

LINKS: THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL FOR VOLUNTARY SERVICE AND ACTION LIMITED

England & Wales · Charity number 1089963

Details

Other names LINKS

Status Registered

Legal form Charitable company

Company number [04294079](#)

Registered 2002-01-04

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

Contact

Address Suite H
First Floor
Market Hall
Market Place

Phone 01246274844

Email info@linkscvs.org.uk

Website linkscvs.org.uk

Activities

Objects: A) TO PROMOTE ANY CHARITABLE PURPOSES FOR THE BENEFIT OF THE COMMUNITY IN PARTICULAR BUT NOT EXCLUSIVELY IN THE LOCAL GOVERNMENT DISTRICTS OF CHESTERFIELD AND NORTH EAST DERBYSHIRE AND THE NEIGHBOURHOOD (HEREINAFTER CALLED "THE AREA OF BENEFIT") AND, IN PARTICULAR, THE ADVANCEMENT OF EDUCATION, THE PROTECTION OF HEALTH AND THE RELIEF OF POVERTY, DISTRESS AND SICKNESS;B) TO PROMOTE AND ORGANISE CO- OPERATION IN THE ACHIEVEMENT OF THE ABOVE PURPOSES AND TO THAT END TO BRING TOGETHER IN COUNCIL REPRESENTATIVES OF THE VOLUNTARY ORGANISATIONS AND STATUTORY AUTHORITIES WITHIN THE AREA OF BENEFIT.

Activities: Links is the Council for Voluntary Service in Chesterfield and North east Derbyshire; providing advice, training, support and representation for voluntary and community groups.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** IN PARTICULAR BUT NOT EXCLUSIVELY IN CHESTERFIELD AND NORTH EAST DERBYSHIRE AND THE NEIGHBOURHOOD
- Derbyshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£333,242	£267,328	-	-
2024-03-31	£320,779	£263,148	-	-
2023-03-31	£223,729	£209,866	-	-
2022-03-31	£165,534	£267,178	-	-
2021-03-31	£284,666	£174,578	-	-

Trustees

Name	Role	Appointed
Anna Maria Kuc		2026-03-31
Barbara Sansome		2022-02-08
Festa Kelechi Taylor		2026-03-31
Habib Kah		2025-03-25
Joseph William Roberts		2024-06-05
Lorraine Dung		2020-02-26
Marsha Rose Mullings		2026-03-31
Michelle Jabalon Martinez-Gill		2025-03-25
Nataliia Boreiko		2026-03-31
Rita King		2026-03-31
SUSHRI WELLS		2025-03-25
Teresa Katherine Waldron		2023-04-25

Accounts

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

**COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2025**

**Company Registration Number 04294079
Charity Number 1089963**

DERBY COMMUNITY ACCOUNTANCY SERVICE

Babington Lodge
128 Green Lane
Derby
DE1 1RY

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COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

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FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

Teresa Waldron Chair
Barbara Arrandale (Resigned 25th March 2025)
Lorraine Dung
Rita King (Resigned 25th March 2025)
Barbara Sansome
Ann Monk (Resigned 25th March 2025)
Rachael Priest (Resigned 25th March 2025)
Joseph Roberts (Appointed 4th June 2024)
Stephen Wright (Appointed 30th April 2024)
Michelle Martinez-Gill (Appointed 25th March 2025)
Sushri Wells (Appointed 25th March 2025)
Habib Kah (25th March 2025)

Company Secretary

James Lee

Chief Executive

James Lee

Registered office

First Floor
Market Hall
Market Place
Chesterfield
Derbyshire
S40 1AR

Independent Examiner

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

The charity is a charitable company limited by guarantee and was incorporated on 26th September 2001. It is governed by a memorandum and articles of association which have not been amended since incorporation. Its objects are:

- a. to promote any charitable purposes for the benefits of the community in particular but not exclusively in the local government districts of Chesterfield and North East Derbyshire and the neighbourhood ("the area of benefit") and, in particular, the advancement of education, the protection of health and the relief of poverty, distress and sickness;
- b. to promote and organise co-operation in the achievement of the above purposes and to that end to bring together in council representatives of the voluntary organisations and statutory authorities within the area of benefit.

The charity has three main strategic priorities:

1. to improve the environment for a thriving third sector by tackling different forms of inequality;
2. to maintain the free initial service to all groups in Chesterfield and North East Derbyshire;
3. to support the engagement of Black and Minority Ethnic groups and build their capacity.

Summary of main activities undertaken for the public benefit in relation to these objects

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the objectives and priorities they have set.

Income Generation

The charity's income during the year ended 31 March 2025 increased from £320,779 to £333,242 Funding received for our Core Service from NHS Derby and Derbyshire Integrated

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Care Board remained at a similar level as the previous year. On the contrary, Derbyshire County Council (DCC) and Chesterfield Borough Council (CBC) decided to end their financial support on 31/03/2025. Such an overwhelming funding cessation will have a significant impact on the organisation's future core service provision and overall financial position as mentioned in the previous Trustees Report ending 31 March 2024. During the year, the charity received £8,001 from Chesterfield Borough Council; £36,058 and £28,624 as funding for the core service and Black and Minority Ethnic (BME) engagement infrastructure work respectively from Derbyshire County Council as the final year of grant aid. It is extremely difficult for the charity to remain as a pure local generic infrastructure organisation without the necessary funding aid. The current political and funding landscape makes it virtually impossible for infrastructure organisations to secure any financial support to run core services that fulfill their aims and objectives in meeting the needs of frontline community groups and voluntary organisations.

During the year, alongside income received from Derbyshire County Council (DCC), Chesterfield Borough Council (CBC), and the local Integrated Care Board, the charity was delighted to receive £6,000 from Foundation Derbyshire's Learning Assist Fund to support core service provision. In addition, a successful application to the Severn Trent Community Fund resulted in a £20,000 grant for core costs. These generous awards were warmly welcomed and have made a meaningful difference. While future funding is not guaranteed, the charity remains optimistic and committed to exploring new opportunities to sustain its vital work.

The announcement of funding cuts from DCC and CBC was deeply disappointing, and it is anticipated that core services will be significantly affected. The provision, once considered essential for supporting the development of community groups and voluntary organisations, is at risk of being scaled back or even lost. This is largely due to the lack of funders prioritising infrastructure support, compounded by the withdrawal of local authority grants in the current political climate.

Despite these challenges, the charity, like many infrastructure organisations across the country, is actively embracing change. By reviewing how core services are delivered and funded, Links is positioning itself to adapt and evolve. This moment presents an opportunity to innovate, collaborate, and reimagine how support for the voluntary sector can be sustained. With resilience, creativity, and community spirit, the charity remains determined to continue making a positive impact.

As emphasised in the previous annual report, core funding received by Links, regardless of the amount, is essential and enables the charity to sustain its primary functions and form a firm foundation to bid for additional projects that are compatible with our values and principles.

Core Service

As the local generic CVS (Council for Voluntary Service), Links continued its primary core functions and infrastructure role by providing free information, advice and support

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to all VCS frontline groups in the Chesterfield and North East Derbyshire area. The charity managed to sustain the offer of accessible information and advice through a range of avenues including the improvement of our website and regular bulletins featuring updates on matters relevant to frontline VCS (voluntary and community sector) groups and funding opportunities.

The charity continued to produce regular news updates and e-bulletins, as well as having compiled and distributed regular funding e-bulletins reaching in the region of 640 voluntary organisations, community groups and individuals operating or working in Chesterfield, North East Derbyshire and the wider Derbyshire areas.

Areas of advice and information given included governance and constitutional matters, running a group, legal status, insurance, policies & procedures, funding search and funding applications, strategic and activity planning, budgeting, financial, project and human resource management, etc. Additionally, Links has been facilitating and promoting collaborative working among the frontline groups with the aim of better meeting the needs of local residents. The charity is fully committed to the entire equality agenda and has worked closely with a range of community & equality groups including BME, disability, mental health and groups that are working with those who are socially and economically deprived, to address socially constructed inequalities and improve their health and well-being. The charity strongly believes in the benefits of having an inclusive, pluralistic and equitable society where everyone can participate, contribute and thrive regardless of their different backgrounds.

During the year, the cumulative impact of the cost of living crisis along with the ongoing welfare reforms persisted to adversely affect the life of many who are struggling to make ends meet. Many of the frontline groups in our area continued to experience a high level of demand from service users for help with particular reference to those who are socio-economically deprived members of society. As reported previously, it is widely acknowledged that the impact of the cost of living crisis has pushed many more people into poverty. Many have found themselves having to access provisions such as food banks, advice agencies for welfare and housing benefits, as well as support from community-based voluntary and community sector (VCS) groups which they never thought they would need. The charity's staff team have been very busy in advising and supporting VCS groups to identify and apply for funding that would enable them to respond to the ever-rising needs of their service recipients.

Throughout the year, the cumulative effects of the cost of living crisis and ongoing welfare reforms have continued to negatively impact the lives of many individuals struggling to make

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ends meet. Frontline VCS organisations in our area have faced sustained high demand from service users, particularly those from socio-economically disadvantaged backgrounds. As previously reported, it is widely recognised that the cost of living crisis has driven even more people into poverty. Many individuals have found themselves relying on services they never imagined needing such as food banks, welfare and housing advice agencies, and support from community-based groups. In response to these growing needs, the charity's staff team has been actively supporting community groups and voluntary organisations by providing guidance and assistance in identifying and applying for funding opportunities. This support is crucial in helping these groups meet the rising demand from their service users.

Equality work

Beyond the funding secured for the core service, most of the charity's income was generated to provide intensive infrastructure support for the active engagement and meaningful participation of different equality groups. The charity remains wholeheartedly committed to addressing all forms of inequality. In particular, the charity has been working closely with Black and Minority Ethnic (BME) communities to tackle racial disparities, especially those related to health and other structural inequalities that significantly impact their wellbeing and hinder full societal participation.

Our long-standing and trusted working relationship with members of the Black and Minority Ethnic (BME) Forum has been instrumental in enabling Links to successfully secure funding from public bodies and charitable trusts. These funds support ongoing race equality initiatives, including the BME Carers Support Project (Sitting Service), within the spheres of health and social care.

As the coordinating body of the Derbyshire-wide BME Forum, the charity provides inclusive and culturally sensitive infrastructure support to all participating groups. Over the past 19 years, we have built strong, mutually respectful relationships with BME groups, empowering them to raise and constructively challenge issues affecting their communities. This sustained engagement has enabled the charity to develop a recognised specialism in working with culturally diverse BME communities. We have collaborated on numerous initiatives focused on inclusion and wellbeing for BME residents across Derbyshire—primarily, though not exclusively, in partnership with Derbyshire County Council and agencies such as Joined Up Care Derbyshire, NHS Derby and Derbyshire Integrated Care Board, Derbyshire Constabulary, and Derbyshire Fire and Rescue Service.

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Currently, the charity has been providing on-going intensive support for Verba, a community group which Links helped to set up to support the integration of Ukrainians who are fleeing the war in Ukraine. Concurrently, the charity provided information and advice to North Derbyshire Refugee Support Group that enabled the transition and settlement of refugees into the local community.

Staffing structure

Links' organisational strategic development and overall management is led by the Chief Executive. The management fees (a contribution of overheads) generated from projects help sustain the free service to generic frontline VCS groups.

The charity managed to secure additional project funding sources during the year to carry out activities and services compatible with its aims. The charity's core staff hours were as follows: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; two and half days (18.5 hours) of the Group Support Worker; two days (15 hours) of the ICT Worker; two days (15 hours) of the Administrative Worker; two days (15 hours) of the Marketing, Communications & Event Organiser. Other hours of the Chief Executive's two and half days a week, and hours of the Advice and Project Manager, the Group Support Worker, the ICT Worker, the Administrative Worker and the Marketing, Communications & Event Organiser were funded by various projects that were compatible with the charity's aims and objectives.

The charity's project staff hours were funded through strategic equality projects to engage with Black and Minority Ethnic (BME) communities groups: 5 days (37 hours) of the Partnership Engagement Manager; 3 days (19.5 hours) of the two Community Researchers and Information Support Workers.

Investment policy and returns

The charity has only small funds to invest and there are no substantial reserves. A policy of spreading risk has been adopted for many years and long term deposits are placed with another (Co-op) bank deposit account in addition to the main current account with Unity Trust Bank. During the year, the charity transferred some of the funds from its current account and deposit account to set up a new savings account with Unity Trust Bank which started to generate some interest (£1,793.42).

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Fund-raising

Fund-raising and business development are carried out by the Chief Executive through securing grants, service contracts or negotiating consultancy work with various agencies. The trustees regularly review the fund-raising strategy and approve the general direction of funding bids or project proposals in line with the charity's strategic aims. The proportion of resources spent on fund-raising was £5,000 which was the same amount spent in the previous year. The majority of the work was around raising fees from service contracts or projects.

Most of the successful fund-raising came via the Strategic Projects as a direct result of the excellent track record of the Black & Minority Ethnic support projects led by the Chief Executive.

Resources expended and services

The expenditure on core work was £77,406. The total amount of payments (£8,001) was taken from unrestricted income received and the unrestricted core designated reserves. The overall expenditure figure was £267,328.

Volunteers

The charity recognises it is difficult to involve volunteers in the charity's main activities of infrastructure advice giving which often include interpretation of legal and regulatory requirements. During the year the organisation had no volunteers other than trustees.

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular staff and team meetings and by individual consultation.

The charity has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- ▶ Equal Opportunities policy

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- ▶ Environmental policy
- ▶ Safeguarding Adults policy
- ▶ Safeguarding Children policy
- ▶ Health & Safety policy
- ▶ Job-Sharing policy
- ▶ Recruitment guidelines
- ▶ Scheme of Delegated Powers

In accordance with the charity's equal opportunities policy, the charity has long established fair employment practices in the recruitment, selection, retention and training of staff. In particular, flexible working arrangements are offered to be family friendly. The policies are reviewed in rotation by the Board at relevant intervals, usually on a three-year cycle.

FINANCIAL REVIEW

Reserves

The reserves have been reviewed to ensure they continue to cover redundancies of core and project staff. The designated reserve has been increased in line with the statutory minimum. Reserves are also kept for covering rent and service charge liabilities. The major reserves are for restricted Strategic Work and for the unrestricted Core Service. The charity had to use a proportion of its reserves during the year to make the redundancy payment for the Administrative Worker. The current level of reserves stands at six-month running costs for the core service. The charity's Chief Executive works closely with the trustee board to review all the expenditure for the future sustainability of the organisation.

Changes in fixed assets

The charity does not have any fixed assets. The trustees are of the view that most computers only have a life of a year before they may need replacing or upgrading. The value of furniture and other office equipment owned by the charity has been written off many years ago.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Links is based at Suite H, Market Hall, Market Place, Chesterfield, which is the company's registered office and the principal address of the charity. Links is a company limited by guarantee and not having a share capital (company registration No. 04294079) and Registered Charity (No. 1089963).

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Resolution to amend the governing document

Members of the charitable company who attended its Annual General Meeting on 25th March 2025 were invited to vote on a resolution to Links' Memorandum and Articles of Association.

Previous rule: Clause 26 of our current governance document states: "No Board Member shall hold office for more than six consecutive years. On the expiration of such period one further year must elapse before any such member shall be eligible for re-election."

Proposed Resolution to replace the previous text of Clause 26: "No Board Member shall hold office for more than three consecutive years without stepping down and be willing to stand for re-election. On the expiration of such period any such member shall be eligible for re-election."

The Resolution was unanimously voted in and approved by 25 eligible members who were present at the Annual General Meeting and no objections recorded. Members of Links passed the resolution at the Annual General Meeting on Tuesday 25th March 2025 in compliance with Clause 7 and 8 of the existing Memorandum and Articles of Association.

Trustee selection methods

The trustees meet a minimum of five times a year for a two-hour meeting. The total number of places on the board is 21 of which 8 places were filled during the year.

The trustee board regularly considers the gaps in skills, knowledge, experience and representation. The board seeks to be representative of the users of the charity in terms of gender, ethnicity, disability, age, size of group, urban/rural and any other relevant equality groups.

It also welcomes nominations from local authorities on the same basis as voluntary and community organisations. Board members are supported by the staff to recruit people to the board to fill the identified gaps. A general invitation for nominations is also sent out to all member organisations and individual members together with a description of the role of a trustee of the charity.

Risk management policy

The Officers, particularly the Treasurer, maintain a watching brief in between board meetings and having regular liaisons with the charity's Chief Executive to discuss strategy and staffing issues, and inspect the books.

The trustees have, with advice from the appointed accountant, introduced an annual review of risks when designating unrestricted reserves and carried out regular management reviews to

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assess business risks to the core service and to specific projects. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks.

Auditors

In line with Charity Commission guidance, the trustees have moved to independent examination rather than a full audit and an appropriate resolution was passed at the Annual General Meeting on 4th September 2012.

Small company provisions

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

Registered office:
Suite H, Market Hall,
Market Place, Chesterfield
S40 1AR

Signed on behalf of the trustees

Lorraine Dung
Treasurer of Links Board



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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2025

Independent Examiner's Report to the Trustees

I report on the accounts of the company for the year ended 31 March 2025 which are set out on pages 14 to 22.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, as amended); and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey ACMA

M. Newey 17/12/25

Address: Derby Community Accountancy Service, Babington Lodge, Green Lane, Derby

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STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
<u>Income from:</u>					
Donations		-	-	-	-
Income from charitable activities	3	32,551	295,827	328,378	320,267
Other income	5	3,071	-	3,071	512
Investment income	4	1,793	-	1,793	-
Total incoming resources		37,415	295,827	333,242	320,779
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable objects	6	8,001	259,327	267,328	263,148
Total resources expended		8,001	259,327	267,328	263,148
Net (outgoing)/incoming resources before transfers		29,414	36,500	65,914	57,631
Transfer between funds		-	-	-	-
Net movement in funds		29,414	36,500	65,914	57,631
Funds brought forward		51,009	179,749	230,758	173,127
Funds carried forward		80,423	216,249	296,672	230,758

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

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

The notes on pages 14 to 22 form part of these financial statements.

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BALANCE SHEET

31 MARCH 2025

		2025		2024	
	Note	£	£	£	£
Current assets					
Debtors	10	-		-	
Cash at bank and in hand	11	301,046		241,123	
		301,046		241,123	
Creditors: amounts falling due within one year	12	4,374		10,365	
			296,672		230,758
Net current assets			296,672		230,758
Total assets less current liabilities			296,672		230,758
Net assets			296,672		230,758
Funds					
Restricted	13		216,249		179,749
Unrestricted – general reserves	13		-		-
Unrestricted – designated reserves	13		80,423		51,009
TOTAL FUNDS			296,672		230,758

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

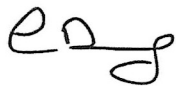
Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

These financial statements were approved and authorised for issue by the members of the trustees and are signed on their behalf by:

L Dung
Treasurer of Links Board



Date 22/12/2025

Company Registration Number: 04294079

The notes on pages 14 to 22 form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Links is a company limited by guarantee not having a share capital. The company's registered office is, First Floor, Market Hall, Market Place, Chesterfield. At the end of the year there were 8 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

The accounts are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

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

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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 company is demonstrably committed to terminate the employment of an employee or to

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provide termination benefits.

1.11 Taxation

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

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Incoming resources from the charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£	£	£
Chesterfield Borough Council	13,001	-	13,001	20,322
Derbyshire County Council	-	76,682	76,682	108,784
NHS Derby and Derbyshire	9,950	59,829	69,779	68,396
Kingswell Support	-	-	-	1,000
Derbyshire Carers	-	-	-	5,000
Erewash Voluntary Action	1,000	4,986	5,986	1,000
National Lottery Community Fund	-	79,830	79,830	110,765
NAVCA	-	-	-	5,000
Foundation Derbyshire	-	7,500	7,500	-
Derbyshire Healthcare NHS Foundation Trust	5,000	46,000	51,000	-
Good Things Foundation	-	1,000	1,000	-
Derbyshire RCC (RAD)	3,600	-	3,600	-
Severn Trent Community Fund	-	20,000	20,000	-
	32,551	295,827	328,378	320,267

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YEAR ENDED 31 MARCH 2025

4. Interest receivable

	Year to 31 Mar 2025	Year to 31 Mar 2024
	£	£
Bank interest receivable (unrestricted)	1,793	-
	<u>1,793</u>	<u>-</u>

5. Sundry income (Fees for services)

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£	£	£
Other	3,071	-	3,071	512
	<u>3,071</u>	<u>-</u>	<u>3,071</u>	<u>512</u>

6. Total resources expended

	Charitable activities Mar 2025	Charitable activities Year to 31 Mar 2024
	£	£
Project work	63,441	43,279
Training	1,250	293
Fees	2,020	14,972
Stationery and telephone	2,993	2,089
Hospitality	-	310
Salaries	193,012	190,691
Equipment and maintenance	-	-
Rent and premises costs	4,109	11,099
Insurance	503	415
Sundry	-	-
	<u>267,328</u>	<u>263,148</u>

Expenditure on charitable activities was £267,328 (2024: £263,148) of which £259,327 was restricted (2024 £242,279)

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7. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2024	2023
	£	£
Independent Examiner's Fees	1,250	1,250
Depreciation	-	-
	-	-

8. Directors and key management personnel

During the year Trustees did not receive remuneration.

The key management personnel of the charity consist of the Trustees, professional advisors and the Chief Executive Officer.

9. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of staff employed by the charity during the financial year amounted to 8.

	Year to 31 Mar 2024 No	Year to 31 Mar 2024 No
Direct Charitable Staff	7	7
Governance	1	1
	8	8

The aggregate payroll costs were:

	Year to 31 Mar 2025 £	Year to 31 Mar 2024 £
Wages and expenses	181,255	179,738
Social security costs	10,040	10,195
Pension costs	1,717	758
	193,012	190,691

No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

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10. Debtors

	2025	2024
	£	£
Sundry	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

11. Bank accounts and cash in hand

	2025	2024
	£	£
Current Account	79,173	156,143
Co-Op deposit account	80,079	84,980
Unity Bank	141,794	-
	<u>301,046</u>	<u>241,123</u>
	<u>301,046</u>	<u>241,123</u>

12. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,291	4,889
Salary	3,083	5,476
	<u>4,374</u>	<u>10,365</u>
	<u>4,374</u>	<u>10,365</u>

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13. Statement of funds

	At 1 April 2024 £	Incoming £	Outgoing £	Transfers £	At 31 March 2025 £
General reserve	-	37,415	(8,001)	(29,414)	-
Designated reserves					
Rent	3,156	-	-	(3,156)	-
Redundancies Fund	47,853	-	-	3,243	51,096
Strategic Development	-	-	-	29,327	29,327
Total unrestricted funds	51,009	37,415	(8,001)	-	80,423
Strategic Development (inc BME Projects)	58,098	-	-	-	58,098
Core Service (CBC/DCC/ICB/Foundation Derbyshire)	-	69,404	(69,404)	-	-
Severn Trent Community Fund – Core	-	20,000	(9,668)	-	10,332
BME Forum- Engagement & Consultation	-	28,624	(28,624)	-	-
National Lottery Community Fund – BME Sitting Service Research Engagement Network (REN)	121,651	79,830	(66,662)	-	134,819
ICB Funded Project 1 – Womens Health Hub	-	27,500	(27,500)	-	-
ICB Funded Project 2 -MH Capital Grant	-	4,986	(4,986)	-	-
DCC Public Health – Drug, Alcohol, Substance use, Smoking, Cessation	-	12,000	(12,000)	-	-
NHS Derby & Derbyshire ICB Womens' Health Champ Resource Centre Project	-	1,983	(1,983)	-	-
DHNFT – Race Equality Framework Project	-	10,000	-	-	10,000
NHS Derby & Derby & Derbyshire ICB – End of Life Care BME Engagement Co- ordination	-	3,000	-	-	3,000
Total restricted funds	179,749	295,827	(259,327)	-	216,249
Total funds	230,758	333,242	(267,328)	-	296,672

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1. Core funding

Derbyshire County Council - £36,058.00

Chesterfield Borough Council - £8,001.00

NHS Derby and Derbyshire ICB - £27,346.05

Foundation Derbyshire Assist Learning Fund - £6,001.00

Severn Trent Community Fund - £20,000.00

Funding received from the above bodies towards the running costs of the core service.

2. Project Funding

a) Derbyshire County Council - £28,624.00 received to run the Derbyshire BME Forum, Engagement and Consultation Project.

b) National Lottery Community Fund - £79,830.00 received to run the BME Sitting Service (BMESS) supporting BME carers and their cared-for in Derbyshire.

c) Derbyshire Healthcare NHS Foundation Trust - £36,000.00 received to run the Research Engagement Network (REN) focusing on health research and studies engaging the under-served BME communities in Derbyshire.

d) NHS Derby and Derbyshire ICB funded project 1 - Women Health Hub (WHH) £27,500 received to work with and engage women from disadvantaged and under-served communities through engaging voluntary organisations and community groups in Derbyshire.

e) NHS Derby and Derbyshire ICB Funded Project 2 – Mental Health Capital Grant £4,986.44 received via Erewash Voluntary Action to provide accessible equipment and tools for voluntary organisations and community groups in Chesterfield and North East Derbyshire to improve the mental health and wellbeing of their service users.

f) Derbyshire County Council Public Health – Funding for Drug, Alcohol & Substance Use Project (£8,000) / Smoking Cessation Project (£4,000) received to support members of the BME communities in Derbyshire to learn about and access recovery services and stop smoking support services.

g) NHS Derby & Derbyshire ICB Funded Project - Women's Health Champions (WHC) received £1,982.50 to support the active engagement and participation of women from the under-served BME communities.

h (1) Self-Raised Fund – NHS Derby & Derbyshire ICB - Vaccination Awareness Access & Inequalities Funding (£9,950) – providing staff time to co-ordinate and support the participation of the under-served BME communities in Derbyshire.

h (2) Self-Raised Fund – generated money (£2,970.50) through the provision of services.

h (3) Self-Raised Fund – received £5,000 from Chesterfield Borough Council's UKSPF Fundamental Training Tender for staff time to deliver the project activities.

h (4) Self-Raised Fund – received £1,000 from NHS Derby & Derbyshire ICB – the promotion of Mental Health Capital Grant - Infrastructure Partner Delivery -- via Erewash Voluntary Action.

h (5) Self-Raised Fund – received £5,000 from Derbyshire Healthcare NHS Foundation Trust for Links' staff time to participate in their Race Equality Framework Project.

h (6) Self-Raised Fund – received £3,600 Digital Inclusion Grant from Rural Action Derbyshire for Links' staff time to deliver the project sessions.

i) Foundation Derbyshire (Freemasons Foundation) – received £1,500 funding towards the costs of the Resource Centre.

j) Good Things Foundation, via Foundation Derbyshire, received £1,000 funding towards the costs of the Resource Centre.

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k) Derbyshire Healthcare NHS Foundation Trust - £10,000.00 received (on 28.03.2025) to contribute towards the work of the Trust's Race Equality Framework Project.

l) NHS Derby & Derbyshire ICB - £3,000 received (on 25.03.2025) for the co-ordination of End of Life Care BME Engagement Project.

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General reserve			
Designated reserve:			
Strategic Development	-	29,327	29,327
Redundancies	-	51,096	51,096
Restricted funds			
Strategic Development (inc BME Projects)	-	58,098	58,098
National Lottery Sitting Service	-	134,819	134,819
Severn Trent Community Fund	-	10,332	10,332
DHNFT – Race Equality Framework	-	10,000	10,000
NHS Derby & Derbyshire – End of Life	-	3,000	3,000
Total restricted funds	-	216,249	216,249
Total funds	-	296,672	296,672

15. Related party transactions

The charity had no related party transactions that required disclosure.

Accounts

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**COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2024**

**Company Registration Number 04294079
Charity Number 1089963**

DERBY COMMUNITY ACCOUNTANCY SERVICE

Babington Lodge
128 Green Lane
Derby
DE1 1RY

**LINKS:
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COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

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COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

Teresa Waldron Chair (Appointed 25^h May 2023)
Stephen Wright (Chair) (Resigned 12th April 2023)
Barbara Arrandale
Keith Clarke (Resigned 1st September 2023)
Lorraine Dung
Joe Roberts (Resigned 12th April 2023)
Rita King
Janice Marriott (Resigned 12th April 2023)
Shruti Vispute (Resigned 1st September 2023)
Barbara Sansome
Ann Monk (Appointed 12th April 2023)
Rachael Priest (Appointed 12th April 2023)
Joseph Roberts (Appointed 4th June 2024)
Stephen Wright (Appointed 30th April 2024)

Company Secretary

James Lee

Chief Executive

James Lee

Registered office

First Floor
Market Hall
Market Place
Chesterfield
Derbyshire
S40 1AR

Independent Examiner

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

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**COMPANY LIMITED BY
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YEAR ENDED 31 MARCH 2024

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

OBJECTIVES AND ACTIVITIES

The charity is a charitable company limited by guarantee and was incorporated on 26th September 2001. It is governed by a memorandum and articles of association which have not been amended since incorporation. Its objects are:

- a. to promote any charitable purposes for the benefits of the community in particular but not exclusively in the local government districts of Chesterfield and North East Derbyshire and the neighbourhood (“the area of benefit”) and, in particular, the advancement of education, the protection of health and the relief of poverty, distress and sickness;
- b. to promote and organise co-operation in the achievement of the above purposes and to that end to bring together in council representatives of the voluntary organisations and statutory authorities within the area of benefit.

The charity has three main strategic priorities:

1. to improve the environment for a thriving third sector by tackling different forms of inequality;
2. to maintain the free initial service to all groups in Chesterfield and North East Derbyshire;
3. to support the engagement of Black and Minority Ethnic groups and build their capacity.

Summary of main activities undertaken for the public benefit in relation to these objects

We have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the objectives and priorities they have set.

Income Generation

The charity's income during the year ended 31 March 2024 increased from £223,729 to £320,779. Funding received for our Core Service from Derbyshire County Council, and NHS Derby and Derbyshire Integrated Care Board remained at the same level as the previous year. However, as of 01/04/2023, Chesterfield Borough Council decided to reduce their financial contribution towards our core service from £16,002 to £8,000 per year for 2023/2024 and 2024/2025. Thereafter, a total cessation of the funding which will amount to 20 per cent of our overall core funding. That will have a significant impact on the organisation’s future financial position. As emphasised in the previous annual report, core funding received by Links, regardless of the amount, is essential and enables the charity to sustain its primary

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YEAR ENDED 31 MARCH 2024

functions and form a firm foundation to bid for additional project works that are compatible to our values and principles.

As the local generic CVS (Council for Voluntary Service), Links continued its primary core functions and infrastructure role by providing free information, advice and support to all VCS frontline groups in the Chesterfield and North East Derbyshire area. The charity managed to sustain the offer of accessible information and advice through a range of avenues including the improvement of our website and regular bulletins featuring updates on matters relevant to frontline VCS groups and funding opportunities.

The charity continued to produce regular news updates and policy e-bulletins, as well as having compiled and distributed a regular funding e-bulletins reaching in the region of 700 voluntary organisations and community groups and individuals operating or working in Chesterfield, North East Derbyshire and the wider Derbyshire areas.

Areas of advice and information given included Governance and constitutional matters, running a group, legal status, insurance, policies & procedures, funding search and funding applications, strategic and activity planning, budgeting, financial, project and human resource management, etc. Additionally, Links has been facilitating and promoting collaborative working among the frontline groups with the aim to better meet the needs of local residents. The charity is fully committed to the entire equality agenda and has worked closely with a range of community & equality groups including BME, disability, mental health and groups that are working with those who are socially and economically deprived, to address socially constructed inequalities and improve their health and well-being. The charity strongly believes the benefits of having an inclusive, pluralistic and equitable society where everyone can participate, contribute and thrive regardless of their different backgrounds.

During the year, it was clear that the impact of the cost of living crisis persisted to adversely affect the life of many who are struggling to make ends meet. Many of the frontline groups in our area continued to experience a high and indeed excessive level of demands from service users for help with particular reference to those who are socio-economically deprived members of the society. As reported previously, it is widely acknowledged that the impact of the cost of living crisis has put many more people on the poverty line. Many have found themselves having to access support facilities such as food banks, advice agencies for welfare and housing benefits, as well as those community-based VCS groups for general well-being and emotional support which they never thought they would need. The charity's staff team has been very busy in advising and supporting VCS groups to identify and apply for funding that would enable them to respond to the ever-rising needs of their service recipients.

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TRUSTEES' ANNUAL REPORT

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As cited in the previous annual report, the increase of income was primarily due to the successful partnership project bid with the Black and Minority Ethnic (BME) Forum member organisations to the National Lottery Community Fund for the continuous development of the BME Sitting Service to support isolated BME carers and their cared-for.

Similarly, the charity managed to secure further project funding to support the settlement of those who are fleeing the war in Ukraine via providing intensive infrastructure support to help them develop a community group named Verba Ukrainian Social Group that supports their integration into the wider British society. As a local CVS, Links has worked closely with the Derbyshire County Council's Home for Ukraine Resettlement Team and like-minded community organisations including North Derbyshire Refugee Support Group, Chesterfield Central Methodist Church, Chesterfield Quakers Friends, and the local Rotary Club to help facilitate the transitional pathway for those who came to settle in Derbyshire.

Being the co-ordinating body of the Derbyshire-wide BME Forum, the charity provides an inclusive and culturally sensitive infrastructure support service to all the groups involved. Over the last 18 years, the charity has developed a strong and mutually trusted working relationship with all the participating BME groups which has empowered them to raise and constructively challenge issues relevant to members of their communities. Consequently, the charity has developed a specialism of engaging with the culturally diverse BME communities and worked on numerous initiatives concerning the inclusion and well-being of BME residents across the county primarily (but not exclusively) in collaboration with Derbyshire County Council and relevant partner agencies such as the Joined Up Care Derbyshire, NHS Derby and Derbyshire Integrated Care Board, Derbyshire Constabulary and Derbyshire Fire and Rescue Service, etc.

Links Core Service is led by the Chief Executive who is responsible for strategic development work both between different voluntary organisations and with statutory agencies by engaging in a number of strategic networks in Derbyshire. We feed in information to and from the voluntary sector to aid in policy and service development. The charity's Chief Executive is also responsible for the overall management of the charity and its projects. It takes a contribution of overheads including management from projects and services run by Links. This helps sustain the free service to groups and the project and partnership work.

The Core Service was funded by grants from two local authorities: Chesterfield Borough Council (£16,002), Derbyshire County Council (£36,058), and the NHS

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Derby and Derbyshire Integrated Care Board (£26,394) amounting to £78,454 during the financial year 2023-2024. The charity managed to secure additional project funding sources during the year to carry out activities and services compatible to its aims. The charity's core staff hours were as follows: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; two and half days (18.5 hours) of the Group Support Worker; two days (15 hours) of the ICT Worker; two days (15 hours) of the Administrative Worker; two days (15 hours) of the Marketing, Communications & Event Organiser. Other hours of the Chief Executive's two and half days a week, and the overtime payments of the Advice and Project Manager, the Group Support Worker, the ICT Worker, the Administrative Worker and the Marketing, Communications & Event Organiser were funded by various projects that were compatible to the charity's aims and objectives including strategic projects to engage Black and Minority Ethnic Groups and other service fees.

Investment policy and returns

The charity has only small funds to invest and there are no substantial reserves. A policy of spreading risk has been adopted for many years and long term deposits are placed with another (Co-op) bank deposit account in addition to the main current account with Unity Trust Bank. Unfortunately, due to the economic decline and bank changes, the charity no longer earns any interest from its current account and deposit account. The charity generated zero interest from the bank during the financial year.

Fund-raising

Fund-raising and business development are carried out by the Chief Executive through securing grants, service contracts or negotiating consultancy work with various agencies. The trustees regularly review the fund-raising strategy and approve the general direction of funding bids or project proposals in line with the charity's strategic aims. The proportion of resources spent on fund-raising was £5,000 which was the same amount spent in the previous year. The majority of the work was around raising fees from service contracts or projects.

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The majority of successful fund-raising came via the Strategic Projects as a direct result of the excellent track record of the Black & Minority Ethnic support projects led by the Chief Executive.

Resources expended and services

The expenditure on unrestricted (core) work was £20,869. No payments were taken from unrestricted income received and the unrestricted core designated reserves. The overall expenditure figure was £263,148.

Volunteers

The charity recognises it is difficult to involve volunteers in the charity's main activities of infrastructure advice giving which often include interpretation of legal and regulatory requirements. During the year the organisation had no volunteers other than trustees.

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular staff and team meetings and by individual consultation.

The charity has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- ▶ Equal Opportunities policy
- ▶ Environmental policy
- ▶ Safeguarding Adults policy
- ▶ Safeguarding Children policy
- ▶ Health & Safety policy
- ▶ Job-Sharing policy
- ▶ Recruitment guidelines
- ▶ Scheme of Delegated Powers

In accordance with the charity's equal opportunities policy, the charity has long established fair employment practices in the recruitment, selection, retention and training of staff. In particular, flexible working arrangements are offered to be family friendly. The policies are reviewed in rotation by the Board at relevant intervals, usually on a three-year cycle.

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TRUSTEES' ANNUAL REPORT

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FINANCIAL REVIEW

Reserves

The reserves have been reviewed to ensure they continue to cover redundancies of core and project staff. The designated reserve has been increased in line with the statutory minimum. Reserves are also kept for covering rent and service charge liabilities. The major reserves are for restricted Strategic Work and for the unrestricted Core Service. The charity had to use a proportion of its reserves during the year due to the increase allocation of the redundancy fund and costs of the two additional staff members (the Administrative Worker and the Marketing, Communications & Event Organiser). The current level of reserves stands at six-month's running costs for the core service. The charity's Chief Executive works closely with the trustee board to review all the expenditures for the future sustainability of the organisation.

Changes in fixed assets

The charity does not have any fixed assets. The trustees are of the view that most computers only have a life of a year before they may need replacing or upgrading. The value of furniture and other office equipment owned by the charity has been written off many years ago.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Links is based at Suite H, Market Hall, Market Place, Chesterfield which is the company's registered office and the principal address of the charity. Links is a company limited by guarantee and not having a share capital (company registration No. 04294079) and Registered Charity (No. 1089963).

Trustee selection methods

Trustees serve for a three-year period and may be re-elected for a further three-year period. The trustees meet five to six times a year for a two-hour meeting. The total number of places on the board is 21 of which 10 places were filled during the year.

The trustee board discusses each year which trustees are due to retire, who is not standing for re-election, and what gaps in skills, knowledge, and experience this would leave. The board seeks to be representative of the users of the charity in terms of gender, ethnicity, age, size of group, urban/rural, employing/not employing and any other relevant equality groups.

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YEAR ENDED 31 MARCH 2024

It also encourages nominations from local authorities on the same basis as voluntary and community organisations. Board members are supported by the staff to recruit people to the board to fill the identified gaps. A general invitation for nominations is also sent out to all member organisations and individual members together with a description of the role of a trustee of the charity.

The Officers, particularly the Treasurer, maintain a watching brief in between board meetings and visit the premises to discuss strategy and staffing issues, and inspect the books. There are no standing sub-committees.

Risk management policy

The trustees have, with advice from the appointed accountant, introduced an annual review of risks when designating unrestricted reserves and carry out regular management reviews to assess business risks to the core service and to specific projects. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks.

Auditors

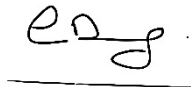
In line with Charity Commission guidance, the trustees have moved to independent examination rather than a full audit and an appropriate resolution was passed at the Annual General Meeting on 4th September 2012.

Small company provisions

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

Registered office:
Suite H, Market Hall,
Market Place, Chesterfield
S40 1AR

Signed on behalf of the trustees



Lorraine Dung
Treasurer of Links Board

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2024

Independent Examiner's Report to the Trustees

I report on the accounts of the company for the year ended 31 March 2024 which are set out on pages 10 to 19.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, as amended); and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey ACMA

M. Newey

2012/24

Address: Derby Community Accountancy Service, Babington Lodge, Green Lane, Derby

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2024 £	Total Funds Year to 31 Mar 2023 £
<u>Income from:</u>					
Donations		-	-	-	-
Income from charitable activities	3	16,002	304,265	320,267	223,062
Other income	5	512	-	512	667
Investment income	4	-	-	-	-
Total incoming resources		16,514	304,265	320,779	223,729
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable objects	6	20,869	242,279	263,148	209,866
Total resources expended		20,869	242,279	263,148	209,866
Net (outgoing)/incoming resources before transfers		(4,355)	61,986	57,631	13,863
Transfer between funds		-	-	-	-
Net movement in funds		(4,355)	61,986	57,631	13,863
Funds brought forward		55,364	117,763	173,127	159,264
Funds carried forward		51,009	179,749	230,758	173,127

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

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

The notes on pages 11 to 18 form part of these financial statements.

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

BALANCE SHEET

31 MARCH 2024

		2024		2023	
Note	£	£	£	£	£
Current assets					
Debtors	10	-	-	-	-
Cash at bank and in hand	11	241,123	178,693	178,693	178,693
		241,123	178,693	178,693	178,693
Creditors: amounts falling due within one year					
	12	10,365	5,566	5,566	5,566
Net current assets		230,758	173,127	173,127	173,127
Total assets less current liabilities		230,758	173,127	173,127	173,127
Net assets		230,758	173,127	173,127	173,127
Funds					
Restricted	13	179,749	117,763	117,763	117,763
Unrestricted – general reserves	13	-	-	-	-
Unrestricted – designated reserves	13	51,009	55,364	55,364	55,364
TOTAL FUNDS		230,758	173,127	173,127	173,127

For the year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

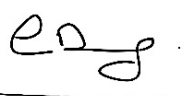
Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

These financial statements were approved and authorised for issue by the members of the trustees and are signed on their behalf by:

L Dung
Treasurer of Links Board



Date: 20/12/2024

Company Registration Number: 04294079

The notes on pages 11 to 18 form part of these financial statements.

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Links is a company limited by guarantee not having a share capital. The company's registered office is, First Floor, Market Hall, Market Place, Chesterfield. At the end of the year there were 7 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

The accounts are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

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

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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 company is demonstrably committed to terminate the employment of an employee or to

**LINKS:
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COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

provide termination benefits.

1.11 Taxation

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

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Incoming resources from the charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2024	Total Funds Year to 31 Mar 2023
	£	£	£	£
Chesterfield Borough Council	16,002	4,320	20,322	16,002
Derbyshire County Council	-	108,784	108,784	79,995
NHS Derby and Derbyshire	-	68,396	68,396	27,415
Kingswell Support	-	1,000	1,000	-
Derbyshire Carers	-	5,000	5,000	5,000
Erewash Voluntary Action	-	1,000	1,000	-
National Lottery Community Fund	-	110,765	110,765	69,250
National Lottery Community Fund – Awards for All	-	-	-	10,000
NAVCA	-	5,000	5,000	5,000
Rotary Club	-	-	-	400
Active Derbyshire	-	-	-	10,000
	16,002	304,265	320,267	223,062

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

4. Interest receivable

	Year to 31 Mar 2024	Year to 31 Mar 2023
	£	£
Bank interest receivable (unrestricted)	-	-
	<u> </u>	<u> </u>

5. Sundry income (Fees for services)

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2024	Total Funds Year to 31 Mar 2023
	£	£	£	£
Other	512	-	512	667
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6. Total resources expended

	Charitable activities Mar 2024	Charitable activities Year to 31 Mar 2023
	£	£
Project work	43,279	20,628
Training	293	880
Fees	14,972	9,448
Stationery	947	1,372
Hospitality	310	-
Telephone	1,142	776
Salaries	190,691	164,202
Equipment and maintenance	-	95
Rent and premises costs	11,099	11,061
Insurance	415	1,404
Sundry	-	-
	<u> </u>	<u> </u>
	<u>263,148</u>	<u>209,866</u>

Expenditure on charitable activities was £263,148 (2023: £209,866) of which £242,279 was restricted (2023 £183,521)

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

7. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2024	2023
	£	£
Independent Examiner's Fees	1,250	1,250
Depreciation	-	-

8. Directors and key management personnel

During the year Trustees did not receive remuneration.

The key management personnel of the charity consist of the Trustees, professional advisors and the Chief Executive Officer.

9. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of staff employed by the charity during the financial year amounted to 8.

	Year to 31 Mar 2024 No	Year to 31 Mar 2023 No
Direct Charitable Staff	7	5
Governance	1	1
	8	6

The aggregate payroll costs were:

	Year to 31 Mar 2024 £	Year to 31 Mar 2023 £
Wages and expenses	172,143	147,900
Expenses	7,595	7,479
Social security costs	10,195	8,823
Pension costs	758	-
	190,691	164,202

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

10. Debtors

	2024	2023
	£	£
Sundry	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

11. Bank accounts and cash in hand

	2024	2023
	£	£
Current Account	156,143	93,713
Co-Op deposit account	84,980	84,980
	<u>241,123</u>	<u>178,693</u>

12. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	4,889	1,834
Salary	5,476	3,732
	<u>10,365</u>	<u>5,566</u>

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

13. Statement of funds

	At 1 April 2023 £	Incoming £	Outgoing £	Transfers £	At 31 March 2024 £
General reserve	-	16,514	(20,869)	4,355	-
Designated reserves					
Rent	3,156	-	-	-	3,156
Redundancies Fund	52,208	-	-	(4,355)	47,853
Total unrestricted funds	<u>55,364</u>	<u>16,514</u>	<u>(20,869)</u>	<u>-</u>	<u>51,009</u>
Strategic Development (inc BME Projects)	50,778	102,422	(95,102)	-	58,098
Derbyshire County Council	-	36,058	(36,058)	-	-
Derbyshire County Council BME Infrastructure & BME Forum	-	28,624	(28,624)	-	-
NHS Derby & Derbyshire National Lottery Community Fund BME: Sitting Service	-	26,396	(26,396)	-	-
	66,985	110,765	(56,099)	-	121,651
Total restricted funds	<u>117,763</u>	<u>304,265</u>	<u>(242,279)</u>	<u>-</u>	<u>179,749</u>
Total funds	<u><u>173,127</u></u>	<u><u>320,779</u></u>	<u><u>(263,148)</u></u>	<u><u>-</u></u>	<u><u>230,758</u></u>

The purpose of each fund is as follows:

Strategic Development (including BME Projects)

This fund is allocated to further the strategic equality and diversity aims of Links. Links is working with different equality groups to explore collaborative initiatives to tackle the wider inequalities in society. Funding during the year was from

Derbyshire County Council (Ukrainian Support)	£20,000
Derbyshire County Council (Other BME)	£24,102
Kingswell Support	£1,000
NHS Derby and Derbyshire (REND Project)	£37,000
Derbyshire Carers Association	£5,000
Chesterfield Borough Council (UKSPF Training Tender)	£4,320
NHS Derby & Derbyshire	£5,000
NAVCA (Ukrainian Support)	£5,000
Erewash Voluntary Action	£1,000

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

Core Funding Projects :Derbyshire County Council, NHS Derby & Derbyshire (Restricted Funds) and Chesterfield Borough Council (Unrestricted Funds)

Allocated to costs contributing to: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; two and half days (18.5 hours) of the Group Support Worker; two days (15 hours) of the ICT Worker; two days (15 hours) of the Administrative Worker; two days (15 hours) of the Marketing, Communications & Event Organiser.

Derbyshire County Council BME Infrastructure & BME Forum

Paying for salary and project costs to deliver the service.

National Lottery Community Fund and Awards for All

Paying for costs to develop the BME Sitting Service to support isolated BME carers.

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General reserve			
Designated reserve:			
Rent	-	3,156	3,156
Redundancies	-	47,853	47,853
Restricted funds			
Strategic Development (inc BME Projects)	-	58,098	58,098
National Lottery Sitting Service	-	121,651	121,651
	-	<u>179,749</u>	<u>179,749</u>
Total restricted funds	-	179,749	179,749
	-	<u>230,758</u>	<u>230,758</u>
Total funds	-	230,758	230,758

15. Related party transactions

The charity had no related party transactions that required disclosure.

Accounts

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

**COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2023**

**Company Registration Number 04294079
Charity Number 1089963**

DERBY COMMUNITY ACCOUNTANCY SERVICE

Babington Lodge
128 Green Lane
Derby
DE1 1RY

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

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Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11-18

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

Teresa Waldron Chair (Appointed 25^h May 2023)
Stephen Wright (Chair) (Resigned 12th April 2023)
Barbara Arrandale
Keith Clarke (Resigned 1st September 2023)
Lorraine Dung
Joe Roberts (Resigned 12th April 2023)
Kaml Kaushik (Resigned 9th May 2022)
Tim Wilkinson (Resigned 9th May 2022)
Rita King
Janice Marriott (Resigned 12th April 2023)
Scott Fox (Resigned 10th October 2022)
Shruti Vispute (Appointed 8th February 2022)
Barbara Sansome
Ann Monk (Appointed 12th April 2023)
Rachael Priest (Appointed 12th April 2023)

Company Secretary

James Lee

Chief Executive

James Lee

Registered office

1 Rose Hill East
Chesterfield
S40 1NU

Independent Examiner

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

OBJECTIVES AND ACTIVITIES

The charity is a charitable company limited by guarantee and was incorporated on 26th September 2001. It is governed by a memorandum and articles of association which have not been amended since incorporation. Its objects are:

- a. to promote any charitable purposes for the benefits of the community in particular but not exclusively in the local government districts of Chesterfield and North East Derbyshire and the neighbourhood ("the area of benefit") and, in particular, the advancement of education, the protection of health and the relief of poverty, distress and sickness;
- b. to promote and organise co-operation in the achievement of the above purposes and to that end to bring together in council representatives of the voluntary organisations and statutory authorities within the area of benefit.

The charity has three main strategic priorities:

1. to improve the environment for a thriving third sector by tackling different forms of inequality;
2. to maintain the free initial service to all groups in Chesterfield and North East Derbyshire;
3. to support the engagement of Black and Minority Ethnic groups and build their capacity.

Summary of main activities undertaken for the public benefit in relation to these objects

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the objective and priorities they have set.

ACHIEVEMENTS AND PERFORMANCE

The Statement of Financial Activities for the year is set out on the attached financial statements. A summary of the financial results and the work of the charity are set out below.

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Income Generation

The charity's income during the year ended 31 March 2023 increased from £165,534 to £223,729. Funding received for our Core Service from Derbyshire County Council, NHS Derby and Derbyshire Integrated Care Board, and Chesterfield Borough Council remained at the same level as the previous year. Sadly, as of 01/04/2022, North East Derbyshire District Council decided not to make any financial contribution towards our core service, despite the fact that we have over three hundred voluntary and community sector (VCS) groups on our database either operating or have coverage in the North East Derbyshire district area. Although, the charity only received £2,445 from the NEDDC in the previous year. Core funding received by the Links, regardless of the amount, is essential and enables the charity to sustain its primary functions and form a firm foundation to bid for additional project works that are compatible to our values and principles.

As the local CVS (Council for Voluntary Service), Links continued its primary core functions and infrastructure role by providing free information, advice and support to VCS groups in the Chesterfield and North East Derbyshire area. The charity managed to sustain the offer of accessible information and advice through a range of avenues including the improvement of our website and regular bulletins featuring updates on matters relevant to frontline VCS groups and funding opportunities.

The charity continued to produce regular news updates and policy e-bulletins, as well as having compiled and distributed a regular funding e-bulletins reaching over 700 voluntary organisations and community groups and individuals operating or working in Chesterfield, North East Derbyshire and the wider Derbyshire areas.

Areas of advice and information given included Governance and constitutional matters, running a group, legal status, insurance, policies & procedures, funding search and funding applications, strategic and activity planning, budgeting, financial, project and human resource management, etc. Additionally, Links has been facilitating and promoting collaborative working among the frontline groups with the aim to better meet the needs of local residents. The charity worked closely with a range of community & equality groups including BME, disability, mental health and groups that are working with those who are socially and economically deprived, to address socially constructed inequalities and improve their health and wellbeing.

During the year, it was clear that many of the frontline groups in our area experienced a high and indeed excessive level of demands from service users for help with particular reference to those who are socio-economically deprived members of the society. It is widely acknowledged that the impact of the cost of living crisis has put many more people on the poverty line. Many have found themselves having to access support facilities such as food banks for food, advice agencies for welfare and housing benefits, as well as those community-based VCS groups for general well-being and emotional support which they never thought they would need. Since the recovery of Covid, the charity's staff team has been very busy in advising and supporting VCS groups to identify and apply for funding that would enable them to respond to the ever-rising needs of their service recipients.

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

The increase of income was predominantly due to the successful partnership project bid with the Black and Minority Ethnic (BME) Forum member organisations to the National Lottery Community Fund for the continuous development of the BME Sitting Service to support isolated BME carers.

Similarly, the charity managed to secure a small funding from the National Association for Voluntary and Community Action (NAVCA) to work with the Ukrainian refugees via the provision of infrastructure support to help them set up a community group named Verba Ukrainian Social Group that supported their settlement and integration into the wider society. During the process, we have been working in partnership with the Chesterfield Central Methodist Church and the Chesterfield Quakers Friends, and received financial contributions from the local Rotary Club to organise support activities for our Ukrainian guests and hosts.

The charity via the BME Forum had worked closely with Active Derbyshire in partnership with Derbyshire County Council to promote BME communities' participation in outdoor physical activities by securing a small grant from the Active Partnerships.

Simultaneously, the charity collaborated with partner agencies including Active Derbyshire and Derbyshire Public Health to promote the benefits of physical and outdoor activities to generic VCS groups and their members or service recipients, i.e. the Walk Derbyshire initiative. This work proved to be imperative enabling VCS groups to engage with local residents to promote options that could lead to a healthier and more active lifestyle.

Links Core Service is led by the Chief Executive who is responsible for strategic development work both between different voluntary organisations and with statutory agencies by engaging in a number of strategic networks in Derbyshire. We feed in information to and from the voluntary sector to aid in policy and service development.

The charity's Chief Executive is also responsible for the overall management of the charity and its projects. It takes a contribution of overheads including management from projects and services run by Links. This helps sustain the free service to groups and the project and partnership work.

The Core Service was funded by grants from two local authorities: Chesterfield Borough Council (£16,002), Derbyshire County Council (£36,058), and the NHS Derby and Derbyshire Integrated Care Board (£26,394) amounting to £78,454 during the financial year 2022-2023. The charity managed to secure additional project funding sources during the year to carry out activities and services compatible to its aims. The charity's core staff hours were as follows: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; two and half days (18.5 hours) of the Group Support Worker; two days (15 hours) of the ICT Worker; two days (15 hours) of the Administrative Worker; two days (15 hours) of the Marketing, Communications & Event Organiser. Other hours of the Chief Executive's two and half days a week, and the overtime payments of the Advice and Project Manager, the Group Support Worker, the ICT Worker, the Administrative Worker and the Marketing, Communications & Event Organiser were funded by various projects that were compatible to the charity's aims and objectives including strategic projects to engage Black and Minority Ethnic Groups and other service fees.

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Links has developed expertise in supporting Black & Minority Ethnic (BME) groups. The charity has a service level agreement with Derbyshire County Council to support the Derbyshire-wide BME Forum, as well as other one-off contracts with Derbyshire County Council and partner agencies to engage and work closely with BME communities.

Investment policy and returns

The charity has only small funds to invest because much funding comes in arrears and there are no substantial reserves. A policy of spreading risk has been adopted for many years and long term deposits are placed with another (Co-op) bank deposit account in addition to the main current account with Unity Trust Bank. Unfortunately, due to the economic decline and bank changes, the charity no longer earns any interest from its current account and deposit account. The charity generated zero interest from the bank during the financial year.

Fund-raising

Fund-raising and business development are carried out by the Chief Executive through securing grants, service contracts or negotiating consultancy work with various agencies. The trustees regularly review the fund-raising strategy and approve the general direction of funding bids or project proposals in line with the charity's strategic aims. The proportion of resources spent on fund-raising was £5,000 which was the same amount spent in the previous year. The majority of the work was around raising fees from service contracts or projects.

The majority of successful fund-raising came via the Strategic Projects as a direct result of the excellent track record of the Black & Minority Ethnic support projects led by the Chief Executive.

Resources expended and services

The expenditure on unrestricted (core) work was £26,345. The payments were taken from unrestricted income received and the unrestricted core designated reserves. The overall expenditure figure was £209,866.

Volunteers

The charity recognises it is difficult to involve volunteers in the charity's main activities of advice giving which often include interpretation of legal and regulatory requirements. During the year the organisation had no volunteers other than trustees.

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular staff and team meetings and by individual consultation.

The charity has implemented a number of detailed policies in relation to all aspects of personnel matters including:

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

- Equal Opportunities policy
- Environmental policy
- Safeguarding policy
- Vulnerable Adults policy
- Health & Safety policy
- Job-Sharing policy
- Recruitment guidelines
- Scheme of Delegated Powers

In accordance with the charity's equal opportunities policy, the charity has long established fair employment practices in the recruitment, selection, retention and training of staff. In particular, flexible working arrangements are offered to be family friendly. The policies are reviewed in rotation by the Board at relevant intervals, usually on a three-year cycle.

FINANCIAL REVIEW

Reserves

The reserves have been reviewed to ensure they continue to cover redundancies of core and project staff. The designated reserve has been increased in line with the statutory minimum. Reserves are also kept for covering rent and service charge liabilities. The major reserves are for restricted Strategic Work and for the unrestricted Core Service. The charity had to use a proportion of its reserves during the year due to the increase allocation of the redundancy fund and costs of the two additional staff members (the Administrative Worker and the Marketing, Communications & Event Organiser). The current level of reserves stands at six-month's running costs for the core service. The charity's Chief Executive works closely with the trustee board to review all the expenditures for the future sustainability of the organisation.

Changes in fixed assets

The charity does not have any fixed assets. The trustees are of the view that most computers only have a life of a year before they may need replacing or upgrading. The value of furniture and other office equipment owned by the charity has been written off many years ago.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Links is based at 1 Rose Hill East, Chesterfield which is the company's registered office and the principal address of the charity. Links is a company limited by guarantee and not having a share capital (company registration No. 04294079) and Registered Charity (No. 1089963).

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Trustee selection methods

Trustees serve for a three-year period and may be re-elected for a further three-year period. The trustees meet five to six times a year for a two-hour meeting. The total number of places on the board is 21 of which 10 places were filled during the year.

The trustee board discusses each year which trustees are due to retire, who is not standing for re-election, and what gaps in skills, knowledge, and experience this would leave. The board seeks to be representative of the users of the charity in terms of gender, ethnicity, age, size of group, urban/rural, employing/not employing and any other relevant equality groups. It also encourages nominations from local authorities on the same basis as voluntary and community organisations. Board members are supported by the staff to recruit people to the board to fill the identified gaps. A general invitation for nominations is also sent out to all member organisations and individual members together with a description of the role of a trustee of the charity.

The Officers, particularly the Chair and Treasurer, maintain a watching brief in between board meetings and visit the premises to discuss strategy and staffing issues, and inspect the books. There are no standing sub-committees.

Risk management policy

The trustees have, with advice from the appointed accountant, introduced an annual review of risks when designating unrestricted reserves and carry out regular management reviews to assess business risks to the core service and to specific projects. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks.

Auditors

In line with Charity Commission guidance, the trustees have moved to independent examination rather than a full audit and an appropriate resolution was passed at the Annual General Meeting on 4th September 2012.

Small company provisions

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

Registered office:
1 Rose Hill East
Chesterfield
S40 1NU

Signed on behalf of the trustees

Stephen Wright
Chair of Links Board

Lorraine Dung
Treasurer of Links Board

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
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COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2023

Independent Examiner's Report to the Trustees

I report on the accounts of the company for the year ended 31 March 2023 which are set out on pages 9 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, as amended); and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey ACMA

Address: Derby Community Accountancy Service, Babington Lodge, Green Lane, Derby

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
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COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
<u>Income from:</u>					
Donations		-	-	-	-
Income from charitable activities	3	16,002	207,060	223,062	164,093
Other income	5	499	168	667	1,441
Investment income	4	-	-	-	-
Total incoming resources		16,501	207,228	223,729	165,534
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable objects	6	26,345	183,521	209,866	267,178
Total resources expended		26,345	183,521	209,866	267,178
Net (outgoing)/incoming resources before transfers		(9,844)	23,707	13,863	(101,644)
Transfer between funds		-	-	-	-
Net movement in funds		(9,844)	23,707	13,863	(101,644)
Funds brought forward		65,208	94,056	159,264	260,908
Funds carried forward		55,364	117,763	173,127	159,264

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

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

The notes on pages 11 to 18 form part of these financial statements.

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BALANCE SHEET

31 MARCH 2023

		2023		2022	
Note	£	£	£	£	£
Current assets					
Debtors	10	-		-	
Cash at bank and in hand	11	178,693		167,985	
		178,693		167,985	
Creditors: amounts falling due within one year					
	12	5,566		8,721	
Net current assets			173,127		159,264
Total assets less current liabilities			173,127		159,264
Net assets			173,127		159,264
Funds					
Restricted	13		117,763		94,056
Unrestricted – general reserves	13		-		-
Unrestricted – designated reserves	13		55,364		65,208
TOTAL FUNDS			173,127		159,264

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

Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

These financial statements were approved and authorised for issue by the members of the trustees and are signed on their behalf by:

L Dung
Treasurer of Links Board

Date

Company Registration Number: 04294079

The notes on pages 11 to 18 form part of these financial statements.

**LINKS:
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Links is a company limited by guarantee not having a share capital. The company's registered office is, 1 Rose Hill East, Chesterfield, S40 1NU. At the end of the year there were 10 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

The accounts are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

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

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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 company is demonstrably committed to terminate the employment of an employee or to

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YEAR ENDED 31 MARCH 2023

provide termination benefits.

1.11 Taxation

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

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3 Incoming resources from the charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2023	Total Funds Year to 31 Mar 2022
	£	£	£	£
Chesterfield Borough Council	16,002	-	16,002	16,002
Derbyshire County Council	-	79,995	79,995	72,479
N.E. Derbys District Council	-	-	-	2,445
NHS Derby and Derbyshire	-	27,415	27,415	25,953
Derbyshire Carers	-	5,000	5,000	10,000
Amber Valley CVS OPCC	-	-	-	26,107
Foundation Derbyshire	-	-	-	11,107
National Lottery Community Fund	-	69,250	69,250	-
National Lottery Community Fund – Awards for All	-	10,000	10,000	-
NAVCA	-	5,000	5,000	-
Rotary Club	-	400	400	-
Active Derbyshire	-	10,000	10,000	-
	16,002	207,060	223,062	164,093

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

4. Interest receivable

	Year to 31 Mar 2023 £	Year to 31 Mar 2022 £
Bank interest receivable (unrestricted)	-	-
	<u> </u>	<u> </u>

5. Sundry income (Fees for services)

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Other	499	-	499	1,441
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	<u>499</u>	<u>-</u>	<u>499</u>	<u>1,441</u>

6. Total resources expended

	Charitable activities Mar 2023 £	Charitable activities Year to 31 Mar 2022 £
Project work	20,628	97,243
Training	880	1,485
Fees	9,448	6,751
Stationery	1,372	1,004
Hospitality	-	-
Telephone	776	818
Salaries	164,202	142,430
Equipment and maintenance	95	8,303
Rent and premises costs	11,061	7,834
Insurance	1,404	1,310
Sundry	-	-
	<u> </u>	<u> </u>
	<u>209,866</u>	<u>267,178</u>

Expenditure on charitable activities was £209,866 (2022: £267,178) of which £183,521 was restricted (2022 £244,170)

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

7. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2023	2022
	£	£
Independent Examiner's Fees	1,250	1,200
Depreciation	-	-
	1,250	1,200

8. Directors and key management personnel

During the year Trustees did not receive remuneration.

The key management personnel of the charity consist of the Trustees, professional advisors and the Chief Executive Officer.

9. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of staff employed by the charity during the financial year amounted to 6.

	Year to 31 Mar 2023 No	Year to 31 Mar 2022 No
Direct Charitable Staff	5	4
Governance	1	1
	6	5

The aggregate payroll costs were:

	Year to 31 Mar 2023 £	Year to 31 Mar 2022 £
Wages and expenses	147,900	128,263
Expenses	7,479	5,238
Social security costs	8,823	8,329
Pension costs	-	600
	164,202	142,430

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YEAR ENDED 31 MARCH 2023

No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

10. Debtors

	2023	2022
	£	£
Sundry	-	-
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

11. Bank accounts and cash in hand

	2023	2022
	£	£
Current Account	93,713	83,006
Co-Op deposit account	84,980	84,979
	<u>178,693</u>	<u>167,985</u>
	<u><u>178,693</u></u>	<u><u>167,985</u></u>

12. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	<u>5,566</u>	<u>8,721</u>
	<u><u>5,566</u></u>	<u><u>8,721</u></u>

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

13. Statement of funds

	At 1 April 2022 £	Incoming £	Outgoing £	Transfers £	At 31 March 2023 £
General reserve	-	16,501	(26,345)	9,844	-
Designated reserves					
Rent	18,000	-	-	(14,844)	3,156
Redundancies Fund	40,473	-	-	11,735	52,208
Fixed asset replacement	6,735	-	-	(6,735)	-
Total unrestricted funds	65,208	16,501	(26,345)	-	55,364
Strategic Development (inc BME Projects)	94,056	65,525	(108,803)	-	50,778
Derbyshire County Council	-	36,058	(36,058)	-	-
NHS Derby & Derbyshire	-	26,395	(26,395)	-	-
National Lottery Community Fund BME: Sitting Service	-	69,250	(2,265)	-	66,985
National Lottery Community Fund: Awards for All	-	10,000	(10,000)	-	-
Total restricted funds	94,056	207,228	(183,521)	-	117,763
Total funds	159,264	223,729	(209,866)	-	173,127

The purpose of each fund is as follows:

Strategic Development (including BME Projects)

This fund is allocated to further the strategic equality and diversity aims of Links. Links is working with different equality groups to explore collaborative initiatives to tackle the wider inequalities in society. Funding during the year was from

Derbyshire County Council	£43,937
Derbyshire Carers Association	£5,000
NHS Derby & Derbyshire	£1,020
NAVCA	£5,000
Rotary Club	£400
Active Derbyshire	£10,000
Sundry	£168

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Core Funding Projects :Derbyshire County Council, NHS Derby & Derbyshire (Restricted Funds) and Chesterfield Borough Council (Unrestricted Funds)

Allocated to costs contributing to: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; two and half days (18.5 hours) of the Group Support Worker; two days (15 hours) of the ICT Worker; two days (15 hours) of the Administrative Worker; two days (15 hours) of the Marketing, Communications & Event Organiser.

National Lottery Community Fund and Awards for All

Paying for costs to develop the BME Sitting Service to support isolated BME carers.

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General reserve			
Designated reserve:			
Rent	-	3,156	3,156
Redundancies	-	52,208	52,208
Restricted funds			
Strategic Development (inc BME Projects)	-	50,778	50,778
National Lottery Sitting Service	-	66,985	66,985
Total restricted funds	-	117,763	117,763
Total funds	-	173,127	173,127

15. Related party transactions

The charity had no related party transactions that required disclosure.

Accounts

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THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
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**COMPANY LIMITED BY GUARANTEE
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FOR
31 MARCH 2022**

**Company Registration Number 04294079
Charity Number 1089963**

DERBY COMMUNITY ACCOUNTANCY SERVICE

**Babington Lodge
128 Green Lane
Derby
DE1 1RY**

**LINKS:
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COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

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THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
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COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

Stephen Wright (Chair)
Barbara Arrandale
Keith Clarke (Appointed 8th February 2022)
Lorraine Dung
Teresa Waldron (Resigned 9th May 2022)
Joe Roberts
Kaml Kaushik (Resigned 9th May 2022)
Lorna Brady (Resigned 18th October 2021)
Cllr Paul Parkin (Resigned 18th October 2021)
Tim Wilkinson (Resigned 9th May 2022)
Rita King
Janice Marriott
Scott Fox (Resigned 10th October 2022)
Shruti Vispute (Appointed 8th February 2022)
Barbara Sansome (Appointed 8th February 2022)

Company Secretary

James Lee

Chief Executive

James Lee

Registered office

1 Rose Hill East
Chesterfield
S40 1NU

Independent Examiner

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

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FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

OBJECTIVES AND ACTIVITIES

The charity is a charitable company limited by guarantee and was incorporated on 26th September 2001. It is governed by a memorandum and articles of association which have not been amended since incorporation. Its objects are:

- a. to promote any charitable purposes for the benefits of the community in particular but not exclusively in the local government districts of Chesterfield and North East Derbyshire and the neighbourhood ("the area of benefit") and, in particular, the advancement of education, the protection of health and the relief of poverty, distress and sickness;
- b. to promote and organise co-operation in the achievement of the above purposes and to that end to bring together in council representatives of the voluntary organisations and statutory authorities within the area of benefit.

The charity has three main strategic priorities:

1. to improve the environment for a thriving third sector by tackling different forms of inequality;
2. to maintain the free initial service to all groups in Chesterfield and North East Derbyshire;
3. to support the engagement of Black and Minority Ethnic groups and build their capacity.

Summary of main activities undertaken for the public benefit in relation to these objects

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the objective and priorities they have set.

ACHIEVEMENTS AND PERFORMANCE

The Statement of Financial Activities for the year is set out on the attached financial statements. A summary of the financial results and the work of the charity are set out below.

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Income Generation

The charity's income during the year ended 31 March 2022 decreased from £284,666 to £165,534. The decrease was mainly due to the normalisation of funding being achieved as opposed to the various additional funding secured to address challenges imposed by the unprecedented Covid-19 pandemic in the previous year. In particular, £89,777 of the £100,000 secured from the National Lottery's Covid Emergency Funding Programme to set up a pilot BME Sitting Service to support isolated BME carers during the back end of the last financial year was carried forward to the current financial year for the implementation of the project. Similarly, £7,990 secured from the UK Community Foundations' BME Infrastructure Programme was carried forward to the current financial year for the implementation of the project.

During the year between April 2021 and March 2022, despite the on-going turbulence and challenging climate of the post Covid-19 lockdown, the Core Service has adapted well to continue the organisation's primary activity in providing free advice and support to voluntary and community groups in the Chesterfield and North East Derbyshire area by being both flexible and innovative to meet the diverse and changing needs of the sector.

It continued to offer accessible website information updates and daily e-bulletins to keep frontline voluntary organisations and community groups up-to-date with initiatives and policies of central government, local authorities, the local clinical commissioning group and health agencies, funding bodies, as well as other relevant organisations. The charity restarted some of the face-to-face appointments and physical meetings or events, whilst maintaining the use of online meetings via the platform of Zoom and Microsoft Teams. A key challenge faced by most voluntary and community groups, especially the smaller community based groups, has been acquiring funding to make their meeting venues Covid secured in order to encourage the participation of their beneficiaries as many clinically vulnerable service users were still concerned about the risk of contracting Covid. Our staff team has been busy in advising groups to conduct health and safety assessments and supporting them to secure funding to restart their activities.

Areas of advice and information given included funding opportunities, funding bids, policy formation, strategic and activity planning in a Covid safe manner, budgeting, governance and constitutional matters, etc.

The charity continued to produce regular news updates and policy e-bulletins, as well as compiled and distributed a regular funding e-bulletins reaching over 700 voluntary organisations and community groups and individuals operating or working in Chesterfield, North East Derbyshire and the wider Derbyshire areas.

Links Core Service is led by the Chief Executive who is responsible for strategic development work both between different voluntary organisations and with statutory agencies by engaging in a number of strategic networks in Derbyshire. We feed in information to and from the voluntary sector to aid in policy and service development.

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The charity's Chief Executive is also responsible for the overall management of the charity and its projects. It takes a contribution of overheads including management from projects and services run by Links. This helps sustain the free service to groups and the project and partnership work.

The Core Service was funded by grants from three local authorities: Chesterfield Borough Council (£16,002), Derbyshire County Council (£36,058), North East Derbyshire District Council (£2,445) and NHS Derby and Derbyshire Clinical Commissioning Group (£25,953) amounting to £80,458 during the financial year 2021-2022. The charity managed to secure additional project funding sources during the year to carry out activities and services compatible to its aims. The charity's core staff hours were as follows: two and half days (18.5 hours) of the Chief Executive; two and half days (18.5 hours) of the Advice and Project Manager; five days (16.5 hours) of the ICT Worker; five days (30 hours) of the Administrative and Information Worker. Other hours of the Chief Executive's two and half days a week, and

the overtime payments of the ICT Worker and the Advice and Project Manager were funded by various projects that were compatible to the charity's aims and objectives including strategic projects to engage Black and Minority Ethnic Groups and other service fees. Links has developed expertise in supporting Black & Minority Ethnic (BME) groups. The charity has a service level agreement with Derbyshire County Council to support the Derbyshire-wide BME Forum, as well as other one-off contracts with Derbyshire County Council and partner agencies to engage and work closely with BME communities.

During 2021/2022, the charity has continued to consolidate its existing generic services whilst using innovative (ICT including social media) channels of access to information for voluntary and community groups such as the weekly email bulletins, policy templates and readily available information sheets on the charity's website, as well as organising funding workshops. In recognition of the rapidly changing digital environment we are working in, the charity has contracted a publicity and marketing freelance worker to promote its work via its improved website and various social media platforms to maximise the accessibility of information and guidance to/ for frontline voluntary and community groups and other interested stakeholders in terms of the charity's work. Further, to reiterate the charity's firm commitment to the equality agenda, it ran "just mingle" (online) and "lunch and mingle" (face-to-face) sessions for voluntary and community groups to gather together and discuss and share experience on current issues concerning their beneficiaries and/or organisational development in the spheres of equality and diversity (topics included celebrating diversity, hate crime, the emerging Integrated Care System, cancer care, as well as the climate change agenda). It is worth noting that it is the voluntary and community groups who decide the topics of the mingle sessions.

Investment policy and returns

The charity has only small funds to invest because much funding comes in arrears and there are no substantial reserves. A policy of spreading risk has been adopted for many years and long term deposits are placed with another (Co-op) bank deposit account in addition to the main current account with Unity Trust Bank. Unfortunately, due to the economic decline and

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bank changes, the charity no longer earns any interest from its current account and deposit account. The charity generated zero interest from the bank during the financial year.

Fund-raising

Fund-raising and business development are carried out by the Chief Executive through securing grants, service contracts or negotiating consultancy work with various agencies. The trustees regularly review the fund-raising strategy and approve the general direction of funding bids or project proposals in line with the charity's strategic aims. The proportion of resources spent on fund-raising was £5,000 which was the same amount spent in the previous year. The majority of the work was around raising fees from service contracts or projects.

The majority of successful fund-raising came via the Strategic Projects as a direct result of the excellent track record of the Black & Minority Ethnic support projects led by the Chief Executive.

Resources expended and services

The expenditure on unrestricted (core) work was £90,696. The payments were taken from the unrestricted core designated reserves. The overall expenditure figure was £261,178.

Volunteers

The charity recognises it is difficult to involve volunteers in the charity's main activities of advice giving which often include interpretation of legal and regulatory requirements. During the year the organisation had no volunteers other than trustees.

ACHIEVEMENTS AND PERFORMANCE

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular staff and team meetings and by individual consultation.

The charity has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal Opportunities policy
- Environmental policy
- Safeguarding policy
- Vulnerable Adults policy
- Health & Safety policy
- Job-Sharing policy
- Recruitment guidelines
- Scheme of Delegated Powers

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In accordance with the charity's equal opportunities policy, the charity has long established fair employment practices in the recruitment, selection, retention and training of staff. In particular, flexible working arrangements are offered to be family friendly. The policies are reviewed in rotation by the Board at relevant intervals, usually on a three-year cycle.

FINANCIAL REVIEW

Reserves

The reserves have been reviewed to ensure they continue to cover redundancies of core and project staff. The designated reserve has been increased in line with the statutory minimum. Reserves are also kept covering rent and service charge liabilities. A small sum is kept for fixed asset replacement. The major reserves are for restricted Strategic Work and for the unrestricted Core Service. Both these stand at well over a year's running costs and any excess will be used to buy in short term freelance work or overtime where there are pressures on service.

Changes in fixed assets

The charity does not have any fixed assets. The trustees are of the view that most computers only have a life of a year before they may need replacing or upgrading. The value of furniture and other office equipment owned by the charity has been written off many years ago.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Links is based at 1 Rose Hill East, Chesterfield which is the company's registered office and the principal address of the charity. Links is a company limited by guarantee and not having a share capital (company registration No. 04294079) and Registered Charity (No. 1089963).

Trustee selection methods

Trustees serve for a three year period and may be re-elected for a further three year period. The trustees meet five to six times a year for a two-hour meeting. The total number of places on the board is 21 of which 11 places were filled during the year.

The trustee board discusses each year which trustees are due to retire, who is not standing for re-election, and what gaps in skills, knowledge, and experience this would leave. The board seeks to be representative of the users of the charity in terms of gender, ethnicity, age, size of group, urban/rural, employing/not employing and any other relevant equality groups.

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TRUSTEES' ANNUAL REPORT

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It also encourages nominations from local authorities on the same basis as voluntary and community organisations. Board members are supported by the staff to recruit people to the board to fill the identified gaps. A general invitation for nominations is also sent out to all member organisations and individual members together with a description of the role of a trustee of the charity.

The Officers, particularly the Chair and Treasurer, maintain a watching brief in between board meetings and visit the premises to discuss strategy and staffing issues, and inspect the books. There are no standing sub-committees.

Risk management policy

The trustees have, with advice from the appointed accountant, introduced an annual review of risks when designating unrestricted reserves and carry out regular management reviews to assess business risks to the core service and to specific projects. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks.

Auditors

In line with Charity Commission guidance, the trustees have moved to independent examination rather than a full audit and an appropriate resolution was passed at the Annual General Meeting on 4th September 2012.

Small company provisions

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

Registered office:
1 Rose Hill East
Chesterfield
S40 1NU

Signed on behalf of the trustees



Stephen Wright
Chair of Links Board



Lorraine Dung
Treasurer of Links Board

LINKS:
**THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees

I report on the accounts of the company for the year ended 31 March 2022 which are set out on pages 9 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, as amended); and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey ACMA

M. Newey 15/12/22

Address: Derby Community Accountancy Service, Babington Lodge, Green Lane, Derby

**LINKS:
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COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
<u>Income from:</u>					
Donations		-	-	-	-
Income from charitable activities	3	16,002	148,091	164,093	284,089
Other income	5	1,441	-	1,441	577
Investment income	4	-	-	-	-
Total incoming resources		17,443	148,091	165,534	284,666
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable objects	6	23,008	244,170	267,178	174,578
Total resources expended		23,008	244,170	267,178	174,578
Net (outgoing)/incoming resources before transfers		(5,565)	(96,079)	(101,644)	110,088
Transfer between funds		-	-	-	-
Net movement in funds		(5,565)	(96,079)	(101,644)	110,088
Funds brought forward		70,773	190,135	260,908	150,820
Funds carried forward		65,208	94,056	159,264	260,908

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

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

The notes on pages 11 to 18 form part of these financial statements.

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BALANCE SHEET

31 MARCH 2022

		2022		2021	
Note	£	£	£	£	£
Current assets					
Debtors	10	-		893	
Cash at bank and in hand	11	167,985		263,528	
		167,985		264,421	
Creditors: amounts falling due within one year	12	8,721		3,513	
Net current assets			159,264		260,908
Total assets less current liabilities			159,264		260,908
Net assets			159,264		260,908
Funds					
Restricted	13		94,056		190,135
Unrestricted – general reserves	13		-		-
Unrestricted – designated reserves	13		65,208		70,773
TOTAL FUNDS			159,264		260,908

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

Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

These financial statements were approved and authorised for issue by the members of the trustees and are signed on their behalf by:

L Dung
Treasurer of Links Board



Date 19/12/22

Company Registration Number: 04294079

The notes on pages 11 to 18 form part of these financial statements.

**LINKS:
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Links is a company limited by guarantee not having a share capital. The company's registered office is, 1 Rose Hill East, Chesterfield, S40 1NU. At the end of the year there were 13 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

The accounts are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

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

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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 company is demonstrably committed to terminate the employment of an employee or to

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

provide termination benefits.

1.11 Taxation

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

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3 Incoming resources from the charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2022	Total Funds Year to 31 Mar 2021
	£	£	£	£
Chesterfield Borough Council	16,002	-	16,002	26,002
Derbyshire County Council	-	72,479	72,479	59,380
N.E. Derbys District Council	-	2,445	2,445	4,890
NHS Derby and Derbyshire	-	25,953	25,953	25,248
DHA	-	-	-	14,625
Derbyshire Carers	-	10,000	10,000	10,000
Multi Faith Centre	-	-	-	-
Derbyshire Police and Crime Commission	-	-	-	7,000
Amber Valley CVS OPCC	-	26,107	26,107	4,955
Foundation Derbyshire	-	11,107	11,107	11,998
UK Community Foundation	-	-	-	19,991
National Lottery Community Fund	-	-	-	100,000
	16,002	148,091	164,093	284,089

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

4. Interest receivable

	Year to 31 Mar 2022	Year to 31 Mar 2021
	£	£
Bank interest receivable (unrestricted)	-	-
	<u> </u>	<u> </u>

5. Sundry income (Fees for services)

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2022	Total Funds Year to 31 Mar 2021
	£	£	£	£
Other	1,441	-	1,441	577
	<u>1,441</u>	<u> </u>	<u>1,441</u>	<u>577</u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6. Total resources expended

	Charitable activities Mar 2022	Charitable activities Year to 31 Mar 2021
	£	£
Project work	97,243	26,322
Training	1,485	1,200
Fees	6,751	6,332
Stationery	1,004	23
Hospitality	-	-
Telephone	818	277
Salaries	142,430	132,566
Equipment and maintenance	8,303	-
Rent and premises costs	7,834	6,576
Insurance	1,310	1,282
Sundry	-	-
	<u>267,178</u>	<u>174,578</u>
	<u> </u>	<u> </u>

Expenditure on charitable activities was £267,178 (2021: £174,578) of which £244,170 was restricted (2021 £125,314)

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YEAR ENDED 31 MARCH 2022

7. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2022	2021
	£	£
Independent Examiner's Fees	1,200	1,200
Depreciation	-	-
	1,200	1,200

8. Directors and key management personnel

During the year Trustees did not receive remuneration.

The key management personnel of the charity consist of the Trustees, professional advisors and the Chief Executive Officer.

9. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of staff employed by the charity during the financial year amounted to 4.

	Year to 31 Mar 2022	Year to 31 Mar 2021
	No	No
Direct Charitable Staff	4	4
Governance	1	1
	5	5

The aggregate payroll costs were:

	Year to 31 Mar 2022	Year to 31 Mar 2021
	£	£
Wages and expenses	128,263	121,060
Expenses	5,238	3,870
Social security costs	8,329	7,404
Pension costs	600	232
	142,430	132,566

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No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

10. Debtors

	2022 £	2021 £
Sundry	-	893
	<u>-</u>	<u>893</u>

11. Bank accounts and cash in hand

	2022 £	2021 £
Current Account	83,006	178,549
Co-Op deposit account	84,979	84,979
	<u>167,985</u>	<u>263,528</u>

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	8,721	3,513
	<u>8,721</u>	<u>3,513</u>

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

13. Statement of funds

	At 1 April 2021 £	Incoming £	Outgoing £	Transfers £	At 31 March 2022 £
General reserve	-	17,443	(23,008)	5,565	-
Designated reserves					
Rent	8,000	-	-	10,000	18,000
Redundancies Fund	37,585	-	-	2,888	40,473
Fixed asset replacement	2,000	-	-	4,735	6,735
Core Service Deficit	23,188	-	-	(23,188)	-
Total unrestricted funds	70,773	17,443	(23,008)	-	65,208
Strategic Development (inc BME Projects)	92,368	40,312	(38,624)	-	94,056
Office of Police and Crime Commission (Amber valley CVS)	-	26,107	(26,107)	-	-
Foundation Derbyshire	-	11,107	(11,107)	-	-
Derbyshire County Council	-	42,167	(42,167)	-	-
NHS Derby & Derbyshire	-	25,953	(25,953)	-	-
NE Derbyshire District Council	-	2,445	(2,445)	-	-
UK Community Funds Covid Grant	7,990	-	(7,990)	-	-
National Lottery Community Fund	89,777	-	(89,777)	-	-
Total restricted funds	190,135	148,091	(244,170)	-	94,056
Total funds	260,908	165,534	(267,178)	-	159,264

The purpose of each fund is as follows:

Strategic Development (including BME Projects)

This fund is allocated to further the strategic equality and diversity aims of Links. Links is working with different equality groups to explore collaborative initiatives to tackle the wider inequalities in society. Funding during the year was from

Derbyshire County	£30,312
Derbyshire Carers Association	£10,000

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Core Funding Projects (Foundation Derbyshire, Derbyshire County Council, NHS Derby & Derbyshire , NEDDC

Allocated to costs contributing to: CEO - 2 days (15hrs) a week; Advice & Project Manager - 2 days (15 hrs) a week; Group Support Worker - 5 days (30 hrs) a week; ICT Worker - 3 days (16.5hrs) a week; Admin Worker - 3 days (15hrs) a week; Marketing & Events Organiser 4 days (22hrs) a week

National Lottery's Covid Emergency Funding Programme

Paying for costs to set up a pilot BME Sitting Service to support isolated BME carers.

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General reserve			
Designated reserve	-	65,208	65,208
Restricted funds			
Strategic Development (inc BME Projects)	-	94,056	94,056
Total restricted funds	-	94,056	94,056
Total funds	-	159,264	159,264

15. Related party transactions

The charity had no related party transactions that required disclosure.

Accounts

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

**COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2021**

**Company Registration Number 04294079
Charity Number 1089963**

DERBY COMMUNITY ACCOUNTANCY SERVICE

Babington Lodge
128 Green Lane
Derby
DE1 1RY

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

Stephen Wright (Chair)
Barbara Arrandale
Lorraine Dung
Teresa Waldron
Dave Radford (Resigned 17th November 2020)
Joe Roberts
Kaml Kaushik
Lorna Brady (Resigned 18th October 2021)
Cllr Paul Parkin (Resigned 18th October 2021)
Tim Wilkinson
Rita King (Appointed 19th October 2020)
Janice Marriott (Appointed 19th October 2020)
Scott Fox)(Appointed 5th January 2021)
Joye Dobbs (Resigned on 15th October 2020)

Company Secretary

James Lee

Chief Executive

James Lee

Registered office

1 Rose Hill East
Chesterfield
S40 1NU

Independent Examiner

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

**LINKS:
THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

OBJECTIVES AND ACTIVITIES

The charity is a charitable company limited by guarantee and was incorporated on 26th September 2001. It is governed by a memorandum and articles of association which have not been amended since incorporation. Its objects are:

- a. to promote any charitable purposes for the benefits of the community in particular but not exclusively in the local government districts of Chesterfield and North East Derbyshire and the neighbourhood ("the area of benefit") and, in particular, the advancement of education, the protection of health and the relief of poverty, distress and sickness;
- b. to promote and organise co-operation in the achievement of the above purposes and to that end to bring together in council representatives of the voluntary organisations and statutory authorities within the area of benefit.

The charity has three main strategic priorities:

1. to improve the environment for a thriving third sector by tackling different forms of inequality;
2. to maintain the free initial service to all groups in Chesterfield and North East Derbyshire;
3. to support the engagement of Black and Minority Ethnic groups and build their capacity.

Summary of main activities undertaken for the public benefit in relation to these objects

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the objective and priorities they have set.

**LINKS:
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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

ACHIEVEMENTS AND PERFORMANCE

The Statement of Financial Activities for the year is set out on the attached financial statements. A summary of the financial results and the work of the charity are set out below.

Income Generation

The charity's income during the year ended 31 March 2021 increased from £157,962 to £284,666. The increase was mainly due to the various additional funding secured to address challenges imposed by the unprecedented Covid-19 pandemic. In particular, the charity managed to successfully secured (a) £11,998.00 from Foundation Derbyshire to offer support to generic frontline voluntary organisations and community groups in tackling issues arisen from the pandemic; (b) £19,991.00 from UK Community Foundation to provide infrastructure support to BME community associations as the BME population has been disproportionately affected by the pandemic due to socially constructed inequalities and notably the types of employment many BME people are in; (c) £100,000 from the National Lottery's Covid Emergency Funding Programme to set up a pilot BME Sitting Service to support isolated BME carers.

As mentioned in the previous annual report, a national lockdown was imposed by the Government in March 2020. The charity had to quickly adapt to the rapidly changing socio-economic and political environment with the aim to find ways to better support local frontline charities, voluntary organisations and community groups in response to the unprecedented COVID-19 Public Health Crisis. The staff of the charity had to work from home in order to comply with the Government's guidance. Meetings and events were held through virtual platforms such as Zoom or Microsoft Teams software application.

During the year between April 2020 and March 2021, despite the turbulence and challenging climate of Covid-19, the Core Service has been successfully maintaining its primary activity in providing free advice and support to voluntary and community groups in the Chesterfield and North East Derbyshire area by rapidly adapting innovative approaches to deal with challenges caused by the pandemic.

It offered accessible website information updates and daily e-bulletins to keep frontline voluntary organisations and community groups up-to-date with initiatives and policies of central government, local authorities, the local clinical commissioning group and health agencies, funding bodies, as well as other relevant organisations. The charity suspended all the face-to-face appointments and physical meetings or events in order to protect the staff team and the vulnerable sections of the local community. Instead, the charity's dedicated staff team worked from home and provided advice and support through regular email correspondence, telephone consultations, as well as virtual one-to-one and group meetings to ensure the sustainability of infrastructure advice to enable frontline groups and voluntary organisations to continue their vital support to members of the local community, especially to those who are socially isolated and clinically vulnerable. Areas of advice and information given included funding opportunities, funding bids, policy formation, strategic and activity planning in a Covid safe manner, budgeting, governance and constitutional matters, etc.

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

In addition to the regular news and policy e-bulletins, the staff team compiled and distributed a regular funding e-bulletin up to 5 times a week reaching over 700 voluntary organisations and community groups and individuals operating or working in Chesterfield, North East Derbyshire and the wider Derbyshire areas.

Links Core Service is led by the Chief Executive who is responsible for strategic partnership work both between different voluntary organisations and with statutory agencies by engaging in a number of strategic partnerships in Derbyshire. We feed in information to and from the voluntary sector to aid in strategic and service development.

Links Core Service via the Chief Executive is also responsible for the overall management of the charity and its projects. It takes a contribution of overheads including management from projects and services run by Links. This helps sustain the free service to groups and the partnership work.

The Core Service was funded by grants from three local authorities: Chesterfield Borough Council, Derbyshire County Council and North East Derbyshire District Council amounting to £51,647 during the financial year 2020-2021. The Core Service has reduced income from fees and contributions as mentioned in previous years, as well as a reduction in grant from North East Derbyshire District Council. However, the charity managed to secure additional project funding sources during the year to carry out activities and services compatible to its aims. The charity's core staff hours were as follows: two and half days (18.5 hours) of the Chief Executive; three part time days (18.5 hours) of the Groups and Project Manager; three part time days (16.5 hours) of the ICT Worker; five days (30 hours) of the Administrative and Information Worker. Other hours of the Chief Executive's two and half days a week, and the overtime payments of the ICT Worker and the Advice and Project Manager were funded by various projects that were compatible to the charity's aims and objectives including strategic projects to engage Black and Minority Ethnic Groups and other service fees. Links has developed expertise in supporting Black & Minority Ethnic (BME) groups. The charity has a service level agreement with Derbyshire County Council to support the Derbyshire-wide BME Forum, as well as other one-off contracts with Derbyshire County Council and partner agencies to engage and work closely with BME communities.

During 2020/2021, the charity has continued to consolidate its existing generic services whilst using innovative (ICT including social media) channels of access to information for voluntary and community groups such as the weekly email bulletins, policy templates and readily available information sheets on the charity's website, as well as organising funding workshops.

Investment policy and returns

The charity has only small funds to invest because much funding comes in arrears and there are no substantial reserves. A policy of spreading risk has been adopted for many years and long term deposits are placed with another (Co-op) bank deposit account in addition to the

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main current account with Unity Trust Bank. Unfortunately, due to the economic decline and bank changes, the charity no longer earns any interest from its current account and deposit account. The charity generated zero interest from the bank during the financial year.

Fund-raising

Fund-raising and business development are carried out by the Chief Executive through securing grants, service contracts or negotiating consultancy work with various agencies. The trustees regularly review the fund-raising strategy and approve the general direction of funding bids or project proposals in line with the Strategic Plan. The proportion of resources spent on fund-raising was £5,000 which was the same amount spent in the previous year. The majority of the work was around raising fees from service contracts.

The majority of successful fund-raising came via the Strategic Projects as a direct result of the excellent track record of the Black & Minority Ethnic support projects led by the Chief Executive.

Resources expended and services

The income on unrestricted (core) work was in excess of expenditure by £12,960. The transfer was designated for the redundancy reserve. The overall expenditure figure was £174,578.

Volunteers

The charity recognises it is difficult to involve volunteers in the charity's main activities of advice giving which often include interpretation of legal and regulatory requirements. During the year the organisation had no volunteers other than trustees.

ACHIEVEMENTS AND PERFORMANCE

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular staff and team meetings and by individual consultation.

The charity has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal Opportunities policy
- Environmental policy
- Safeguarding policy
- Vulnerable Adults policy

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TRUSTEES' ANNUAL REPORT

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- Health & Safety policy
- Job-Sharing policy
- Recruitment guidelines
- Scheme of Delegated Powers

In accordance with the charity's equal opportunities policy, the charity has long established fair employment practices in the recruitment, selection, retention and training of staff. In particular, flexible working arrangements are offered to be family friendly. The policies are reviewed in rotation by the Board at relevant intervals, usually on a three-year cycle.

FINANCIAL REVIEW

Reserves

The reserves have been reviewed to ensure they continue to cover redundancies of core and project staff. The designated reserve has been increased in line with the statutory minimum. Reserves are also kept covering rent and service charge liabilities. A small sum is kept for fixed asset replacement. The major reserves are for restricted Strategic Work and for the unrestricted Core Service. Both these stand at well over a year's running costs and any excess will be used to buy in short term freelance work or overtime where there are pressures on service.

Changes in fixed assets

The charity does not have any fixed assets. The trustees are of the view that most computers only have a life of a year before they may need replacing or upgrading. The value of furniture and other office equipment owned by the charity has been written off many years ago.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Links is based at 1 Rose Hill East, Chesterfield which is the company's registered office and the principal address of the charity. Links is a company limited by guarantee and not having a share capital (company registration No. 04294079) and Registered Charity (No. 1089963).

Trustee selection methods

Trustees serve for a three year period and may be re-elected for a further three year period. The trustees meet five to six times a year for a two-hour meeting. The total number of places on the board is 21 of which 12 places were filled during the year.

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The trustee board discusses each year which trustees are due to retire, who is not standing for re-election, and what gaps in skills, knowledge, and experience this would leave. The board seeks to be representative of the users of the charity in terms of gender, ethnicity, age, size of group, urban/rural, employing/not employing and any other relevant equality groups. It also encourages nominations from local authorities on the same basis as voluntary and community organisations. Board members are supported by the staff to recruit people to the board to fill the identified gaps. A general invitation for nominations is also sent out to all member organisations and individual members together with a description of the role of a trustee of the charity.

The Officers, particularly the Chair and Treasurer, maintain a watching brief in between board meetings and visit the premises to discuss strategy and staffing issues, and inspect the books. There are no standing sub-committees.

Risk management policy

The trustees have, with advice from the appointed accountant, introduced an annual review of risks when designating unrestricted reserves and carry out regular management reviews to assess business risks to the core service and to specific projects. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks.

Auditors

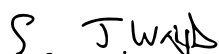
In line with Charity Commission guidance, the trustees have moved to independent examination rather than a full audit and an appropriate resolution was passed at the Annual General Meeting on 4th September 2012.

Small company provisions

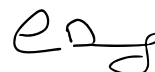
This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Registered office:
1 Rose Hill East
Chesterfield
S40 1NU

Signed on behalf of the trustees



Stephen Wright
Chair of Links Board



Lorraine Dung
Treasurer of Links Board

Approved by the trustees on 30 November 2021

LINKS:
**THE CHESTERFIELD AND NORTH EAST DERBYSHIRE COUNCIL
FOR VOLUNTARY SERVICE AND ACTION LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2021

Independent Examiner's Report to the Trustees

I report on the accounts of the company for the year ended 31 March 2021 which are set out on pages 9 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, as amended); and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey ACMA

M. Newey 30/11/2021

Address: Derby Community Accountancy Service, Babington Lodge, Green Lane, Derby

**LINKS:
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FOR VOLUNTARY SERVICE AND ACTION LIMITED**

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
<u>Income from:</u>					
Donations		-	-	-	-
Income from charitable activities	3	61,647	222,442	284,089	153,601
Other income	5	577	-	577	4,361
Investment income	4	-	-	-	-
Total incoming resources		62,224	222,442	284,666	157,962
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable objects	6	49,264	125,314	174,578	173,814
Total resources expended		49,264	125,314	174,578	173,814
Net (outgoing)/incoming resources before transfers		12,960	97,128	110,088	(15,852)
Transfer between funds		-	-	-	-
Net movement in funds		12,960	97,128	110,088	(15,852)
Funds brought forward		57,813	93,007	150,820	166,672
Funds carried forward		70,773	190,135	260,908	150,820

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

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

The notes on pages 11 to 18 form part of these financial statements.

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COMPANY LIMITED BY GUARANTEE**

BALANCE SHEET

31 MARCH 2021

		2021		2020	
Note	£	£	£	£	£
Current assets					
Debtors	10	893		-	
Cash at bank and in hand	11	263,528		153,405	
		264,421		153,405	
Creditors: amounts falling due within one year					
	12	3,513		2,585	
Net current assets			260,908		150,820
Total assets less current liabilities			260,908		150,820
Net assets			260,908		150,820
Funds					
Restricted	13		190,135		93,007
Unrestricted – general reserves	13		-		-
Unrestricted – designated reserves	13		70,773		57,813
TOTAL FUNDS			260,908		150,820

For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

These financial statements were approved and authorised for issue by the members of the trustees on the 30 November 2021 and are signed on their behalf by:

L Dung
Treasurer of Links Board



Company Registration Number: 04294079

The notes on pages 11 to 18 form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Links is a company limited by guarantee not having a share capital. The company's registered office is, 1 Rose Hill East, Chesterfield, S40 1NU. At the end of the year there were 12 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

The accounts for the year ended 31 March 2020 prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

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

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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 company is demonstrably committed to terminate the employment of an employee or to

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

provide termination benefits.

1.11 Taxation

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

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3 Incoming resources from the charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2021	Total Funds Year to 31 Mar 2020
	£	£	£	£
Chesterfield Borough Council	26,002	-	26,002	26,002
Derbyshire County Council	30,755	28,625	59,380	74,832
N.E. Derbys District Council	4,890	-	4,890	9,779
NHS Derby and Derbyshire	-	25,248	25,248	25,248
DHA	-	14,625	14,625	5,250
Derbyshire Carers	-	10,000	10,000	10,000
Multi Faith Centre	-	-	-	2,490
Derbyshire Police and Crime Commission	-	7,000	7,000	-
Amber Valley CVS	-	4,955	4,955	-
Foundation Derbyshire	-	11,998	11,998	-
UK Community Foundation	-	19,991	19,991	-
National Lottery Community Fund	-	100,000	100,000	-
	61,647	222,442	284,089	153,601

Chesterfield Borough Council's unrestricted funding consists of an annual core grant of £16,002 and a one-off COVID Business Grant £10,000.

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

4. Interest receivable

	Year to 31 Mar 2021 £	Year to 31 Mar 2020 £
Bank interest receivable (unrestricted)	-	-
	<u> </u>	<u> </u>

5. Sundry income (Fees for services)

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Service charge - general	-	-	-	1,361
Future In Mind (NDVA)	-	-	-	2,500
Derbyshire Carers	-	-	-	500
Other	577	-	577	-
	<u>577</u>	<u> </u>	<u>577</u>	<u>4,361</u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6. Total resources expended

	Charitable activities Mar 2021 £	Charitable activities Year to 31 Mar 2020 £
Project work	26,322	37,938
Training	1,200	-
Fees	6,332	2,754
Stationery	23	789
Hospitality	-	186
Telephone	277	1,492
Salaries	132,566	119,415
Equipment and maintenance	-	1,135
Rent and premises costs	6,576	8,748
Insurance	1,282	1,270
Sundry	-	87
	<u>174,578</u>	<u>173,814</u>
	<u> </u>	<u> </u>

**LINKS:
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COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Expenditure on charitable activities was £174,578 (2020: £173,814) of which £125,314 was restricted (2019 £115,482)

7. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2021	2020
	£	£
Independent Examiner's Fees	1,200	1,175
Depreciation	<u>-</u>	<u>-</u>

8. Directors and key management personnel

During the year Trustees did not receive remuneration.

The key management personnel of the charity consist of the Trustees, professional advisors and the Chief Executive Officer.

9. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of staff employed by the charity during the financial year amounted to 4.

	Year to 31 Mar 2021 No	Year to 31 Mar 2020 No
Direct Charitable Staff	4	3
Governance	1	1
	<u>5</u>	<u>4</u>

The aggregate payroll costs were:

	Year to 31 Mar 2021 £	Year to 31 Mar 2020 £
Wages and salaries	124,930	112,470
Social security costs	7,404	6,945
Pension costs	232	-
	<u>132,566</u>	<u>119,415</u>

**LINKS:
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No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

10. Debtors

	2021	2020
	£	£
Sundry	893	-
	<u>893</u>	<u>-</u>
	<u>893</u>	<u>-</u>

11. Bank accounts and cash in hand

	2021	2020
	£	£
Current Account	178,549	68,426
Co-Op deposit account	84,979	84,979
	<u>263,528</u>	<u>153,405</u>
	<u>263,528</u>	<u>153,405</u>

12. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	3,513	2,585
	<u>3,513</u>	<u>2,585</u>
	<u>3,513</u>	<u>2,585</u>

13. Statement of funds

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YEAR ENDED 31 MARCH 2021

	At 1 April 2020 £	Incoming £	Outgoing £	Transfers £	At 31 March 2021 £
General reserve	-	62,224	(49,264)	(12,960)	-
Designated reserves					
Rent	8,000	-	-	-	8,000
Redundancies Fund	24,702	-	-	12,883	37,585
Fixed asset replacement	2,000	-	-	-	2,000
Core Service Deficit	23,111	-	-	77	23,188
Total unrestricted funds	57,813	62,224	(49,264)	-	70,773
Strategic Development (inc BME Projects)	93,007	63,873	(64,512)	-	92,368
Derbyshire Bilingual Buddies	-	14,625	(14,625)	-	-
Police and Crime Commission	-	11,955	(11,955)	-	-
Foundation Derbyshire	-	11,998	(11,998)	-	-
UK Community Funds Covid Grant	-	19,991	(12,001)	-	7,990
National Lottery Community Fund	-	100,000	(10,223)	-	89,777
Total restricted funds	93,007	222,442	(125,314)	-	190,135
Total funds	150,820	284,666	(174,578)	-	260,908

The purpose of each fund is as follows:

Strategic Development (including BME Projects)

Projects to further the strategic equality and diversity aims of Links including the work with Black and Minority Ethnic (BME) communities.

**LINKS:
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General reserve	-	-	-
Designated reserve	-	70,773	70,773
Restricted funds			
Strategic Development (inc BME Projects)	-	92,368	92,368
UK Community Foundations	-	7,990	7,990
National Lottery Community Fund	-	89,777	89,777
Total restricted funds	-	190,135	190,135
Total funds	-	260,908	260,908

15. Related party transactions

The charity had no related party transactions that required disclosure.