265

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains, losses & Transfers	Movement in funds
	£	£	£	£
Unrestricted funds	969,478	1,002,269	(3,298)	(36,089)
Designated	0	0	(871)	(871)
Restricted funds	110,153	141,382	0	(31,229)
Total Funds	1,079,631	1,143,651	(4,169)	(68,189)

Designated Funds:

At the reporting date the designated funds consist of the following:

- The Funds received from a single legacy in April 2023, less the costs incurred by Enrych in securing those funds
- Interest earned on the monies that are ringfenced as Designated Reserves. The interest is earmarked as designated upon receipt of the interest income.

The movement in the Designated reserves is the total interest received against those funds in 2024-2025
The movement in the comparative, 2023-2024 was for expenditure incurred by Enrych in securing the Legacy Fund, which the Trustees agreed deduct from the Designated Reserves.

Restricted Reserves

At the reporting date the restricted funds consisted of the following:

National Lottery Community Fund (Digital and Employability Projects):

- Income: £85,000
- Expenditure: £85,000

LLR ICB Getting Help in Neighbourhoods Mental Health & Wellbeing Grant (GHIN project):

- Income: £20,575
- Expenditure: £20,575

Cash For Clubs

- Income: £2,000 received 18/03/2024
- Expenditure: £2,000 spent in the reporting year

LRCF Grant (Gilmour Family Fund) (Money Mates Project):

- Income: £3,000
- Expenditure: £3,000

Tescos Wellbeing Works Project:

- Income: £500
- Expenditure: £500

Sprot England, (Community multi-sport activities project):

- Income: £6,500
- Expenditure: £3,794
- Balance carried forward £2,706

21. Events after the reporting date

There have been no events after the reporting date

22. Related Party Disclosures

During the Financial year ending 31 March 2025, Enrych made payment at Market rate to Stuart Miller, a trustee from 24/06/2024, for the following professional services

- Delivery of Employability Coaching training from staff £80.00

During the financial year ending 31 March 2024, Enrych made payment at Market rate to Sharon Patmore, a Trustee for the following professional services:

- Delivery of Mental Health First Aid Training for staff and a partner organisation £792.50
- Included in this amount was £247.40 which was recharged to participants from the partner organisation

ENRYCH

England & Wales - Charity number 1088623

Accounts

Since 1986

ENRYCH

A mental health and disability charity, promoting living with purpose



AUDITED ANNUAL REPORT & FINANCIAL ACCOUNTS

for the year ended 31st March 2024

2023-2024

SCAN ME

REGISTERED COMPANY NUMBER: 04204432
(England and Wales)
REGISTERED CHARITY NUMBER: 1088623

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Section 1: Reference and Administrative Details

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number:	1088623
Company Number:	4204432
Registered office and Operational address:	Marlene Reid Centre 85 Belvoir Road Coalville Leicestershire LE67 3PH
Bankers:	CAF Bank PLC 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
	The Co-operative Bank PO Box 250 Skelmersdale. WN8 6WT
Investment Managers:	Up to November 2023. Charles Stanley & Company Limited 25 Luke Street London. EC2A 4AR
Chair of Trustees:	L Crandley
Trustees:	G Anthoney P L Gibbons M Jeffery M Jervis Surtees C Killip R Mulvey S Patmore J M Searle - Stood down September 2023 D M Sellers L Strong
Senior Leadership Team:	E Rickaby Chief Executive Officer A Coleman Director of Corporate Services E Collis Director of Quality & Compliance A Davies Director of Operations
Auditor:	Azets Audit Services Thorpe House, 93 Headlands, Kettering. NN15 6BL

Section 2:
Chair's Report

CHAIR'S REPORT

Despite a challenging environment for both commissioners and providers, I am delighted that we have continued to grow both our reach and impact in local communities. We are, like many voluntary sector organisations, finding funding more challenging to secure – both from the local authority and grant givers. We recognise the challenges faced by the county council and look forward to working with them over the coming year to ensure that the services that are offered to disabled people support them to achieve their potential.

It is an exciting time for Enrych as we finalise a new strategy for the organisation and consider how we may invest legacy funding we received last year in a sustainable way which allows both our organisation and our sister charities to continue to grow our impact.

I am so pleased to see all of the work around employability and digital inclusion. We know how important these areas are to improve independence. Currently, we are supporting 34 people with their employability journey, 7 of whom have secured work. We are also working with 20 post-16 learners at a local school, helping these young adults to prepare as they transition from school.

The way in which Enrych rewards and supports its staff to develop and achieve qualifications to support them into the future, means that we continue to be able to maintain our great staff team in a context where we know it can be difficult to recruit and retain staff in social care particularly.

As ever thank you to our supporters without whom we could not deliver all that we do. 'The board extend their warmest thanks and appreciation to Jenny Searle who stepped down as treasurer during the year after nine years of dedicated service to Enrych. Thank you also for the support of our board of trustees who continue to guide the organisation and work to set the future strategic direction for Enrych. Finally, huge thanks to Liz and all of the team who work tirelessly to deliver for all of those we are here to serve.



Laura Crandley
Chair of Trustees

Section 3: Trustees' Annual Report

TRUSTEES' ANNUAL REPORT

The Board of Enrych (whose Trustees are also directors under company law) presents its report and the audited financial statements for the year ended 31st March 2024. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

Reference and administration information, set out on page 4, forms part of this report. The financial statements comply with current statutory requirements, 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 Standards applicable in the United Kingdom and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES:

Our Articles of Association set out that we improve wellbeing and help people with disabilities to overcome disadvantage irrespective of their ethnic group, religion, gender, sexual orientation or state of health.

The Trustees and Leadership Team continue to focus on growing impact by working in partnership to provide person-centred services, listening and responding to the needs of our beneficiaries.

OUR VISION:

A world without barriers linked to disabilities and health conditions

OUR MISSION STATEMENT:

To achieve equity through empowerment and influence

STRATEGIES AND ACTIVITIES:

The work to progress our strategic objectives has continued throughout the year. With the agreement of the Trustees a number of investments were made to ensure we were in a strong position to do this, including in our staff and premises. Our employability programme, introduced towards the end of the last financial year, has grown at pace and we are now focused on continuing to grow this through our partnerships with referral agencies, schools and employers. Aligned with these we have focused our national messaging on proposed Government changes (now introduced) which will result in changes to benefits and more focus on work. Our wellbeing activities have continued and are now enjoyed by many more of our beneficiaries and we continue to grow these and establish new events in new delivery areas. We are continuing to develop our team through a range of learning and development initiatives

Our key objectives are:

- **To participate in national conversations on disability issues;**
- **To increase awareness of Enrych and grow our impact;**
- **To attract, develop and retain the best talent;**
- **To diversify our income streams and reduce reliance on local authority funding;**
- **To embrace change and innovation to support evolution, growth and continuous improvement.**

PUBLIC BENEFIT:

The Board of Trustees confirms that it has due regard to the provisions of section 17 of the Charities Act 2011 and has referred to the guidance contained in the Charity Commission's general guidance on public benefit both when reviewing the aims and objectives of Enrych and also in planning activities. The Trustees undertake regular reviews of operational activities to ensure Enrych continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities, which include:

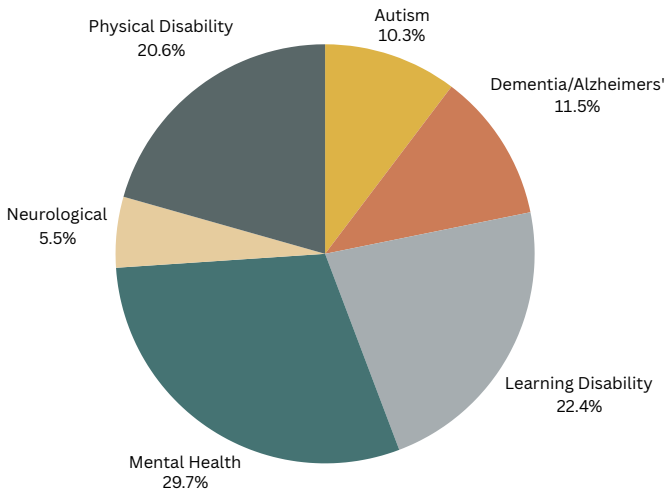
- Empowering adults with disabilities to live meaningful and independent lives;
- Improving wellbeing outcomes for adults with disabilities by reducing loneliness and isolation;
- Ensuring adults with disabilities have the same opportunities as their peers for life and work.

ACHIEVEMENTS AND PERFORMANCE:

It was a mixed year for the charity in terms of achievements. Whilst investment enabled us to grow our impact significantly, almost doubling the number of people that we reached and establishing ourselves to a much greater extent through marketing and social media, we were less successful in achieving the financial growth we had forecast. This was impacted to an extent by changes to the way in which Leicestershire County Council commissioned and funded support for adults with disabilities such that the growth in our PA service did not reach levels experienced in previous years. Furthermore whilst a number of grant applications were developed and submitted, the timing of decisions meant that many were not made during this financial year. Poor mental health continued to be the primary reason for referral to our services.

The project funded by NHS Charities Together ended in June but activity has continued through individual funding.

Client proportions by health condition





The second year of funding from the National Lottery was due to end in February but National Lottery agreed that an underspend could be used to extend this until April pending further funding. This project re-focused on digital inclusion and employment and by the end of the project was fully focused on supporting people into work a service which continues to grow. We continued to establish partnerships with like-minded organisations which helped us to extend our reach and impact, including some useful partnerships with local organisations and services (eg The Fire Service) which have seen considerable benefits, including fundraising initiatives.

We were delighted to achieve Disability Confident Leader status during the year. Our Boccia Team were awarded Northwest Leicestershire – Let's get Moving – Club/Group of the year. We were also proud of our ability to recruit and retain staff, despite the downturn in people seeking employment in social care or moving away from this into other areas of work. We were also proud to have supported staff to achieve a range of qualifications, including leadership and management, HR and Accountancy qualifications.



A MESSAGE FROM OUR CEO:

Despite a year in which we saw a number of challenges, I have been delighted to see both the impact of our investment and the way in which our Team stepped up to the challenges to ensure they did not impact our services and those we serve.

Following our merger with Enrych Leicestershire & Derbyshire, the new combined charity has moved seamlessly into effectively delivering commissioned services alongside charitably funded activities, extending the range of services and opportunities we can offer to disabled adults across the Midlands. I've been proud to witness some of our group activities go from strength to strength. Our Boccia group is now regularly attended by around 50 disabled people and we are now trialling this in other areas. Our Feel Good Cafe is also enjoyed by a similar number of people.

Our contract with Leicestershire County Council, due to terminate in November 2024, has now been extended to November 2025 and we continue to be frustrated and disappointed by the impact their cost cutting measures continue to have on both Enrych as a provider and those disabled adults that need services. Their expectations of the voluntary sector (and those that fund them) to bridge financial shortfalls by delivering services free of charge becomes increasingly unrealistic. There are also concerns about the impact this will have on disabled people and access to services which enable them to live with purpose.

I have been overwhelmed, but not surprised, by the popularity of our employability programme. With more and more people wanting to work and have careers in which they can progress, personalised support to achieve this has never seemed more important. We have been proud to report considerable successes in securing and retaining work and remain grateful to those organisations that continue to support our employability programme with mock interviews, work experience opportunities and jobs.



THANK YOU:

Once again we must say a huge thank you to our Board of Trustees who continue to govern the charity with expertise and support our work with understanding and compassion. We also owe a big thank you to all our staff and volunteers who continue to put the interests of our beneficiaries at the heart of everything that they do.

We would also like to say a huge thank you to those who have funded or support us in various other ways, including, but not limited to:

- The National Lottery;
- Bosworth Hall Hotel & Spa;
- Maud Elkington;
- Jules Thorn;
- Arter Douglas Fund;
- MRC Community Action;
- Thermo Fisher;
- Hastings Direct;
- Coalville Fire Service,
- Everyone Active;
- Terex;
- W Burton & Sons.
- Kocher & Beck;
- LCCF Community Fund;
- Tricksall;

And finally, a big thank you to all our clients and beneficiaries who continue to delight us with their successes, their feedback and wonderful photos of them enjoying living with purpose.

Case Studies

"I just wanted to say what a change there is in EJ and how well she looked. She explained to me that she had just returned from a trip to the garden centre and was chatting to me about her PA's. I just wanted to comment how amazing and life changing your PA's have been for EJ and how their support has meant that EJ has been able to stay in her home and be comfortable and safe. I also saw the note book and saw how well they are communicating and supporting EJ. I think the 3 PA's have been amazing with EJ and wanted to thank them." - Relative of client

"Jolene (PA) is wonderful, she's so lovely and its so kind of her to take me to the hospital so I can see my husband. I am so grateful for her. I have been with Enrych for years now and always have great support!" - Client

Liz Rickaby
Chief Executive

FINANCIAL REVIEW:

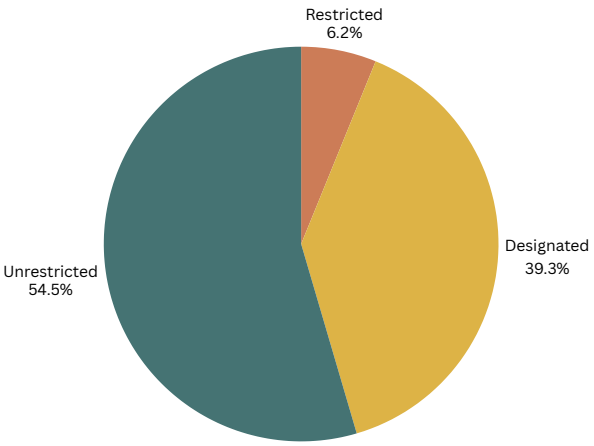
This year our focus has been on positioning Enrych for sustainability in the face of ongoing Local Authority funding challenges. We originally budgeted to secure grant funding which would contribute towards core costs and overheads. Although this was successful, some substantial grant awards were not received until after the financial year end and as a result, we are reporting a loss of £68,189.

During the reporting period, the charity received a total income of £1,079,631 compared to £1,178,150 excluding one offs for the prior year. Over the course of the year some additional costs were incurred for moving premises and there was some restructuring of head office and operational staffing, but total overall operating costs also remained flat.

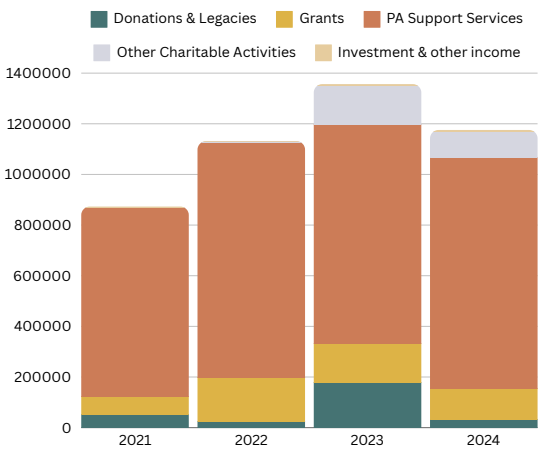
At the end of the year our reserves stood at £339,265. Restricted Reserves: £20,906, Designated Reserves: £133,310, Unrestricted Reserves: £185,046. Overall reserve levels have fallen in line with a return to underlying prior year levels of activity excluding one offs.

This has adversely affected our continued efforts to build reserves in line with our Reserves Policy. Whilst issues in the wider economy continue to impact investment returns, reserves remain relatively strong, and the Trustees will continue to monitor the situation closely. Enrych is currently undertaking a strategic planning process for the next 3 to 5 years. As a result of this, the Trustees agreed that the balance of the legacy received at the end of the 2022-23 financial year should remain as designated funds and held in a high-interest account until such time as strategic plans are finalised and funding from the legacy allocated to supporting specific projects which grow the impact of the charity and the network of Enrych regional charities.

Reserves Breakdown



Income Sources 4 Year Comparison



RESERVES POLICY:

The charity aims to hold sufficient reserves to provide adequate financial stability and in order to meet its charitable objectives for the near future along with any costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc).

The reserves policy is currently being reviewed by the trustees, but currently the policy is to maintain sufficient funds to cover a minimum of three months' operating costs in their entirety, £285,775, ideally as unrestricted funds.

The total reserves as at 31 March 2024 were £339,265 After deducting Restricted reserves of £20,906 and Designated Reserves of £133,310, the Unrestricted Reserve Balance is £185,046.

As demonstrated by the figures above, the unrestricted reserves are at 65% of the target, but with the inclusion of the Designated Reserves the reserves target is met.

INVESTMENT POLICY:

The Finance Committee, which is chaired by the Treasurer and reports to the main Board of Trustees, monitors investments at least quarterly to ensure these are appropriate. The priority for investments is to ensure we use low to medium risk investment vehicles to achieve maximum possible income that is then available for the charity to continue to deliver its charitable objectives.

During the Board Meeting held September 23, the trustees approved the withdrawal of all funds from the Investment portfolio, following a pattern of losses across the past 2 years.

At the same board meeting, the trustees approved the setting up of the CAF Deposit Platform, to facilitate the holding of reserves in high interest accounts as an alternative to the Investment Portfolio. All funds held in FSCS protected accounts to mitigate risk.

RISK MANAGEMENT:

As required by the charities SORP 2019, the Trustees set a framework to identify and respond to risk as well as provide effective arrangements to manage and report risk. The risks considered relate to the operational performance of the charity, the achievement of its aims and objectives and its continued reputation as an organisation that delivers high quality services for adults living with a disability. These are summarised as:

- Governance;
- Operational;
- Financial;
- External;
- Compliance.

As well as the Trustees establishing systems and procedures to manage and mitigate risk, the Senior Leadership Team has been strengthened to further ensure that risk is managed and mitigated.

The Trustees confirm that the risks to which they believe the charity is exposed have been reviewed and systems established to mitigate and informed by and relate to the following matters:

- The charity's objectives and strategies.
- The nature and scale of the charity's activities.
- External legislation and regulations.
- The operating structure of the charity; and
- Local authority commissioning and funding policies.

FUTURE PLANS:

In addition to continuing to deliver our personal assistant services which provide one to one support, we are also continuing our plans to develop new services and activities which promote inclusion and enable those we serve to live with purpose. We are diversifying our services based on feedback, increasing the amount of support we give to disabled adults to find work, with a particular focus on students with disabilities leaving education and wanting the same employment opportunities as their peers. We will also continue to find ways to embed technology in everything we do to improve accessibility and increase reach.

We want to build on our Disability Confident Leader status to encourage businesses and employers to build diverse workforces and provide inclusive services. We will also build on the increased social media success we have achieved during the year to promote our messages and achieve our objective of being a national voice on disability matters.

Ensuring the sustainability of Enrych will be key against a backdrop of funding cuts, less grant funding availability and reduced charitable giving. We will work with businesses to achieve more sponsorship and partnership opportunities. We would like to have our own building from which we can deliver and will be looking for opportunities to achieve this.

We continue to work closely with our sister charities in Oxfordshire, Buckinghamshire and Berkshire to ensure we continue to work together to grow our impact with disabled adults as widely as possible. We will continue to seek opportunities to work with like-minded partners and establish formal partnerships to support delivery where possible.

GOVERNANCE:

LEGAL CONSTITUTION:

Enrych is a charitable company limited by guarantee, established under a Memorandum of Association and incorporated in April 1986.

The Trustees serving during the year are shown on page 4. Trustees equate to Directors in companies act terms and trustees in charities act terms.

METHOD OF RECRUITMENT AND APPOINTMENT OF TRUSTEES:

Trustees hold office for 3 years and can be re-appointed for 2 consecutive terms (i.e. up to 9 years in total). In the event of a vacancy, new Trustees are recruited through a number of routes and, following interview with the Chief Executive, Chair and at least 1 other Trustee are appointed at the AGM, held in September each year. New Trustees are nominated by the Chair and appointed following approval by the Board. The Articles of Association allow for up to 11 Trustees, including a Chair and Treasurer.

At the end of the financial year there were no Trustee vacancies. Trustees serve for a period of three years at the end of which they are eligible to be elected for a further two three year periods up to a maximum tenure of nine years. New Trustees are appointed as necessary in order to give a wide breadth of experience to the organisation. They are recruited through a formal recruitment and selection process. No benefits are received by Trustees.

A Finance Committee, chaired by Trustee (and Treasurer) David Sellers, comprising of members of the Trustee Board, advises the Board on all financial matters.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES:

New Trustees receive a Welcome Pack/Trustee Toolkit detailing their responsibilities and providing guidance on their role as Governor of the Charity. Trustee training provided by the Charity Commission can be accessed as required as well as the opportunity for a full induction and mentor arrangement.

ORGANISATIONAL STRUCTURE AND PURPOSE:

Enrych operates through a central hub and employs 8 full time, 6 part time members of staff and 79 part time support workers working throughout the community. Independent charities currently operate as branches of Enrych under the Enrych brand in Berkshire, Buckinghamshire and Oxfordshire. These branches operate as independent charities with Enrych providing some centralised support services (Financial, HR, Learning & Development). Each branch is managed by its own Board of Trustees delivering services which reflect local needs. A Trustee from each branch, normally the Chair, serves as Trustee on the Board of Enrych to maintain strong links between the charities.

Enrych delivers its services to adults with all disabilities to enable them to retain their independence and wellbeing. Our aim is that adults with disabilities should be empowered to achieve their own goals and objectives and enjoy the same opportunities as their peers. Whilst Enrych works across all disability groups, the majority of those we serve have learning disabilities and poor mental health, which has become more prevalent due to the impact of the pandemic and restriction measures.

As well as providing one to one support, Enrych delivers a wide range of social activities to enable adults with disabilities to engage and progress, including but not limited to Feel Good Cafes, multi sports activities, arts and crafts groups, wellbeing workshops and employability support.

MANAGEMENT:

The Board of Trustees meets four times a year, or when required. The Senior Leadership Team has responsibility for managing the Charity, overarching responsibility for the day-to-day running of the Charity being the responsibility of the Chief Executive, Elizabeth Rickaby, who was appointed by the Board of Trustees. The Charity has a strong and experienced Leadership Team which has been reviewed and strengthened to ensure that it has the skills and knowledge to lead the Charity through its strategic plans. The Board of Trustees agrees with the strategic aims of the charity, authorises the budgets and provides robust governance which ensures aims, growth plans and budgets remain on track.

REMUNERATION OF KEY MANAGEMENT PERSONNEL:

The pay of key management personnel is reviewed annually, and the Trustees approve changes based on cost of living adjustments and the performance of the charity.

RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS:

Enrych provides support to a network of branch charities utilising the Enrych brand. These independent charities operate as Enrych Berkshire, Enrych Buckinghamshire, and Enrych Oxfordshire. Enrych provides support with IT, HR and some financial matters (e.g. payroll). A representative from each Branch (normally the Chair) acts as a Trustee to Enrych.

FUNDRAISING:

During the course of this reporting period, fundraising has only been done through:
Applications to Trusts and Foundations;
Sponsorship of projects by local businesses;
Collection of ongoing donations.

This year we have been undertaking fundraising at a community level to seed fund new activities and subsidise ongoing ones. A small charge is made for participating in any activity so as the levels grow, these do become self-funding and can therefore be sustained for more to enjoy.







STATEMENT OF TRUSTEES' RESPONSIBILITIES:

In line with Charity and Company law, the Trustees oversee the preparation of financial statements for each financial year, which give a true and fair view of the Charity's financial activities and its financial position at the end of the year. In preparing statements the Trustees will:

- Select and consistently apply suitable accounting policies;
- Make reasonable and prudent judgements;
- Observe the methods and principles in the Charities SORP;
- State whether applicable accounting standards and statements of recommended practice have been applied, subject to relevant departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the Charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

DISCLOSURE OF INFORMATION TO THE AUDITOR:

As far as the Trustees are aware:

- There is no relevant information of which the Charity's auditors are not aware;
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 28th September 2024 and signed on its behalf by

.....

Laura Crandley – Chair

Section 4: Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES OF ENRYCH

OPINION

We have audited the financial statements of Enrych (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.
In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019.

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 charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board of Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board of Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF BOARD OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the Board of Trustees, who are also the directors of the charitable company for the purpose of company law, 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 the Board of Trustees 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 Board of Trustees are responsible for assessing the charitable company’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 Board of Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S 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 is available on the Financial Reporting Council’s website at: https://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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

USE OF OUR REPORT

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



03/10/2024

Mr Paul Tyler (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

Chartered Accountants
Statutory Auditor

Thorpe House
93 Headlands
Kettering
Northamptonshire
United Kingdom
NN15 6BL

Section 5: Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2024

INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Fund	Designated Fund	Restricted Fund	2024 Total Funds	2023 Total Funds
		£	£	£	£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	3	32,613	0	0	32,613	176,568
Government Grants		5,347	0	5,938	11,285	9,665
Other Grants		8,850	0	100,832	109,682	154,239
Charitable activities		914,531	0	3,383	917,914	868,751
Supporting other Branches		1,077	0	0	1,077	99,971
Investment Income	4	6,812	0	0	6,812	2,042
Other Income		248	0	0	248	2,007
Total Income		**969,478**	**0**	**110,153**	**1,079,631**	**1,313,243**
EXPENDITURE ON						
Raising funds	5	2,210	0	0	2,211	4,193
Charitable Activities	6 to 9	1,000,062	0	141,382	1,141,440	1,136,360
Total Expenditure		**1,002,272**	**0**	**141,382**	**1,143,651**	**1,140,553**
Net gains/ (losses) on investments		(4,169)	0	0	(4,169)	(6,065)
NET INCOME/(EXPENDITURE)		**(36,963)**	**0**	**(31,229)**	**(68,189)**	**166,625**
Transfer of Designated Fund		871	(871)	0	0	0
NET MOVEMENT IN FUNDS		**(36,092)**	**(871)**	**(31,229)**	**(68,189)**	**166,625**
RECONCILIATION OF FUNDS						
Total funds brought forward		221,138	134,181	52,135	407,454	240,829
TOTAL FUNDS CARRIED FORWARD		**185,046**	**133,310**	**20,906**	**339,265**	**407,454**

BALANCE SHEET AT 31ST MARCH 2024

	Notes	Unrestricted Fund	Designated Fund	Restricted Fund	2024 Total Funds	2023 Total Funds
		£	£	£	£	£
FIXED ASSETS						
Tangible Assets	13	8,715	0	6,262	14,977	18,253
Investments	14	0	0	0	0	72,995
		8,715		**6,262**	**14,977**	**91,248**
CURRENT ASSETS						
Debtors	16	91,268	0	3,314	94,582	202,313
Cash at Bank	15	153,585	133,310	32,218	319,113	223,481
		244,853	**133,310**	**35,532**	**413,695**	**425,794**
CREDITORS						
Amount falling due within one year	15	68,518	0	20,889	89,407	109,588
NET CURRENT ASSETS / (LIABILITIES)		**176,335**	**133,310**	**14,643**	**324,288**	**316,206**
Total Assets less Current Liabilities		185,050	133,310	20,906	339,265	407,454
NET ASSETS		**185,050**	**133,310**	**20,906**	**339,265**	**407,454**
FUNDS						
Unrestricted Funds					185,050	221,138
Designated Funds					133,310	134,181
Restricted Funds					20,906	52,135
TOTAL FUNDS					**339,265**	**407,454**

The Trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 28/9/2024 **and were signed on its behalf by:**



L Crandley – Chair and Trustee



D M Sellers - Trustee

Company Name: ENRYCH
Company registration number: 04204432

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2024

	2024		2023	
Cash flows from operating activities:	£		£	
Net Income/(Expenditure) for the reporting period (as per SOFA)		(68,189)		166,625
Adjustments for:				
Depreciation charges (as per notes 9 & 13)		5,072		5,830
Interest received (as per SOFA)		(5,679)		(882)
Dividends received (as per SOFA)		(1,133)		(1,160)
Change in market value of investments (revaluation as per note 14)		(4,169)		6,065
Movement in debtors		107,731		(65,178)
Movement in creditors		(20,181)		(56,498)
Net cash provided by operating activities		**13,452**		**54,802**
Cash flows from investing activities:				
Payment for property, plant and equipment (as per note 14)	(10,871)		(2,971)	
Proceeds from sale of investments	0		21,276	
Payment for purchase of investments	0		(23,881)	
Interest received (as per SOFA)	5,679		882	
Dividends received (as per SOFA)	1,133		1,160	
Net cash provided by (used in) investing activities		**(4,059)**		**(3,534)**
Change in cash and cash equivalents in the reporting period		9,394		51,268
Cash and cash equivalents at beginning of the period	223,481		172,213	
Cash and cash equivalents at end of the period	232,875		223,481	
Net change in cash for the reporting period		**9,394**		**51,268**

1. Statutory Information

Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

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

Going concern

At the time of approving the financial statements, the Board of Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Board of Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. The following specific policies are applied to particular categories of income: -

- For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled in the reporting period

- Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

- Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.

- Investment Income is earned through holding assets for investment purposes such as term deposits.

- Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings: -

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income

- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.

- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets
Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is calculated at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and Fittings	- 25% on reducing balance
IT and Office Equipment	- 25% on reducing balance

Fixed asset investments
Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal. Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Impairment of fixed assets
At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Financial instruments
The charity has elected to apply the provision of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity’s balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash at bank and in hand, are initially measured at the transaction price including any transaction costs and are subsequently carried at amortised cost using the effective interest rate method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including trade creditors, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods and services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation
The charity operates in such a way that it is exempt from corporation tax on its charitable activities.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds can be used where the trustees have designated the funds use for particular purposes in accordance with the charitable objectives. The Designated Fund currently includes

- donations received during community activities, which are earmarked to continue delivery of those activities
- legacy income, which the Trustees want to be ringfenced for future projects yet to be agreed upon.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Employee benefits
The cost of short-term employee benefits are recognised as a liability and an expense, unless the costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

Branches of the charity
The accounts do not include the charity's branches, as they are separate legal entities.

3. Donations, Grants and Legacies

	2024	2023
	£	£
Bequests and Legacies Received	0	135,093
Donations Received	4,676	8,926
Donated Licences Value	7,726	10,411
Gift Aid	3,752	4,120
Individual Donors	16,459	18,018
Total Donations & Legacies	**32,613**	**176,568**

Government Grants	2024	2023
	£	£
Access to Work Grant	5,938	8,046
Furlough Refund	0	0
Kickstart Income	0	0
SSP Refund (COVID19)	0	0
Statutory Payments Refund (SMP, ShPP)	5,347	1,619
	11,285	**9,665**

Grant Funding	2024	2023
	£	£
Apprentice Incentive Grant	0	300
Grant (Restricted)	23,873	16,328
Grant (Unrestricted)	8,850	0
Grant Income - Cadeby Homes	0	0
Restricted Grant Income - NHS Charities Together	9,586	37,548
Restricted Lottery Income	67,373	100,063
	109,682	**154,239**

4. Investment Income

	2024	2023
	£	£
Dividends	1,133	1,160
Bank Interest	5,679	882
Total Investment Income	**6,812**	**2,042**

5. Income from Charitable Activities

	2024	2023
	£	£
Enrych Assist PA Service Income	912,284	865,824
Supporting Branches	1,077	772
Income from Merger	0	99,199
Community Activities	5,630	2,927
Total	**918,991**	**968,722**

The Funds identified as Income from Merger, were the funds held by Enrych Leicestershire & Derbyshire, which were transferred to Enrych upon the merger of the two organisations.

6. Raising Funds

	2024	2023
	£	£
Fundraising Costs	1,342	3,173
Investment and Management fees	868	1,020
	2,211	**4,193**

7. Charitable Activities Costs

	2024	2023
	£	£
Direct Costs	862,689	951,027
Support Costs (see note 8)	280,962	189,526
	1,143,651	**1 140 553**

8. Support Costs

	2024	2023
	£	£
Management	266,633	178,677
Finance	2,760	2,484
Governance	11,569	8,365
	280,962	**189,526**

9. Net Income is stated after charging:

	2024	2023
	£	£
Auditor's Remuneration	10,890	7,170
Depreciation - owned assets	5,072	5,830
Operating Lease Rentals	15,379	27,990

10. Trustees' Remuneration and Benefits

None of the trustees received any remuneration during the year to 31 March 2024 or 31 March 2023.
During the year, travel and subsistence payments totalling £Nil (2023: £291) were reimbursed to trustees.

11. Staff Costs

	2024	2023
	£	£
Wages and Salaries Office Staff	354,556	393,566
Social Security Costs Office Staff	30,197	28,636
Pension Costs Office Staff	6,704	7,753
Wages and Salaries PA employees	543,789	500,309
Social Security Costs PA employees	6,672	7,990
Pension Costs PA employees	4,167	4,097
	946,085	**942,351**

The average monthly number of employees during the year was as follows:

Year End March 2024: 93
Year End March 2023: 97

No employees received emoluments in excess of £60,000.
The key management personnel of the charity comprise the trustees and the senior leadership team as listed in the Reference and Administrative Details. The total amount of key management personnel employee benefits (including employer's pension contributions and employer's national insurance contributions) received by key management personnel for their services to the charity was:

Year End March 2024: £172,864

Year End March 2023: £192,838

Redundancies:
During the financial year, Enrych had 0 (5, 2023) redundancies. The payments made to those employees in 2023 totalled as follows:

	2024	2023
	£	£
Redundancy Pay	0	10,791
Pay In lieu of notice (PILON)	0	5,766
	0	**16,557**

12. Comparatives for Statement of Financial Activities

The figures shown in this note are for year ended 31st March 2023, to be used for comparison purposes.

	Notes	Unrestricted Fund	Designated Fund	Restricted Fund	2023 Total Funds	2022 Total Funds
		£	£		£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	3	176,568	0	0	176,568	26,233
Government Grants	3	1,619	0	8,046	9,665	42,728
Other Grants	3	300	0	153,939	154,239	130,480
Charitable Activities	5	867,753	0	998	868,751	928,932
Supporting Other Branches	5	99,971	0	0	99,971	13,783
Investment Income	4	2,042	0	0	2,042	848
Other Income		2,007	0	0	2,007	4,771
Total Income		**1,150,260**	**0**	**162,983**	**1,313,243**	**1,147,775**
EXPENDITURE ON						
Raising Funds	6	2,393	0	1,800	4,193	2,212
Charitable Activities	7 to 9	989,235	0	147,125	1,136,360	1,146,253
Total Expenditure		**991,628**	**0**	**148,925**	**1,140,553**	**1,148,465**
Net gains/ (losses) on investments	14	-6,065	0	0	-6,065	90
NET INCOME/(EXPENDITURE)		**152,567**	**0**	**14,058**	**166,625**	**(600)**
RECONCILIATION OF FUNDS						
Total funds brought forward	19	202,752	0	38,077	240,829	241,429
TOTAL FUNDS CARRIED FORWARD	**19**	**355,319**	**0**	**52,135**	**407,454**	**240,829**

13. Tangible Fixed Assets

	Fixtures & Fittings		IT & Office Equipment		Total 2024		Total 2024
Cost	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
At 1st April 2023	13,849	0	5,686	25,145	19,535	25,145	44,680
Additions	0	0	9,075	1,796	9,075	1,796	10,871
Disposals	0	0		-9,075	0	-9,075	-9,075
At 31st March 2024	13,849	0	14,761	17,866	28,610	17,866	46,476
Depreciation							
At 1st April 2023	12,160	0	5,190	9,077	17,350	9,077	26,427
Charge for the year	494	0	2,051	2,527	2,545	2,527	5,072
Disposals	0	0	0	0	0	0	0
At 31st March 2024	12,654	0	7,241	11,604	19,895	11,604	31,499
Net Book Value							
At 31st March 2023	1,689	0	496	16,068	2,185	16,068	18,253
At 31st March 2024	1,195	0	7,520	6,262	8,715	6,262	14,977

14. Fixed Assets Investments

	Listed investments	Total
Cost or valuation	£	£
At 1st April 2023	72,995	72,995
Additions	9,980	9,980
Disposals	(78,806)	(78,806)
Revaluations	(4,169)	(4,169)
At 31st March 2024	0	0
Carrying amount		
At 31st March 2023	72,995	72,995
At 31st March 2024	0	0

Investments at fair value comprise:

	2024	2023
	£	£
Fixed Income	0	23,349
UK Equity	0	16,791
International Equity	0	24,257
Property	0	2,232
Alternatives	0	6,366

15. Bank Accounts

	2024	2023
	£	£
CAF Current Account	24,270	25,444
CAF Savings Account 1	344	86,990
CAF Savings Account 2	32,574	20,862
Cash Receipts (Tin)	10	200
Co-operative Current Account	0	45
Petty Cash (Tin)	61	12
Co-operative Savings Account	35,858	84,921
Nat West Current Account	00	142
Investment Bank Capital & Income Accounts	0	4,865
CAF Deposit Platform	225,996	0
	319,113	**223,481**

All Nat West Bank accounts are now closed

16. Debtors

	2024	2023
	£	£
Debtors Control Account	78,318	192,836
Prepayments	14,643	6,177
Rent Security Deposit	1,470	3,300
Loan to Staff Member	150	0
	94,581	**202,313**

17. Creditors, Amounts falling due within one year

	2024	2023
	£	£
Accruals	56,973	48,587
Trade Creditors	603	2,761
Grants Received in Advance	20,575	44,928
Pensions	2,028	2,017
Social Security & Taxes	9,177	10,900
Student Loan Deductions Payable	0	199
Other Creditors	49	196
	89,405	**109,588**

Grants received in advance relate to:

- NHS Leicester, Getting Help in the Neighbourhood Grant for Mental Health and wellbeing activities

18. Leasing Agreements

At the reporting end date, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Due within one year	23,879	24,753
Due after One Year	45,485	59,012
	69,364	**83,765**

19. Movement in funds

	At 01/04/2023	Net Movement in funds	At 31/03/2024
	£	£	£
Unrestricted funds	221,138	(36,092)	185,046
Designated Funds	134,181	(871)	133,310
Restricted Funds	52,135	(31,229)	20,906
Total Funds	**407,454**	**(68,192)**	**339,262**

Net movement in funds, included in the above as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	969,478	1,002,272	(4,169)	(36,963)
Designated funds	0	0	0	0
Restricted funds	110,153	141,382	0	(31,229)
Total Funds	**1,079,631**	**1,143,654**	**(4,169)**	**(68,192)**

Comparatives for movement in funds

	At 01/04/2022	Net Movement in funds	At 31/03/2023
	£	£	£
Unrestricted funds	202,752	18,386	221,138
Designated Funds	0	134,181	134,181
Restricted Funds	38,077	14,058	52,135
Total Funds	**240,829**	**166,625**	**407,454**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	1,150,260	991,628	(140,246)	18,386
Designated funds	0	0	134,181	134,181
Restricted funds	162,983	148,925	0	14,058
Total Funds	**1,313,243**	**1,140,553**	**(6,065)**	**166,625**

20. Events after the Reporting Date

There have been no events after the reporting date

21. Related Party Disclosures

During this financial year ending 31 March 2024, Enrych made payment, at the normal market rate, to Sharon Patmore, a Trustee, for the following professional services:
Delivery of Mental Health First Aid refresher Training for staff and a partner organisation: £792.50.
Included in this amount we £247.40 which was recharged to participants from the partner organisation.

During the financial year ending 31 March 2023, Enrych made payment, at the normal market rate, to Sharon Patmore, a Trustee, for the following professional services:
Delivery of Mental Health First Aid Training for staff: £1,878.
Refund of purchase cost of Belbin Team Roles assessments for 2 staff members: £76.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2024

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
Income	£	£	£	£	£
Donations, Grants & Legacies					
Bequests and Legacies Received	0	0	0	0	135,093
Donations Received	4,676	0	0	4,676	8,926
Donated Licences Value	7,726	0	0	7,726	10,411
Gift Aid	3,752	0	0	3,752	4,120
Individual Donors	16,459	0	0	16,459	18,018
Total Donations & Legacies	**32,613**	**0**	**0**	**32,613**	**176,568**
Government Grants					
Access to Work Grants	0	0	5,938	5,938	8,046
Statutory Payments Refund (SMP, ShPP)	5,347	0	0	5,347	1,619
Total Government Grants	**5,347**	**0**	**5,938**	**11,285**	**9,665**
Grants					
Apprentice Incentive Grant	0	0	0	0	300
Grant (Restricted)	0	0	23,873	23,873	16,328
Grant (Unrestricted)	8,850	0	0	8,850	0
Restricted Grant Income - NHS Charities Together	0	0	9,586	9,586	37,548
Restricted Lottery Income	0	0	67,373	67,373	100,063
Total Grants	**8,850**	**0**	**100,832**	**109,682**	**154,239**
Total Donations, Grants & Legacies	**46,810**	**0**	**106,770**	**153,580**	**340,472**
Income from Charitable Activities					
Enrych Assist					
Invoice Admin Fee	528	0	0	528	24
P.A. Hours	856,729	0	0	856,729	808,540
Enrych Assist Expenses					
DBS Charges (Recharging for Assist related services)	51	0	0	51	168
PA Direct Clients Pass Through Expenses	2,174	0	0	2,174	2,088
PA Mileage	52,016	0	0	52,016	54,062
PA Travelling Allowance	786	0	0	786	942
Total Enrych Assist Expenses	**55,027**	**0**	**0**	**55,027**	**57,260**
Total Enrych Assist	**912,284**	**0**	**0**	**912,284**	**865,824**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
Other Charitable Activities	£	£	£	£	£
Branch Support					
Branches - Costs Recharged	573	0	0	573	268
Branches - Payroll Fee Charged	504	0	0	504	504
Income From Branch Merger	0	0	0	0	99,199
Total Branch Support	**1,077**	**0**	**0**	**1,077**	**99,971**
Community Projects					
Activity Fee Income	0	0	365	365	0
Activity Mileage Contributions	94	0	2,341	2,435	100
Community Activity Donations	1,049	0	0	1,049	1,307
Community Events (income)	834	0	677	1,511	701
Fundraising Events	230	0	0	230	319
Sponsonships	40	0	0	40	500
Total Community Activity Income	**2,247**	**0**	**3,383**	**5,630**	**2,927**
Total Other Charitable Activities	**3,324**	**0**	**3,383**	**6,707**	**102,898**
Total Income From Charitable Activities	**915,608**	**0**	**3,383**	**918,991**	**968,722**
Investment Income					
Dividends Received	1,133	0	0	1,133	1,160
Interest Received	5,679	0	0	5,679	882
Total Investment Income	**6,812**	**0**	**0**	**6,812**	**2,042**
Other Income					
Expenses Recharged to Third Party	248	0	0	248	0
Compensation	0	0	0	0	2,007
Total Other Income	**248**	**0**	**0**	**248**	**2,007**
Total Income	**969,478**	**0**	**110,153**	**1,079,631**	**1,313,243**
Less Cost of Sales					
Raising Funds					
Investment management Charge	868	0	0	869	1,020
Fundraising Costs	355	0	0	355	2,010
Professional Fees - Legacy claims	0	0	0	0	62
Rapidata charges	987	0	0	987	1,101
Total Raising Funds	**2,210**	**0**	**0**	**2,211**	**4,193**

Expenditure on Charitable Activities	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
PA Services Costs	£	£	£	£	£
PA Service Direct Costs					
Care Planner Licence Fee	6,708	0	0	6,708	6,048
CarePlanner Call Monitoring Cost	2,179	0	0	2,179	2,174
CarePlanner SMS Charges	1	0	0	1	2
Client Welfare	5	0	0	4	54
PPE for PAs	0	0	0	0	48
Professional Fees - Legal Advice	3,867	0	3,582	7,449	6,697
Sundry Equipment for PAs (Car Seat Covers, RADAR Keys)	0	0	0	0	0
Total PA Service Direct Costs	**12,760**	**0**	**3,582**	**16,341**	**15,023**
Assist Staff Employment Costs					
Assist Staff Salaries and On Costs					
Employer's NI (Assist Staff)	5,731	0	0	5,730	11,614
Nest Pension Costs ERS (Assist Staff)	768	0	0	768	0
Employer's NI (HR)	1,615	0	0	1,615	0
Nest Pension Costs ERS (HR)	437	0	0	437	3,276
Assist Staff Salaries					
Salaries (PA Service Staff)	58,433	0	0	58,433	162,395
Salaries (HR)	21,227	0	0	21,226	0
Staff Holiday Pay	4,102	0	197	4,300	7,450
Statutory Payments to PA Service Staff	0	0	0	0	217
Total Assist Staff Salaries	**83,762**	**0**	**197**	**83,959**	**170,062**
Total Assist Staff Salaries and On Costs	**92,313**	**0**	**197**	**92,509**	**184,952**
Assist Staff Travel Costs					
Motor vehicle & mileage (Assist related)	3,179	0	0	3,179	2,222
Travelling & subsistence (Assist related)	0	0	0	0	148
Total Assist Staff Travel Costs	**3,179**	**0**	**0**	**3,179**	**2,370**
Total Assist Staff Employment Costs	**95,492**	**0**	**197**	**95,688**	**187,322**
PA Employment Costs					
P.A Employers N.I	6,672	0	0	6,672	7,990
PA Nest Pension Employers Contribution Cost	4,167	0	0	4,167	4,097
PA Pay					
PA Bonus Pay	50	0	0	50	0
PA Holiday Pay	59,433	0	0	59,433	50,761
PA Hours Costs	477,482	0	0	477,482	436,580
PA Hours Not Recharged	2,780	0	0	2,780	3,322
PA Statutory Payments (SSP, SMP, SAP, SPP, ShPP)	4,044	0	0	4,044	9,646
Total PA Pay	**543,789**	**0**	**0**	**543,789**	**500,309**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
PA Travel and Expenses	£	£	£	£	£
PA Client Mileage Costs	46,868	0	0	46,868	45,004
PA mileage Not Recharged	16	0	0	16	185
PA Other Expenses Costs (Not Recharged)	18	0	0	18	0
PA Pass Through Expenses	2,259	0	0	2,259	2,726
PA Pass Through Travel Allowance	786	0	0	786	870
PA Travel Mileage Costs	5,166	0	0	5,166	8,793
Total PA Travel and Expenses	**55,113**	**0**	**0**	**55,113**	**57,578**
Total PA Employment Costs	**609,741**	**0**	**0**	**609,741**	**569,974**
Total PA Services Costs	**717,993**	**0**	**3,779**	**721,770**	**772,319**
Branch Costs					
Branch Expenses (Rechargeable to Branch)	579	0	0	579	262
Branches Insurance	915	0	0	914	831
Branch Training Costs (Not recharged)	0	0	0	0	113
Payroll Costs for Branch payroll software	509	0	0	509	564
Total Branch Costs	**2,003**	**0**	**0**	**2,002**	**1,770**
Community Activities					
Community Project Costs					
Community Project Direct Costs					
Advertising and promotion (Lets get Moving)	0	0	300	300	0
Consultation Costs	600	0	2,185	2,785	0
Equipment for project	0	0	2,180	2,180	1,326
Event Costs	959	0	72	1,032	321
Motor vehicle & Mileage (Community Projects)	28	0	105	133	30
Project Activity Costs	17	0	487	504	888
Travel & Subsistence (Community)	0	0	0	0	8
Volunteers' mileage	18	0	340	358	1,404
Venue Hire (Leicestershire FA)	0	0	621	621	0
Total Community Project Direct Costs	**1,622**	**0**	**6,290**	**7,913**	**3,977**
Community Staff Employment Costs					
Community Project Hours	0	0	1,120	1,120	3,617
Employer's NI (Community Project)	1,779	0	0	1,779	1,474
Nest Pension Costs ERS (Community Project)	519	0	0	519	451
Salaries (Community Projects)	10,800	0	4,508	15,308	27,808
Statutory Payments Community Staff	5,347	0	0	5,347	1,619
Total Community Staff Employment Costs	**18,445**	**0**	**5,628**	**24,073**	**34,969**
Total Community Project Costs	**20,067**	**0**	**11,918**	**31,986**	**38,946**

Digital Project Costs	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
Digital Direct Costs	£	£	£	£	£
Marketing Digital	0	0	258	258	0
Digital Staff Training	0	0	2,473	2,473	1,775
Equipment For Digital Project	0	0	3,018	3,018	686
Motor Vehicle & Mileage (Digital Project)	0	0	435	435	2,464
Volunteer Costs (Digital)	0	0	604	604	0
Total Digital Direct Costs	**0**	**0**	**6,788**	**6,788**	**4,925**
Digital Staff Employment Costs					
Employer's NI (Digital Project)	0	0	933	933	2,834
Nest Pension Costs ERS (Digital Project)	0	0	42	42	710
Salaries (Digital Project)	0	0	61,850	61,850	56,289
Total Digital Staff Employment Costs	**0**	**0**	**62,825**	**62,825**	**59,833**
Total Digital Project Costs	**0**	**0**	**69,613**	**69,613**	**64,758**
GHiN Activities Costs					
Salaries (Operational GHIN)	0	0	3,525	3,525	392
Publicity (GHiN)	0	0	805	805	0
Coaching Staff Costs (GHiN)	0	0	13,746	13,746	0
Premises costs (GHIN)	0	0	2,226	2,226	0
Total GHiN Activities Costs	**0**	**0**	**20,302**	**20,302**	**392**
Music Therapy					
Equipment for Carlton Hayes Projects	0	0	0	0	80
Motor Vehicle & Mileage (Carlton Hayes)	0	0	227	227	235
Project Activity Costs (Carlton Hayes)	0	0	1,195	1,195	1,194
Total Music Therapy	**0**	**0**	**1,422**	**1,422**	**1,509**
NHS Charities Activities					
NHS Direct Costs					
Activity Costs for NHS Charities Together Project	0	0	270	270	5,059
Advertising and Promotion (NHS charities together)	0	0	0	0	1,380
Motor vehicle & mileage (NHS Charities Together)	0	0	112	112	463
Participant Expenses for NHS Charities Together Project	0	0	0	0	348
Support Costs for NHS charities together project	0	0	0	0	113
Travel & Subsistence (NHS Charities Together)	0	0	45	45	0
Room Hire for NHS charities Together Project	0	0	178	178	0
Total NHS Direct Costs	**0**	**0**	**605**	**605**	**7,363**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
NHS Staff Employment Costs	£	£	£	£	£
Employers NI (NHS Charities Together Project)	0	0	556	555	1,661
Nest Employer's Contribution (NHS charities together)	0	0	142	142	474
Salaries (NHS Together Project)	0	0	4,762	4,762	33,399
Total NHS Staff Employment Costs	**0**	**0**	**5,460**	**5,459**	**35,534**
Total NHS Charities Activities	**0**	**0**	**6,065**	**6,064**	**42,897**
Total Community Activities	**20,067**	**0**	**109,320**	**129,387**	**148,502**
Essential Running Costs					
Advertising & promotion	252	0	70	322	71
DBS Checks Costs	1,828	0	0	1,828	2,047
Meeting room hire	261	0	232	493	0
Total Essential Running Costs	**2,341**	**0**	**302**	**2,643**	**2,118**
Training & Recruitment					
Assist Staff Training Costs	1,536	0	0	1,536	1,626
Recruitment Expenses	7	0	0	7	0
Staff training	2,422	0	464	2,885	20,499
Total Training & Recruitment	**3,965**	**0**	**464**	**4,428**	**22,125**
Total Expenditure on Charitable Activities	**746,369**	**0**	**113,865**	**860,230**	**946,834**
Other Pass through Expenses	248	0	0	248	0
Total Cost of Sales	**748,827**	**0**	**113,865**	**862,689**	**951,027**
Gross Profit	**220,651**	**0**	**(3,712)**	**216,942**	**362,216**
Operating Expenses					
Management & Support Costs					
Employment Costs - Management & Support					
Nest Pension Costs ERS (Marketing & Comms)	195	0	0	195	0
Employer's NI (Finance)	2,712	0	0	2,712	0
Employer's NI (Marketing & Comms)	788	0	0	787	0
Nest Pension Costs ERS (Finance)	761	0	0	761	0
Employer's NI (SLT)	16,086	0	0	16,086	11,053
Nest Pension Costs ERS (SLT)	3,840	0	0	3,840	2,842
Employee Benefits	3,902	0	0	3,902	0
Management & Support Staff Salaries					
Salaries (Cleaning & Maintenance)	132	0	0	132	0
Salaries (Finance)	31,989	0	0	31,989	0
Salaries (Marketing & Comms)	12,041	0	6,889	18,930	0
Bonus paid to staff	4,000	0	0	4,000	160
Redundancy Payment (Central)	0	0	0	0	10,791
Salaries (SLT - Senior Leaders)	107,282	0	2,607	109,888	89,429
Total Management & Support Staff Salaries	**155,444**	**0**	**9,496**	**164,939**	**100,380**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2024	Year End 31st Mar 2023
Management & Support Staff Travel & Mileage	£	£	£	£	£
Motor vehicle & Mileage (Central related)	251	0	0	251	54
Travel and Subsistence (Central Related)	83	0	0	83	0
Travelling (Access to Work)	0	0	5,255	5,255	3,454
Total Management & Support Staff Travel & Mileage	**334**	**0**	**5,255**	**5,589**	**3,508**
Total Employment Costs - Management & Support	184,062	0	14,751	198,811	117,783
Accountancy & Payroll Costs					
Payroll charges	3,072	0	0	3,072	3,225
Accounting Software Subscription (Xero)	313	0	0	313	448
Total Accountancy & Payroll Costs	3,385	0	0	3,385	3,673
IT, Telephone & Internet					
Computer expenses	1,085	0	46	1,131	1,074
Microsoft Licence Donated Cost	7,726	0	0	7,726	10,411
IT Support	90	0	0	90	150
Office equipment	1,145	0	0	1,146	777
Telephone and internet	2,335	0	1,012	3,348	2,593
Total IT, Telephone & Internet	**12,381**	**0**	**1,058**	**13,441**	**15,005**
Support Costs					
Access to Work Equipment	0	0	996	996	0
Bad debts	672	0	0	672	392
Books and journals	95	0	0	95	0
Cleaning and Maintenance	4,650	0	0	4,650	2,739
Electricity Supply	3,164	0	0	3,164	2,482
Insurance	2,273	0	0	2,273	3,325
Printing, postage and stationery	4,233	0	2,162	6,395	5,752
Professional Membership Fees	626	0	0	626	425
Relocation Costs	2,247	0	0	2,246	0
Rent, rates and services	16,402	0	6,021	22,423	17,854
Staff welfare	1,162	0	0	1,162	1,583
Subscriptions	457	0	0	457	601
Sundries	220	0	2	222	616
Water Charges	397	0	0	397	0
Website and rebranding	146	0	0	146	617
Total Support Costs	**36,744**	**0**	**9,181**	**45,924**	**36,386**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2024
	£	£	£	£	£
Asset Depreciation					
Furniture/Fitting Depreciation	494	0	0	494	501
IT & Office Equipment Depreciation	2,051	0	2,527	4,578	5,329
Total Asset Depreciation	**2,545**	**0**	**2,527**	**5,072**	**5,830**
Total Management & Support Costs	**239,117**	**0**	**27,517**	**266,633**	**178,677**
Bank and Finance Costs					
Bank charges and interests	1,705	0	0	1,705	1,729
CAF Deposit Platform Charges	220	0	0	221	0
Stripe Fees	834	0	0	834	755
Total Bank and Finance Costs	**2,759**	**0**	**0**	**2,760**	**2,484**
Governance Costs					
Audit and Accountancy Fees	10,890	0	0	10,890	7,170
Governance Cost	13	0	0	13	13
Hospitality & AGM	666	0	0	666	891
Trustee Meetings & Expenses	0	0	0	0	291
Total Governance Costs	**11,569**	**0**	**0**	**11,569**	**8,365**
Total Operating Expenses	**253,445**	**0**	**27,517**	**280,962**	**189,526**
Net Profit	**(32,794)**	**0**	**(31,229)**	**(64,020)**	**172,690**
Gains/(Loss) on Investments	(4169)	0	0	(4169)	(6,065)
Gross Transfer Between Funds	871	(871)	0	0	0
NET INCOME/(EXPENDITURE)	**(36,092)**	**(871)**	**(31,229)**	**(68,189)**	**166,625**

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ENRYCH

England & Wales - Charity number 1088623

Accounts

ENRYCH

REMOVING BARRIERS FOR ADULTS WITH DISABILITIES



AUDITED ANNUAL REPORT & FINANCIAL ACCOUNTS

for the year ended 31st March 2023

2022-2023

Please visit our website:

REGISTERED COMPANY NUMBER: 04204432 (England and Wales)
REGISTERED CHARITY NUMBER: 1088623

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Section 1: Reference and Administrative Details

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number:	1088623
Company Number:	4204432
Registered office and Operational address:	Unit 7, Enterprise House Ashby Road Coalville, Leicestershire LE67 3LA
Bankers:	CAF Bank PLC 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ The Co-operative Bank PO Box 250 Skelmersdale. WN8 6WT
Investment Managers:	Charles Stanley & Company Limited 25 Luke Street London. EC2A 4AR
Solicitors:	Adelta Legal, Level 3, 104 Fore Street. Adelaide. SA 5000, Australia
Patron:	Graham Garden
Chair of Trustees:	L Crandley
Trustees:	G Anthoney G Curtis (Stood Down 13/01/2023) P L Gibbons (Appointed 25/03/2023) M Jeffery M Jervis Surtees C Killip (Appointed 27/09/2022) R Mulvey S Patmore J M Searle D M Sellers (Appointed 17/12/2022) L Strong
Senior Leadership Team:	E Rickaby Chief Executive Officer A Coleman Director of Corporate Services E Collis Director of Quality & Compliance A Davies Director of Operations
Auditor:	Azets Audit Services Thorpe House, 93 Headlands, Kettering. NN15 6BL

Section 2:
Chair's Report

CHAIR'S REPORT

Whilst it has been a challenging year for Enrych as it has been for much of the voluntary sector and society more widely, with the cost of living and energy crises, it has also been a very exciting year for the charity. Firstly, the merger with Enrych Leicestershire and Derbyshire, which has allowed us to have a joined up offer for local communities. I would like to express my thanks to Miriam Jervis Surtees and the board of Leicestershire and Derbyshire for working with our team so collaboratively to bring the merger to successful fruition. We are proud of the ongoing development of the services we offer to disabled people, particularly around employability and our Feel Good Café.

It has been great to welcome Christine Killip, David Sellers and Phoebe Gibbons to the board during the year. We really appreciate the additional insights and expertise they bring to our board. I would also like to thank Jenny Searle who is now in her last few months as a trustee and our brilliant treasurer – I personally have always valued her advice and guidance. She will be much missed though we are grateful that David has joined us to take on the mantle of treasurer.

I am delighted that we are developing our longer term strategy under Liz's expert guidance with input from our trustees under four pillars of work – communications and awareness, operations, people and finance. These areas will continue to evolve over the coming year and guide the development of our work. I am so pleased with our new, modern approach to our brand and logo as well as looking forward to seeing our influencing work develop on a regional and a national stage.

The board are very grateful to Liz for her perseverance in obtaining the receipt of the legacy due from an Australian donor – it has taken an incredible amount of patience and effort to resolve and we are delighted to finally receive the funds which will open up opportunities to the support we deliver.

And finally, a huge thank you to all of our supporters and to our amazing staff and volunteer team who ensure we continue to deliver for all those we are here to serve.



Laura Crandley
Chair of Trustees

Section 3: Trustees' Annual Report

TRUSTEES' ANNUAL REPORT

The Board of Enrych (whose Trustees are also directors under company law) presents its report and the audited financial statements for the year ended 31st March 2023. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

Reference and administration information, set out on page 4, forms part of this report. The financial statements comply with current statutory requirements, 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 Standards applicable in the United Kingdom and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES:

Our Articles of Association set out that we improve wellbeing and help people with disabilities to overcome disadvantage irrespective of their ethnic group, religion, gender, sexual orientation or state of health.

The Trustees and Leadership Team continue to focus on growing impact by working in partnership to provide person-centred services, listening and responding to the needs of our beneficiaries.

OUR VISION:

A world without barriers linked to disabilities and health conditions

OUR MISSION STATEMENT:

To achieve equity through empowerment and influence

STRATEGIES AND ACTIVITIES:

The amalgamation with Enrych Leicestershire & Derbyshire led to a relaunch of the new, combined charity which included a rebrand and new website development. We reset our strategic objectives in line with the new services and our ongoing ambition to grow the impact of the charity. New partnerships were developed with continued focus on community delivery of a person-centred service which is fully inclusive and accessible. A number of wellbeing initiatives were introduced to help recruit and retain staff, including a four and a half day working week. We continue to find ways to position Enrych as an employer of choice, including revising our People Strategy to strengthen our focus on wellbeing. We also continually review and revise our services to ensure these meet the needs of those we serve. As a result we are continuing to develop employability support services for individuals who wish to work or improve their readiness for work or volunteering.

Our key objectives are:

- **To participate in national conversations on disability issues;**
- **To increase awareness of Enrych and grow our impact;**
- **To attract, develop and retain the best talent;**
- **To develop an environment and culture such that Enrych is seen as an employer of choice;**
- **To embrace change and innovation to support evolution, growth and continuous improvement.**

PUBLIC BENEFIT:

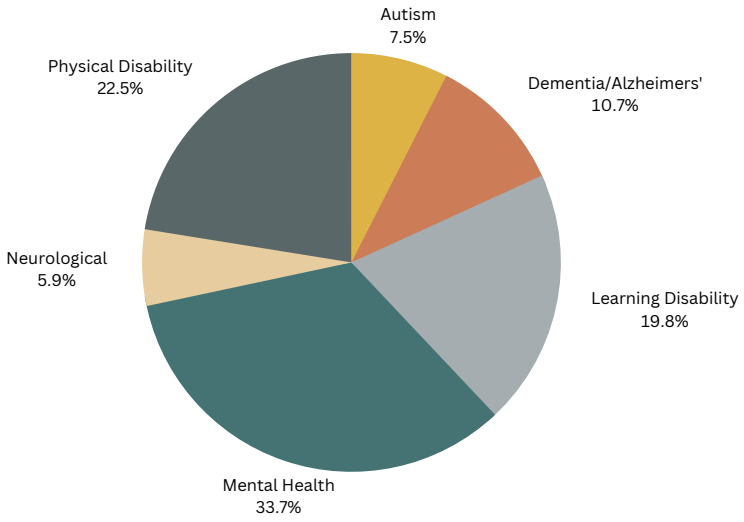
The Board of Trustees confirms that it has due regard to the provisions of section 17 of the Charities Act 2011 and has referred to the guidance contained in the Charity Commission's general guidance on public benefit both when reviewing the aims and objectives of Enrych and also in planning activities. The Trustees undertake regular reviews of operational activities to ensure Enrych continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities, which include:

- Empowering adults with disabilities to live meaningful and independent lives;
- Improving wellbeing outcomes for adults with disabilities by reducing loneliness and isolation;
- Ensuring adults with disabilities have the same opportunities as their peers for life and work.

ACHIEVEMENTS AND PERFORMANCE:

At the beginning of the year, Enrych welcomed members from Enrych Leicestershire & Derbyshire helping us to grow our reach and impact significantly. Over the year we served over 300 adults with disabilities across Leicestershire and Derbyshire, enabling them to live the lives they choose. We also saw a shift in the primary diagnoses for those seeking our support with poor mental health now overtaking other referral criteria at 33% compared to learning disability, previously prevalent but now at 19% and physical disability at 22%. In line with the Trustees' agreement to invest in growth plans, we restructured our support team and now have 8 full-time and 6 part-time members of staff. In addition, despite general challenges in recruitment across Social Care, we increased our network of PAs to 79. The Trustees are therefore pleased to report achievement of a surplus of £166,625. This surplus includes the long awaited £135k legacy payment, which we were finally able to secure, following a number of years of discussions.

Client proportions by health condition





Our project funded by NHS Charities Together entered its second (and final) year, delivering a range of activities focused on improving wellbeing and reducing pressure on NHS services. We completed the first year of our Digital Inclusion project, funded by the National Lottery, having continued to deliver support to adults with disabilities wishing to get online or improve their online knowledge and use. This project is also focusing on employment and we established a range of initiatives and partnerships, including with Jobcentre Plus, which will support our incentives with Jobseekers with disabilities who may not be able to access statutory services effectively.

As well as continuing to provide personal assistant support through our contract with Leicestershire County Council and to those on direct payments across Leicestershire, Derbyshire and Oxfordshire, we also secured a number of other grants to support our community activities, enabling us to further increase the wellbeing activities and employability support we deliver. We delivered around 200 wellbeing activities throughout the year adding Inclusive Football, Music Mayhem and others to our ever-popular Feel Good Café, Arts & Crafts sessions and multi sports activities



A MESSAGE FROM OUR CEO:

We were delighted to start the year with the merger of Enrych and Enrych Leicestershire & Derbyshire, welcoming the team from our sister charity into Enrych. The new, combined service model is enabling us to deliver even more great opportunities for adults with disabilities and to work in the most cost-effective way to maximise the value we deliver for commissioners and funders.

Despite some of the ongoing challenges in Social Care predominantly linked to funding, recruitment and retention, we have been fortunate with our own recruitment welcoming a number of new personal assistants into our team. Introducing a range of initiatives and incentives, particularly linked to training and development, has also meant that we continue to enjoy high retention rates. We are also proud of the high levels of commitment we see from our team and the great feedback we get about our services from our clients and stakeholders.

Our contract with Leicestershire County Council to deliver PA services, due to expire in November 2023, has been extended until November 2024 giving us more opportunity to develop our services and position us strongly for any framework renewal. However, we were extremely disappointed that following discussions with LCC we find ourselves disadvantaged against other providers who are not on the framework as we are forced to cap our rates for all clients at a rate determined by LCC. This means that we are effectively receiving a much lower hourly rate than those who have not been approved to be on the framework; further impacting our ability to offer staff the most favourable rates.

In addition to lower funding rates, we continue to be faced with clients experiencing more complex health conditions, including dementia and significantly poor mental health. I never fail to be inspired and humbled by the way in which our network of support workers and volunteers adapt and grow to ensure their needs are met. Case conferencing has become a much more regular occurrence so that we can ensure we work collaboratively to meet the needs of adults with disabilities effectively. Working in partnership has never been more important so that as the economic climate continues to impact local authority budgets, we can continue to meet the needs of our clients. As such I have been delighted to see our partnerships with business developing and they support our fundraising initiatives, service delivery and strategic planning.

THANK YOU:

It goes without saying that we owe a huge debt of gratitude to our Trustees who continue to support our work with passion and expertly govern and steer the charity.

We would also like to say a huge thank you to those who have funded or support us in various other ways, including, but not limited to:

- The National Lottery;
- Maud Elkington;
- Arter Douglas Fund;
- Falcon;
- Ashby Bridge Club;
- Terex;
- Kocher & Beck;
- Central Tools;
- Tricksall;
- The Shires Community Fund;
- NHS Charities Together;
- Bosworth Hall Hotel & Spa;
- MRC Community Action;
- Hastings Direct;
- W Burton & Sons;
- Tay Play;
- Everyone Active;
- Easystep Stairlifts;

Special thanks to MRC Community Action, who continue to provide us with space to make our activities happen and to Whitwick & Coalville Leisure Centre, who support our work and provide space for our clients to enjoy a range of fitness activities.

A special thank you also to Leicestershire Cares, whose team of volunteers transformed the garden of one of our clients such that they and their family could enjoy the space safely.

And finally, a huge thank you to our staff and volunteers who continue to work tirelessly to ensure adults with disabilities are empowered to live the lives they want.

"Having an Enrych Support Worker has helped me become more independent and confident. We do things together that I wouldn't do on my own."

Quote from an Enrych Client

"My nephew gets so much out of the session - he beams as soon as he walks in. It's great that everyone makes him feel so welcome and accepts him for who he is."

Quote from a relative of a client accessing activities



Liz Rickaby
Chief Executive

FINANCIAL REVIEW:

At the beginning of the year, the Trustees approved investment in resources which would support impact growth. The Trustees are therefore pleased to report that Enrych achieved a strong financial position during the year, finishing the reporting period with a surplus of £166,625. In light of the volatility in the economic climate, the Trustees continue to monitor the financial position closely and are pleased to note how costs are effectively managed to offset any variations in income levels.

During the reporting period, the charity received legacies, donations and grants totalling £340,472. In the coming year, Enrych will focus on fundraising efforts to ensure it can continue to grow its impact and develop the services adults with disabilities across Leicestershire need to achieve their goals.

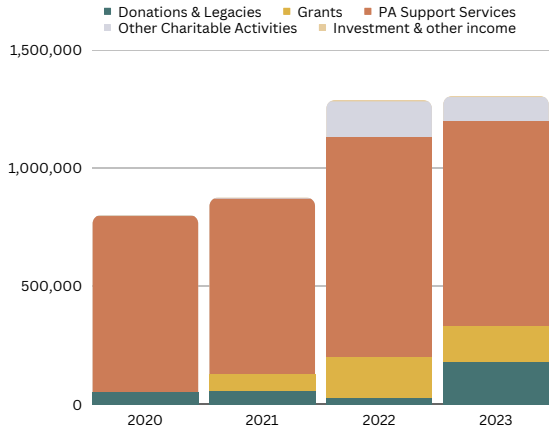
At the beginning of the financial year, Enrych merged with Enrych Leicestershire & Derbyshire. Funds available on closing Enrych Leicestershire & Derbyshire of £99,199 were transferred to Enrych and used to continue the activities of Enrych Leicestershire & Derbyshire. This included payment of salaries for 5 staff who were subject to TUPE transfer for delivering various projects and co-ordinating volunteer services.

At the end of the year our reserves achieved £407,454, which is comprised of:
Restricted Reserves: £52,135
Designated Reserves: £134,181
Unrestricted Reserves: £221,138
This reflects our continued effort to build reserves in line with our Reserves Policy. Whilst the ongoing impact of the economy continues to impact investments, reserves remained relatively strong, and the Trustees will continue to monitor the situation closely.

Towards the end of the financial year we were made aware of a legacy payment to be made from an Australian benefactor. Although delays in securing these funds due to international processes meant that they were not paid until the financial year had ended, they have been included in the reporting for this financial year.

Enrych is currently undertaking strategic planning for the next 3 to 5 years. As a result, the Trustees agreed that the balance of legacy, after deducting legal costs and bank charges related to obtaining the Legacy, should be annotated as designated funds and held in a high-interest account until such time as strategic plans are finalised and funding from the legacy allocated to supporting specific projects which grow the impact of the charity and the network of Enrych regional charities.

Income Sources 4 Year Comparison



RESERVES POLICY:

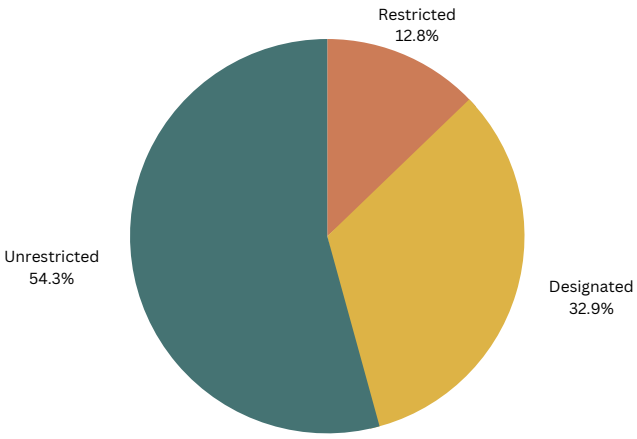
The charity aims to hold sufficient reserves to provide adequate financial stability and in order to meet its charitable objectives for the near future along with any costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc).

The reserves policy is scheduled for review September 23, but currently the policy is to maintain sufficient funds to cover a minimum of three months' operating costs in their entirety, £298,264, ideally as unrestricted funds.

The total reserves as at 31 March 2023 were £407,454, After deducting Restricted reserves of £52,135 and Designated Reserves of £134,181, the Unrestricted Reserve Balance is £221,138.

As demonstrated by the figures above, the unrestricted reserves are at 74% of the target, but with the inclusion of the Designated Reserves the reserves target is met.

Reserves Breakdown



INVESTMENT POLICY:

The Finance Committee, which is chaired by the Treasurer and reports to the main Board of Trustees, monitors investments at least quarterly to ensure these are appropriate. The priority for investments is to ensure we use low to medium risk investment vehicles to achieve maximum possible income that is then available for the charity to continue to deliver its charitable objectives.

RISK MANAGEMENT:

As required by the charities SORP 2019, the Trustees set a framework to identify and respond to risk as well as provide effective arrangements to manage and report risk. The risks considered relate to the operational performance of the charity, the achievement of its aims and objectives and its continued reputation as an organisation that delivers high quality services for adults living with disability. These are summarised as:

- Governance;
- Operational;
- Financial;
- External;
- Compliance.

As well as the Trustees establishing systems and procedures to manage and mitigate risk, the Senior Leadership Team has been strengthened to further ensure that risk is managed and mitigated.

The Trustees confirm that the risks to which they believe the charity is exposed and which have been reviewed and systems established to mitigate and informed by and relate to the following matters:

- The charity's objectives and strategies.
- The nature and scale of the charity's activities.
- External legislation and regulations.
- The operating structure of the charity; and
- Local authority commissioning and funding policies.

FUTURE PLANS:

In addition to continuing to deliver our personal assistant services which provide one to one support, we are developing a range of group focused activities in order to promote inclusion and reduce isolation. Our future plans continue to be driven by those we serve and our ongoing commitment to developing and delivering services which empower them to overcome barriers created by a disabling environment. Fundraising which enables us to reach more adults with disabilities and continue to provide them with choices about how they live will be a priority for the charity over the coming year. To this end Trustees have agreed investment in resources which will provide the focus required as securing funding in the current environment continues to challenge charities.

With support from our Trustees we will continue to invest in our people. Having secured Disability Confident Employer status we expect to achieve Disability Confident Leader in the coming year. We will continue to develop partnerships with like-minded organisations to deliver person-centred servces at a community level.

As well as continuing to ensure sustainability for the charity, our future plans will focus on initiatives which ensure we grow our impact. With poor mental health continuing to increase we want to ensure we are well-positioned to provide preventative solutions and ongoing support, particularly as waiting lists for NHS provisions become longer and many are unable to access help when they really need it. We are also progressing initiatives to provide support to young people with disabilities as they transition from education to adulthood, many of whom find that support services can often fall away as they transition from children's to adult services. We will also continue to explore how technology can help us achieve greater reach and flexibility and seek funding to progress online initiatives such as employment support.

We continue to work closely with our sister charities in Oxfordshire, Buckinghamshire and Berkshire to ensure we are providing them with support including access to Finance, HR and IT support services, helping to minimise their administrative support costs and focus funding secured on delivering activities. Our longer term aim is to secure a community space from which we can deliver services directly.

GOVERNANCE:

LEGAL CONSTITUTION:

Enrych is a charitable company limited by guarantee, established under a Memorandum of Association and incorporated in April 1986.

The Trustees serving during the year are shown on page 4. Trustees equate to Directors in companies act terms and trustees in charities act terms.

METHOD OF RECRUITMENT AND APPOINTMENT OF TRUSTEES:

Trustees hold office for 3 years and can be re-appointed for 3 consecutive terms (i.e. up to 9 years in total). In the event of a vacancy, new Trustees are recruited through a number of routes and, following interview with the Chief Executive, Chair and at least 1 other Trustee are appointed at the AGM, held in September each year. New Trustees are nominated by the Chair and appointed following approval by the Board. The Articles of Association allow for up to 11 Trustees, including a Chair and Treasurer.

At the end of the financial year there were no Trustee vacancies. Trustees serve for a period of three years at the end of which they are eligible to be elected for a further two three year periods up to a maximum tenure of nine years. New Trustees are appointed as necessary in order to give a wide breadth of experience to the organisation. They are recruited through a formal recruitment and selection process. No benefits are received by Trustees.

A Finance Committee, chaired by Trustee (and Treasurer) Mrs Jennifer Searle, comprising of members of the Trustee Board, advises the Board on all financial matters. During the financial year the following sub-committees were also established: People, Operations, Communication & Awareness and Finance.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES:

New Trustees receive a Welcome Pack/Trustee Toolkit detailing their responsibilities and providing guidance on their role as Governor of the Charity. Trustee training provided by the Charity Commission can be accessed as required as well as the opportunity for a full induction and mentor arrangement.

ORGANISATIONAL STRUCTURE AND PURPOSE:

Enrych operates through a central hub and employs 8 full time and 6 part time members of staff. Independent charities currently operate as branches of Enrych under the Enrych brand in Berkshire, Buckinghamshire and Oxfordshire. These branches operate as independent charities with Enrych providing some centralised support services (Financial, HR, Learning & Development). Each branch is managed by its own Board of Trustees delivering services which reflect local needs. A Trustee from each branch, normally the Chair, serves as Trustee on the Board of Enrych to maintain strong links between the charities.

Enrych delivers its services to adults with all disabilities to enable them to retain their independence and wellbeing. Our aim is that adults with disabilities should be empowered to achieve their own goals and objectives and enjoy the same opportunities as their peers. Whilst Enrych works across all disability groups, the majority of those we serve have learning disabilities and poor mental health, which has become more prevalent due to the impact of the pandemic and restriction measures.

As well as providing one to one support, Enrych delivers a wide range of social activities to enable adults with disabilities to engage and progress, including but not limited to Feel Good Cafes, multi sports activities, arts and crafts groups, wellbeing workshops and employability support.

MANAGEMENT:

The Board of Trustees meets four times a year, or when required. The Senior Leadership Team has responsibility for managing the Charity, overarching responsibility for the day-to-day running of the Charity being the responsibility of the Chief Executive, Elizabeth Rickaby, who was appointed by the Board of Trustees. The Charity has a strong and experienced Leadership Team which has been reviewed and strengthened to ensure that it has the skills and knowledge to lead the Charity through its strategic plans. The Board of Trustees agrees with the strategic aims of the charity, authorises the budgets and provides robust governance which ensures aims, growth plans and budgets remain on track.

REMUNERATION OF KEY MANAGEMENT PERSONNEL:

The pay of key management personnel is reviewed annually, and the Trustees approve changes based on cost of living adjustments and the performance of the charity.

RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS:

Enrych provides support to a network of branch charities utilising the Enrych brand. These independent charities operate as Enrych Berkshire, Enrych Buckinghamshire, and Enrych Oxfordshire. Enrych provides support with IT, HR and some financial matters (e.g. payroll). A representative from each Branch (normally the Chair) acts as a Trustee to Enrych.

FUNDRAISING:

During the course of this reporting period, fundraising has only been done through:
Applications to Trusts and Foundations;
Sponsorship of projects by local businesses;
Collection of ongoing donations.

We do not actively fundraise at a community level. However, as we make no charge for any of the social activities that we provide, we do ask that those attendees make a small donation towards the ongoing cost of these if they are able and would like to do so. However, there is no obligation for them to do so and those collecting donations are briefed to ensure no pressure is applied. The donations we receive from these activity participants, are designated to continue the delivery of those activities.

STATEMENT OF TRUSTEES' RESPONSIBILITIES:

In line with Charity and Company law, the Trustees oversee the preparation of financial statements for each financial year, which give a true and fair view of the Charity's financial activities and its financial position at the end of the year. In preparing statements the Trustees will:

- Select and consistently apply suitable accounting policies;
- Make reasonable and prudent judgements;
- Observe the methods and principles in the Charities SORP;
- State whether applicable accounting standards and statements of recommended practice have been applied, subject to relevant departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the Charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

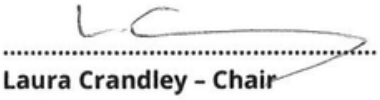
DISCLOSURE OF INFORMATION TO THE AUDITOR:

As far as the Trustees are aware:

- There is no relevant information of which the Charity's auditors are not aware;
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 23rd September 2023 and signed on its behalf by



Laura Crandley – Chair

Section 4: Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES OF ENRYCH

OPINION

We have audited the financial statements of Enrych (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.
In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019.

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 charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board of Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board of Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF BOARD OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the Board of Trustees, who are also the directors of the charitable company for the purpose of company law, 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 the Board of Trustees 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 Board of Trustees are responsible for assessing the charitable company’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 Board of Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S 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 is available on the Financial Reporting Council’s website at: https://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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

USE OF OUR REPORT

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



05/10/2023

Mr Paul Tyler (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

Chartered Accountants
Statutory Auditor

Thorpe House
93 Headlands
Kettering
Northamptonshire
United Kingdom
NN15 6BL

Section 5: Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2023

INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Fund	Designated Fund	Restricted Fund	2023 Total Funds	2022 Total Funds
		£	£	£	£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	3	176,568	0	0	176,568	26,233
Government Grants	3	1,619	0	8,046	9,665	42,728
Other Grants	3	300	0	153,939	154,239	130,480
Charitable activities	5	867,753	0	998	868,751	928,932
Supporting other Branches	5	99,971	0	0	99,971	13,783
Investment Income	4	2,042	0	0	2,042	848
Other Income		2,007	0	0	2,007	4,771
Total Income		**1,150,260**	**0**	**162,983**	**1,313,243**	**1,147,775**
EXPENDITURE ON						
Raising funds	6	2,393	0	1,800	4,193	2,212
Charitable Activities	7 to 9	989,235	0	147,125	1,136,360	1,146,253
Total Expenditure		**991,628**	**0**	**148,925**	**1,140,553**	**1,148,465**
Net gains/ (losses) on investments	14	(6,065)	0	0	(6,065)	90
NET INCOME/(EXPENDITURE)		**152,567**	**0**	**14,058**	**166,625**	**(600)**
Transfer of Designated Fund		(134,181)	134,181	0	0	0
NET MOVEMENT IN FUNDS		18,386	134,181	14,058	166,625	(600)
RECONCILIATION OF FUNDS						
Total funds brought forward	19	202,752	0	38,077	240,829	241,429
TOTAL FUNDS CARRIED FORWARD	**19**	**221,138**	**134,181**	**52,135**	**407,454**	**240,829**

BALANCE SHEET AT 31ST MARCH 2023

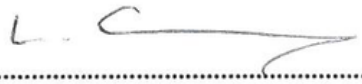
	Notes	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2023 Total Funds £	2022 Total Funds £
FIXED ASSETS						
Tangible Assets	13	2,185	0	16,068	18,253	21,112
Investments	14	72,995	0	0	72,995	76,455
		75,180		**16,068**	**91,248**	**97,567**
CURRENT ASSETS						
Debtors	16	203,135	0	(822)	202,313	137,135
Cash at Bank	15	7,237	134,181	82,063	223,481	172,213
		210,372	**134,181**	**81,241**	**425,794**	**309,348**
CREDITORS						
Amount falling due within one year	17	64,414	0	45,174	109,588	166,086
NET CURRENT ASSETS / (LIABILITIES)		**145,958**	**134,181**	**36,067**	**316,206**	**143,262**
Total Assets less Current Liabilities		221,138	134,181	52,135	407,454	240,829
NET ASSETS		**221,138**	**134,181**	**52,135**	**407,454**	**240,829**
FUNDS						
Unrestricted Funds		221,138			221,138	202,752
Designated Funds			134,181		134,181	0
Restricted Funds				52,135	52,135	38,077
TOTAL FUNDS		**221,138**	**134,181**	**52,135**	**407,454**	**240,829**

The Trustees acknowledge their responsibilities for:

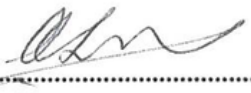
- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on .....23/09/23..... and were signed on its behalf by:



L Crandley – Chair and Trustee



D M Sellers - Trustee

Company Name: ENRYCH
Company registration number: 04204432

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2023

	2023		2022	
Cash flows from operating activities:	£		£	
Net Income/(Expenditure) for the reporting period (as per SOFA)		166,625		(600)
Adjustments for:				
Depreciation charges (as per notes 9 & 14)		5,830		5,537
Interest received (as per SOFA)		(882)		(18)
Dividends received (as per SOFA)		(1,160)		(830)
Change in market value of investments (revaluation as per note 14)		6,065		(90)
Gain on sale of property, plant and equipment		0		0
Movement in debtors		(65,178)		(45,973)
Movement in creditors		(56,498)		90,438
Net cash provided by operating activities		**54,802**		**48,464**
Cash flows from investing activities:				
Proceeds from sale of property, plant and equipment	0		0	
Payment for property, plant and equipment (as per note 14)	(2,971)		(7,238)	
Proceeds from sale of investments	21,276		16,284	
Payment for purchase of investments	(23,881)		(10,186)	
Interest received (as per SOFA)	882		18	
Dividends received (as per SOFA)	1,160		830	
Net cash provided by (used in) investing activities		**(3,534)**		**(292)**
Change in cash and cash equivalents in the reporting period		51,268		48,172
Cash and cash equivalents at beginning of the period	172,213		124,041	
Cash and cash equivalents at end of the period	223,481		172,213	
Net change in cash for the reporting period		**51,268**		**48,172**

1. **Statutory Information**

Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. **Accounting Policies**

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

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

Going concern

At the time of approving the financial statements, the Board of Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Board of Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. The following specific policies are applied to particular categories of income: -

- For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled in the reporting period

- Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

- Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.

- Investment Income is earned through holding assets for investment purposes such as term deposits.

- Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings: -

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income

- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.

- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets
Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is calculated at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and Fittings	- 25% on reducing balance
IT and Office Equipment	- 25% on reducing balance

Fixed asset investments
Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal. Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Impairment of fixed assets
At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Financial instruments
The charity has elected to apply the provision of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity’s balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash at bank and in hand, are initially measured at the transaction price including any transaction costs and are subsequently carried at amortised cost using the effective interest rate method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including trade creditors, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods and services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation
The charity operates in such a way that it is exempt from corporation tax on its charitable activities.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds can be used where the trustees have designated the funds use for particular purposes in accordance with the charitable objectives. The Designated Fund currently includes

- donations received during community activities, which are earmarked to continue delivery of those activities
- legacy income, which the Trustees want to be ringfenced for future projects yet to be agreed upon.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Employee benefits
The cost of short-term employee benefits are recognised as a liability and an expense, unless the costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

Branches of the charity
The accounts do not include the charity's branches, as they are separate legal entities.

3. Donations, Grants and Legacies

	2023	2022
	£	£
Bequests and Legacies Received	135,093	0
Donations Received	8,926	1,713
Donated Licences Value	10,411	0
Gift Aid	4,120	4,441
Individual Donors	18,018	20,079
Total Donations & Legacies	**176,568**	**26,233**

The Bequests and Legacies figure of is stated as £135,093, this is the total balance finally received in April 2023.

The total has been included in year end March 2023, because the charity had received notification, in March 23, that the funds were in our representative's client account and were ready to be transferred.

Government Grants	2023	2022
	£	£
Access to Work Grant	8,046	0
Furlough Refund	0	21,363
Kickstart Income	0	20,927
SSP Refund (COVID19)	0	438
Statutory Payments Refund (SMP, ShPP)	1,619	0
	9,665	**42,728**

Grant Funding	2023	2022
	£	£
Apprentice Incentive Grant	300	3,000
Grant (Restricted)	16,328	56,097
Grant (Unrestricted)	0	17,714
Grant Income - Cadeby Homes	0	10,000
Restricted Grant Income - NHS Charities Together	37,548	26,366
Restricted Lottery Income	100,063	17,303
	154,239	**130,480**

4. Investment Income

	2023	2022
	£	£
Dividends	1,160	830
Bank Interest	882	18
Total Investment Income	**2,042**	**848**

5. Income from Charitable Activities

	2023	2022
	£	£
Enrych Assist PA Service Income	865,824	927,270
Supporting Branches	772	13,783
Income from Merger	99,199	0
Community Activities	2,927	1,662
Total	**968,722**	**942,715**

The Funds identified as Income from Merger, were the funds held by Enrych Leicestershire & Derbyshire, which were transferred to Enrych upon the merger of the two organisations.

6. Raising Funds

	2023	2022
	£	£
Fundraising Costs	3,173	1,192
Investment and Management fees	1,020	1,020
	4,193	**2,212**

7. Charitable Activities Costs

	2023	2022
	£	£
Direct Costs	946,834	944,341
Support Costs (see note 8)	189,526	201,912
	1,136,360	**1,146,253**

8. Support Costs

	2023	2022
	£	£
Management	178,677	191,787
Finance	2,484	2,517
Governance	8,365	7,608
	189,526	**201,912**

9. Net Income is stated after charging:

	2023	2022
	£	£
Auditor's Remuneration	7,170	6,540
Depreciation - owned assets	5,830	5,537
Operating Lease Rentals	27,990	28,958

10. Trustees' Remuneration and Benefits

None of the trustees received any remuneration during the year to 31 March 2023 or 31 March 2022.
During the year, travel and subsistence payments totalling £291 (2022: £Nil) were reimbursed to two trustees.

11. Staff Costs

	2023	2022
	£	£
Wages and Salaries Office Staff	393,566	331,519
Social Security Costs Office Staff	28,636	23,595
Pension Costs Office Staff	7,753	6,589
Wages and Salaries PA employees	500,309	590,743
Social Security Costs PA employees	7,990	15,652
Pension Costs PA employees	4,097	4,384
	942,351	**972,482**

The average monthly number of employees during the year was as follows:

Year End March 2023: 97
Year End March 2022: 93

No employees received emoluments in excess of £60,000.
The key management personnel of the charity comprise the trustees and the senior leadership team as listed in the Reference and Administrative Details. The total amount of key management personnel employee benefits (including employer's pension contributions and employer's national insurance contributions) received by key management personnel for their services to the charity was:

Year End March 2023: £192,419

Year End March 2022: £166,761

Redundancies:
During the financial year, Enrych had 5 redundancies, the payments made to those employees totalled as follows:

	2023	2022
	£	£
Redundancy Pay	10,791	0
Pay In lieu of notice (PILON)	5,766	0
	16,557	**0**

12. Comparatives for Statement of Financial Activities

The figures shown in this note are for year ended 31st March 2022, to be used for comparison purposes.

	Notes	Unrestricted Fund	Designated Fund	Restricted Fund	2022 Total Funds	2021 Total Funds
		£	£		£	£
INCOME AND ENDOWMENTS FROM						
Donations and Legacies	3	26,233	0	0	26,233	51,684
Government Grants	3	21,801	0	20,927	42,728	58,979
Other Grants	3	20,714	0	109,766	130,480	66,754
Charitable Activities	5	928,932	0	0	928,932	744,606
Supporting Other Branches	5	13,783	0	0	13,783	3,535
Investment Income	4	848	0	0	848	1,070
Other Income		4,771	0	0	4,771	0
Total Income		**1,017,082**	**0**	**130,693**	**1,147,775**	**926,628**
EXPENDITURE ON						
Raising Funds	6	2,212	0	0	2,212	4,034
Charitable Activities	7 to 9	1,038,430	0	107,823	1,146,253	857,380
Total Expenditure		**1,040,642**	**0**	**107,823**	**1,148,465**	**861,414**
Net gains/ (losses) on investments	14	90	0	0	90	13,965
NET INCOME/(EXPENDITURE)		**(23,470)**	**0**	**22,870**	**(600)**	**79,179**
RECONCILIATION OF FUNDS						
Total funds brought forward	19	226,222	0	15,207	241,429	162,250
TOTAL FUNDS CARRIED FORWARD	**19**	**202.752**	**0**	**38,077**	**240,829**	**241,429**

13. Tangible Fixed Assets

	Fixtures & Fittings		IT & Office Equipment		Total 2023		Total 2023
Cost	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
At 1st April 2022	13,540	0	4,918	23,251	18,458	23,251	41,709
Additions	309	0	768	1,894	1,077	1,894	2,971
Disposals	0	0	0	0	0	0	0
At 31st March 2023	13,849	0	5,686	25,145	19,535	25,145	44,680
Depreciation							
At 1st April 2022	11,659	0	2,657	6,281	14,316	6,281	20,597
Charge for the year	501	0	2,533	2,796	3,034	2,796	5,830
Disposals	0	0	0	0	0	0	0.00
At 31st March 2023	12,160	0	5,190	9,077	17,350	9,077	26,427
Net Book Value							
At 31st March 2022	1,881	0	2,261	16,970	4,142	16,970	21,112
At 31st March 2023	1,689	0	496	16,068	2,185	16,068	18,253

14. Fixed Assets Investments

	Listed investments	Total
Cost or valuation	£	£
At 1st April 2022	76,455	76,455
Additions	23,881	23,881
Disposals	(21,276)	(21,276)
Revaluations	(6,065)	(6,065)
At 31st March 2023	72,995	72,995
Carrying amount		
At 31st March 2022	76,455	76,455
At 31st March 2023	72,995	72,995

Investments at fair value comprise:

	2023	2022
	£	£
Fixed Income	23,349	12,438
UK Equity	16,791	17,214
International Equity	24,257	40,853
Property	2,232	3,652
Alternatives	6,366	2,298

15. Bank Accounts

	2023	2022
	£	£
CAF Current Account	25,444	46,602
CAF Savings Account 1	86,990	53,490
CAF Savings Account 2	20,862	64,600
Cash Receipts (Tin)	200	0
Co-operative Current Account	45	100
Petty Cash (Tin)	12	91
Co-operative Savings Account	84,921	0
Nat West Current Account	142	0
Investment Bank Capital & Income Accounts	4,865	7,330
	223,481	**172,213**

16. Debtors

	2023	2022
	£	£
Debtors Control Account	192,836	112,394
Prepayments	6,177	21,441
Rent Security Deposit	3,300	3,300
	202,313	**137,135**

17. Creditors, Amounts falling due within one year

	2023	2022
	£	£
Accruals	48,587	106,932
Trade Creditors	2,761	12,787
Grants Received in Advance	44,928	34,607
Pensions	2,017	2,047
Social Security & Taxes	10,900	9,607
Student Loan Deductions Payable	199	57
Other Creditors	196	49
	109,588	**166,086**

Grants received in advance relate to:

- National Lottery Community Fund Grant for the charity's digital empowerment project.
- Leicestershire FA Grant for Sports activities in the community
- NHS Leicester, Getting Help in the Neighbourhood Grant for Mental Health and wellbeing activities

18. Leasing Agreements

At the reporting end date, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Due within one year	24,753	27,990
Due after One Year	59,012	35,197
	83,765	**63,187**

19. Movement in funds

	At 01/04/2022	Net Movement in funds	At 31/03/2023
	£	£	£
Unrestricted funds	202,752	18,386	221,138
Designated Funds	0	134,181	134,181
Restricted Funds	38,077	14,058	52,135
Total Funds	**240,829**	**166,625**	**407,454**

Net movement in funds, included in the above as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	1,150,260	991,628	(140,246)	18,386
Designated funds	0	0	134,181	134,181
Restricted funds	162,983	148,925	0	14,058
Total Funds	**1,313,243**	**1,140,553**	**(6,065)**	**166,625**

The designated funds identified above are the balance of the Legacy, after costs have been deducted, the Trustees agreed that this balance should be designated and held in a high interest account until such time as strategic plans are finalised and funding from the legacy allocated to supporting specific projects which grow the impact of the charity and the network of Enrych regional charities.

Comparatives for movement in funds

	At 01/04/2021	Net Movement in funds	At 31/03/2022
	£	£	£
Unrestricted funds	226,222	(23,470)	202,752
Designated funds	0	0	0
Restricted funds	15,207	22,870	38,077
Total Funds	**241,429**	**(600)**	**240,829**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	1,017,082	1,040,642	90	(23,470)
Designated funds	0	0	0	0
Restricted funds	130,693	107,823	0	22,870
Total Funds	**1,147,775**	**1,148,465**	**90**	**(600)**

20. Events after the Reporting Date

The trustees agreed to hold the Legacy Income as Designated Funds, 'pending completion of strategy planning currently underway and identification of potential investment requirements.

21. Related Party Disclosures

During this financial year ending 31 March 2023, Enrych made payment to Sharon Patmore, a Trustee, for the following professional services:
Delivery of Mental Health First Aid Training for staff: £1,878.
Refund of purchase cost of Belbin Team Roles assessments for 2 staff members: £76.

There were no disclosable related party transactions during the financial year ending March 2022.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2023

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
Income	£	£	£	£	£
Donations, Grants & Legacies					
Bequests and Legacies Received	135,093	0	0	135,093	0
Donations Received	8,926	0	0	8,926	1,713
Donated Licences Value	10,411	0	0	10,411	0
Gift Aid	4,120	0	0	4,120	4,441
Individual Donors	18,018	0	0	18,018	20,079
Total Donations & Legacies	**176,568**	**0**	**0**	**176,568**	**26,233**
Government Grants					
Access to Work Grants	0	0	8,046	8,046	0
Furlough Refund	0	0	0	0	21,363
Kickstart Income	0	0	0	0	20,927
SSP Refund (COVID19)	0	0	0	0	438
Statutory Payments Refund (SMP, ShPP)	1,619	0	0	1,619	0
Total Government Grants	**1,619**	**0**	**8,046**	**9,665**	**42,728**
Grants					
Apprentice Incentive Grant	300	0	0	300	3,000
Grant (Restricted)	0	0	16,328	16,328	56,097
Grant (Unrestricted)	0	0	0	0	17,714
Grant Income - Cadeby Homes	0	0	0	0	10,000
Restricted Grant Income - NHS Charities Together	0	0	37,548	37,548	26,366
Restricted Lottery Income	0	0	100,063	100,063	17,303
Total Grants	**300**	**0**	**153,939**	**154,239**	**130,480**
Total Donations, Grants & Legacies	**178,487**	**0**	**161,985**	**340,472**	**199,441**
Income from Charitable Activities					
Enrych Assist					
Invoice Admin Fee	24	0	0	24	0
LCC COVID 19 Support	0	0	0	0	323
P.A. Hours	808,540	0	0	808,540	866,666
Enrych Assist Expenses					
DBS Charges (Recharging for Assist related services)	168	0	0	168	193
PA Direct Clients Pass Through Expenses	2,088	0	0	2,088	3,845
PA Mileage	54,062	0	0	54,062	55,070
PA Travelling Allowance	942	0	0	942	1,173
Total Enrych Assist Expenses	**57,260**	**0**	**0**	**57,260**	**60,281**
Total Enrych Assist	**865,824**	**0**	**0**	**865,824**	**927,270**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
Other Charitable Activities	£	£	£	£	£
Branch Support					
Branches - Charges for Services (excluding payroll)	0	0	0	0	1,815
Branches - Costs Recharged	268	0	0	268	10,649
Branches - Payroll Fee Charged	504	0	0	504	1,319
Income From Branch Merger	99,199	0	0	99,199	0
Total Branch Support	**99,971**	**0**	**0**	**99,971**	**13,783**
Community Projects					
Activity Fee Income	0	0	0	0	205
Activity Mileage Contributions	100	0	0	100	0
Community Activity Donations	309	0	998	1,307	0
Community Events (income)	701	0	0	701	516
Fundraising Events	319	0	0	319	941
Sponsonships	500	0	0	500	0
Total Community Activity Income	**1,929**	**0**	**998**	**2,927**	**1,662**
Total Other Charitable Activities	**101,900**	**0**	**998**	**102,898**	**15,445**
Total Income From Charitable Activities	**967,724**	**0**	**998**	**968,722**	**942,715**
Investment Income					
Dividends Received	1,160	0	0	1,160	830
Interest Received	882	0	0	882	18
Total Investment Income	**2,042**	**0**	**0**	**2,042**	**848**
Other Income					
Compensation	2,007	0	0	2,007	4,771
Total Other Income	**2,007**	**0**	**0**	**2,007**	**4,771**
Total Income	**1,150,260**	**0**	**162,983**	**1,313,243**	**1,147,775**
Less Cost of Sales					
Raising Funds					
Costs of Fundraising	1,020	0	0	1,020	1,020
Investment Management Charge	210	0	1,800	2,010	0
Professional Fees - Legacy claims	62	0	0	62	0
Rapidata Charges	1,101	0	0	1,101	1,192
Total Raising Funds	**2,393**	**0**	**1,800**	**4,193**	**2,212**

Expenditure on Charitable Activities	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
PA Services Costs	£	£	£	£	£
PA Service Direct Costs					
Care Planner Licence Fee	6,048	0	0	6,048	6,048
CarePlanner Call Monitoring Cost	2,174	0	0	2,174	2,126
CarePlanner SMS Charges	2	0	0	2	3
Client Welfare	34	0	20	54	49
CRM Software Subscription (Act Premium)	0	0	0	0	181
PPE for PAs	48	0	0	48	50
Professional Fees - Legal Advice	3,608	0	3,089	6,697	6,697
Sundry Equipment for PAs (Car Seat Covers, RADAR Keys)	0	0	0	0	30
Total PA Service Direct Costs	**11,914**	**0**	**3,109**	**15,023**	**15,184**
Assist Staff Employment Costs					
Assist Staff Salaries and On Costs					
Employer's NI (Assist Staff)	11,614	0	0	11,614	11,690
Nest Pension Costs ERS (Assist Staff)	3,276	0	0	3,276	3,296
Assist Staff Salaries					
Salaries (Assist Staff)	162,395	0	0	162,395	153,141
Furlough Salary (Assist Staff)	0	0	0	0	4,138
Staff Holiday Pay	3,998	0	3,452	7,450	259
Statutory Payments to Assist Staff (SSP, SMP, SAP, SPP, ShPP)	217	0	0	217	983
Total Assist Staff Salaries	**166,610**	**0**	**3,452**	**170,062**	**158,521**
Total Assist Staff Salaries and On Costs					
Assist Staff Travel Costs					
Motor vehicle & mileage (Assist related)	2,222	0	0	2,222	3,589
Travelling & subsistence (Assist related)	148	0	0	148	9
Total Assist Staff Travel Costs	**2,370**	**0**	**0**	**2,370**	**3,598**
Total Assist Staff Employment Costs	**183,870**	**0**	**3,452**	**187,322**	**177,105**
PA Employment Costs					
P.A Employers N.I	6,728	0	1,262	7,990	15,652
PA Nest Pension Employers Contribution Cost	4,097	0	0	4,097	4,384
PA Pay					
PA Bonus Pay	0	0	0	0	25,322
Furlough Pay	0	0	0	0	19,647
PA Holiday Pay	50,761	0	0	50,761	66,709
PA Hours Costs	436,580	0	0	436,580	464,172
PA Hours Not Recharged	3,322	0	0	3,322	3,661
PA Statutory Payments (SSP, SMP, SAP, SPP, ShPP)	9,646	0	0	9,646	11,017
SSP Waiting Days Payment COVID 19	0	0	0	0	215
Total PA Pay	**500,309**	**0**	**0**	**500,309**	**590,743**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
PA Travel and Expenses	£	£	£	£	£
PA Client Mileage Costs	45,004	0	0	45,004	48,906
PA mileage Not Recharged	19	0	166	185	237
PA Pass Through Expenses	2,726	0	0	2,726	3,924
PA Pass Through Travel Allowance	870	0	0	870	1,100
PA Travel Mileage Costs	8,793	0	0	8,793	7,604
Total PA Travel and Expenses	**57,412**	**0**	**166**	**57,578**	**61,771**
Total PA Employment Costs	**568,546**	**0**	**1,428**	**569,974**	**672,550**
Total PA Services Costs	**764,330**	**0**	**7,989**	**772,319**	**864,839**
Branch Costs					
Branch Expenses (Rechargeable to Branch)	262	0	0	262	2,110
Branches Insurance	831	0	0	831	0
Branch Training Costs (Not recharged)	113	0	0	113	0
Payroll Costs for Branch payroll software	564	0	0	564	0
Total Branch Costs	**1,770**	**0**	**0**	**1,770**	**2,110**
Community Activities					
Community Project Costs					
Community Project Direct Costs					
Equipment for Project	0	0	1,326	1,326	356
Event Costs	321	0	0	321	0
Motor vehicle & Mileage (Community Projects)	0	0	30	30	581
Project Activity Costs	89	0	799	888	3,541
Travel & Subsistence (Community)	8	0	0	8	0
Volunteers' Mileage	50	0	1,354	1,404	0
Total Community Project Direct Costs	**468**	**0**	**3,509**	**3,977**	**4,478**
Community Staff Employment Costs					
Community Project Hours	0	0	3,617	3,617	0
Employer's NI (Community Project)	1,474	0	0	1,474	86
Nest Pension Costs ERS (Community Project)	451	0	0	451	32
Salaries (Community Projects)	27,302	0	506	27,808	9,809
Statutory Payments Community Staff	1,619	0	0	1,619	0
Total Community Staff Employment Costs	**30,846**	**0**	**4,123**	**34,969**	**9,927**
Total Community Project Costs	**31,314**	**0**	**7,632**	**38,946**	**14,405**
Digital Project Costs					
Digital Direct Costs					
Digital Staff Training	0	0	1,775	1,775	792
Equipment For Digital Project	0	0	686	686	94
Motor Vehicle & Mileage (Digital Project)	0	0	2,464	2,464	310
Total Digital Direct Costs	**0**	**0**	**4,925**	**4,925**	**1,196**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
Digital Staff Employment Costs	£	£	£	£	£
Employer's NI (Digital Project)	0	0	2,834	2,834	547
Nest Pension Costs ERS (Digital Project)	0	0	710	710	145
Salaries (Digital Project)	0	0	56,289	56,289	9,458
Total Digital Staff Employment Costs	**0**	**0**	**59,833**	**59,833**	**10,150**
Total Digital Project Costs	**0**	**0**	**64,758**	**64,758**	**11,346**
GHiN Activities Costs					
Salaries (Operational GHiN)	0	0	392	392	0
Total GHiN Activities Costs	**0**	**0**	**392**	**392**	**0**
Music Therapy					
Equipment for Carlton Hayes Projects	0	0	80	80	0
Motor Vehicle & Mileage (Carlton Hayes)	0	0	235	235	0
Project Activity Costs (Carlton Hayes)	0	0	1,194	1,194	0
Total Music Therapy	**0**	**0**	**1,509**	**1,509**	**0**
NHS Charities Activities					
NHS Direct Costs					
Activity Costs for NHS charities Together Project	0	0	5,059	5,059	5,490
Advertising and Promotion (NHS charities together)	0	0	1,380	1,380	1,003
Motor Vehicle & Mileage (NHS Charities Together)	0	0	463	463	578
Participant Expenses for NHS Charities Together Project	0	0	348	348	277
Support Costs for NHS Charities Together Project	0	0	113	113	0
Total NHS Direct Costs	**0**	**0**	**7,363**	**7,363**	**7,348**
NHS Staff Employment Costs					
Employers NI (NHS Charities Together Project)	0	0	1,661	1,661	565
Nest Employer's Contribution (NHS Charities Together)	0	0	474	474	127
Salaries (NHS Together Project)	0	0	33,399	33,399	10,376
Total NHS Staff Employment Costs	**0**	**0**	**35,534**	**35,534**	**11,068**
Total NHS Charities Activities	**0**	**0**	**42,897**	**42,897**	**18,416**
Total Community Activities	**31,314**	**0**	**117,188**	**148,502**	**44,167**
Essential Running Costs					
Advertising & Promotion	71	0	0	71	591
DBS Checks Costs	2,047	0	0	2,047	2,363
Meeting Room Hire	0	0	0	0	90
Total Essential Running Costs	**2,118**	**0**	**0**	**2,118**	**3,044**
Kickstart Employment Costs					
Employers NI (Kickstarter)	0	0	0	0	397
Nest Pension Costs ERS (Kickstarter)	0	0	0	0	192
Salaries (Kickstarter)	0	0	0	0	16,500
Total Kickstart Employment Costs	**0**	**0**	**0**	**0**	**17,089**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
Training & Recruitment	£	£	£	£	£
Assist Staff Training Costs	1,626	0	0	1,626	202
Recruitment Expenses	0	0	0	0	87
Staff Training	16,375	0	4,124	20,499	12,803
Total Training & Recruitment	**18,001**	**0**	**4,124**	**22,125**	**13,092**
Total Expenditure on Charitable Activities	**817,533**	**0**	**129,301**	**946,834**	**944,341**
Total Cost of Sales	**819,926**	**0**	**131,101**	**951,027**	**946,553**
Gross Profit	**330,334**	**0**	**31,882**	**362,216**	**201,222**
Operating Expenses					
Management & Support Costs					
Employment Costs - Management & Support					
Employer's NI	11,053	0	0	11,053	10,310
Nest Pension Costs ERS	2,842	0	0	2,842	2,797
Management & Support Staff Salaries					
Bonus Paid to Staff	160	0	0	160	6,253
Redundancy Payment	10,158	0	633	10,791	0
Salaries	89,429	0	0	89,429	115,957
Furlough Salary	0	0	0	0	4,645
Total Management & Support Staff Salaries	**99,747**	**0**	**633**	**100,380**	**126,855**
Management & Support Travel, Mileage & Expenses					
Home Working	0	0	0	0	26
Motor Vehicle & Mileage	54	0	0	54	90
Travelling (Access to Work)	0	0	3,454	3,454	0
Total Travel, Mileage & Expenses	**54**	**0**	**3,454**	**3,508**	**116**
Total Employment Costs - Management & Support	**113,696**	**0**	**4,087**	**117,783**	**140,078**
Accountancy & Payroll Costs					
Payroll charges	3,225	0	0	3,225	5,049
Accounting Software Subscription (Xero)	448	0	0	448	439
Total Accountancy & Payroll Costs	**3,673**	**0**	**0**	**3,673**	**5,488**
IT, Telephone & Internet					
Computer Expenses	561	0	513	1,074	217
Donated Licences Cost	10,411	0	0	10,411	0
IT Support	150	0	0	150	589
Office Equipment	369	0	408	777	956
Telephone and Internet	1,143	0	1,450	2,593	2,891
Total IT, Telephone & Internet	**12,634**	**0**	**2,371**	**15,005**	**4,653**

	Unrestricted Fund	Designated Fund	Restricted Fund	Year End 31st Mar 2023	Year End 31st Mar 2022
Support Costs	£	£	£	£	£
Bad Debts	392	0	0	392	0
Cleaning and Maintenance	2,739	0	0	2,739	160
Electricity Supply	2,482	0	0	2,482	700
Insurance	2,566	0	759	3,325	3,580
Printing, Postage and Stationery	3,810	0	1,942	5,752	5,230
Professional Membership Fees	425	0	0	425	0
Relocation Costs	0	0	0	0	3,090
Rent, Rates and Services	11,960	0	5,894	17,854	20,348
Staff Welfare	1,583	0	0	1,583	1,041
Subscriptions	601	0	0	601	1,123
Sundries	616	0	0	616	277
Website and Rebranding	617	0	0	617	482
Total Support Costs	**27,791**	**0**	**8,595**	**36,386**	**36.031**
Asset Depreciation					
Furniture/Fitting Depreciation	501	0	0	501	616
IT & Office Equipment Depreciation	2,558	0	2,771	5,329	4,921
Total Asset Depreciation	**3,059**	**0**	**2,771**	**5,830**	**5,537**
Total Management & Support Costs	**160,853**	**0**	**17,824**	**178,677**	**191,787**
Bank and Finance Costs					
Bank Charges and Interest	1,729	0	0	1,729	1,975
Stripe Fees	755	0	0	755	542
Total Bank and Finance Costs	**2,484**	**0**	**0**	**2,484**	**2,517**
Governance Costs					
Audit and Accountancy Fees	7,170	0	0	7,170	6,788
Governance Cost	13	0	0	13	13
Hospitality & AGM	891	0	0	891	807
Trustee Meetings & Expenses	291	0	0	291	0
Total Governance Costs	**8,365**	**0**	**0**	**8,365**	**7,608**
Total Operating Expenses	**171,702**	**0**	**17,824**	**189,526**	**201,912**
Net Profit	**158,632**	**0**	**14,058**	**172,690**	**(690)**
Gains/(Loss) on Investments	(6,065)	0	0	(6,065)	90
Gross Transfer Between Funds	(134,181)	134,181	0	0	0
NET INCOME/(EXPENDITURE)	**18,386**	**134,181**	**14,058**	**166,625**	**(600)**

ENRYCH

England & Wales - Charity number 1088623

Accounts

REGISTERED COMPANY NUMBER: 04204432 (England and Wales)
REGISTERED CHARITY NUMBER: 1088623

ENRICH

ANNUAL REPORT & ACCOUNTS

for the year ended 31st March 2022

2021-2022



Removing barriers for adults with disabilities

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"My PAs are my absolute lifeline. You do not realise how much you take for granted until you are put in a position where you need support. I would not be here right now if I had not had my PAs to support me mentally, physically and emotionally. They always show me the utmost respect and never do things for me; it is very much a case of sorting things together and that means so much to me" Claire

Section 1: Reference and Administrative Details

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number:	1088623
Company Number:	4204432
Registered office and Operational address:	Unit 7, Enterprise House Ashby Road Coalville, Leicestershire LE67 3LA
Patron:	Graham Garden
Chair of Trustees:	S H Large (Resigned 25 September 2021) L Crandley (Appointed 25 September 2021)
Trustees:	G Anthoney G Curtis (Appointed 25 September 2021) M Jeffery M Jervis Surtees R Mulvey S Patmore E M J Puszyk (Resigned 25 September 2021) J M Searle H Smith (Resigned 25th September 2021) L Strong (Appointed 25 September 2021)
Senior Leadership Team:	E Rickaby — Chief Executive Officer R Birley — Head of People & Purpose A Coleman — Head of Finance & Governance E Collis — Head of Quality & Compliance A Davies — Head of Client Services
Bankers:	CAF Bank PLC 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ The Co-operative Bank PO Box 250 Skelmersdale. WN8 6WT
Auditor:	Azets Audit Services Thorpe House, 93 Headlands Kettering. NN15 6BL
Investment Managers:	Charles Stanley & Company Limited 25 Luke Street London. EC2A 4AR
Solicitors:	Adelta Legal, Level 3, 104 Fore Street. Adelaide. SA 5000, Australia

Section 2: Chair's Report



CHAIR'S REPORT

It was a huge privilege and honour to be appointed as Chair of Enrych in September 2021. I'd like to say thank you to Stephen Large as outgoing Chair, not only for all his dedication to Enrych over a significant number of years but also for being so supportive during the transition period and spending time with me to help me get settled in quickly.

Unprecedented seems like a very over-utilised word after the last two years. I don't think any of us as we planned for 2021/22 believed that the impact of the pandemic would continue for all of the following year and beyond. I am immensely proud of the work of all the staff and volunteers during this challenging time to ensure that we still provided support for our clients and for each other even when we couldn't directly see one another and that over the course of the year our PAs delivered around 43,000 hours of support. It is so important to remember that for us, like many others, this was a true team effort including the support of all our functions whether it frontline, finance or HR – to name a few.

Despite the challenges that the pandemic created, we have still achieved a high amount during the year including being able to progress some of the growth plans in which the Trustees had agreed to invest.

I am delighted that we have launched our pop-up Feel Good Café and it has been amazing to see how popular this has been and how it has grown throughout the year. Around 40 people regularly attend our Café, at which they are able to undertake a range of wellbeing focused activity, including seated yoga, cake decorating, mosaic painting – to name but a few.

We have merged with Leicestershire and Derbyshire to ensure we provide joined up services across the area in an effective and impactful way, whilst achieving value for money for our funders. Thank you to the Board of Enrych Leicestershire and Derbyshire, particularly their Chair – Miriam Jervis Surtees – who have worked with us so collaboratively to achieve a successful integration that brings the best of both organisations to the combined entity.

We have developed how we work with other Enrych charities, including sharing our learning and development platform and policies for use more widely. I look forward to continuing to cement and grow our engagement with other like-minded charities – both in the Enrych family and beyond.

Finally, I'd like to say a couple more thank yous – to the rest of the Board of Trustees for their enthusiasm and commitment and particularly to Liz as our CEO who makes my role as Chair straightforward and who bring her passion for supporting disabled people to work each and every day.

Laura Crandley
Chair

Section 3: Trustees' Annual Report

TRUSTEES' ANNUAL REPORT

The Board of Enrych (whose Trustees are also directors under company law) presents its report and the audited financial statements for the year ended 31st March 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

Reference and administration information, set out on page 4, forms part of this report. The financial statements comply with current statutory requirements, 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 Standards applicable in the United Kingdom and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES:

Our Articles of Association set out that we improve wellbeing and help people with disabilities to overcome disadvantage irrespective of their ethnic group, religion, gender, sexual orientation or state of health.

The Trustees and Leadership Team continue to focus on growing impact by working in partnership to provide person-centred services, listening and responding to the needs of our beneficiaries.

OUR VISION:

A world without barriers for adults living with disability

OUR MISSION STATEMENT:

To achieve equity for adults living with disability through empowerment and influence

STRATEGIES AND ACTIVITIES:

Throughout the year a number of new initiatives have been developed in order to ensure we continue to deliver our strategic aims and objectives and review (and address) the evolving needs of those we serve. Through a partnership with NHS Charities Together we have developed a range of wellbeing initiatives which are now being delivered either directly or in partnership. These have been particularly valuable in encouraging adults with disabilities, many of whom have been shielding throughout the pandemic, to re-engage with their communities and activities they may have enjoyed pre Covid-19 onset. By working in partnership, we can ensure that we maintain our person-centred approach, building support packages and social inclusion initiatives around those we serve and their families.

As an employer Enrych aims to:

- **Create a culture of engagement and wellbeing;**
- **Attract, develop and retain the best talent;**
- **Develop skills and behaviours which make Enrych a great place to work;**
- **Embrace change to support our evolution and continuous improvement.**

"I absolutely love my job and the management and staff in the office are excellent – really understanding, flexible and helpful and nothing is too much trouble for them" Susan, Personal Assistant

PUBLIC BENEFIT:

The Board of Trustees confirms that it has due regard to the provisions of section 17 of the Charities Act 2011 and has referred to the guidance contained in the Charity Commission's general guidance on public benefit both when reviewing the aims and objectives of Enrych and also in planning activities. The Trustees undertake regular reviews of operational activities to ensure Enrych continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities, which include:

- Empowering adults with disabilities to live meaningful and independent lives;
- Improving wellbeing outcomes for adults with disabilities by reducing loneliness and isolation;
- Ensuring adults with disabilities have the same opportunities as their peers for life and work.

ACHIEVEMENTS AND PERFORMANCE:

Demand for the services provided by the charity has been significant along with the need to continue to review and adjust provision to meet the needs of those we serve. The prevalence of poor mental health has increased, and we have responded to this by providing many of our staff with Mental Health First Aid training. Funding for social care, in a landscape of increasing need, has continued to be challenged and the continued need to provide local authorities with more for less puts pressure on other initiatives, for example, investment in the training and wellbeing of our staff.

Over the year Enrych served 220 adults with disabilities and increased its network of personal assistants to 80 in order to support clients effectively and manage unpredictable absence levels linked to Covid isolation requirements. The charity also increased its range of services, developing a pop-up Feel Good Café model that can be delivered across Leicestershire as well as establishing a range of wellbeing activities including, but not limited to, our Enrych Choir, our Arts & Crafts sessions, multi-sports activities, bootcamps and a range of outdoor initiatives.

In February the charity also received funding from the National Lottery to deliver a digital empowerment service which enabled more people to get online as well as develop a range of IT related employability services, including increasing knowledge of assistive technology which could help expand career opportunities and options for job seekers with disabilities. The NHS Charities Together funded project also entered its second year, following a very successful year in which Enrych delivered more than 100 wellbeing events and developed a number of partnerships with like-minded organisations which have enabled Enrych to further extend its work and develop collaborative projects for the benefit of those it serves.

The Trustees are also pleased to report that formal discussions to merge Enrych with its sister charity Enrych Leicestershire & Derbyshire progressed positively throughout the year. As a result, both Boards agreed to a formal merger with effect from 1st April 2022. This will enable Enrych to deliver a broader and more diverse range of services to adults with disabilities across Leicestershire and Derbyshire as well as combine resources to achieve cost efficiencies whilst providing strong and experienced Leadership and Management across the combined charity.



Our Feel Good Café has become so popular we are aiming to open up a further 4 cafes across Leicestershire in 2022/23

A MESSAGE FROM OUR CEO:

It has been another challenging year for Enrych as the ongoing impact of Covid-19 has continued to affect services, in particular our ability to provide our personal assistant service at full capacity. Infection and isolation requirements have meant that our network of PAs has frequently been reduced and making last-minute arrangements for support to ensure none of our clients are at risk has kept our teams busy throughout the year. We have recruited additional PAs to our team to try and overcome this but like many delivering social care services at this time, recruitment has not been easy. We are incredibly fortunate that we have high staff commitment and low turnover rates but even so ensuring we can continue to meet the needs of everyone has continued to challenge our teams significantly. It goes without saying that I am incredibly proud of our team who continue to work tirelessly to ensure that the needs of those we serve have been met and no one is at risk due to isolation and lack of support. We hope that as restrictions have eased things will improve but given the environment in which we operate we will continue to retain some mandatory requirements for isolation to ensure we reduce risk to those we serve. We also expect that the difficulties we experience in recruiting staff into Social Care roles will not subside whilst local authorities continue to demand more for less. This impacts our ability to retain competitive salary rates, particularly in an environment where the cost of living is increasing exponentially.

That said our staff and volunteers continue to work with a passion and enthusiasm that makes me proud to be able to lead such a great Charity. I am equally proud and delighted to welcome the team from Enrych Leicestershire & Derbyshire who are already integrating seamlessly with the team from Enrych and demonstrating the benefit to those we both serve of merging the two charities. Along with the team of employees from Enrych Leicestershire and Derbyshire, we are pleased to welcome the network of amazing volunteers who give up their time to support the work we do. I am confident that with this combined team we will be able to expand the services we provide to our clients as well as engaging many more people who can benefit from these. We know that so many people have experienced poor mental health as a result of isolation and loneliness due to Covid-19 restrictions. We also know that NHS services continue to experience ongoing pressures such that the wait for support for some can be lengthy. We are therefore determined to do everything we can to help prevent the need for medical interventions through developing our wellbeing services and mental health support. I'm pleased, therefore, to report that a number of our team have now qualified as Mental Health First Aiders.

THANK YOU:

We'd like to say a very big thank you to everyone who has supported Enrych in the last 12 months, whether that be through a financial contribution, supporting one of our projects through volunteering or working with us as a partner to help maximise our impact on the lives of adults living with disability. A huge thank you too to all those who provide care to a family member and who work with us to ensure people can remain in their own homes.

Funder for 2020-2021:

- Hastings Direct
- Persimmon Homes
- Edward Gostling
- The Clothworkers Foundation
- CAF Resilience Fund

Funders for 2021-2022

- The National Lottery,
- The Shires Community Fund,
- TCV
- Leicestershire County Council,
- Maud Elkington Foundation
- North West Leicestershire District Council
- NHS Charities Together
- Cadeby Homes
- Arter Douglas Fund
- Carlton Hayes

Special thanks to Cadeby Homes, who have not only supported our Feel Good Café financially throughout the last year but also provided teams of volunteers to help us set up the George Smith Hub in which our Feel Good Café is currently being enjoyed by many and from which we are delivering digital inclusion and employability support.

A huge thank you to Coalville Belvoir Rotary Club, who have not only supported our work with donations but have supplied teams of volunteers to help some of the clients in maintaining their homes.

Thank you to TCV, Falcon and MRC Community Action with whom we have worked in partnership throughout the last 12 months.

And finally, a huge thank you to our Trustees who give their time and expertise to provide sound governance to our Charity and to all our staff and volunteers who have worked tirelessly in challenging times to ensure adults with disabilities have plenty of opportunities to engage with their communities and live independently.

Liz Rickaby
Chief Executive

FINANCIAL REVIEW:

Despite increased demand and ongoing funding pressures, the Trustees are pleased to report that Enrych achieved a satisfactory financial position during the year, finishing the reporting period with a small loss of £600. The charity has continued to invest in initiatives to support growing its impact and extending the services it delivers to meet the needs of those it serves.

During the reporting period, the charity received legacies, donations and grants totalling £199,441. In the coming year, Enrych will re-focus its fundraising efforts to ensure it can continue the great work currently being done by Enrych Leicestershire & Derbyshire which will be absorbed into the Enrych provision. The new, combined charity will continue to build on its relationships with funders to reduce reliance on local authority funding and enable more flexibility in the services it offers.

During the year our reserves achieved £240,829 This reflects our continued effort to build reserves in line with our Reserves Policy. Whilst the ongoing impact of the pandemic caused some fluctuation in the reserves position, it remained relatively strong, and the Trustees continue to monitor the situation closely.

Throughout the year (and in the previous year), we benefitted from the Government's furlough scheme in order to retain staff for whom we did not have sufficient work. When the scheme ended, we were made aware that holiday would have accrued for staff, even though they were on furlough and this needed to be reflected within our financial reports. As a result, a financial adjustment relating to the holiday carried over for this year has been included in this reporting period and a further adjustment made for the previous reporting period.

The prior year comparative figures in these financial statements have been amended to include a staff holiday pay accrual which had not previously been recognised. This adjustment was necessary as the potential liability has increased significantly in recent years – in part due to an increase in staff numbers following the charity's growth in the last two years, but also due to the special holiday carry forward rules adopted as a result of the Covid-19 pandemic – and is considered to be material to the financial statements. The value of the accrual at 31 March 2022 was £29,372 compared to £16,987 at 31 March 2021, which resulted in a charge of £12,385 in the current year's accounts and a prior year adjustment of £16,987 to the 2021 accounts (further detail on the impact of this prior year adjustment has been included in note 22 to the financial statements). Include some details related to the staff holiday pay prior year adjustment.

During the year we have been liaising with legal advisers in Australia regarding a potential legacy. Although there is a strong indication that we will receive this, there is still some uncertainty regarding agreements from other beneficiaries of the legacy which could impact our payment and the extent of the funds that will be paid. As both factors are outside of our control, the Trustees have agreed that the amount should not be included as income during the financial year.

RESERVES POLICY:

The charity aims to hold sufficient reserves to provide adequate financial stability and in order to meet its charitable objectives for the near future along with any costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc). The total unrestricted reserves as at 31 March 2022 were £207,111. The policy is to maintain minimum sufficient funds to cover three months' operating costs in their entirety, in addition to the cost of closure.

INVESTMENT POLICY:

The Finance Committee, which is chaired by the Treasurer and reports to the main Board of Trustees, monitors investments at least quarterly to ensure these are appropriate. The priority for investments is to ensure we use low to medium risk investment vehicles to achieve maximum possible income that is then available for the charity to continue to deliver its charitable objectives.

RISK MANAGEMENT:

As required by SORP 2019, the Trustees set a framework to identify and respond to risk as well as provide effective arrangements to manage and report risk. The risks considered relate to the operational performance of the charity, the achievement of its aims and objectives and its continued reputation as an organisation that delivers high quality services for adults living with disability. These are summarised as:

- Governance;
- Operational;
- Financial;
- External;
- Compliance.

As well as the Trustees establishing systems and procedures to manage and mitigate risk, the Senior Leadership Team has been strengthened to further ensure that risk is managed and mitigated.

The Trustees confirm that the risks to which they believe the charity is exposed and which have been reviewed and systems established to mitigate and informed by and relate to the following matters:

- The charity's objectives and strategies.
- The nature and scale of the charity's activities.
- External legislation and regulations.
- The operating structure of the charity; and
- Local authority commissioning and funding policies.

FUTURE PLANS:

With effect from 1st April 2022 Enrych and Enrych Leicestershire & Derbyshire will operate as a new, combined entity with Enrych Leicestershire & Derbyshire being formally dissolved and its associated activities and resources being absorbed by Enrych. Enrych will therefore continue delivery of some of the volunteer support services provided by Enrych Leicestershire & Derbyshire. Strategic Planning will ensure that the charity continues to review its longer term plans to ensure these continue to meet the ongoing needs of those it serves. As well as protecting the long term future of the Charity, Enrych aims to ensure it continues to be relevant to the needs of all its stakeholders. Having recognised the need for increased support for mental health and wellbeing, it will focus its planning and project development to meet this need. As such a number of staff have been trained in Mental Health First Aid and we are focusing our recruitment to enhance the specialist skills in our team.

Having been founded by Leonard Cheshire and Sue Ryder to meet the leisure and learning needs of adults with disabilities, Enrych will continue to make this a priority and work with its sister charities in Berkshire, Buckinghamshire and Oxfordshire to do this. However, having recognised that the needs of adults with disabilities change and to reflect our focus on independence, progression and opportunity, including meaningful work, we are now delivering employability skills and in work support through our National Lottery funded project.

We will continue to listen to those we serve and develop services that meet their evolving needs. We will also continue to develop our partnership networks to work collaboratively to deliver high quality support whilst being as economically efficient as possible for commissioners and funders.

Enrych will continue to invest in its people, ensuring that it maintains its position as an employer of choice in social care and its reputation for retention. As such our learning and development platform was launched during the year and every member of the Enrych team is now benefiting from enhanced learning opportunities. Four of our key members of the team are currently undergoing Leadership and Management training, utilising the Apprenticeship Levy which has been made available to small and medium employers.



GOVERNANCE:

LEGAL CONSTITUTION:

Enrych is a charitable company limited by guarantee, established under a Memorandum of Association and incorporated in April 1986.

The Trustees serving during the year are shown on page 4. Trustees equate to Directors in companies act terms and trustees in charities act terms.

METHOD OF RECRUITMENT AND APPOINTMENT OF TRUSTEES:

Trustees hold office for 3 years and can be re-appointed for 3 consecutive terms (i.e. up to 9 years in total). In the event of a vacancy, new Trustees are recruited through a number of routes and, following interview with the Chief Executive, Chair and at least 1 other Trustee are appointed at the AGM, held in September each year. New Trustees are nominated by the Chair and appointed following approval by the Board. The Articles of Association allow for up to 11 Trustees, including a Chair and Treasurer.

At the end of the financial year there were two Trustee vacancies. Trustees serve for a period of three years at the end of which they are eligible to be elected for a further two three year periods up to a maximum tenure of nine years. New Trustees are appointed as necessary in order to give a wide breadth of experience to the organisation. They are recruited through a formal recruitment and selection process. No benefits are received by Trustees.

A Finance Committee, chaired by Trustee (and Treasurer) Mrs Jennifer Searle, comprising of members of the Trustee Board, advises the Board on all financial matters.

The Trustees would like to thank Dr Stephen Large, who stood down from the Board in September 2021, for his contribution to the Board as Trustee and latterly as Chair.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES:

New Trustees receive a Welcome Pack/Trustee Toolkit detailing their responsibilities and providing guidance on their role as Governor of the Charity. Trustee training provided by the Charity Commission can be accessed as required as well as the opportunity for a full induction and mentor arrangement.

ORGANISATIONAL STRUCTURE AND PURPOSE:

Enrych operates through a central hub and employs 8 full time and 6 part time members of staff. Independent charities currently operate as branches of Enrych under the Enrych brand in Leicestershire & Derbyshire, Berkshire, Buckinghamshire and Oxfordshire. These branches operate as independent charities with Enrych providing some centralised support services (Financial, HR, Learning & Development). Each branch is managed by its own Board of Trustees delivering services which reflect local needs. A Trustee from each branch, normally the Chair, serves as Trustee on the Board of Enrych to maintain strong links between the charities.

Enrych delivers its services to adults with all disabilities to enable them to retain their independence and wellbeing. Our aim is that adults with disabilities should be empowered to achieve their own goals and objectives and enjoy the same opportunities as their peers. Whilst Enrych works across all disability groups, the majority of those we serve have learning disabilities and poor mental health, which has become more prevalent due to the impact of the pandemic and restriction measures.

As well as providing one to one support, Enrych delivers a wide range of social activities to enable adults with disabilities to engage and progress, including but not limited to Feel Good Cafes, multi sports activities, arts and crafts groups, wellbeing workshops and employability support.

MANAGEMENT:

The Board of Trustees meets four times a year, or when required. The Senior Leadership Team has responsibility for managing the Charity, overarching responsibility for the day-to-day running of the Charity being the responsibility of the Chief Executive, Elizabeth Rickaby, who was appointed by the Board of Trustees. The Charity has a strong and experienced Leadership Team which has been reviewed and strengthened to ensure that it has the skills and knowledge to lead the Charity through its strategic plans. The Board of Trustees agrees with the strategic aims of the charity, authorises the budgets and provides robust governance which ensures aims, growth plans and budgets remain on track.

REMUNERATION OF KEY MANAGEMENT PERSONNEL:

The pay of key management personnel is reviewed annually, and the Trustees approve changes based on cost of living adjustments and the performance of the charity.

RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS:

Enrych provides support to a network of branch charities utilising the Enrych brand. These independent charities operate as Enrych Berkshire, Enrych Buckinghamshire, Enrych Leicestershire & Derbyshire and Enrych Oxfordshire. Enrych provides support with IT, HR and some financial matters (e.g. payroll). A representative from each Branch (normally the Chair) acts as a Trustee to Enrych.

FUNDRAISING:

During the course of this reporting period, fundraising has only been done through:
Applications to Trusts and Foundations;
Sponsorship of projects by local businesses;
Collection of ongoing donations.

We do not actively fundraise at a community level. However, as we make no charge for any of the social activities that we provide, we do ask that those attendees make a small donation towards the ongoing cost of these if they are able and would like to do so. However, there is no obligation for them to do so and those collecting donations are briefed to ensure no pressure is applied.



STATEMENT OF TRUSTEES' RESPONSIBILITIES:

In line with Charity and Company law, the Trustees oversee the preparation of financial statements for each financial year, which give a true and fair view of the Charity's financial activities and its financial position at the end of the year. In preparing statements the Trustees will:

- Select and consistently apply suitable accounting policies;
- Make reasonable and prudent judgements;
- State whether applicable accounting standards and statements of recommended practice have been applied, subject to relevant departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the Charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

DISCLOSURE OF INFORMATION TO THE AUDITOR:

As far as the Trustees are aware:

- There is no relevant information of which the Charity's auditors are not aware;
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 27th September 2022 and signed on its behalf by



Laura Crandley – Chair

Section 4: Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES OF ENRYCH

OPINION

We have audited the financial statements of Enrych (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.
In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019.

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 charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board of Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board of Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF BOARD OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the Board of Trustees, who are also the directors of the charitable company for the purpose of company law, 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 the Board of Trustees 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 Board of Trustees are responsible for assessing the charitable company’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 Board of Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S 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 is available on the Financial Reporting Council’s website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

OTHER MATTERS WHICH WE ARE REQUIRED TO ADDRESS

In the previous accounting period the charitable company was exempt from audit under s477 of the Companies Act and s144 of the Charities Act 2011. Therefore, the prior period financial statements were not subject to audit.

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

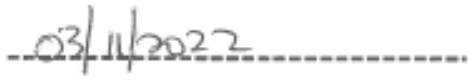
Use of our report

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Paul Tyler (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

Chartered Accountants
Statutory Auditor



Thorpe House
93 Headlands
Kettering
Northamptonshire
United Kingdom
NN15 6BL

Section 5: Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted Fund £	Restricted Fund £	2022 Total Funds £	2021 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	3	26,233	0	26,233	51,684
Government Grants	3	21,801	20,927	42,728	58,979
Other Grants	3	20,714	109,766	130,480	66,754
Charitable activities	5	928,932	0	928,932	744,606
Supporting other Branches	5	13,783	0	13,783	3,535
Investment Income	4	848	0	848	1,070
Other Income		4,771	0	4,771	0
Total Income		**1,017,082**	**130,693**	**1,147,775**	**926,628**
EXPENDITURE ON					
Raising funds	6	2,212	0	2,212	4,034
Charitable Activities	7 to 9	1,038,430	107,823	1,146,253	857,380
Total Expenditure		**1,040,642**	**107,823**	**1,148,465**	**861,414**
Net gains/ (losses) on investments	14	90	0	90	13,965
NET INCOME/(EXPENDITURE)		**(23,470)**	**22,870**	**(600)**	**79,179**
RECONCILIATION OF FUNDS					
Total funds brought forward	19	226,222	15,207	241,429	162,250
TOTAL FUNDS CARRIED FORWARD	**19**	**202,752**	**38,077**	**240,829**	**241,429**

BALANCE SHEET AT 31ST MARCH 2022

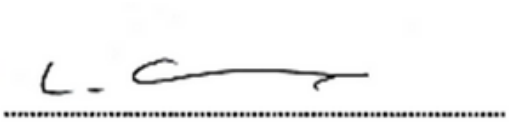
	Notes	Unrestricted Fund £	Restricted Fund £	2022 Total Funds £	2021 Total Funds £
FIXED ASSETS					
Tangible Assets	13	4,142	16,970	21,112	19,411
Investments	14	76,455	0	76,455	82,463
		80,597	**16,970**	**97,567**	**101,874**
CURRENT ASSETS					
Debtors	16	94,633	42,502	137,135	91,162
Cash at Bank	15	122,093	50,120	172,213	124,041
		216,726	**92,622**	**309,348**	**215,203**
CREDITORS					
Amount falling due within one year	17	94,572	71,515	166,087	75,648
NET CURRENT ASSETS/(LIABILITIES)		**122,154**	**21,107**	**143,262**	**139,555**
TOTAL ASSETS LESS CURRENT LIABILITES		202,751	38,077	240,829	241,429
NET ASSETS		**202,751**	**38,077**	**240,829**	**241,429**
FUNDS					
Restricted Funds	19			38,077	15,207
Unrestricted Funds	19			202,751	226,222
TOTAL FUNDS				**240,829**	**241,429**

The Trustees acknowledge their responsibilities for:

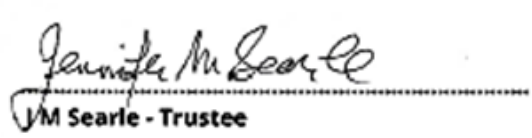
- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 27th September 2022 and were signed on its behalf by:



L Crandley – Chair and Trustee



JM Searle - Trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2022

	2022		2021	
Cash flows from operating activities:	£		£	
Net Income/(Expenditure) for the reporting period (as per SOFA)		(600)		79,179
Adjustments for:				
Depreciation charges (as per notes 9 & 14)		5,537		3,477
Interest Received (as per SOFA)		(18)		(46)
Dividends Received (as per SOFA)		(830)		(1,024)
Change in Market Value of investments (revaluation as per note 14)		(90)		(13,965)
Gain on sale of property, plant and equipment		0		0
Movement in debtors		(45,973)		(33,140)
Movement in creditors		90,439		31,941
Net cash provided by operating activities		**48,464**		**66,422**
Cash flows from investing activities:				
Proceeds from sale of property, plant and equipment	0		283	
Payment for property, plant and equipment (as per note 14)	(7,238)		(20,176)	
Proceeds from sale of investments	16,284		25,175	
Payment for purchase of investments	(10,186)		(30,708)	
Interest received (as per SOFA)	18		46	
Dividends received (as per SOFA)	830		1,024	
Net cash provided by (used in) investing activities		**(292)**		**(24,356)**
Change in cash and cash equivalents in the reporting period		48,172		42,066
Cash and cash equivalents at beginning of the period	124,041		81,975	
Cash and cash equivalents at end of the period	172,213		124,041	
Net change in cash for the reporting period		**48,172**		**42,066**

1. Statutory Information

Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

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

Going concern

At the time of approving the financial statements, the Board of Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Board of Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. The following specific policies are applied to particular categories of income: -

- For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled in the reporting period

- Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

- Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.

- Investment Income is earned through holding assets for investment purposes such as term deposit

- Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings: -

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income
- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.
- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets
Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is calculated at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and Fittings	- 25% on reducing balance
IT and Office Equipment	- 25% on reducing balance

Fixed asset investments
Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal. Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Impairment of fixed assets
At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Financial instruments
The charity has elected to apply the provision of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash at bank and in hand, are initially measured at the transaction price including any transaction costs and are subsequently carried at amortised cost using the effective interest rate method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including trade creditors, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods and services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation
The charity operates in such a way that it is exempt from corporation tax on its charitable activities.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Employee benefits
The cost of short-term employee benefits are recognised as a liability and an expense, unless the costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

Branches of the charity
The accounts do not include the charity's branches, as they are separate legal entities.

3. Donations, Grants and Legacies

Donations, Gift Aid & Legacies	2022	2021
	£	£
Bequests and Legacies Received	0	0
Donations Received	1,713	24,680
Gift Aid	4,441	5,003
Individual Donors	20,079	22,001
Total Donations & Legacies	26,233	51,684

The Bequests and Legacies figure of is stated as £0, because although Enrych received a draft settlement statement in July 2022, this has not yet had full agreement of all beneficiaries, so is likely to be subject to further fees and delays.

The trustees feel that due to the uncertainty of both the amount and expected payment date, this amount has not been accounted for in this year's financial statements

Government Grants	2022	2021
	£	£
Furlough Refund	21,363	58,979
Kickstart Income	20,927	0
SSP Refund (COVID19)	438	0
Total Government Grants	42,728	58,979

Grants	2022	2021
	£	£
Apprentice Incentive Grant	3,00	500
Grant (restricted)	73,399	15,254
Grant (Unrestricted)	17,714	51,000
Grant Income - Cadeby Homes	10,000	0
Restricted Grant Income - NHS Charities Together	26,366	0
Trusts and Foundations	0	0
Total Grants	130,480	66,754

4. Investment Income

	2022	2021
	£	£
Dividends	830	1,024
Bank Interest	18	46
Total Investment Income	**848**	**1,070**

5. Income from Charitable Activities

	2022	2021
	£	£
Enrych Assist PA Service Income	927.270	744,606
Supporting Branches	13,783	3,535
Community Activities	1,662	0
Total	**942,715**	**748,141**

6. Raising Funds

	2022	2021
	£	£
Fundraising Costs	1,192	3,014
Investment and management fees	1,020	1,020
	2,212	**4,034**

7. Charitable Activities Costs

	2022	2021
	£	£
Direct Costs	944,341	683,982
Support Costs (see note 8)	201,912	173,398
	1,146,253	**857,380**

8. Support Costs

	2022	2021
	£	£
Management	191,787	169,677
Finance	2,517	1,722
Governance	7,608	1,999
	201,912	**173,398**

9. Net Income is stated after charging:

	2022	2021
	£	£
Independent Examination	0	1,660
Auditor's remuneration	6,540	0
Depreciation - owned assets	5,537	3,476
Operating lease rentals	28,958	20,223
	41,035	**25,359**

10. Trustees' Remuneration and Benefits

There were no trustees' remuneration, expenses, travel costs or other benefits for the year ended 31st March 2022 nor for the year ended 31st March 2021.

11. Staff Costs

	2022	2021
	£	£
Wages and Salaries Office Staff	325,266	248,558
Social Security Costs Office Staff	22,675	16,845
Pension Costs Office Staff	6,413	5,641
Wages and Salaries PA employees	565,421	465,552
Social Security Costs PA employees	13,349	7,843
Pension Costs PA employees	3,970	2,839
	937,094	**787,278**

The average monthly number of employees during the year was as follows:

Year end March 2022: 93
Year end March 2021: 83

No employees received emoluments in excess of £60,000.
The key management personnel of the charity comprise the trustees and the senior leadership team as listed in the Reference and Administrative Details. The total amount of key management personnel employee benefits (including employer's pension contributions and employer's national insurance contributions) received by key management personnel for their services to the charity was:

Year end March 2022: £166,761.
Year end March 2021: £130,646.

12. Comparatives for Statement of Financial Activities

The figures shown in this note are for year ended 31st March 2021, to be used for comparison purposes.

These figures have been revised since reporting last year, to take into account the accrual of employee holiday balances at 31st March 2021

	Notes	Unrestricted Fund	Restricted Fund	Total Funds
		£	£	£
Income and Endowments from:				
Donations & Legacies	3	51,684	0	51,684
Government Grants	3	58,979	0	58,979
Other Grants	3	51,500	15,254	66,754
Charitable Activities	5	744,606	0	744,606
Supporting other Branches	5	3,535	0	3,535
Investment Income	4	1,070	0	1,070
Total Income		**911,374**	**15,254**	**926,628**
Expenditure On:				
Raising Funds	6	4,034	0	4,034
Expenditure on Charitable Activities	7 to 9	854,933	2,447	857,380
Total Expenditure		**858,967**	**2,447**	**861,414**
Net gains/ (losses on investments)	14	13,965	0	13,965
Transfer between funds		(2,400)	2,400	0
Net Income/Expenditure		**63,972**	**15,207**	**79,179**
RECONCILIATION OF FUNDS				
Restricted Funds			0	
Unrestricted funds	19	162,250	0	162,250
TOTAL FUNDS CARRIED FORWARD	**19**	**226,222**	**15,207**	**241,429**

13. Tangible Fixed Assets

	Fixtures & Fittings		IT & Office Equipment		Total 2022		Total 2022
Cost	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
At 1st April 2021	13,212	0	4,209	17,050	17,421	17,050	34,471
Additions	328	0	709	6,201	1,037	6,201	7,238
Disposals	0	0	0	0	0	0	0
At 31st March 2022	13,540	0	4,918	23,251	18,458	23,251	41,708
Depreciation							
At 1st April 2021	11,043	0	1,569	2,448	12,612	2,447	15,060
Charge for the year	616	0	1,088	3,833	1,704	3,833	5,537
Disposals	0	0	0	0	0	0	0
At 31st March 2022	11,659	0	2,657	6,281	14,316	6,281	20,597
Net Book Value							
At 31st March 2021	2,169	0	2,640	14,602	4,809	14,603	19,411
At 31st March 2022	1,881	0	2,261	16,970	4,142	16,970	21,112

14. Fixed Assets Investments

	Listed investments	Total
Cost or valuation	£	£
At 1st April 2021	82,463	82,463
Additions	10,186	10,186
Disposals	(16,284)	(16,284)
Revaluations	90	90
At 31st March 2022	76,455	76,455
Carrying amount		
At 31st March 2022	76,455	76,455
At 31st March 2021	82,463	82,463

Investments at fair value comprise:

	2022	2021
	£	£
Fixed Income	12,449	23,227
UK Equity	17,214	14,578
International Equity	40,853	35,626
Property	3,652	3,140
Alternatives	2,298	5,951

15. Bank Accounts

	2022	2021
	£	£
Current Account	46,602	23,396
Savings Account	53,490	62,468
Savings Account 2	64,600	36,550
Current Account 2	100	0
Cash Tin	91	205
Investment Bank Capital and Income Accounts	7,330	1,422
	172,213	124,041

16. Debtors

	2022	2021
	£	£
Debtors Control Account	112,394	29,002
Prepayments	21,441	56,760
Rent Security Deposit	3,300	5.400
	137,135	91,162

17. Creditors, Amounts falling due within one year

	2022	2021
	£	£
Accruals	106,932	44,480
Trade Creditors	12,787	28,758
Grants Received in Advance	34,607	0
Pensions	2,047	1,546
Social Security & Taxes	9,607	815
Student Loan Deductions Payable	57	0
Other Creditors	50	49
	166,087	75,648

Grants received in advance relate to a grant from the National Lottery Community Fund for the charity's digital empowerment project. The first instalment of funding was received in advance and covered the first six months of the funding period.

18. Leasing Agreements

At the reporting end date, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Due within one year	27,990	
Due between two and five years	35,197	26,781
	63,187	26,781

19. Movement in funds

	At 01-04-2021	Net Movement in funds	At 31/03/2022
	£	£	£
Unrestricted funds	226,222	(23,560)	202,662
Restricted funds	15,207	22,870	38,077
Total Funds	241,429	(690)	240,739

Net movement in funds, included in the above as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	1,017,082	1,040,642	90	(23,470)
Restricted funds	130,693	107,823	0	22,870
Total Funds	1,147,775	1,148,466	90	(600)

Comparatives for movement in funds

	At 01-04-2020	Net Movement in funds	At 31-03-2021
	£	£	£
Unrestricted funds	162,250	63,972	226,222
Restricted funds	0	15,207	15,207
Total Funds	162,250		241,429

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains, losses and transfers	Movement in funds
	£	£	£	£
Unrestricted funds	911,374	(858,967)	11,565	63,972
Restricted funds	15,254	(2,447)	2,400	15,207
Total Funds	926,628	861413	13,965	79,179

20. Events after the Reporting Date

With effect from 1st April 2022 Enrych and Enrych Leicestershire & Derbyshire will operate as a new, combined entity with Enrych Leicestershire & Derbyshire being formally dissolved and its associated activities and resources being absorbed by Enrych. Enrych will therefore continue delivery of some of the volunteer support services provided by Enrych Leicestershire & Derbyshire.

21. Related Party Disclosures

There were no disclosable related party transactions during this financial year or 2021.

22. Prior Period Adjustment

Reconciliation of funds	Notes	1 April 2020 £	31 March 2021 £
Funds as previously reported		162,250	258,416
Adjustments arising:			
Staff holiday pay accrual	1	0	(16,987)
Funds as restated		162,250	241,429

Reconciliation of net income for the prior period	Notes	2021
		£
Net income as previously reported		96,166
Adjustments arising:		
Staff holiday pay accrual	1	(16,987)
Net income as restated		79,179

Notes to restatement

1) Staff holiday pay accrual
In previous years, the charity had not included an accrual for staff holiday that had been earnt but not taken by the balance sheet date. As the total of staff holiday earnt but not taken at 31 March 2022 is now considered to be material, the prior year accounts have been restated to reflect the value at 31 March 2021.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2022

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
	£	£	£	£
Income				
Donations, Grants & Legacies				
Bequests and Legacies Received	0	0	0	0
Donations Received	1,713	0	1,713	24,680
Gift Aid	4,441	0	4,441	5,003
Individual Donors	20,079	0	20,079	22,001
Total Donations & Legacies	**26,233**	**0**	**26.233**	**51,684**
Government Grants				
Furlough Refund	21,363	0	21,363	58,979
Kickstart Income	0	20,927	20,927	0
SSP Refund (COVID19)	438	0	438	0
Total Government Grants	**21,801**	**20,927**	**42,728**	**58,979**
Grants				
Apprentice Incentive Grant	3,000	0	3,000	500
Grant (restricted)	0	73,400	73,400	15,254
Grant (Unrestricted)	17,714	0	17,714	51,000
Grant Income - Cadeby Homes	0	10,000	10,000	0
Restricted Grant Income - NHS Charities Together	0	26,366	26,366	0
Trusts and Foundations	0	0	0	0
Total Grants	**20,714**	**109,766**	**130,480**	**66,754**
Total Donations, Grants & Legacies	**68,748**	**130,693**	**199,441**	**177,417**
Income from Charitable Activities				
Enrych Assist				
LCC COVID 19 Support	323	0	323	1,255
P.A. Hours	866,666	0	866,666	699,245
PMA Monthly charge	0	0	0	0
Enrych Assist Expenses				
DBS Charges (Recharging for Assist related services)	193	0	193	50
PA Direct Clients Pass through expenses	3,845	0	3,845	14,314
PA Mileage	55,070	0	55,070	29,034
PA Travelling Allowance	1,173	0	1,173	708
Total Enrych Assist Expenses	**60,281**	**0**	**60,281**	**44,106**
Total Enrych Assist	**927,270**	**0**	**927,270**	**744,606**
Other Charitable Activities				
Branch Support				
Branches - Charges for services (excluding payroll)	1,815	0	1,815	1,635
Branches - Costs recharged	10,649	0	10,649	512
Branches - Payroll fee charged	1,319	0	1,319	1,388
Total Branch Support	**13,783**	**0**	**13,783**	**3,535**

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
Community Projects	£	£	£	£
Activity Fee Income	205	0	205	0
Community Events	516	0	516	0
Fundraising Events	941	0	941	0
Total Community Projects	**1,662**	**0**	**1,662**	**0**
Total Other Charitable Activities	**15,445**	**0**	**15,445**	**3,535**
Total Income from Charitable Activities	**942,715**	**0**	**942,715**	**748,141**
Investment Income				
Dividends Received	830	0	830	1,024
Interest Received	18	0	18	46
Total Investment Income	**848**	**0**	**848**	**1,070**
Other Income				
Compensation	4,771	0	4,771	0
Total Other Income	**4,771**	**0**	**4,771**	**0**
Total Income	**1,017,082**	**130,693**	**1,147,775**	**926,628**
Less Cost of Sales				
Raising Funds				
Costs of Fundraising	0	0	0	1,598
Investment management Charge	1,020	0	1,020	1,020
Professional Fees - Legacy claims	0	0	0	0
Rapidata charges	1,192	0	1,192	1,416
Total Raising Funds	**2,212**	**0**	**2,212**	**4,034**
Expenditure on Charitable Activities				
Assist PA Service Costs				
Care Planner Licence fee	6,048	0	6,048	3,120
CarePlanner Call monitoring cost	2,126	0	2,126	71
CarePlanner SMS charges	3	0	3	0
Client Welfare	37	12	49	0
CRM Software Subscription (Act Premium)	181	0	181	1,996
PPE for PAs	50	0	50	1,967
Professional fees - Legal Advice	6,182	515	6,697	7,159
Sundry Equipment for PAs (Car Seat Covers, RADAR Keys)	30	0	30	75
Employment costs - Assist Staff				
Employer's NI (Assist Staff)	11,233	457	11,690	6,473
Furlough Salary (Assist Staff)	4,138	0	4,138	0
Nest Pension Costs ERS (Assist Staff)	3,183	113	3,296	2,008
Assist Staff Salaries				
Salaries (Assist Staff)	153,141	0	153,141	124,209
Staff Holiday Pay	259	0	259	6,606
Statutory Payments to Assist Staff (SSP, SMP, SAP, SPP, ShPP)	983	0	983	0
Total Assist Staff Salaries	**154,383**	**0**	**154,383**	**130,815**

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
Assist Staff Travel, Mileage & Expenses	£	£	£	£
Motor vehicle & mileage (Assist related)	3,589	0	3,589	2,899
Travelling & subsistence (Assist related)	9	0	9	186
Total Assist Staff Travel, Mileage & Expenses	**3,598**	**0**	**3,598**	**3,085**
Total Employment costs - Assist Staff	**176,535**	**570**	**177,105**	**142,381**
Employment Costs - PA employees				
PA Employers NI	13,349	2,303	15,652	7,843
PA Nest Employers contribution Furlough amount	0	0	0	11
PA Nest Pension Employers Contribution Cost	3970	414	4,384	2,828
Enrych Assist PA Gross Wages				
PA Bonus Pay	0	25,322	25,322	0
Furlough Pay	19,647	0	19,647	50,756
PA Holiday Pay	66,709	0	66,709	53,097
PA Hours Costs	464,172	0	464,172	361,036
PA Hours Not Recharged	3,661	10	3,661	0
PA Statutory Payments (SSP, SMP, SAP, SPP, ShPP)	11,017	0	11,017	422
SSP Waiting Days Payment COVID 19	215	0	215	241
Total Enrych Assist PA Gross Wages	**565,411**	**25,332**	**590,743**	**465,552**
Enrych Assist PA Travel & Expenses				
PA Client Mileage Costs	48,906	0	48,906	29,318
PA mileage Not Recharged	92	145	237	0
PA Pass Through Expenses	3,924	0	3,924	14,375
PA Pass Through Travel Allowance	1,100	0	1,100	734
PA Travel Mileage Costs	7,604	0	7,604	0
Total Enrych Assist PA Travel & Expenses	**61,626**	**145**	**61,771**	**44,427**
Total Employment Costs - PA employees	**644,356**	**28,194**	**672,550**	**520,661**
Total Assist PA Service Costs	**835,548**	**29,291**	**864,839**	**677,430**
Branch Support Costs				
Branch Expenses (Rechargeable to Branch)	2,110	0	2,110	1,249
Branch funding	0	0	0	0
Branch Training Costs (Not recharged)	0	0	0	600
Total Branch Support Costs	**2,110**	**0**	**2,110**	**1,849**
Community Project Costs				
Equipment for project	19	337	356	19
Motor vehicle & Mileage (Community Projects)	550	31	581	0
Project Activity Costs	30	3,511	3,541	0

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
Community Projects - Employment Costs	£	£	£	£
Employer's NI (Community Project)	86	0	86	0
Nest Pension Costs ERS (Community Project)	32	0	32	0
Salaries (Community Projects)	2,309	7,500	9,809	0
Total Community Projects - Employment Costs	**2,427**	**7,500**	**9,927**	**0**
Total Community Project Costs	**3,026**	**11,379**	**14,405**	**19**
Digital Project Costs				
Equipment For Digital Project	0	94	94	0
Motor vehicle & mileage (Digital Project)	0	310	310	0
Digital Empowerment Project, Employment Costs				
Employer's NI (Digital Project)	0	547	547	0
Nest Pension Costs ERS (Digital Project)	0	145	145	0
Salaries (Digital Project)	0	9,458	9,458	0
Total Digital Empowerment Project, Employment Costs	**0**	**10,150**	**10,150**	**0**
Total Digital Project Costs	**0**	**10,554**	**10,554**	**0**
NHS Charities Together Project				
Activity Costs for NHS charities Together Project	0	5,490	5,490	0
Advertising and Promotion (NHS charities together Project)	0	1,003	1,003	0
Motor vehicle & mileage (NHS Charities Together)	0	578	578	0
Participant Expenses for NHS Charities Together Project	0	277	277	0
Employment Costs - NHS Charities Together				
Employers NI (NHS Charities Together Project)	0	565	565	0
Nest Employer's Contribution (NHS charities together)	0	127	127	0
Salaries (NHS Together Project)	0	10,376	10,376	0
Total Employment Costs - NHS Charities Together	**0**	**11,068**	**11,068**	**0**
Total NHS Charities Together Project	**0**	**18,416**	**18,416**	**0**
Total Community Project Costs	**3,026**	**40,349**	**43,375**	**19**
Essential Running Costs				
Advertising & promotion	403	188	591	818
DBS Checks Costs	2,363	0	2,363	1,619
Meeting room hire	90	0	90	243
Total Essential Running Costs	**2,856**	**188**	**3,044**	**2,680**
Kickstarter Employment Costs				
Employers NI (Kickstarter)	0	397	397	0
Nest Pension Costs ERS (Kickstarter)	0	192	192	0
Salaries (Kickstarter)	0	16,500	16,500	0
Total Kickstarter Employment Costs	**0**	**17,089**	**17,089**	**0**

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
Training & recruitment				
Assist Staff Training Costs	202	0	202	511
Recruitment Expenses	87	0	87	0
Staff training	12,305	1,290	13,595	1,493
Total Training & recruitment	**12,594**	**1,290**	**13,884**	**2,004**
Total Expenditure on Charitable Activities	**856,134**	**88,207**	**944,341**	**683,982**
Total Cost of Sales	**858,346**	**88,207**	**946,553**	**688,016**
Gross Profit	**158,736**	**42,486**	**201,222**	**238,612**
Less Operating Expenses	£	£	£	£
Management & Support Costs				
Employment Costs - Management & Support				
Employer's NI (Central)	9,847	463	10,310	10,256
Employer's NI Furlough (Central)	0	0	0	115
Nest Pension Costs ERS (Central)	2,734	63	2,797	2,788
Pension Costs Employer	0	0	0	785
Penson costs Employer Contribution Furlough (Central)	0	0	0	60
Redundancy Payment (Central)	0	0	0	6,444
Bonus Paid to Staff	0	6,253	6,253	0
Central Staff Salaries				
Furlough Salary (Central Staff)	4,645	0	4,645	4,196
Salaries (Central)	111,597	4,360	115,957	107,103
Total Central Staff Salaries	**116,242**	**4,360**	**120,602**	**111,299**
Central Staff Travel, Mileage & Expenses				
Home working	26	0	26	366
Motor vehicle & Mileage (Central related)	90	0	90	193
Travel and Subsistence (Central Related)	0	0	0	0
Total Central Staff Travel, Mileage & Expenses	**116**	**0**	**116**	**559**
Total Employment Costs - Management & Support	**128,939**	**11,139**	**140,078**	**132,306**
Accountancy Costs				
Accounting Software Subscription (Xero)	439	0	439	518
Payroll charges	5,049	0	5,049	3,078
Total Accountancy Costs	**5,488**	**0**	**5,488**	**3,596**
IT, Telephone & Internet				
Computer expenses	217	0	217	299
IT support	396	193	589	838
Office equipment	956	0	956	2,756
Telephone and internet	1,979	912	2,891	2,800
Total IT, Telephone & Internet	**3,548**	**1,105**	**4,653**	**6,693**

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2022	Year End 31st Mar 2021
Support Costs	£	£	£	£
Bad debts	0	0	0	38
Cleaning and Maintenance	160	0	160	0
Electricity Supply	700	0	700	0
Furniture/Fitting Depreciation	616	0	616	212
Insurance	2,737	843	3,580	2,090
IT & office equipment depreciation	1,088	3,833	4,921	3,264
Printing, postage and stationery	3,516	1,714	5,230	4,481
Relocation Costs	3,090	0	3,090	420
Rent, rates and services	19,366	982	20,348	11,748
Staff welfare	1,041	0	1,041	727
Subscriptions	1,123	0	1,123	874
Sundries	277	0	277	170
Website and rebranding	482	0	482	3,058
Total Support Costs	**34,196**	**7,372**	**41,568**	**27,082**
Total Management	**172,171**	**19,616**	**191,787**	**169,677**
Finance				
Bank charges and interests	1,975	0	1,975	1,502
Stripe Fees	542	0	542	220
Total Finance	**2,517**	**0**	**2,517**	**1,722**
Governance Costs				
Audit and accountancy fees	6,788	0	6,788	1,660
Governance Cost	13	0	13	13
Hospitality & AGM	807	0	807	326
Trustee meetings & expenses	0	0	0	0
Total Governance Costs	**7,608**	**0**	**7,608**	**1,999**
Total Operating Expenses	**182,296**	**19,616**	**201,912**	**173,398**
Operating Profit	**(23,560)**	**22,870**	**(690)**	**65,214**
Net gains/(losses) on investments	90	0	90	13,965
NET INCOME/(EXPENDITURE)	**(23,470)**	**22,870**	**(600)**	**79,179**

ENRYCH

England & Wales - Charity number 1088623

Accounts

REGISTERED COMPANY NUMBER: 04204432 (England and Wales)
REGISTERED CHARITY NUMBER: 1088623

Report and Financial Statements

31st March 2021



Our Vision:

That every adult living with a disability can enjoy full inclusion and be empowered to choose how they achieve it.

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REPORT OF THE TRUSTEES
FOR THE YEAR 2020 / 21

ABOUT US:

Enrych is a national charity, operating from an operational hub in Leicestershire with a network of Branches, which serve adults with disabilities. We are committed to working in partnership with like-minded organisations to eliminate loneliness and social isolation and provide opportunities for those we serve to engage fully with their communities. We aim to empower people to gain the skills they need to achieve long term independence. Whilst our services are customised and delivered on a one-to-one basis to achieve maximum impact to individuals, we also work at a community level to reach everyone that could benefit from our services and develop initiatives which those we serve can enjoy whilst developing confidence and independent living skills. Enrych focuses its delivery across the Midlands, working collaboratively with our network of Branches to make similar services available across a number of regions in England.

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The Trustees have adopted the provisions of the Charities Statement of Recommended Practice (SORP) in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019).



A MESSAGE FROM OUR CEO:

It goes without saying that the past year has been a difficult one for Enrych, as it has for many charities. The increased demand for services in an environment of reduced income has meant that Enrych, like many others, has had to work in a more agile and flexible way to adapt services to meet the needs of those it serves. Furthermore, for a charity whose sole purpose is to enable social engagement and interaction, the sudden requirement to embrace 'social distancing' undoubtedly presented us with challenges. However, we are fortunate to have an exceptional team of dedicated staff whose priority has always been those the Charity was established to serve. As a community-based Charity with a supportive Board of Trustees, we are also well-positioned to make the quick decisions and adjustments needed at such an unprecedented time.

The increased risk of loneliness and social isolation for some adults living with disability has been significant. I am proud to report that for everyone Enrych serves and for the many people who contacted us for support for the first time, we were able to ensure that risk was kept to a minimum. We moved services online, we increased contact but delivered it in a different way and for those for whom only a visit to their homes could provide the support they needed, we worked hard to do this in the safest way possible. We developed many new partnerships with other organisations to ensure all those who may be vulnerable were identified and supported. One of the real positives to emerge from such a difficult time is that we have already committed to building on these collaborations to better support our client group long after the restrictions imposed by the impact of the pandemic have been fully removed. I am incredibly proud of the resilience, commitment and hard work that has been displayed by the amazing Enrych team; as things got tougher, they simply worked harder. This has enabled us to end the year confident in the knowledge that we have helped every person that contacted us in some way during this challenging time.

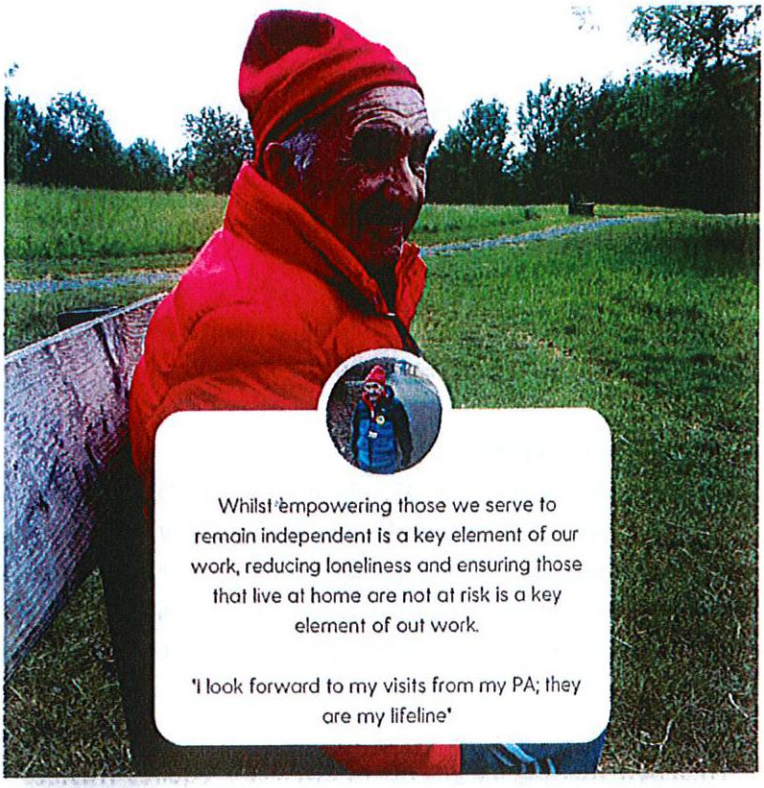
Our team of 60 personal assistants worked throughout, continuing to support over 200 adults across Leicestershire, Derbyshire and Oxfordshire to remain independent and well. We were overwhelmed by the creativity our personal assistants displayed and the innovative ways they found to ensure those they supported were not at risk due to isolation or exposure to potential infection.

Over the coming year we will undoubtedly retain and build on the initiatives that the imposed restrictions on social interaction have caused us to develop. This enables us to meet our objective of continuing to give everyone choice about how they engage and ensure we reach out to more individuals. Partnership development will continue to be a key priority to ensure that we are working across communities to provide effective services as needs change and evolve over the coming months.

I am also pleased to report that even in a challenging economic landscape we have been able to develop a number of initiatives for young people to access workplace skills. In October we welcomed our first apprentice to Enrych and proudly watched them develop their skills and confidence. Over the coming year we plan to engage with a number of Government initiatives to create more opportunities for young people, particularly those living with a disability, to develop the skills they need to increase their opportunities for longer term employment and full independence.

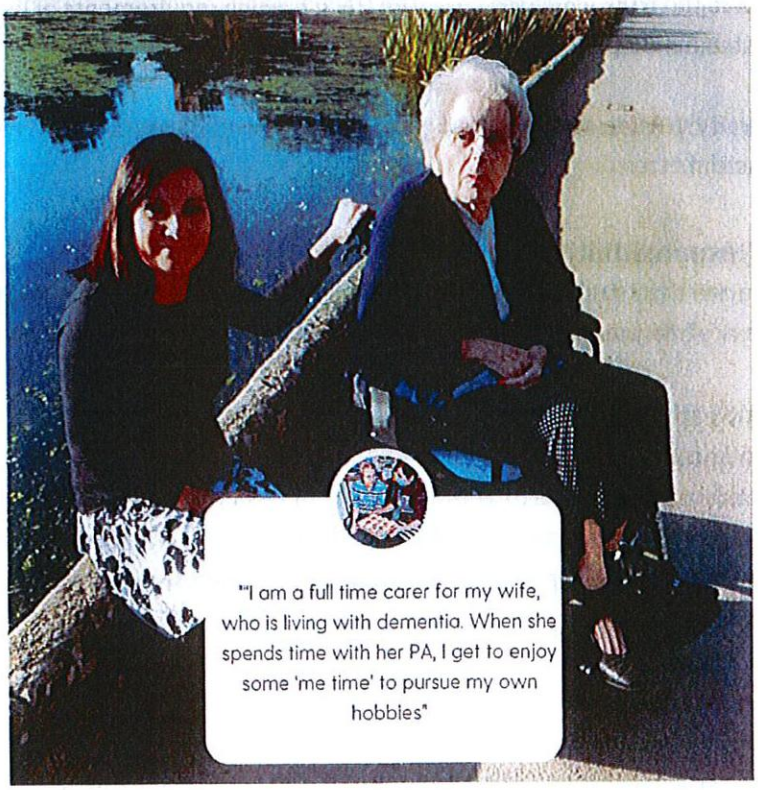
Once again, I'd like to extend my thanks to our Trustees, employees, volunteers, partners and stakeholders for continuing to support us and helping us reduce the risk and impact of loneliness on adults living with a disability. As a team, we look forward to the coming year, to growing the impact of the partnerships we have already developed and to the new ones that we will form. Most of all, however, we look forward to finding those individuals that can benefit from the services we provide and ensuring every adult with a disability can re-engage with their communities and re-establish their focus on social goals and outcomes.

Liz Rickaby: Chief Executive



Whilst empowering those we serve to remain independent is a key element of our work, reducing loneliness and ensuring those that live at home are not at risk is a key element of out work.

'I look forward to my visits from my PA; they are my lifeline'



"I am a full time carer for my wife, who is living with dementia. When she spends time with her PA, I get to enjoy some 'me time' to pursue my own hobbies"

REFERENCE AND ADMINISTRATIVE DETAILS

Enrych is a company limited by guarantee with a company registration of 04204432 and is registered with the Charity Commission for England and Wales under number 1088623.

Details of the Trustees are provided on page 15. Principal places of business and professional advisers of the charity are shown on page 15.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by, and operates within, its governing document, the Memorandum and Articles of Association, which are registered with Companies House and the Charity Commission.

Recruitment and appointment of new Trustees

Trustees who held office during the year are detailed on page 15. As at the end of the financial year there were no trustee vacancies. Trustees serve for a period of three years at the end of which they are eligible to be elected for a further two three-year periods up to a maximum tenure of nine years. The Chair is selected from the existing Trustee Board and elected by the Trustees. The Trustee Board is responsible for the strategic direction of the organisation and ensuring it is financially and operationally sound in all its policies and practices. The Board holds the Chief Executive and team to account in this respect.

The appointment and induction of new Trustees is regularly reviewed and requires Trustees to demonstrate the way in which their expertise adds value to the work of the charity. The training requirements of current and new Trustees are reviewed regularly at Trustee meetings.

A Finance Committee, Chaired by Trustee Mrs Jennifer Searle and which comprises members of the Trustee Board, advises the Board on all financial matters.

Statement of Trustees' Responsibilities

Charity and Company law require the Trustees to prepare financial statements for each financial year, which give a true and fair view of the Charity's financial activities and its financial position at the end of the year. In preparing the statements Trustees will:

- Select and consistently apply suitable accounting policies;
- Make reasonable and prudent judgements;
- State whether applicable accounting standards and statements of recommended practice have been applied, subject to relevant departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy and at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the Charity and taking all reasonable steps to ensure the prevention and detection of fraud and irregularities.

As far as the Trustees are aware:

- There is no relevant information of which the Charity's auditors are not aware;
- All steps have been taken by them to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Organisational Structure and Purpose

Enrych operates from a central hub from which 7 full time and 3 part time members of staff along with a full time apprentice provide operational, administrative and financial management. Independent charities operate as Branches of Enrych under the Enrych brand in Leicestershire & Derbyshire, Berkshire, Buckinghamshire and Oxfordshire. These Branches operate as independent charities with Enrych, as a central resource, providing some support services (e.g. Financial and HR related). Each Affiliate is managed independently by its own Board of Trustees, delivering services which are aligned to local needs. A Trustee from each of the Branches, normally the Chair, serves as Trustee on the Central Board. This ensures a strong link is maintained between the Central Board and local Branches and Affiliate Trustees use their local experience to contribute to the governance of Enrych nationally.

Enrych delivers services to adults with disabilities to enable them to retain their independence and wellbeing. Enrych provides personalised support through a team of Personal Assistants who enable individuals to undertake general day to day activities as well as providing respite for family carers.

Services are provided through Enrych Assist, a chargeable service for people with disabilities funded through local authority framework agreements or personal budgets.

Remuneration of Key Management Personnel

The Trustees annually review the performance and salaries of the charity's key management personnel and consider RPI, pay review histories and the performance of the charity in approving any changes that are felt necessary.

Risk Management

SORP 2019 requires Trustees to set a framework to identify and respond to risk and to provide a methodology for risk management and reporting. The risks considered relate to the operational performance of the charity and the achievement of its aims and objectives. These are summarised as governance risks, operational risks, financial risks, external risks and compliance with law and regulations.

The Trustees have established systems and procedures to evaluate actions required to manage and mitigate risk including providing methodology for risk assessment, management and reporting.

The Trustees confirm that the risks to which they believe the charity is exposed which they have identified have been reviewed and systems established to mitigate those risks. To identify relevant risks and appropriate controls the following matters were considered:

- The charity's objectives and strategies;
- The nature and scale of the charity's activities;
- External legislation and regulations;
- The operating structure of the charity; and
- Comparison with other similar size charities or those working in the same sector.

Reserves and Investment Policy

The charity aims to hold sufficient reserves to provide adequate financial stability and the means for it to meet its charitable objectives for the near future as well as being able to meet the costs in the unlikely event of closure (redundancy payments, lease liabilities, rent etc.). The total unrestricted reserves as at 31 March 2021 were £243,207. The Charity's reserves policy is to maintain minimum sufficient funds to cover three months' running costs in their entirety, in addition to the cost anticipated in the event of closure. The Finance Committee monitors investments regularly to ensure these are appropriate. The priority for investments is to ensure we use low to medium risk investment vehicles to achieve maximum possible income that is then available for the charity to use to continue to deliver its charitable objectives.

In the initial phases of the pandemic, Covid 19 had a significant negative impact on Enrych investments. These have more than recovered over the course of this financial year and the Trustees continue to monitor these and liaise with our Investment Managers to manage these in line with our Reserves and Investment Policy.

OBJECTIVES AND ACTIVITIES

The principal objectives and activities of the charity focus on enrichment of the lives of adults with disabilities by removing barriers to social inclusion and enabling people to connect with their communities to reduce the risk of isolation and loneliness. Progression and achievement of personal goals is another important aspect of the work of the Charity. Enrych takes a person-centred approach ensuring services are flexible and customised, providing those it serves with choice and opportunity to achieve their individual goals and outcomes. It aims to work collaboratively to ensure individuals have access to the most comprehensive range of support to meet needs. As public funding continues to be constrained by a challenging economic climate, charities have an increasingly important part to play in serving individuals who may be more vulnerable, particularly those at risk of isolation which may have a negative impact on their health and wellbeing. The Trustees and the Leadership Team in Enrych continue to focus on growing impact through reaching more individuals with disabilities and providing effective support both directly and through partnership with like-minded organisations to access meaningful and fulfilling activities. We also aim to reach out to those who may be harder to reach through linking into local innovative projects such as social prescribing.

We also want to work collaboratively to raise awareness of the needs of adults with disabilities to influence how services are developed, commissioned and managed. As such we are increasing our focus on social media activity and influencing through promotional work and increased involvement in networking groups and projects focused on services for adults living with a disability.

PUBLIC BENEFIT

Enrych works in accordance with the Charity Commission's guidance, which requires clarity in the public benefit arising from the organisation's work and clearly identified public beneficiaries.

The Trustees are mindful of the need to demonstrate public benefit and undertake regular reviews of operational activity to ensure the organisation continues to work with its beneficiaries to achieve its objectives and goals. Enrych's work meets the public benefit requirement in all its activities. More details are given below but the general approach includes:

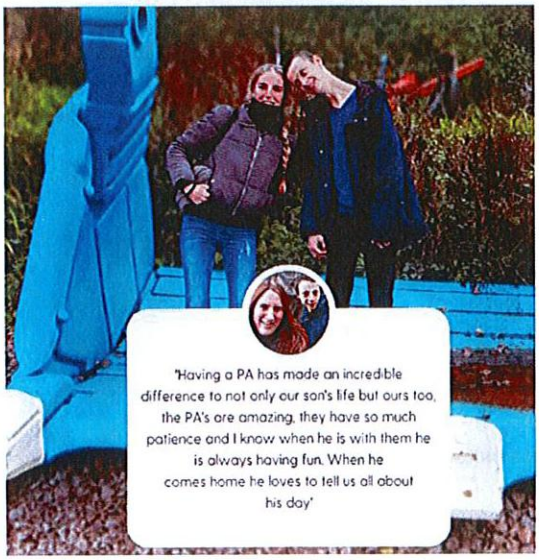
- Supporting adults with disabilities, including physical and learning disabilities and poor mental health, to connect with their communities, engage in leisure and learning activities and achieve personal goals and outcomes;
- Working collaboratively across Enrych branches and wider partnerships to provide an holistic support service which builds and maintains a circle of support around each adult we serve;
- Creating opportunities for individuals to:
    - Increase self-confidence;
    - Live independently;
    - Engage more fully within their local communities;
    - Participate in meaningful activity;
    - Improve fitness and emotional wellbeing levels;
    - Recruit a personal assistant or volunteer.

ACHIEVEMENT AND PERFORMANCE

Context

2020/21 was a year of continuing austerity for local authorities combined with spending reductions by central government, particularly in social care. Charities were called upon to deliver more as the impact of Covid 19 restrictions deepened and sought to broaden their income streams. Competition for funding became fiercer than ever. Many funders refocused their funding strategies to provide emergency funds for organisations dealing directly with the impact of Covid 19 and whilst there were several Government initiatives in place to support businesses, such as the Furlough scheme, many charities were unable to take advantage of these as the demand for services had not reduced. Furthermore, the need to work from home or provide a Covid secure environment in which to work led to increased costs. Despite these challenges, the Trustees are pleased to report that the charity managed to deliver a strong performance throughout the year and return a satisfactory result with a reasonable surplus. The coming year will continue to present challenges for Enrych and the Trustees recognise how important their role will be in helping the charity navigate these; the need for strong but practical governance has perhaps never been greater.

Over the year Enrych served over 200 adults with disabilities through its network of 60 personal assistants and enriched the lives of almost 2,000 disabled people and their families thanks to the teams of volunteers working within the wider branch networks.



KEY OBJECTIVES AND ACHIEVEMENTS

Highlights

Despite the challenging environment, Enrych continued to provide vital support to over 200 clients registered for services and set up new support packages for more than 30 new clients who contacted the Charity for support.

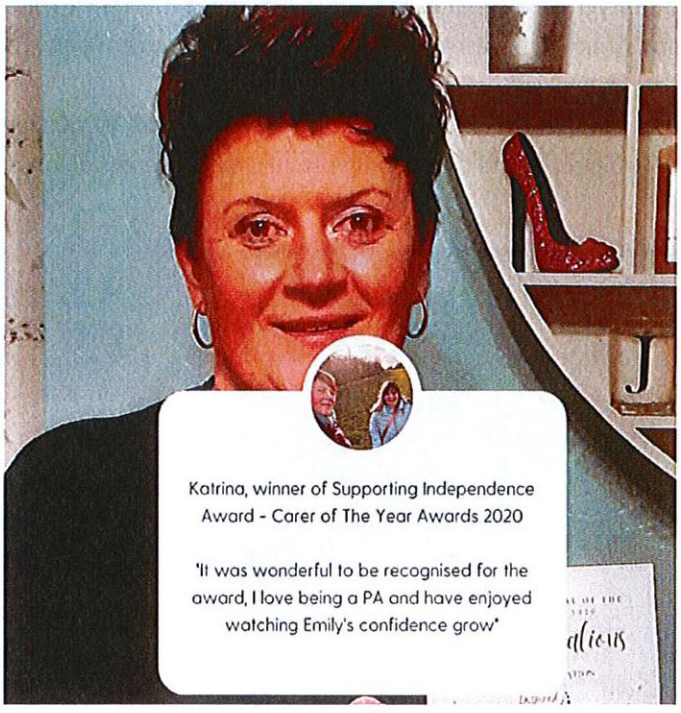
Several online activities were implemented to help PAs and clients keep in touch and engage with others experiencing the same issues linked to the impact of restrictions and reduced day services.

We continued to recruit new PAs to our operational teams and appointed 2 new team members to our Support Services Team. We also created an apprenticeship for a young school leaver and a part time opportunity for one of our former clients to lead on developing our social media activity. This has enabled us to establish an effective model for supporting the development of young people and their work skills.

Enrych in Oxfordshire welcomed a new Chair to the Board of Trustees who subsequently replaced Mr I P G Allan as representative of Oxfordshire on the Enrych Board. Enrych in Buckinghamshire also appointed a new Chair of Trustees.

A number of successful partnerships were established and services combined to ensure support meets the needs of those we serve. We will build on this initiative over the coming year.

We are also proud to report that 4 of our PAs were selected as finalists in the Leicestershire Carers' Award, with 1 of these winning in the category for Supporting Independence and that Enrych reached the final for the overall Organisational Award.



FINANCIAL REVIEW AND PLANS FOR FUTURE PERIODS

It is pleasing to be able to report that Enrych has achieved a positive financial position during the year, finishing this reporting period with a surplus of £96,166. Whilst growth has been steady, cost management has been robust enabling the charity to deliver a satisfactory result across the year.

During the reporting period we received legacies and grants (excluding Government furlough support) totalling £118,438 and we continue to receive regular donations of approximately £1,800 per month.

During the year our reserves achieved £258,416 reflecting the continued effort to build reserves in line with our Reserves Policy. However, whilst the start of the financial year saw the negative impact of the pandemic crisis on reserves, we were able to avoid using these during the crisis and the position improved significantly as year-end approached and the economy started to improve.

Enrych will continue to build its client base of self-funders to reduce reliance on local authority funding. The Leicestershire County Council framework is due for review in November and this may impact Enrych's position as an approved provider of PA services to the local authority.

Enrych is also continuing to diversify its income streams, using grant funding and donations to develop new and innovative projects for our beneficiaries to enjoy. We are also in discussions with a number of local businesses to secure corporate sponsorship and support for our work.

FUTURE PLANS

The unprecedented occurrence of Covid 19 and the Government measures deployed to manage this, continued to impact the economic climate throughout the year lasting much longer and reaching far deeper than perhaps anyone might have predicted. At the end of the year it was still unclear what the longer term impact of this might be or indeed whether a further return to restrictive measures might be required later in the year. The need to continue to review and adapt therefore remains significant, not only to ensure those Enrych serves are not at risk but equally to protect the long-term future of the Charity.

As a key service provider, Enrych was able to continue to deliver services, offsetting income losses with rigorous cost management, including using initiatives such as the Government's Job Retention Scheme for those who were unable to work due to health conditions which required them to 'shield'. As we start the new financial year our Trustees have approved investment in growth so that we can broaden our services and reach out to more adults with disabilities. A robust Reset Plan has been drawn up which will underpin the activity required to do this. This will also include a review of the way in which the charities work together to achieve cost effectiveness through economies of scale and shared resources. Investments have already been made in business development to raise the profile of Enrych nationally for translation into local messaging and initiatives. We will continue to listen to those we serve and develop projects which meet their needs, particularly needs linked to poor mental health which may have arisen or been exacerbated by the impact of the pandemic.

As well as continuing with existing activity, Enrych will seek out new opportunities to enable people with disabilities to achieve their goals. This will include extending our support from leisure and learning to volunteering and employment. We will explore and establish more partnerships and work collaboratively to secure funding and deliver projects which continue to enhance lives and increase the opportunities adults with disabilities can access. We will continue to champion the cause of people with disabilities, promoting our vision to eliminate social isolation and

loneliness. We will continue to raise awareness of their aspirations and goals and encourage commissioners and funders to consider these when procuring services and progressing projects.

Our key priorities for the coming year will be to finalise and embed our strategy plans and continuously review our structure to ensure it supports our ambitions to grow our impact. We will embark on delivering the People Strategy we developed to support our reset and growth plans, ensuring we do not lose sight of the commitment we have to our staff and volunteers. We will continue to raise awareness through our new and improved website and marketing initiatives. We will maintain our focus on technology and how this can support and enhance the work we do. This will include introduction of a new learning and management system to reflect our commitment to investing in our people.

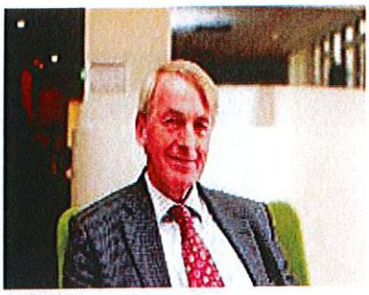
We have already created an apprenticeship to provide a young job seeker with the opportunity to gain practical work experience alongside a structured training plan. We plan to create more development opportunities for young people, ideally individuals who we are supporting who have long term employment goals.

We will also establish more partnerships with like-minded organisations and hope to secure corporate sponsorship for some of the new initiatives that we want to introduce over the coming year.

OUR MISSION IS TO WORK COLLABORATIVELY TO ELIMINATE SOCIAL ISOLATION AND IMPROVE WELLBEING FOR ADULTS LIVING WITH A DISABILITY



CHAIR'S REPORT



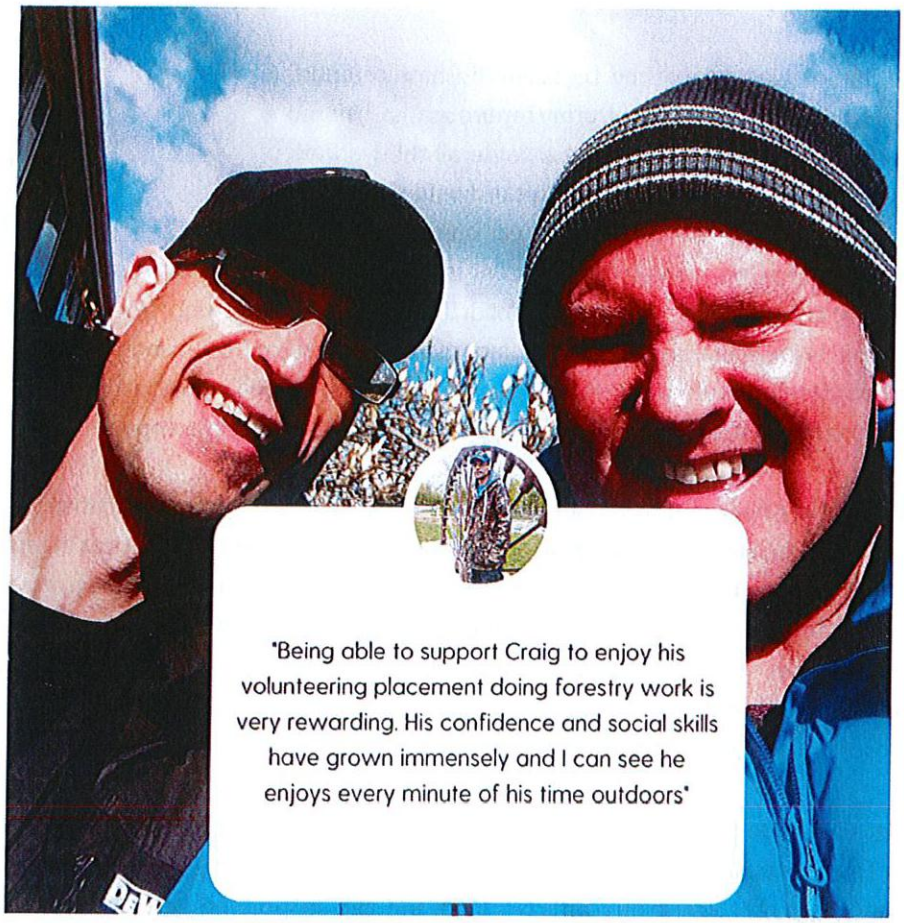
In the 35 years since Enrych was established by Leonard Cheshire and Sue Ryder, the Charity has faced many challenges. During my tenure as Chair, none of these has been more significant, or had the potential to derail the work of the Charity, more than those we faced over the past year due to the impact of the pandemic on our work and on those we serve. Year on year I have been proud to Chair Enrych; this year, as we emerge from one of the more difficult years the Charity has faced, I feel especially proud to have been able to do so. As the restrictions on social interaction tightened, many of our clients faced increased risk of loneliness and isolation and the impact this can have on health and wellbeing. It was therefore heartening to see how our staff and volunteers worked tirelessly to ensure no-one experienced increased risk, working creatively to deliver innovative approaches to continuing support whilst keeping everyone safe.

This year more than ever I am very pleased to be able to report that, despite the unprecedented circumstances it faced, Enrych has achieved a satisfactory surplus at year end and goes into the new financial year in a strong position for recovery and growth. Enrych Branches adapted services to provide support remotely, replacing face to face activity with online versions and adding to their portfolio of events to provide something for everyone. The Team delivering Enrych Connect, working within the Leicestershire and Derbyshire branch and providing digital support, worked hard to provide equipment and training so that everyone could engage with online services and keep in touch with family and friends.

The Board of Trustees was saddened to see Philip Allan stand down as Trustee, Company Secretary and Chair of the Oxfordshire Branch. The Trustees would like to express their sincere gratitude to Mr Allan, who served as Trustee for a number of years and was incredibly generous with his time and the support he gave to both Enrych and the Oxfordshire Branch. Mr Allan was undoubtedly hugely instrumental in making Enrych the successful Charity it is today, providing sound and pragmatic advice and guidance in his governance role. Enrych continues to benefit from a proactive Board of Trustees who give their time and diverse range of skills to ensure strong governance of its work.

As we continue to emerge from the uncertainty and restrictions of the past year and demand for our services continues to increase, we will maintain focus on reviewing what we do and ensuring our services remain current and relevant to the changing needs of those we support. We will also re-focus our attention on learning and development to ensure our staff have the requisite skills to meet these needs. Never has the wellbeing of our clients, members and staff been more important to us and I am delighted that this year we will be launching our People Strategy, which will outline how we will ensure wellbeing is at the forefront of our agenda, without losing sight of our commitment to grow the impact of what we do for those we serve.

Dr Stephen H Large
Chair



Our Mission: "To work collaboratively to eliminate social isolation and improve wellbeing for adults living with a disability"

OUR AIMS:

- ✓ *To put clients & members at the heart of everything we do;*
- ✓ *To reduce social isolation; improve self esteem and wellbeing;*
- ✓ *To influence policy and practice nationally;*
- ✓ *To empower adults living with disabilities to live the lives they want.*

FINANCIAL STATEMENTS

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number: 04204432 (England and Wales)

Registered Charity number: 1088623

TRUSTEES AND MANAGEMENT

Trustees

Dr S H Large – Chairman
J M Searle – Hon Treasurer
G Anthoney
L Crandley
M Jeffery
M Jervis Surtees
S Patmore
R Mulvey
E M J Puszyk
H Smith
I P G Allan – Stepped down June 2020
Lukas Somarakis – From June 2020, resigned 19th March 2021

Principal Officers

E Rickaby – Chief Executive

PRINCIPLE PLACE OF BUSINESS AND ADVISERS

Registered office to December 2020

Marlene Reid Centre
85 Belvoir Road
Coalville
Leicestershire
LE67 3PH

Registered office from January 2021

Unit 10, Whitwick Business Centre
Stenson Road
Coalville
Leicestershire
LE67 4JP

Independent Examiner

Just Audit & Assurance Ltd
37 Market Square
Witney
OX28 6RE

Investment Advisers

Charles Stanley & Company Limited
25 Luke Street
London
EC2A 4AR

Bankers

CafBank Limited

Approved by order of the board of trustees on ..... and signed on its behalf by:



S H Large - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENRYCH (THE COMPANY)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA, which is one of the listed bodies

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination: or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

J.M. Russell F.C.A.

Just Audit & Assurance Ltd
37 Market Square
Witney
OX28 6RE

Date: 30.09.21

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted Fund £	Restricted Fund £	2021 Total Funds £	2020 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	103,184	15,254	118,438	49,983
Charitable activities		744,606	0	744,606	745,631
Supporting other Branches		3,535	0	3,535	2,412
Government grants		58,979	0	58,979	0
Investment income	4	1,070	0	1,070	1,772
Total Income		**911,374**	**15,254**	**926,628**	**799,798**
EXPENDITURE ON					
Raising funds	6	4,034	0	4,034	4,800
Charitable activities	7 to 9	837,946	2,447	840,393	771,262
Total Expenditure		**841,980**	**2,447**	**844,427**	**776,062**
Net gains/ (losses) on investments	15	13,965	0	13,965	(8,344)
NET INCOME/(EXPENDITURE)		**83,559**	**12,807**	**96,166**	**15,392**
TRANSFERS BETWEEN FUNDS		(2,400)	2,400	0	0
NET MOVEMENT IN FUNDS		**80,959**	**15,207**	**96,166**	**15,392**
RECONCILIATION OF FUNDS					
Total funds brought forward		162,250	0	162,250	146,858
TOTALFUNDS CARRIED FORWARD	**20**	**243,209**	**15,207**	**258,416**	**162,250**

BALANCE SHEET AT 31ST MARCH 2021

	Notes	Unrestricted Fund £	Restricted Fund £	2021 Total Funds £	2020 Total Funds £
FIXED ASSETS					
Tangible Assets	14	4,809	14,602	19,411	2,995
Investments	15	82,463	0	82,463	62,965
		87,272	**14,602**	**101,874**	**65,960**
CURRENT ASSETS					
Debtors	17	91,162	0	91,162	58,022
Cash at Bank	16	123,360	681	124,041	81,975
		214,522	**681**	**215,203**	**139,997**
CREDITORS					
Amount falling due within one year	18	(58,585)	(76)	(58,661)	(43,707)
NET CURRENT ASSETS/(LIABILITIES)		**155,937**	**605**	**156,542**	**96,290**
TOTAL ASSETS LESS CURRENT LIABILITES		243,209	15,207	258,416	162,250
NET ASSETS		**243,209**	**15,207**	**258,416**	**162,250**
FUNDS	**20**				
Restricted Funds				15,207	
Unrestricted funds				243,209	162,250
TOTAL FUNDS				**258,416**	**162,250**

The charitable company is entitled to exemption for audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on ..... and were signed on its behalf by:

.....
S H Large - Trustee

.....
J M Searle - Trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2021

	2021		2020	
	£		£	
Cash flows from operating activities:				
Net Income/(Expenditure) for the reporting period (as per SOFA)		96,166		15,392
Adjustments for:				
Depreciation charges (as per notes 9 & 14)		3,477		708
Interest received (as per SOFA)		(46)		(79)
Dividends received (as per SOFA)		(1,024)		(1,693)
Change in Market Value of investments (revaluation as per note 15)		(13,965)		8,344
Movement in debtors		(33,140)		4,110
Movement in creditors		14,954		(13,363)
Net cash provided by operating activities		**66,422**		**13,419**
Cash flows from investing activities:				
Proceeds from sale of property, plant and equipment	283		0	
Payment for property, plant and equipment (as per note 14)	(20,176)		(2,032)	
Proceeds from sale of investments	25,175		23,466	
Payment for purchase of investments	(30,708)		(22,682)	
Interest received	46		79	
Dividends Received	1,024		1,693	
Net cash provided by (used in) investing activities		**(24,356)**		**524**
Change in cash and cash equivalents in the reporting period		**42,066**		**13,943**
Cash and cash equivalents at beginning of the period	81,975		68,032	
Cash and cash equivalents at end of the period	124,041		81,975	
Net change in cash for the reporting period		**42,066**		**13,943**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

1. **Statutory Information**
   Enrych is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Reference and Administrative Details page.

2. **Accounting Policies**
   Basis of preparing the financial statements
   The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)', Financial Reporting Standard 102 'The financial Reporting Standard applicable in the UK and republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments, which are included at market value, as modified by the revaluation of certain assets.

   Income
   Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. The following specific policies are applied to particular categories of income: -

   - For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled in the reporting period

   - Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

   - Donated facilities and donated professional services recognised as income at their fair value when their economic benefit is probable, it can be measured reliably the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

   - No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further details given in the Trustees' Annual Report, where relevant.

   - Investment Income is earned through holding assets for investment purposes such as term deposit

   Expenditure
   All expenditure is accounted for on an accruals basis and has been classified under activities that aggregate all costs related to any particular activity. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties; it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings: -

- Costs of raising funds comprise costs incurred by the charity in the generation of donation and fundraising income
- Expenditure on charitable activities including those incurred by the charity in the delivery of its activities and services for its beneficiaries.
- All categories of costs include both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets

Depreciation calculated at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and Fittings	- 25% on reducing balance
IT and Office Equipment	- 25% on reducing balance

Fixed asset investments

Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Taxation

The charity operates in such a way that it is exempt from corporation tax on its charitable activities.
The Support Services provided by Enrych meet the guidelines laid out in VAT Notice 701/2, and are therefore considered exempt from VAT.

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Redundancy and termination payments

Redundancy and termination payments are recognised when there is a demonstrable commitment on an individual or group basis that cannot be realistically withdrawn.

Branches of the charity

The accounts do not include the charity's branches, as they are separate legal entities.

3. Donations, Grants and Legacies

	2021	2020
	£	£
Apprentice Incentive Grant	500	0
Bequests and Legacies Received	0	13,337
Donations Received	24,680	6,248
Gift Aid	5,003	5,531
Grants	66,254	0
Individual Donors (Fundraising Campaign)	22,001	24,117
Trusts and Foundations	0	750
	118,438	49,983

4. Investment Income

	2021	2020
	£	£
Dividends	1,024	1,693
Bank Interest	46	79
	1,070	1,772

5. Income from Charitable Activities

Incoming resources from charitable activities relates to funds received from local councils and beneficiaries of our PA service along with grants in respect of the services provided by the charity.

6. Raising Funds

	2021	2020
	£	£
Fundraising costs	3,014	3,780
Investment and management fees	1,020	1,020
	4,034	4,800

Included in Fundraising costs are costs for Gift Aid software of £1,598 and data processing software of £1,416.

7. Charitable Activities Costs

	2021	2020
	£	£
Direct Costs	678,589	607,899
Support Costs (see note 8)	173,398	163,363
Totals	851,987	771,262

8. Support Costs

	2021	2020
	£	£
Management	169,677	156,737
Finance	1,722	1,316
Governance	1,999	5,310
	173,398	163,363

9. Net Income / (Expenditure)

Net income / (expenditure) is stated after charging / (crediting):

	2021	2020
	£	£
Independent Examination	1,660	1,750
Depreciation - owned assets	3,477	708

10. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

Trustees' Expenses:

No trustees were reimbursed travel expenses this year (2020– 3 trustees reimbursed £577) for attending Trustee meetings.

11. Staff Costs

	2021	2020
	£	£
Wages and Salaries	691,407	631,885
Social Security Costs	24,688	22,249
Other Pension Costs	8,480	7,864
Redundancy Costs	6,444	0
	730,658	661,998

The average monthly number of employees during the year was as follows:
Year End March 2021: 83
Year End March 2020: 72

No employees received emoluments in excess of £60,000.
During the year, redundancy payment of £6,444 (2020 - £NIL) was paid to one member of management staff for a role no longer required. No further funding for redundancy payments were outstanding at the balance sheet date.

12. Comparatives for the Statement of Financial Activities

The figures shown in this note are for year ended 31st March 2020, to be used for comparison purposes.

	Notes	Unrestricted Fund	Restricted Fund	Total Funds
		£	£	£
INCOME AND ENDOWMENTS FROM				
Donations and Legacies	3	49,983	0	49,983
Charitable activities		745,631	0	745,631
Supporting other Branches		2,412	0	2,412
Investment Income	4	1,772	0	1,772
Total Income		799,798	0	799,798
EXPENDITURE ON				
Raising funds	6	4,800	0	4,800
Charitable Activities	7 to 9	771,262	0	771,262
Total Expenditure		776,062	0	776,062
Net gains/ (losses on investments	15	(8,344)	0	(8,344)
NET INCOME/(EXPENDITURE)		15,392	0	15,392
RECONCILIATION OF FUNDS				
Total funds brought forward		146,858	0	146,858
TOTAL FUNDS CARRIED FORWARD		162,250	0	162,250

13. Funds Received and Expensed as Agent

This service closed after the final transaction completed in April 2019, and all funds were returned by July 2019. During the year funds of £0 (2020: £899) were received and costs of £0 (2020: £12,738) were paid out by the charity as agent. An analysis of these funds is given below:

	2021	2020
	£	£
Funds held at start of year	0	11,840
Fund Received On behalf of Provider Managed Account clients	0	899
	0	12,738
Funds Expended		
On behalf of Provider Managed Account clients	0	670
Funds returned to Local Authority upon closure	0	12,069
	0	12,738

14. Tangible Fixed Assets

	Fixtures & Fittings		IT & Office Equipment		Total 2021		
Cost	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	TOTAL
	£	£	£	£	£	£	£
At 1st April 2020	11,021	0	3,644	0	14,665	0	14,665
Additions	2,191	0	935	17,050	3,126	17,050	20,176
Disposals	0	0	(370)	0	(370)	0	(370)
At 31st March 2021	13,212	0	4,209	17,050	17,421	17,050	34,471
Depreciation							
At 1st April 2020	10,831	0	839	0	11,670	0	11,670
Charge for the year	212	0	817	2,448	1,029	2,448	3,477
Disposals	0	0	(87)	0	(87)	0	(87)
At 31st March 2021	11,043	0	1,569	2,448	12,612	2,448	15,060
Net Book Value							
At 31st March 2021	2,169	0	2,640	14,602	4,809	14,602	19,411
At 31st March 2020	190	0	2,805	0	2,995	0	2,995

15. Fixed Asset Investments

Listed Investments, Market Value	2021 £	2020 £
At 1st April 2020	62,965	72,094
Additions	30,708	22,681
Disposals	(25,175)	(23,466)
Revaluations	13,965	(8,344)
At 31st March 2021	82,463	62,965

Investments held outside the UK, included in the above figures £35,626 (2019 - £28,071).
One investment, United Kingdom (Government Of) 2.5% IDX LKD GILT 17/07/24 GBP0.01 (£14,239), comprised over 10% of the value of the portfolio.

16. Bank Accounts

	2021 £	2020 £
Current Account	23,396	33,552
Savings Account	36,550	35,527
Savings Account 2	62,468	5,945
Cash Tin	206	0
Investment Bank Capital and Income Accounts	1,422	6,950
	124,041	81,975

Note: Savings Account 2 was previously used to hold client's funds for Provider Managed Accounts, this service ended in July 2019, so the bank account is now used as second savings account.

17. Debtors:

	2021 £	2020 £
Debtors	29,002	9,664
Rent Security Deposit	5,400	0
Prepayments	56,760	48,358
	91,162	58,022

18. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	28,758	4,142
Social Security and other taxes	815	8,135
Pension	1,546	1,522
Other Creditors	49	49
Accruals	27,493	29,859
	58,661	43,707

19. Leasing Agreements

Minimum Lease payments under non-cancellable operating leases fall due as follows:

	Within 1 year	2 – 5 years
	£	£
Printer Leased Agreement	2,058	4,631
Legal Support Services	6,697	7,255
	8,755	11,886

20. Movement in Funds

	At 01-04-2020	Net Movement in funds	At 31-03-2021
	£	£	£
Unrestricted funds	162,250	80,959	231,615
Restricted funds	0	15,207	15,207
Total Funds	162,250	96,166	246,822

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Transfers between funds	Movement in funds
	£	£	£	£	£
Unrestricted funds	911,374	(853,574)	13,965	(2,400)	80,959
Restricted funds	15,254	(2,447)	0	2,400	15,207
Total Funds	926,628	(856,021)	13,965	0	96,166

Comparatives for movement in funds:

	At 01-04-2019	Net Movement in funds	At 31-03-2020
	£	£	£
Unrestricted funds	146,858	15,392	162,250
Restricted funds	0	0	0
Total Funds	146,858	15,392	162,250

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds	799,798	(776,062)	(8,344)	15,392
Restricted funds				
Total Funds	799,798	(776,062)	(8,344)	15,392

21. Related Party Disclosures

Trustees made no donations to the charity during this year (2020 - £1,000).

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	Unrestricted Fund £	Restricted Fund £	Year End 31st Mar 2021 £	Year End 31st Mar 2020 £
Income				
Donations, Grants & Legacies				
Apprentice Incentive Grant	500	0	500	0
Bequests and Legacies Received	0	0	0	13,337
Donations Received	24,680	0	24,680	6,248
Gift Aid	5,003	0	5,003	5,531
Grants	51,000	15,254	66,254	0
Government grants (JRS scheme)	58,979	0	58,979	0
Individual Donors (Fundraising Campaign)	22,001	0	22,001	24,117
Trusts and Foundations	0	0	0	750
	162,163	**15,254**	**177,417**	**49,983**
Income from Charitable Activities				
Enrych Assist PA Service Income	744,606	0	744,606	745,631
Other Charitable Actives - Supporting Branches	3,535	0	3,535	2,412
	748,141	**0**	**748,141**	**748,043**
Investment Income				
Dividends Received	1,024	0	1,024	1,693
Interest Received	46	0	46	79
	1,070	**0**	**1,070**	**1,772**
Total Incoming Resources	**911,374**	**15,254**	**926,628**	**799,798**
Expenditure				
Raising Funds				
Costs of Fundraising	1,598	0	1,598	1,452
Investment management Charge	1,020	0	1,020	1,020
Professional Fees - Legacy claims	0	0	0	900
Rapidata charges	1,416	0	1,416	1,428
	4,034	**0**	**4,034**	**4,800**
Expenditure on Charitable Activates				
Social Security - Employer's NI (Assist Staff)	6,473	0	6,473	5,642
Pension - Nest Pension Costs ERS (Assist Staff)	2,008	0	2,008	1,650
Salaries (Assist Staff)	124,209	0	124,209	92,435
Motor vehicle & mileage (Assist Staff)	2,899	0	2,899	6,028
Travelling & subsistence (Assist related)	186	0	186	511
Social Security - P.A Employers N. I	7,843	0	7,843	6,387
Pensions - PA Nest Pension Employers Contribution Cost	2,839	0	2,839	2,283
Salaries & Expenses - Assist PAs	499,600	0	499,600	473,581
Training & Recruitment	2,005	0	2,005	1,123
Advertising & promotion	818	0	818	2,074
Branch Expenses (Rechargeable to Branch)	1,249	0	1,249	799
Branch funding	0	0	0	4,000

	Unrestricted Fund £	Restricted Fund £	Year End 31st Mar 2021 £	Year End 31st Mar 2020 £
Branch Training Costs (Not Recharged)	600	0	600	0
Care Planner Licence Fee	3,120	0	3,120	0
Care Planner Call Monitoring Costs	71	0	71	0
CRM Software Subscription (Act Premium)	1,996	0	1,996	1,814
DBS Checks Costs	1,619	0	1,619	1,639
Equipment for Projects	19	0	19	0
Meeting room hire	243	0	243	558
PPE for PAs	1,967	0	1,967	0
Professional fees - Legal Advice	7,159	0	7,159	7,365
Sundry Equipment for PAs (Car Seat Covers, RADAR Keys)	73	0	73	10
	666,996	**0**	**666,996**	**607,899**
Supporting Costs				
Management				
Social security - Employer's NI (Management Team)	10,371	0	10,371	9,767
Pensions - Nest & TPT (Management Team)	3,633	0	3,633	3,932
Redundancy Payments (Management Team)	6,444	0	6,444	0
Furlough Pay (Management Team)	4,196	0	4,196	0
Salaries (Management Team)	107,103	0	107,103	114,542
Homeworking, Travel, Motor vehicle, Mileage & Subsistence (Management Team)	559	0	559	2,706
Accounting Fees	3,597	0	3,597	3,791
Bad debts	38	0	38	258
Computer expenses	299	0	299	152
Furniture/Fitting Depreciation	212	0	212	63
Insurance	2,090	0	2,090	1,460
IT & office equipment depreciation	817	2,447	3,264	645
IT support	838	0	838	1,345
Office equipment	2,756	0	2,756	117
Printing, postage and stationery	4,481	0	4,481	3,407
Relocation Costs	420	0	420	445
Rent, rates and services	11,748	0	11,748	8,428
Staff welfare	727	0	727	603
Subscriptions	874	0	874	490
Sundries	169	0	169	138
Telephone and internet	2,800	0	2,800	2,724
Website and rebranding	3,058	0	3,058	1,726
	167,230	**2,447**	**169,677**	**156,737**
Finance				
Bank charges and interests	1,502		1,502	1,168
Stripe Card Payment charges	221		221	147
	1,722	**0**	**1,722**	**1,316**
Governance Costs				
Audit and accountancy fees	1,660	0	1,660	1,750
Governance Cost	13	0	13	13

	Unrestricted Fund	Restricted Fund	Year End 31st Mar 2021	Year End 31st Mar 2020
	£	£	£	£
Hospitality & AGM	326	0	326	2,242
Trustee meetings & expenses	0	0	0	1,305
	1,999	0	1,999	5,310
Total Resources Expenses	**841,981**	**2,447**	**844,428**	**776,062**
Net Income / (Expenditure)	**69,393**	**12,807**	**82,200**	**23,736**