



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.

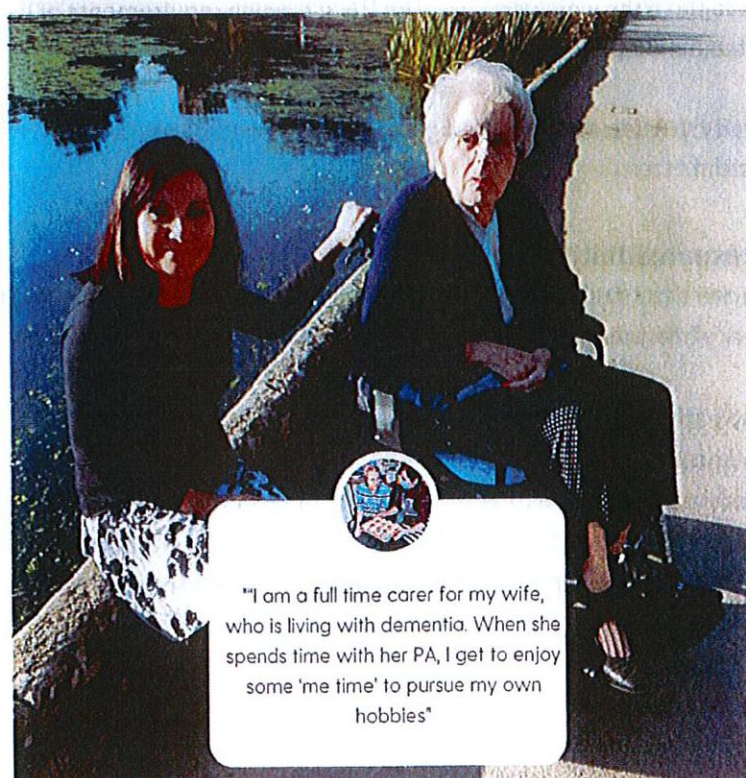
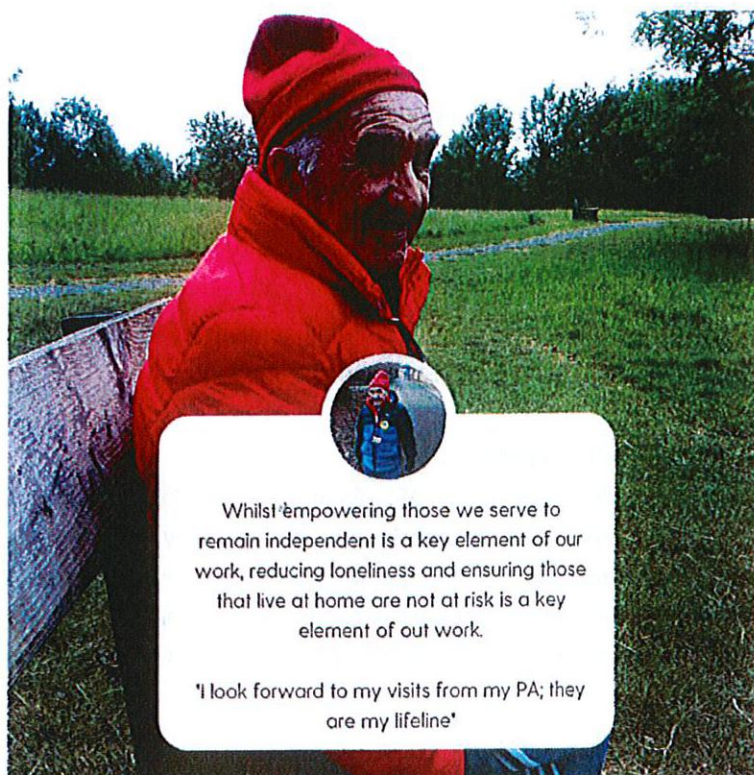
Our team of 60 personal assistants worked throughout, continuing to support over 200 adults across Leicestershire, Derbyshire and Oxfordshire to remain independent and well. We were overwhelmed by the creativity our personal assistants displayed and the innovative ways they found to ensure those they 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



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:

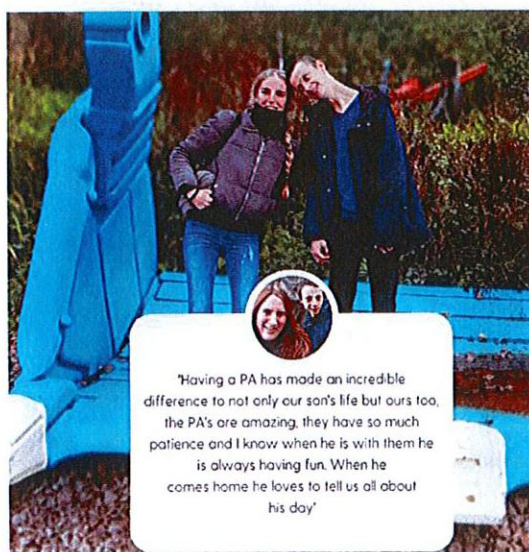
- Supporting adults with disabilities, including physical and learning disabilities and poor mental health, to connect with their communities, engage in leisure and learning activities and achieve personal goals and outcomes;
- Working collaboratively across Enrych branches and wider partnerships to 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.

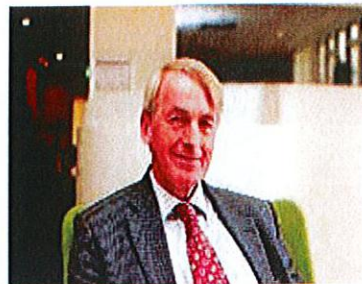
We will also establish more partnerships with like-minded organisations and hope to secure corporate sponsorship for some of the new initiatives that we want to introduce over the coming year.

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.H. 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
TOTAL FUNDS 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 LIABILITIES		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

**REPORT AND FINANCIAL STATEMENTS:
ENRYCH 31 MARCH 2021**

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.

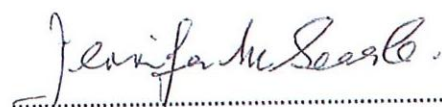
The Trustees acknowledge their responsibilities for

- 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
	<u>118,438</u>	<u>49,983</u>

4. Investment Income

	2021	2020
	£	£
Dividends	1,024	1,693
Bank Interest	46	79
	<u>1,070</u>	<u>1,772</u>

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
	<u>4,034</u>	<u>4,800</u>

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
	<u>730,658</u>	<u>661,998</u>

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	<u>1,772</u>	<u>0</u>	<u>1,772</u>
Total Income		799,798	0	799,798
EXPENDITURE ON				
Raising funds	6	4,800	0	4,800
Charitable Activities	7 to 9	<u>771,262</u>	<u>0</u>	<u>771,262</u>
Total Expenditure		776,062	0	776,062
Net gains/ (losses on investments	15	<u>(8,344)</u>	<u>0</u>	<u>(8,344)</u>
NET INCOME/(EXPENDITURE)		15,392	0	15,392
RECONCILIATION OF FUNDS				
Total funds brought forward		<u>146,858</u>	<u>0</u>	<u>146,858</u>
TOTAL FUNDS CARRIED FORWARD		162,250	0	162,250

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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
	<u>0</u>	<u>12,738</u>
Funds Expended		
On behalf of Provider Managed Account clients	0	670
Funds returned to Local Authority upon closure	0	12,069
	<u>0</u>	<u>12,738</u>

14. Tangible Fixed Assets

Cost	Fixtures & Fittings		IT & Office Equipment		Total 2021		TOTAL
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
	£	£	£	£	£	£	£
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	<u>13,212</u>	<u>0</u>	<u>4,209</u>	<u>17,050</u>	<u>17,421</u>	<u>17,050</u>	<u>34,471</u>
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	<u>11,043</u>	<u>0</u>	<u>1,569</u>	<u>2,448</u>	<u>12,612</u>	<u>2,448</u>	<u>15,060</u>
Net Book Value At 31st March 2021	<u>2,169</u>	<u>0</u>	<u>2,640</u>	<u>14,602</u>	<u>4,809</u>	<u>14,602</u>	<u>19,411</u>
At 31st March 2020	<u>190</u>	<u>0</u>	<u>2,805</u>	<u>0</u>	<u>2,995</u>	<u>0</u>	<u>2,995</u>

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15. Fixed Asset Investments

	2021	2020
	£	£
Listed Investments, Market Value		
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	<u>82,463</u>	<u>62,965</u>

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	<u>1,422</u>	<u>6,950</u>
	<u>124,041</u>	<u>81,975</u>

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	<u>56,760</u>	<u>48,358</u>
	<u>91,162</u>	<u>58,022</u>

REPORT AND FINANCIAL STATEMENTS:
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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
	<u>58,661</u>	<u>43,707</u>

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
	<u>8,755</u>	<u>11,886</u>

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 Activities				
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

REPORT AND FINANCIAL STATEMENTS:
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	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

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	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