

# PHOENIX ENTERPRISES (SWINDON) LTD

England & Wales · Charity number 1094101

## Details

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**Other names** PHOENIX MAILING, PHOENIX ENTERPRISES

**Status** Registered

**Legal form** Charitable company

**Company number** [04358845](#)

**Registered** 2002-10-09

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

## Contact

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**Address** Unit 2  
Enterprise House  
Cheney Manor Industrial Estate  
Swindon  
SN2 2YZ

**Phone** 01793200815

**Email** [info@phoenixenterprises.co.uk](mailto:info@phoenixenterprises.co.uk)

**Website** [www.phoenixenterprises.co.uk](http://www.phoenixenterprises.co.uk)

## Activities

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**Objects:** The charity's objects ("Objects") are restricted specifically only for the public benefit to support vulnerable adults (over the age of 18 years) primarily living in or around Swindon, Wiltshire ("Relevant Adults") in particular those with a learning disability or mental health condition by: i. Providing education through work experience, support and mentoring, including the development of life skills, to assist the Relevant Adults to reach their potential and where possible become self-supporting. ii. Helping relieve unemployment amongst Relevant Adults including providing assistance in finding employment and the provision of skills training and / or assistance in accessing such training. iii. Providing help and support to the Relevant Adults with day-to-day matters where they need it, including, but not limited to, their benefits, financial management and housing. .iv. To promote such other charitable purposes as the trustees may from time to time think fit.

**Activities:** We work with adults experiencing mental health problems, providing a supportive training and workplace environment. The majority of the work undertaken is of a commercial nature

## Classification

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

## Geography

- **Area of benefit:** SWINDON
- Swindon
- Wiltshire

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£262,229	£274,386	-	-
2024-03-31	£235,902	£227,741	-	-
2023-03-31	£241,636	£226,272	-	-
2022-03-31	£266,808	£269,790	-	-
2021-03-31	£188,362	£129,698	-	-

## Trustees

Name	Role	Appointed
Claire Gallagher		2024-12-09
Dawn Gwendoline Louise Murden		2025-10-01
Kate Elizabeth Ball		2024-09-23
Kim EGGLETON		2025-10-01
Leah Blanchard		2023-12-20
Martin Hallows		2024-06-19
Robert John Hardwick		2025-10-01

**PHOENIX ENTERPRISES (SWINDON) LTD**

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# Accounts

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Registered number: 04358845

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**Phoenix Enterprises (Swindon) Ltd**

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**REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Examined by:**

Purple Lime Accountancy Ltd  
Unit 5 Callow Park  
Brinkworth  
Chippenham  
SN15 5FD

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**Phoenix Enterprises (Swindon) Ltd**

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**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**TRUSTEES**

Ms K Ball (appointed 23/09/24)  
Ms L Blanchard  
Ms C Gallagher (appointed 9/12/24)  
Dr N Griffiths  
Mr M Hallows (appointed 19/6/24)  
Mrs J Newton (resigned 23/09/24)  
Mr N Thompson

**REGISTERED OFFICE**

Unit 2 Enterprise House  
Cheney Manor Industrial Estate  
Swindon  
SN2 2YZ

**COMPANY NUMBER**

04358845

**CHARITY NUMBER**

1094101

**ACCOUNTANTS**

Purple Lime Accountancy Ltd  
Unit 5 Callow Park  
Brinkworth  
Chippenham  
SN15 5FD

Registered number: 04358845  
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**Phoenix Enterprises (Swindon) Ltd**

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**ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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## Phoenix Enterprises (Swindon) Ltd

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### FOR THE YEAR ENDED 31 MARCH 2025 INTRODUCTION BY THE CEO

It has been another successful and busy year, with the latter part dominated by the change in premises. With our previous building on the market, we had been looking for alternatives for months. Our extremely limited budget made finding somewhere suitable a real challenge. Unit 2 Cheney Manor Industrial Estate had been standing empty for five years and needed lots of work – reflected in the ‘Extraordinary Cost’ of £34,056. We had to remove partition walls, replace broken ceiling tiles, fit energy efficient lights and loft insulation, make the gas and electrics safe and install a kitchen and disability toilet. Initially we had to run two dehumidifiers 24/7 to eliminate the damp. The current building is half the size so we are working out new working patterns. However, our service users tell us they like the new building and list several advantages, not the least of which is the heating. We are extremely grateful to Karen who orchestrated the entire move with precision, good-humour and resilience! Thanks also to the people who went above and beyond, including Kenny, a number of service users and our fabulous ambassador Chris Hunt Skelley.

Our Westonbirt Arboretum trips were a particular highlight of the year. The first was in October on World Mental Health Day. Westonbirt staff and volunteers were caring, interesting and committed to ensuring we all had a good time. We all loved their focus on mindfulness, the Autumn colours, and felt uplifted by the splendour of the trees. We followed this up with a tree planting day at Westonbirt’s Silk Wood Community Planting Project, proudly planting 76 trees on a bright bitterly cold January day. We are all looking forward to seeing the trees in their Spring glory on 1 May.

We are delighted that Kate Ball, Claire Gallagher and Martin Hallows joined us as trustees during the year, with Martin taking on the Chair role. We are looking forward to continuing the strategy work including a review of the trustees’ roles, responsibilities and skills.

We are optimistic about our partnership with Amazon. In January our service users visited their Symmetry Park fulfilment centre and we were deeply impressed by their kindness, willingness to work with us and their state-of-the-art inventory management system. Our people will be given tailored support as they go through the application, interview and training process, then provided with buddies to work alongside them until they are comfortable in the role and ready to fly solo!

In our service user feedback forms we ask what people would do without Phoenix and the answers are overwhelmingly consistent: “I’d be mainly at home, and mainly on my own”, “Sleeping, staying at home, not doing much”, “Watching TV, playing games”, “I wouldn’t have structure to my day”, “Not a lot – I am alone in my flat.” Seeing and listening to the banter at lunchtimes and the laughter on our trips highlights the wonderful difference Phoenix makes to the people that come here. We truly do combat isolation, provide structure and routine and improve wellbeing. Phoenix is a happy place that people are proud to be part of.

To everyone that makes Phoenix such a special place – the service users, volunteers, ambassador, staff and trustees – thank you! for your time, your enthusiasm, your humour and dedication.

Clare McDougall  
CEO, Phoenix Enterprises

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## Phoenix Enterprises (Swindon) Ltd

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### FOR THE YEAR ENDED 31 MARCH 2025 TRUSTEES' REPORT

The Trustees, who are also directors for the purposes of company law, have the pleasure of presenting their report and the financial statements for the charitable company for the year ended 31 March 2025.

#### **OUR WORK**

##### **Objectives and aims**

- Phoenix Enterprises is a mental health and learning disability charity and social enterprise founded in 2002. Each year we provide a vital safety net for over 120 vulnerable adults in Swindon. We give holistic day-to-day support, in a production environment, improving morale, life and employability skills, mental and physical health.
- Our mission is to alleviate poverty through improving social and financial inclusion for people in Swindon with mental health issues and learning disabilities through holistic support and work experience.

##### **Focus of our work**

We work with adults experiencing short or long-term mental health issues, ranging from anxiety to depression, people with learning disabilities and people struggling to return to or get paid work. Some of our people will be with us for just a few months and others have been here for over 10 years. Most are referred to us by GPs or mental health and support agencies. 70% take medication or attend GP appointments related to their mental health condition. We provide each person with holistic support – advocating for them and working on their development, progressing towards paid employment and/or independent living, building self-confidence, self-esteem, and self-worth. We achieve this by providing the following services:

- Phoenix is so much more than a day centre; our people carry out hand-assembly jobs in our warehouse, knowing they make a valued contribution. This provides a place to go each day where they can feel included and make friends with people in similar situations.
- Life Skills training which include cooking and healthy eating.
- Fitness through partner organisations.
- Advice on budgeting and financial concerns, aiming for control over their finances and their lives.
- Liaising with GPs, counsellors, social and case workers to ensure that support is targeted to the specific needs of each person and their families.
- Supporting with Job Centre interviews and benefit applications.
- Help to resolve landlord and housing disputes.

We aim to get our people that are able, into sustainable paid employment. We act as a stepping-stone towards jobs in competitive employment by:

- Providing work experience.
- Rebuilding confidence.
- Helping to find suitable roles.
- One-to-one assistance which includes CV writing and interview techniques.
- Providing references.
- Helping to educate employers about the stigma attached to mental health and disabilities.

We ensure that everyone is given the opportunity to realise their full potential, which for many means finding paid employment, coming off benefits for the first time, living independently and making their way in the world. We focus on what each individual CAN DO, not what their disability means they can't do. It is key that our people receive the best possible chance of success and that mental health, learning or physical disabilities do not disadvantage them in their desire to learn, work, achieve and forge a career. Building better relationships with employment agencies, employers and the job centre allows us to educate and knock down the stigma barriers attached to employing people with disabilities.

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The impact of the support given, skills gained, reduced social isolation, better housing, reduced stress and paid work is a long-term improvement to their physical and mental health and wellbeing.

Without Phoenix, there would be significant impact on the public purse as well as the local community.

Without Phoenix, our people would:

- Remain permanently on benefits and lead less fulfilling lives.
- Have more mental health issues requiring medical help / intervention.
- Place an increased demand on social services (if our people did not come here, they would need somewhere else to go, or a support worker to provide daily structured activities for them ensuring they are occupied and keep out of trouble).
- In a few cases some would most likely be disruptive or cause damage through vandalism.
- In at least a couple of cases, a prison sentence was a realistic concern without our intervention.
- Others, who wouldn't receive additional support, would suffer with increased anxiety, be miserable, and become more unwell physically as well as mentally.

### **ACHIEVEMENT AND PERFORMANCE**

We developed our work with DWP Disability Employment, Swindon Borough Council Adult Social Care, NHS Community Mental Health, Shared Lives and other agencies. We continued to offer supported work experience placements for students from Horizons College and New College Swindon. This year Green Labyrinth and Crowdys Hill School did not have suitable students over 18 years of age.

- We provided holistic, one-to-one support, improving health and wellbeing:
  - We accompanied our people to medical appointments (GP / nurse / hospital).
  - We carried out monthly Wellbeing Assessments, taking action where indicated.
  - We signed people up for cooking and healthy eating courses.
- We advocated for all our people and improved their financial circumstances:
  - Social care – we supported our people at numerous meetings.
  - We supported at Job Centre interviews and DWP assessments, helping service users obtain and retain the appropriate benefits, successfully supporting people with PIP applications.
  - We helped with housing issues, disputes, probate, etc.
  - We gave one-to-one budgeting, financial management and pension advice.
  - We supported people to obtain medical cost exemptions.
  - Overall, we gave people the confidence to better manage their lives.
- We reduced social isolation through:
  - People attending Phoenix between 1 and 4 days each week.
  - Our social activities, including a concert, beach trip, Summer Olympics, football matches, Westonbirt Arboretum visits, fireworks, panto and Christmas parties, encouraged all our people to make friends and enjoy life.
- We tackled the stigma attached to mental health and learning disability:
  - We are gradually raising awareness that a learning disability is no barrier to being an effective shop assistant or warehouse operative.
  - We took part in local community radio interviews and were featured in local press articles, raising awareness of the employability and potential of people with learning difficulties and mental health.

### **Employment opportunities**

Through our general employment support which we offer in-house at Phoenix, such as warehouse training, CV writing and support with job searching, we increased the employability skills of our people. We supported 9 people (10%) to move into paid employment, 19 into work placements or voluntary work roles or work experience external to Phoenix across 11 different employers. 28 people gained training or qualifications with our support, adding meaningful contributions to their CV's, which will inevitably help towards finding paid and sustainable work.

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We are continuing our partnerships with other training providers such as Seetec, IPSUM and Adult Community Learning to ensure we give each person at Phoenix the most varied options available for personal and professional development.

We maintained our partnerships with Travis Perkins and the Teaspoon Café, working with both organisations to make reasonable adjustments to accommodate our people with anxiety and learning difficulties.

Partnerships with Amazon, Abbey Farm School, Timpson's and Moredon Sports Hub are all still in the early stages but seem very promising.

We continued to engage with other organisations to provide more diverse opportunities for our Service Users. These include The Olive Tree Café, Foggys, Ipsum, the Swindon Hub, Men's Shed and local community radio, Swindon 105.5.

### **FINANCIAL REVIEW**

- **Production**

We are very grateful to all our commercial clients who provide us with work to assemble or package for many different types of products, including cardboard boxes, gift sets, seasonal goods, household consumables, fragile and delicate products. All proceeds from the commercial work we do is invested in our people – their rehabilitation, training and ongoing care.

This year we had a wide range of commercial jobs for service users to do, including gluing cardboard boxes, collating instruction leaflets, sticking labels on coke cans, packing jams and sauces into beautiful display boxes and packaging luxury cosmetics. Many also took on tasks like pallet truck driving, shrink wrapping, supervising others, carrying out quality control checks, cleaning, talking to customers and engaging with volunteers. Through this work, service users improved their skills like timekeeping, resilience, following instructions, communication, respect, teamwork, attention to detail, problem solving and numeracy. These are all transferable skills.

We continued to work individually with each service user that wants to progress to paid on their development goals, building their skills and resilience. Our people take great pride in their work, which helps rebuild their own personal sense of purpose, self-respect and self-confidence, whilst gaining invaluable work experience. We are always mindful of the mental health and capability of our people who do the production work. We therefore work closely with our commercial clients to ensure we can deliver the quality of service within the timescales required – we pride ourselves on maintaining a healthy balance between the wellbeing of our people and the needs of our commercial clients.

Over the financial year our commercial income was £83,367, a decrease of 10% over the prior year (£94,685). Towards the end of last year we lost our largest customer (generating revenue of £18,267) because the customer we worked for was not successful in retendering one of their contracts. Also, due to planning for the premises move, the actual move and sorting the warehouse post move, January and February were very quiet.

In addition, in the last quarter, work has been hard to source, particularly less-skilled work. This has meant less work for our service users to do and our production staff have had to be increasingly creative in ensuring there is work of the appropriate skill level for all service users every day.

The printing industry is still going through a difficult time post Covid, affected by declines in demand for newspapers, magazines, catalogues and advertising material, with two of our customers going out of business resulting in bad debts of £3,925. We have two large print clients remaining and we monitor their outstanding balances frequently.

We worked with 14 different clients throughout the year, with income ranging from <£500 to our largest client providing turnover of £17,781. The next highest value client brought in £16,320.

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## Phoenix Enterprises (Swindon) Ltd

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- **Key Operational Costs**

Our total operating costs were £239,253 (prior year £227,741). This included:

- Employees – 4.8 FTE (6 employees) – salary related costs of £168,231 (£165,321)
- Annual rent £26,017 (£22,000) and utility costs of £10,0190 (£5,340). The new building rental is a 18% higher and, as we now have heating (much appreciated by staff and service users), the utility costs will be higher. We will continue to manage these closely.

- **Extraordinary Cost**

Before the Extraordinary Cost we were very pleased to have made a profit of £22,976. The one-off cost to repair Unit 2 Cheney Manor Industrial Estate to make it fit for purpose and install energy efficiency measures amounted to £34,056, resulting in a net loss of £11,080. We are delighted to have signed a 10-year lease giving the charity security and enabling us at long last to remove Premises from our risk register – previously our lease provided for only a 3-month notice period and the building was up for sale.

- **Fundraising**

Our Scafell Pike hike raised over £10,700 with the balance coming from the local lottery.

- **Grants and Donations**

We have had to work increasingly hard to secure grants and donations and were delighted to secure £144,130 (prior year £104,025) in grants and donations from the local council, various charitable trusts, companies and individuals, which helped the charity survive another difficult year in the challenging economic climate.

We would like to express our sincere thanks for the financial support received from all the organisations that awarded Phoenix grants and donations, ensuring that we were able to continue to support our vulnerable people in diverse and responsive ways. The following organisations deserve specific mention due to the generosity of the amounts awarded:

- The National Lottery Community Fund
- Henry Smith
- Garfield Weston Foundation
- Swindon Borough Council – core costs plus a grant to deliver their Multiply Maths programme
- Sackler Trust
- People's Postcode Lottery
- The 29th May 1961 Charitable Trust

- **Reserves Policy**

At the end of the financial year 2021, the Trustees agreed to increase our reserves policy to 4 months operating costs (previously 3 months), to be further increased to 5 months in 2022 and 6 months in 2023, subject to satisfactory financial conditions.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

- **Governing document**

Phoenix Enterprises (Swindon) Ltd is a company limited by guarantee, incorporated in January 2002, and registered as a charity (number 1094101) in October 2002. The company was established under a Memorandum of Association which established the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

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## Phoenix Enterprises (Swindon) Ltd

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- **Trustee Appointments & Director Recruitment and Remuneration:**

Each year, the trustees, led by the Chair, assess the current board's skills and identify any gaps before recruiting to fill them. Recruitment is conducted through a formal process with a role description and a wide selection of advertising platforms. The Chair of the Trustees and the CEO shortlist and interview candidates. All potential trustees attend a board meeting as a guest prior to their appointment being confirmed – in order to ensure the fit is right for all parties.

Kate Ball was appointed as a Trustee on 23 September 2024.

Claire Gallagher was appointed as a Trustee on 9 December 2024.

Martin Hallows was appointed as a Trustee on 19 June 2024.

Jayne Newton resigned as a Trustee on 23 September 2024.

No trustees were paid or received any benefits and no trustee expenses were reimbursed.

- **Risk Management:** The Trustees are focused on managing the following risk going forward:

**Funding** - For Phoenix to continue over the next financial year we need to focus on maintaining our production work as well as maintaining grant seeking activities. The challenge with production work is that our people suffer with mental health issues, and we need to balance the desire to maintain productivity with supporting people and reducing any associated stress. This is a delicate balance, but we will always place the wellbeing of our people above commercial activities. As with many charities we are observing a significant reduction in donations since Covid, but this remains a key focus to ensure the charity's survival over the coming year.

### **FUTURE PLANS**

**Production** – we are budgeting commercial income for the coming year at £72,000 which is significantly lower than previous years. This is due to the warehouse being half the size of our previous premises. Instead of 40% of operating costs being covered by commercial income, this reduces to 30%. This means we will need to be more creative in our fundraising and we will need to increase our grant application efforts.

We are planning to **maintain the number of service users** we support over the coming years. We will also continue to develop our partnerships with DWP Disability Employment, Swindon Borough Council Adult Social Care, NHS Community Mental Health and local organisations like The Harbour Project (refugees and asylum seekers), The Nelson Trust (women's refuge), and Swindon Talking Therapies.

**Employment for our people** – we will continue to develop partnerships with local employers Amazon, Travis Perkins and GXO (previously WH Smiths), where our people do work experience and get a right to interview for vacancies.

**Colleges** – we will continue to seek opportunities to develop our partnerships with the local colleges.

**Fundraising** – we have a Yorkshire Three Peaks hike and a concert already planned.

The Trustees would like to thank all our wonderful volunteers without whom we couldn't provide the support we do for our people. We would also like to thank all supporters of our organisation including customers, donors, stakeholders, service providers, and support partnership organisations. In addition, we offer a huge thanks to our dedicated team of staff for their continued commitment to our charity and the individuals we continue to support.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006. This report was approved by the Board of Trustees on 23 April 2025.

Martin Hallows  
Chair of the Trustees



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Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2025**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PHOENIX ENTERPRISES (SWINDON) LTD**

We report on the accounts of the company for the year ended 31 March 2025.

**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 the firm that the charity is not subject to an audit under company law and is eligible for independent examination, it is our 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; and
- state whether particular matters have come to our attention.

**BASIS OF INDEPENDENT EXAMINERS STATEMENT**

Our 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 EXAMINERS STATEMENT**

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

1. which gives us 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 our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

*Tom Taylor*

.....  
Date: 7/10/2025

Purple Lime Accountancy Ltd

Professional body: ACCA

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Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

			2025	2024
	Unrestricted funds	Restricted Funds	Total	Total
	£	£	£	£
<b>Income</b>				
Donations and legacies	15,720	148,910	164,630	127,275
Fundraising	10,940	-	10,940	12,718
Income from Investments	1,291	-	1,291	1,224
Income from charitable activities	85,368	-	85,368	94,685
<b>Total income and endowments</b>	<b>113,319</b>	<b>148,910</b>	<b>262,229</b>	<b>235,902</b>
<b>Expenses</b>				
Expenditure on charitable activities	92,155	148,176	240,330	227,741
<b>Total expenses</b>	<b>92,155</b>	<b>148,176</b>	<b>240,330</b>	<b>227,741</b>
<b>Net income for the year</b>	<b>21,164</b>	<b>734</b>	<b>21,899</b>	<b>8,161</b>
<b>Extraordinary cost</b>				
One-off building repair cost	34,056	-	34,056	-
<b>Total extraordinary costs</b>	<b>34,056</b>	<b>-</b>	<b>34,056</b>	<b>-</b>
<b>Net income / (loss) after extraordinary cost</b>	<b>(12,892)</b>	<b>734</b>	<b>(12,157)</b>	<b>8,161</b>
Transfers between funds	-	-	-	-
<b>Net income / (loss) for the year</b>	<b>(12,892)</b>	<b>734</b>	<b>(12,157)</b>	<b>8,161</b>
Total funds brought forward	98,329	47,744	146,073	137,912
<b>Net funds carried forward</b>	<b>85,437</b>	<b>48,479</b>	<b>133,916</b>	<b>146,073</b>

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

No employees received employee benefits excluding employer pension costs of more than £60,000.

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**Phoenix Enterprises (Swindon) Ltd**

**PHOENIX ENTERPRISES (SWINDON) LIMITED  
 BALANCE SHEET AT 31 MARCH 2025**

	Notes	2025	2024
<b>FIXED ASSETS</b>		<b>£</b>	<b>£</b>
Tangible Assets	4	246	2,521
 <b>CURRENT ASSETS</b>			
Debtors (amounts due within one year)	5	6,566	37,840
Cash at bank and in hand		<u>149,394</u>	<u>114,243</u>
		155,960	152,083
<b>CREDITORS: Amounts due within one year</b>	<b>6</b>	<u>22,289</u>	<u>8,530</u>
<b>NET CURRENT ASSETS</b>		133,671	143,553
 <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>133,916</u>	<u>146,074</u>
 <b>CAPITAL AND RESERVES</b>			
<b>Unrestricted funds</b>	<b>7</b>		
General Funds		85,437	78,330
Designated Funds		0	20,000
<b>Restricted Funds</b>	<b>8</b>	<u>48,479</u>	<u>47,744</u>
		<u>133,916</u>	<u>146,074</u>


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

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

Approved by the board of trustees on 23 April 2025 and signed on their behalf by

  
 .....  
 Mr Martin Hallows  
 Trustee

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**Phoenix Enterprises (Swindon) Ltd**

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**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES**

**1 a. Basis of Accounting**

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1 b. Incoming Resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1 c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1 d. Fund Accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

**1 e. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment: straight line 33%

**1 f. Pension Costs**

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

**1 g. Grant income**

Grant income is accounted for using an accrual basis.

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2025**

<b>2. EMPLOYEES</b>	<b>2024</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
Average number of employees	6	7
<b>3. PENSION CONTRIBUTIONS</b>	<b>2024</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Pension contributions	3,549	3,340
<b>4. TANGIBLE FIXED ASSETS</b>	<b>Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2023	27,381	27,381
Additions	-	-
At 31 March 2024	<u>27,381</u>	<u>27,381</u>
<b>Depreciation</b>		
At 1 April 2023	24,860	24,860
For the year	2,275	2,275
At 31 March 2024	<u>27,135</u>	<u>27,135</u>
<b>Net Book Amounts</b>		
At 31 March 2024	<u>246</u>	<u>246</u>
At 31 March 2023	<u>2,521</u>	<u>2,521</u>
<b>5. DEBTORS</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year:		
Trade debtors	6,566	36,393
VAT	-	-
Other debtors	-	1,448
	<u>6,566</u>	<u>37,841</u>
<b>6. CREDITORS: Amounts falling due within one year</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	19,820	3,519
Taxation and social security	1,719	4,261
Other creditors	750	750
	<u>22,289</u>	<u>8,530</u>

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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<b>7. UNRESTRICTED FUNDS</b>	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Funds	78,329	113,319	106,211	-	85,437
Designated Funds	20,000	-	20,000	-	-
	<u>98,329</u>	<u>113,319</u>	<u>126,211</u>	<u>-</u>	<u>85,437</u>

<b>7. RESTRICTED FUNDS</b>	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<u>47,744</u>	<u>148,910</u>	<u>148,176</u>		<u>48,479</u>

**9. TAXATION**

The charity's activities fall within the exemptions afforded by the provision of Income and Corporation Taxes Act 1988. Accordingly, there is no tax charge in the accounts.

**10. GENERAL INFORMATION**

The charity is a private company limited by guarantee, registered in England and Wales (company number 04358845) and a registered charity in England and Wales (charity number 1094101). The address of the registered office is Unit D Athena Avenue, Elgin Industrial Estate, Swindon, Wiltshire, SN2 8EJ.

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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**INCOMING RESOURCES**  
**for the year ended 31 March 2025**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Incoming resources from generated funds</b>		
Income from charitable activities	85,368	<i>94,685</i>
Income from fundraising activities	10,940	<i>12,718</i>
Investment income	1,291	<i>1,224</i>
Income from grants	148,910	<i>113,812</i>
Income from donations	15,720	<i>13,463</i>
	<u>262,229</u>	<u>235,902</u>

**EXPENSES**  
**for the year ended 31 March 2025**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Expenses</b>		
<b>Costs of charitable activities</b>		
Accountancy fees	784	763
Bad debts	3,925	3,531
Depreciation of equipment	2,275	1,117
Equipment rental	2,363	3,783
Fundraising costs	2,691	4,474
Heat, lights, water and waste	10,669	5,340
Insurance	4,639	3,218
Rent	26,017	22,000
Repairs and renewals	3,197	1,933
Salaries	155,345	153,820
NIC	9,337	8,161
Pension contributions	3,549	3,340
Postage	3,955	5,628
Production costs	4,425	1,157
Service User welfare	4,467	4,560
Staff welfare, training and reward	715	1,049
Stationery & office supplies	89	775
Sundry expenses	1,573	2,664
Telephone	316	428
	<u>240,330</u>	<u>227,741</u>

**PHOENIX ENTERPRISES (SWINDON) LTD**

England & Wales - Charity number 1094101

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# Accounts

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Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

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**Examined by:**

Purple Lime Accountancy Ltd  
Hartham Park  
Corsham  
Wiltshire  
SN13 0RP

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**TRUSTEES**

Ms L Blanchard (appointed 20/12/23)

Dr N Griffiths

Ms C McDougall

Mr M Neilson (resigned 09/11/23)

Mrs J Newton

Mr N Thompson (appointed 24/04/23)

**REGISTERED OFFICE**

Unit D Athena Avenue

Elgin Industrial Estate

Swindon

Wiltshire

SN2 8EJ

**COMPANY NUMBER**

04358845

**CHARITY NUMBER**

1094101

**ACCOUNTANTS**

Purple Lime Accountancy Ltd

Hartham Park

Corsham

Wiltshire

SN13 0RP

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2024**

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Registered number: 04358845  
Charity number: 1094101

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## Phoenix Enterprises (Swindon) Ltd

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### FOR THE YEAR ENDED 31 MARCH 2024 TRUSTEES' REPORT

The Trustees, who are also directors for the purposes of company law, have the pleasure of presenting their report and the financial statements for the charitable company for the year ended 31 March 2024.

#### **INTRODUCTION**

It has been a good year with some highlights, but some challenges too. We held a Strategy Day to ensure all trustees, staff and volunteers have clarity regarding our purpose, our intended outcomes, the activities we carry out to achieve these and the annual targets to deliver. We are grateful to Claire Gallagher from the Avon and Wiltshire Mental Health Partnership NHS for delivering valuable Mental Health Awareness & Communication training to staff and trustees. We redesigned our wellbeing assessment process to make it more meaningful and we introduced contracts with service users to help those working towards paid work to honour their commitments. We also improved our evaluation with Service User Feedback Forms.


We broke even despite a tough final quarter, achieved mainly due to a strategic decision to increase commercial income. Commercial income now covers 42% of our costs with the balance funded by grants and fundraising. We successfully entered ITV and the National Lottery's The People's Projects where we were shortlisted as one of the top five in our region, with a 3-minute TV programme airing in June '23 ([www.thepeoplesprojects.org.uk/projects/view/phoenix-rising](http://www.thepeoplesprojects.org.uk/projects/view/phoenix-rising)). We were delighted to be awarded a 3-year £150,000 National Lottery Grant and proud to have raised over £9,000 on a Ben Nevis hike.

DWP Disability Employment, Swindon Borough Council Adult Social Care and NHS Community Mental Health are now regularly referring people to Phoenix and relationships with Horizons College and New College Swindon have strengthened. Our corporate volunteering has taken off and we have had 21 teams in, with a total of 176 volunteers. We are so grateful to them and especially to our wonderful long-standing volunteers whose dedication and help we thoroughly appreciate.

This year we focussed on our value-in-kind for service users. They aren't paid, and yet come in week after week to volunteer in our warehouse. Many do this because we are helping them progress to paid work. They appreciate the employability skills they are acquiring, like resilience, timekeeping and following instructions. Through our support, a very pleasing 56% of our non-student attendees secured paid work, work placements, attended training courses or volunteered outside of Phoenix. However, many (around 30%) are unlikely to move on to paid work, either because their mental health or medication precludes it or due to the severity of their learning disability. They are fiercely loyal to Phoenix and a delight to work alongside. They come because they want to be part of our caring community, feel the benefits of real work and enjoy our social activities.

We had a very memorable and very wet Bournemouth trip and outings to the Panto, Fireworks and bowling. We were kindly donated 50 tickets for Swindon Town Football Club matches. We attended cooking classes, boxing classes and 15 people regularly attended fitness sessions at Bradley Gray Gym and Rise Fitness. Through the Multiply programme 25 people developed their practical maths skills like budgeting.

As ever, we have made a profound difference to individuals' lives; examples include, a transformation from unkempt to volunteering at a charity, moving from alcohol issues to reliable attendance, personally addressing mental health needs, going back to college, showing marked improvement in social engagement, growth in confidence, travelling independently etc. We've been involved in trauma intervention and safeguarding referrals, helped sort housing and pensions etc. Without us there would be a negative effect on individuals' physical and mental health. There's no-one at Phoenix for whom we don't make a difference to their life and we have loved working with every single person. I would like to say a heartfelt thank you to every member of staff, our trustees, our volunteers, our funders, the teachers, our advocates and, of course, our service users!

  
Clare McDougall  
CEO, Phoenix Enterprises

Registered number: 04358845

Charity number: 1094101

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## Phoenix Enterprises (Swindon) Ltd

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### OUR WORK

#### Objectives and aims

- Phoenix Enterprises is a mental health and learning disability charity and social enterprise founded in 2002. Each year we provide a vital safety net for over 100 vulnerable adults in Swindon. We give holistic day-to-day support, in a production environment, improving morale, life and employability skills, mental and physical health.
- Our mission is to improve social and financial inclusion for people in Swindon with mental health issues and learning disabilities through holistic support and work experience.

#### Focus of our work

We work with adults experiencing short or long-term mental health issues, ranging from anxiety to depression, people with learning difficulties and people struggling to return to or get paid work.

Some of our people will be with us for just a few months and others have been here for over 10 years. Most are referred to us by GPs or mental health and support agencies. 70% take medication or attend GP appointments related to their mental health condition.

We provide each person with holistic support – advocating for them and working on their development, progressing towards paid employment and/or independent living, building self-confidence, self-esteem, and self-worth. We achieve this by providing the following services:

- Phoenix is so much more than a day centre; our people carry out hand-assembly jobs in our warehouse, knowing they make a valued contribution. This provides a place to go each day where they can feel included and make friends with people in similar situations.
- Life Skills training which include cooking and healthy eating.
- Fitness (through Alpha Boxing, Bradley Gray Fitness and Rise Fitness).
- Advice on budgeting and financial concerns, aiming for control over their finances and their lives (through Multiply).
- Liaising with GPs, counsellors, social and case workers to ensure that support is targeted to the specific needs of each person and their families.
- Supporting with Job Centre interviews and benefit applications.
- Help to resolve landlord and housing disputes.

We aim to get our people that are able, into sustainable paid employment. We act as a stepping-stone towards jobs in competitive employment by:

- Providing work experience.
- Rebuilding confidence.
- Helping to find suitable roles.
- One-to-one assistance which includes CV writing and interview techniques.
- Providing references.
- Helping to educate employers about the stigma attached to mental health and disabilities.

We ensure that everyone is given the opportunity to realise their full potential, which for many means finding paid employment, coming off benefits for the first time, living independently and making their way in the world. We focus on what each individual CAN DO, not what their disability means they can't do. It is key that our people receive the best possible chance of success and that mental health, learning or physical disabilities do not disadvantage them in their desire to learn, work, achieve and forge a career. Building better relationships with employment agencies, employers and the job centre allows us to educate and knock down the stigma barriers attached to employing people with disabilities.

The impact of the support given, skills gained, reduced social isolation, better housing, reduced stress and paid work is a long-term improvement to their physical and mental health and wellbeing.

Registered number: 04358845

Charity number: 1094101

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## Phoenix Enterprises (Swindon) Ltd

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Without Phoenix, there would be significant impact on the public purse as well as the local community.

Without Phoenix, our people would:

- Remain permanently on benefits and lead less fulfilling lives.
- Have more mental health issues requiring medical help / intervention.
- Place an increased demand on social services (if our people did not come here, they would need somewhere else to go, or a support worker to provide daily structured activities for them ensuring they are occupied and keep out of trouble).
- In a few cases some would most likely be disruptive or cause damage through vandalism.
- In at least a couple of cases, a prison sentence was a realistic concern without our intervention.
- Others, who wouldn't receive additional support, would suffer with increased anxiety, be miserable, and become more unwell physically as well as mentally.

### **ACHIEVEMENT AND PERFORMANCE**

In the year to 31 March 2024, 127 people with mental health issues and learning disabilities attended Phoenix.

We developed our work with DWP Disability Employment, Swindon Borough Council Adult Social Care, NHS Community Mental Health, The Harbour Project (refugees and asylum seekers) and The Nelson Trust (women's refuge). We continued to offer supported work experience placements for students from Horizons College, New College Swindon, Green Labyrinth and Crowdys Hill School.

- We provided holistic, one-to-one support, improving health and wellbeing:
  - We accompanied our people to 20 medical appointments (GP / nurse / hospital).
  - We carried out monthly Wellbeing Assessments, taking action where indicated.
  - We signed people up for cooking and healthy eating courses and attended regular boxing and fitness training sessions – these were great fun and improved attendees' fitness.
- We advocated for all our people and improved their financial circumstances:
  - Social care – we supported our people at numerous meetings.
  - We supported at Job Centre interviews and DWP assessments, helping service users obtain and retain the appropriate benefits, successfully supporting 3 people with PIP applications.
  - We helped with housing issues, disputes, probate, etc.
  - We gave one-to-one budgeting, financial management and pension advice.
  - We supported people to obtain medical cost exemptions.
  - Overall, we gave people the confidence to better manage their lives.
- We reduced social isolation through:
  - People attending Phoenix between 1 and 4 days each week.
  - Our social activities, including a beach trip, bowling, football matches, fireworks, panto and Christmas parties, encouraged all our people to make friends and enjoy life.
- We tackled the stigma attached to mental health and learning disability:
  - We are gradually raising awareness that a learning disability for example is no barrier to being an effective shop assistant or warehouse operative.
  - We were one of five charities in our ITV region shortlisted for The People's Project. ITV filmed Phoenix, with the programme airing in May 2023. Our project focussed on helping our people learn new skills to make them more employable in a more diverse range of jobs.
  - Trustees and service users took part in local community radio interviews, raising awareness of the employability and potential of people with learning difficulties and mental health.

### **Employment opportunities**

Through our employment support we increased the employability skills of all of our people. We supported 11 people to move into paid employment, 7 into work placements and a further 12 into voluntary work roles or work experience external to Phoenix across 18 different employers. 18 people gained training or qualifications with our support, adding meaningful contributions to their CV's, which will inevitably help towards finding paid and sustainable work.

Registered number: 04358845

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## Phoenix Enterprises (Swindon) Ltd

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We are continuing our partnerships with other training providers such as Seetec, IPSUM and Adult Community Learning to ensure we give each person at Phoenix the most varied options available for personal and professional development.

Travis Perkins is continuing to be a great success story as they have provided another two placements this year, a former Phoenix service user is thriving there as a full-time employee and they are open to offering more work experience. Recently the Teaspoon Café have been very supportive, taking on three of our service users on voluntary roles, two of whom are now being paid on a part-time basis. We recently developed a relationship with local community radio, Swindon 105.5, placing one service user with them who is thriving in his role as a budding radio presenter, and the promise to consider others that are interested.

### **FINANCIAL REVIEW**

- **Production**

We are very grateful to all of our commercial clients who provide us with work to assemble or package for many different types of products, including cardboard boxes, gift sets, speciality sets, seasonal goods, household consumables, fragile and delicate products. All proceeds from the commercial work we do is invested in our people – their rehabilitation, training and ongoing care.

Our people take great pride in their work, which helps rebuild their own personal sense of purpose, self-respect and self-confidence, whilst gaining invaluable work experience. We are always mindful of the mental health and capability of our people who do the production work. We therefore work closely with our commercial clients to ensure we can deliver the quality of service within the timescales required – we pride ourselves on maintaining a healthy balance between the wellbeing of our people and the needs of our commercial clients.

Over the financial year, due to a concerted and strategic push, we managed to increase our commercial income to £94,685, an increase of 11% over the prior year (£85,020) and 41% over the year ended 31 March 2022 (£66,916). The printing industry is still going through a difficult time post Covid, affected by declines in demand for newspapers, magazines, catalogues and advertising material. This didn't impact Phoenix in the first three quarters of the year, with record turnover £27,000 ahead of the same period in the previous year. However, in October, our largest customer was not successful in retendering one of their contracts. This reduced our revenue by £800 a week. In addition, in the last quarter, work has been hard to source, with other sales down by £1,800 a month. This has meant less work for our service users to do and our production staff have had to be increasingly creative in ensuring there's work of the appropriate skill level for all service users every day. In March 2024 we signed up a couple of new customers/products so we are hopeful this trend will continue. Unfortunately, in Q4, one of our customers went into liquidation resulting in a bad debt of £3,757. Across the year we worked with 22 different clients, including two new commercial clients, with income ranging from <£500 to the major client we lost providing turnover of £18,267. The next highest value client brought in £14,927.

- **Key Operational Costs**

Our total operating costs were £227,741. This included:

- Employees - 5.2 FTE (7 employees) – salary related costs of £165,321
- Annual rent and utility costs of £27,340. We are particularly proud of the decrease from £34,134 in the prior year as this is due to savings in energy bills, in spite of the significant increase in supplier rates, due to diligently switching off lights and avoiding heating costs.

- **Fundraising**

Our Ben Nevis hike raised over £9,000 with the balance of the £3,718 coming from fundraising at boxing matches and from the local lottery.

Registered number: 04358845  
Charity number: 1094101

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## Phoenix Enterprises (Swindon) Ltd

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- **Grants and Donations**

We had to work increasingly hard to secure grants and donations – sending 193 applications, 13 of which were successful, 27 declined and we didn't hear from 153. The successes totalled £127,275 (prior year £126,678) from the local council, various charitable trusts, companies and individuals, which helped Phoenix survive another difficult year in the challenging economic climate.

We would like to express our sincere thanks for the financial support received from all the organisations that awarded Phoenix grants and donations, ensuring that we were able to continue to support our vulnerable people in diverse and responsive ways.

The following organisations deserve specific mention due to the generosity of the amounts awarded:

- The National Lottery Community Fund
  - Swindon Borough Council – core costs plus a grant to deliver their Multiply Maths programme
  - Sackler Trust
  - ITV The People's Project
  - Will Charitable Trust
  - Wiltshire Community Foundation
  - The 29th May 1961 Charitable Trust
- **Reserves Policy:** At the end of the financial year 2021, the Trustees agreed to increase our reserves policy to 4 months operating costs (previously 3 months), to be further increased to 5 months in 2022 and 6 months in 2023, subject to satisfactory financial conditions.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

- **Governing document:** Phoenix Enterprises (Swindon) Ltd is a company limited by guarantee, incorporated in January 2002, and registered as a charity (number 1094101) in October 2002. The company was established under a Memorandum of Association which established the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

- **Trustee appointment, induction and training**

Nathan Thompson was appointed as a Trustee on 24<sup>th</sup> April 2023  
Mark Neilson resigned as a Trustee on 9<sup>th</sup> November 2023  
Leah Blanchard was appointed as a Trustee on 20<sup>th</sup> December 2023.  
We rotate the Chair position amongst the trustees.

Trustee nominations are the responsibility of the Board, made as needs arise. Trustees recruited after 1 January 2023 serve a maximum of 3 years from their election, with the possibility of a three-year extension by exception if agreed by the Board. Since April 2024 no trustees have left the Board. A new trustee, Martyn Hallows has been appointed.

A training and development programme for all trustees has been introduced by the Board. Other development opportunities for individual trustees, shaped to suit individual needs, are also made available. New appointees undergo an induction process to ensure they understand the work of Phoenix Enterprises (Swindon) Limited and the requirements for charity trustees generally.

- **Trustee remuneration:** Only the CEO receives remuneration from the charity, receiving a salary of £41,000 in the year to 31 March 2024. None of the other trustees have been paid remuneration or benefits from the charity or a related entity. No trustees have claimed expenses or had their expenses met by the charity.

Registered number: 04358845

Charity number: 1094101

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## Phoenix Enterprises (Swindon) Ltd

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- **Risk Management:** The Trustees are focused on managing two key risks going forward:
  - 1) **Property:** Our current building is ideal for our charity and production purposes as it includes a significant warehouse, reinforced flooring, dedicated parking for loading/unloading, kitchen and seating for our people and offices for our staff and support work. It is also serviced by excellent bus routes for our people to be able to attend easily. However, our lease provides for only a 3-month notice period and the building is up for sale. Also, since we are unable to afford a full commercial rent, our landlord is unable to carry out maintenance on the property to address some significant issues (leaking roof, no heating or air-conditioning). Our vulnerability on the current short-term tenure leads us to be constantly on the look-out for alternative more sustainable premises, which are very limited in the area (mainly due to our rent budget).
  - 2) **Funding:** For Phoenix Enterprises to continue over the next financial year we need to be very focused on maintaining our production work as well as maintaining our grant seeking activities. The challenge with production work is that our people suffer with mental health issues, and we need to balance the desire to maintain productivity with supporting our people and reducing any associated stress. This is a delicate balance, but we will always place the wellbeing of our people above commercial activities. As with many charities we are observing a significant reduction in donations since Covid, but this remains a key focus to ensure the charity's survival over the coming year.

### FUTURE PLANS

**Production** – we are budgeting to maintain our commercial income for the coming year at £96,000 in spite of this year's Q4 downturn. This will take concerted effort and ingenuity. This means 42% of our costs will continue to be paid for by commercial income; making Phoenix less dependent on grant income. In order to deliver this income, we need to source additional customers and continue recruiting new service users through our partnerships with local community organisations.

We are planning to **increase the number of service users** we support over the coming years. We will also continue to develop our partnerships with DWP Disability Employment, Swindon Borough Council Adult Social Care, NHS Community Mental Health and local organisations like The Harbour Project (refugees and asylum seekers), The Nelson Trust (women's refuge), and LIFT Psychology.

**Employment for our people** – we will continue to develop partnerships with local employers Travis Perkins and GXO (previously WH Smiths), where our people do work experience and get a right to interview for vacancies. We will also reach out to the various companies that have signed up to Ban the Box, the campaign to increase opportunities for people with convictions to compete for jobs.

**Colleges** – we will continue to seek opportunities to develop our partnerships with the local colleges.

**Fundraising** – we have a sponsored Scafell Pike hike and a concert already planned.

The Trustees would like to thank all our wonderful volunteers without whom we couldn't provide the support we do for our people. We would also like to thank all supporters of our organisation including customers, donors, stakeholders, service providers, and support partnership organisations. In addition, we offer a huge thanks to our dedicated team of staff for their continued commitment to our charity and the individuals we continue to support.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006. This report was approved by the Board of Trustees on 29 April 2024.



Mrs J Newton  
Trustee

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2024**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PHOENIX ENTERPRISES (SWINDON) LTD**

We report on the accounts of the company for the year ended 31 March 2024.

**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 the firm that the charity is not subject to an audit under company law and is eligible for independent examination, it is our 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; and
- state whether particular matters have come to our attention.

**BASIS OF INDEPENDENT EXAMINERS STATEMENT**

Our 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 EXAMINERS STATEMENT**

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

1. which gives us 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 Charitieshave not been met; or
2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

*Tom Taylor*

.....  
Date: 27 June 2024  
Purple Lime Accountancy Ltd

Professional body: ACCA

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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

	<b>Unrestricted funds</b>	<b>Restricted Funds</b>	<b>2024 Total</b>	<i>2023 Total</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income</b>				
Income from generated funds				
Donations and legacies	13,463	113,812	127,275	143,626
Fundraising	12,718	-	12,718	12,779
Income from Investments	1,224	-	1,224	211
Income from charitable activities	94,685	-	94,685	85,020
<b>Total income and endowments</b>	<b>122,090</b>	<b>113,812</b>	<b>235,902</b>	<b>241,636</b>
<b>Expenses</b>				
Costs of generating funds				
Expenditure on charitable activities	120,690	107,051	227,741	226,272
<b>Total expenses</b>	<b>120,690</b>	<b>107,051</b>	<b>227,741</b>	<b>226,272</b>
<b>Net income</b>	<b>1,399</b>	<b>6,762</b>	<b>8,161</b>	<b>15,364</b>
Transfers between funds	-	-	-	-
<b>Net income for the year</b>	<b>1,399</b>	<b>6,762</b>	<b>8,161</b>	<b>15,364</b>
Total funds brought forward	96,930	40,982	137,912	122,548
<b>Net funds carried forward</b>	<b>98,329</b>	<b>47,744</b>	<b>146,073</b>	<b>137,912</b>

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

No employees received employee benefits excluding employer pension costs of more than £60,000.

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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	Notes	2024	2023
		£	£
<b>FIXED ASSETS</b>			
Tangible Assets	4	2,521	2,901
<b>CURRENT ASSETS</b>			
Debtors (amounts falling due within one year)	5	37,841	23,480
Cash at bank and in hand		<u>114,243</u>	<u>122,800</u>
		152,083	146,280
<b>CREDITORS: Amounts falling due within one year</b>	6	<u>8,530</u>	<u>11,269</u>
<b>NET CURRENT ASSETS</b>		143,553	135,011
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>146,074</u>	<u>137,912</u>
<b>CAPITAL AND RESERVES</b>			
<b>Unrestricted funds</b>	7		
General Funds		78,330	76,930
Designated Funds		20,000	20,000
<b>Restricted Funds</b>	8	<u>47,743</u>	<u>40,982</u>
		<u>146,074</u>	<u>137,912</u>

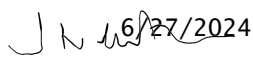
For the year ending 31 March 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

Approved by the board of trustees on xx June 2024 and signed on their behalf by

 16/27/2024

.....  
Mrs J Newton  
Trustee

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**1. ACCOUNTING POLICIES**

**1 a. Basis of Accounting**

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1 b. Incoming Resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1 c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1 d. Fund Accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

**1 e. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment: straight line 33%

**1 f. Pension Costs**

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

**1 g. Grant income**

Grant income is accounted for using an accrual basis.

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2024**

<b>2. EMPLOYEES</b>	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Average number of employees	7	7
<b>3. PENSION CONTRIBUTIONS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Pension contributions	3,340	2,422
<b>4. TANGIBLE FIXED ASSETS</b>	<b>Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2023	26,644	26,644
Additions	737	737
At 31 March 2024	<u>27,381</u>	<u>27,381</u>
<b>Depreciation</b>		
At 1 April 2023	23,743	23,743
For the year	1,117	1,117
At 31 March 2024	<u>24,860</u>	<u>24,860</u>
<b>Net Book Amounts</b>		
At 31 March 2024	<u>2,521</u>	<u>2,521</u>
At 31 March 2023	<u>2,901</u>	<u>2,901</u>
<b>5. DEBTORS</b>	<b>2024</b>	<b>2023</b>
Amounts falling due within one year:	<b>£</b>	<b>£</b>
Trade debtors	36,393	21,995
VAT	-	-
Other debtors	1,448	1,485
	<u>37,841</u>	<u>23,480</u>
<b>6. CREDITORS: Amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,519	4,320
Taxation and social security	4,261	5,949
Other creditors	750	1,000
	<u>8,530</u>	<u>11,269</u>

Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**


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<b>7. UNRESTRICTED FUNDS</b>	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Funds	76,930	122,090	120,690	-	78,329
Designated Funds	20,000	-	-	-	20,000
	<u>96,930</u>	<u>122,090</u>	<u>120,690</u>	<u>-</u>	<u>98,329</u>

<b>8. RESTRICTED FUNDS</b>	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<u>40,982</u>	<u>113,812</u>	<u>107,051</u>		<u>47,744</u>

**9. TAXATION**

The charity's activities fall within the exemptions afforded by the provision of Income and Corporation Taxes Act 1988. Accordingly there is no tax charge in the accounts.

**10. GENERAL INFORMATION**

The charity is a private company limited by guarantee, registered in England and Wales (company number 04358845) and a registered charity in England and Wales (charity number 1094101). The address of the registered office is Unit D Athena Avenue, Elgin Industrial Estate, Swindon, Wiltshire, SN2 8EJ.

Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**INCOMING RESOURCES**  
**for the year ended 31 March 2024**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Incoming resources from generated funds</b>		
Income from charitable activities	94,685	85,020
Income from fundraising activities	12,718	12,779
Investment income	1,224	211
Income from grants	113,812	109,950
Income from donations	13,463	16,728
Income from Kickstart grants (paid out as salaries)	-	16,948
	<u>235,902</u>	<u>241,636</u>

**EXPENSES**  
**for the year ended 31 March 2024**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Expenses</b>		
<b>Costs of charitable activities</b>		
Accountancy fees	763	1,013
Bad debts	3,531	4,031
Charitable donations	-	-
Depreciation of equipment	1,117	751
Equipment rental	3,783	2,363
Fundraising costs	4,474	-
Heat, lights, water and waste	5,340	9,386
Insurance	3,218	2,456
Professional fees	-	500
Rent	22,000	24,748
Repairs and renewals	1,933	5,555
Salaries	153,820	137,412
Kickstart salaries	-	16,948
NIC	8,161	7,760
Pension contributions	3,340	2,422
Postage	5,628	4,027
Service User welfare	4,560	1,462
Staff welfare, training and reward	1,049	532
Stationery & office supplies	775	510
Sundry expenses	3,821	4,089
Telephone	427	307
	<u>227,741</u>	<u>226,272</u>

**PHOENIX ENTERPRISES (SWINDON) LTD**

England & Wales - Charity number 1094101

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# Accounts

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Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**Report of the Trustees and Unaudited Financial Statements**

**FOR THE YEAR ENDED 31 MARCH 2023**

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**Prepared By:**

Greywalls Accountants Limited

13 Isis Lake

Spine Road

South Cerney

Cirencester

GL7 5LT

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES**

Dr N Griffiths

Mr M Neilson

Mrs J Newton

Mr N Thompson (appointed 24/04/23)

Ms C McDougall (appointed 09/05/22)

Mr M Bowden (resigned 10/01/23)

**REGISTERED OFFICE**

Unit D Athena Avenue

Elgin Industrial Estate

Swindon

Wiltshire

SN2 8EJ

**COMPANY NUMBER**

04358845

**CHARITY NUMBER**

1094101

**ACCOUNTANTS**

Greywalls Accountants Limited

13 Isis Lake

Spine Road

South Cerney

Cirencester

GL7 5LT

**ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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Balance Sheet	13
Notes to the Accounts	14 to 19
Detailed Statement of Financial Activities	18

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

The Trustees, who are also directors for the purposes of company law, have the pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2023.

**OBJECTIVES AND ACTIVITIES**

Objectives and aims

- Phoenix Enterprises is a mental health charity and social enterprise founded in 2002. Each year we provide a vital safety net for up to 100 vulnerable adults in Swindon. We give holistic day-to-day support, in a production environment, improving morale, life and employability skills, mental and physical health.
- Our mission is to improve social and financial inclusion for people in Swindon with mental health issues and learning disabilities through holistic support and work experience.

Focus of our work

We work with adults experiencing short or long-term mental health problems, these range from autism to depression, people with learning difficulties, physical disabilities and people who are struggling to return to work.

Some of our people will be with us for just a few months and others have been here for over 10 years. Most are referred to us by GPs or mental health and support agencies. 70% take meds or attend GP appointments related to their mental health condition.

We provide each person with holistic support – advocating for them and working on their development, progressing towards paid employment / independent living, building self-confidence, self-esteem, and self-worth. We achieve this by providing the following services:

- More than a day centre, our people carry out hand assembly jobs in our warehouse, knowing they make a valued contribution. This provides a place to go each day where they can feel included and make friends with people in similar situations.
- Life Skills training programmes which include Healthy Eating, Positive Relationships, Be Active etc.
- Advice on budgeting and financial concerns, aiming for control over their finances and their lives.
- Liaising with GPs, counsellors, social / case workers to ensure that support is targeted to the specific needs of each person and their families.
- Supporting with Job Centre interviews and benefit applications.
- Help to resolve landlord and housing disputes.

We aim to get our people that are able, into sustainable paid employment. We act as a stepping-stone towards jobs in competitive employment by:

- Providing work experience.
- Rebuilding confidence.
- Helping to find suitable roles.
- One-to-one training programmes which include CV Writing and Interview Techniques.
- Providing references.
- Helping to educate employers about the stigma attached to mental health, learning and physical disabilities.

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

We ensure that everyone is given the opportunity to realise their full potential, which for many means finding paid employment, coming off benefits for the first time, living independently and making their way in the world. We focus on what each individual CAN DO, not what their disability means they can't do.

It is key that our people receive the best possible chance of success and that mental health, learning or physical disabilities do not disadvantage them in their desire to learn, work, achieve and forge a career. The building of better relationships with employment agencies, employers and the job centre allows us to educate and knock down the stigma barriers attached to employing people with disabilities, whether that is a physical, mental or learning disability.

Who used and benefited from our Services?

In the year to 31 March 2023, 110 people from the local area with mental health issues or learning disabilities attended Phoenix.

The impact of the support given, skills gained, reduced social isolation, better housing, reduced stress and paid work is a long-term improvement to physical and mental health and wellbeing.

Without Phoenix, there would be significant impact on the public purse as well as the local community. Without Phoenix, our people would:

- Remain permanently on benefits and lead less fulfilling lives.
- Have more mental health issues requiring medical help / intervention.
- Place an increased demand on social services (if our people did not come here, they would need somewhere else to go, or a support worker to provide daily structured activities for them ensuring they are occupied and keep out of trouble).
- In a few cases some would most likely cause damage through vandalism
- In at least a couple of cases, a prison sentence is a realistic concern without our intervention
- The rest, who wouldn't receive additional support, would suffer with increased anxiety, be miserable, and become more unwell physically as well as mentally.

**ACHIEVEMENT AND PERFORMANCE**

Production

We are very grateful to all of our commercial clients who provide us with work to assemble or package any type of product, including gift sets, speciality sets, seasonal goods, household consumables, fragile and delicate products.

All proceeds from the commercial work we do is invested in our people – their rehabilitation, training and ongoing care.

Our people take great pride in their work, which helps rebuild their own personal sense of purpose, self-respect and self-confidence, whilst gaining invaluable work experience.

In working with these clients, we are always mindful of the mental health and capability issues of our people who do the production work. We therefore work closely with our commercial clients to ensure we can deliver the quality of service within the timescales required – we pride ourselves on maintaining a healthy balance between the wellbeing of our people and the needs of our commercial clients.

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

Over the financial year, due to a concerted and strategic push, we managed to increase our commercial income by 27% from £66,916 in the previous year to £85,020. This was despite the impacts of supply chain difficulties and a major client going out of business. We are delighted to have secured a new client that is generating around £800 a week. We worked with 19 different commercial clients with gross income ranging from <£500 to our new client providing a gross income of £19,300.

**Support Activities**

In the year to 31 March 2023, 110 people attended Phoenix (up from 96 in the previous year).

We developed a partnership with the local NHS Mental Health Team - specifically, the Windswept Ward, where people are undergoing rehabilitation following a period of mental ill-health. Many of whom may have been sectioned under the MHA. Attending Phoenix helps with their rehabilitation prior to re-entering society. We have initiated similar activity with The Harbour Project (refugees and asylum seekers) and The Nelson Trust (women's refuge).

We extended our supported work experience placements for students from Horizons College to also include students from New College Swindon, Green Labyrinth and Crowdys Hill School.

• We provided holistic, one-to-one support:

- o We accompanied our people to 33 medical appointments (GP / nurse / hospital)
- o We carried out monthly Wellbeing Assessments, taking action where indicated.
- o We delivered Healthy Eating advice, Boxing Fitness training and Fitness with Swindon Town Football Club.

• We advocated for all our people and improved their financial circumstances:

- o Social care – we supported our people at 418 meetings
- o We supported at Job Centre interviews and DWP assessments, helping service users obtain and retain the appropriate Benefits.
- o We helped with housing issues, disputes, probate, etc.
- o We gave one-to-one budgeting and financial management advice.
- o Overall, we gave people the confidence to manage their lives

• We reduced social isolation through:

- o People attending Phoenix on average between 2 and 5 days each week.

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

o Our social activities, like the Jubilee Party, the 20th anniversary celebration, the Christmas Party and fireworks at Lydiard Park, encouraged 83 people to make friends and enjoy life.

o Neilson Boxing provided Phoenix service users with free boxing training sessions twice a week – these are great fun and much appreciated, plus we can already see an improvement in attendees' fitness.

• We tackled the stigma attached to mental health and learning disability:

o We mainly place people in Retail roles and are gradually raising awareness that a learning disability for example is no barrier to being an effective shop assistant.

o We made it through to the shortlist for The People's Project. Run by ITV and the Big Lottery, five charities in each ITV region are shortlisted. This meant ITV filmed Phoenix earlier this year, with the programme airing in May 2023. Our project focusses on helping our people learn new skills to make them more employable in a more diverse range of jobs.

o Trustees and service users took part in local community radio interviews, raising awareness of the employability and potential of people with learning difficulties and mental health issues.

**Employment opportunities**

Through our Step Forward programme (using Grants from Groundworks), the Government Kickstart scheme and the general employment support we offer in-house at Phoenix, we increased employability for many of our people this year.

In the last year we supported 9 people to move into mainstream paid employment and a further 4 into voluntary work roles external to Phoenix. We supported a further 3 people with work experience with 3 different local employers. 9 people gained training or qualifications with our support, adding meaningful contributions to their CV's, which will inevitably help towards finding paid and sustainable work.

Together with Derby University we supported a student to complete their work placement and gain their degree. Also, we are continuing our partnerships with other training providers such as Seetec and Green Labyrinth to ensure we give each person at Phoenix the most varied options available for personal and professional development.

We have built more relationships with employers this year and have worked with a total of 8 employers over the last 12 months, such as the Olive Tree Cafe, the Teaspoon Cafe, Morrisons and Corndel.

We managed to connect with WHSmith again post the pandemic and they are currently providing work experience for one of our service users, with the hope and aim for this to move into paid employment around the summer time.

Travis Perkins is a great success story. One of our service users was offered a short work trial to help him gain meaningful work experience external to Phoenix. His trial was so successful that Travis Perkins shortly offered him a full time paid job, in which he has already been awarded a pay rise. This individual is very happy working there and relishes popping into Phoenix on his lunch break to tell us how well he's doing. The difference in his confidence is very noticeable. We are now starting another service user with a work trial, hoping for a similar success.

FOR THE YEAR ENDED 31 MARCH 2023

TRUSTEES' REPORT

**FINANCIAL REVIEW**

Financial position

• Production

o We worked with 19 different clients throughout the year (including 7 new commercial clients)

o Our commercial income for the period was £85,020 (2022: £66,916).

o 5 of our previous commercial clients withdrew their business (due to the clients going out of business, moving location or changing their products).

• Key Operational Costs

Our total operating costs were £226,273 (2022: £269,790). This included:

o Employees - 5.4 FTE (7 Employees) – salary costs of £147,594 (2022: £154,813).

o Annual Rent & Utility costs of £30,551 (2022: £30,494).

• Fundraising

New fundraising activities like the Snowdon hike and an online auction paid off, generating £12,781 (2022: £4,666).

• Grants and Donations

Despite huge efforts to obtain new grants and donations (20 successful applications, 37 declines and 96 no responses), we were able to obtain £143,625 (2022: £195,195) in grants and donations from the local council, various charitable trusts, companies and individuals (£126,677 excluding the DWP work experience grant scheme), which helped the charity survive another difficult year in the challenging economic climate.

We lost £91,436 of funding received in the year to March 2022, which has put considerable strain on our finances:

o £13,436 in Covid compensation

o £20,000 from Swindon Borough Council for taking on the Enterprise Works staff and £15,000 from the council for delivering a one-off Kickstart scheme.

o £43,000 of funding from Zurich Community Foundation, however, going forward they have changed their giving strategy, picking other local charities. They have however been fantastic continuing to support us where they can e.g. funding service user celebrations.

We would like to express our sincere thanks for the financial support received from all the organisations that awarded Phoenix grants and donations, ensuring that we were able to continue to support our vulnerable people in diverse and responsive ways. The following organisations deserve specific mention due to the generosity of the amounts awarded:

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

- o Garfield Weston Foundation
- o Swindon Borough Council – Core costs plus a grant to deliver their Multiply Maths programme
- o Groundwork (Step Forward Programme) – programme completed in Feb 2023
- o Wiltshire Community Foundation – Core costs (due to end in 2023) and a one-off Cost of Living grant
- o The Sackler Trust
- o Edward Gosling Foundation
- Reserves Policy

At the end of the financial year 2021, the Trustees agreed to increase our reserves policy to 4 months operating costs (previously 3 months), to be further increased to 5 months in 2022 and 6 months in 2023, subject to satisfactory financial conditions.

**STRUCTURE GOVERNANCE AND MANAGEMENT**

• Governing document

Phoenix Enterprises (Swindon) Ltd is a company limited by guarantee, incorporated in January 2002, and registered as a charity (number 1094101) in October 2002. The company was established under a Memorandum of Association which established the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

• Trustee Appointments & Director Recruitment:

- o Clare McDougall joined as CEO in May 2022
- o Mike Bowden resigned as a Trustee in January 2023
- o Nathan Thompson was appointed as a Trustee in April 2023.

• Risk Management:

The Trustees are focused on managing 2 key risks going forward:

o Property – our current building is ideal for our charity and production purposes as it includes a significant warehouse, reinforced flooring, dedicated parking for loading/unloading, kitchen and seating for our people and offices for our staff and support work. It is also serviced by excellent bus routes for our people to be able to attend easily. However, our lease provides for only a 3-month notice period and the building is up for sale. Also, since we are unable to afford a full commercial rent, our landlord is unable to carry out maintenance on the property to address some significant issues (leaking roof, no heating). Our vulnerability on the current short-term tenure leads us to be constantly on the look-out for alternative more sustainable premises, which are very limited in the area (mainly due to our rent budget).

o Funding - For Phoenix Enterprises to continue over the next financial year we need to be very focused on increasing our production work as well as intensifying our grant seeking activities. The challenge with increasing our production work is that our people suffer with mental health issues, and we need to balance the desire to increase our workload with supporting our people and reducing any associated stress. This is a delicate balance, but we will always place the wellbeing of our people above commercial activities. As with many charities we are observing a significant reduction in donations, but this remains a key focus to ensure the charity's survival over the coming year.

**FOR THE YEAR ENDED 31 MARCH 2023**

**TRUSTEES' REPORT**

**FUTURE PLANS**

- Production – we are targeting a 30% increase in our commercial income for the coming year. This is on top of the 23% increase delivered this year. This increase means 44% of costs will be paid for by commercial income vs 38% in the current year; resulting in Phoenix being less dependent on grant income. In order to deliver this income, we need to recruit more service users and are developing many new partnerships with local community organisations to achieve this.
- We are planning to increase the number of service users we support over the coming years. To facilitate this, we are developing a partnership with Swindon Borough Council's Traineeship Programme. This will also link to an increase in the numbers of people we help into either paid or voluntary work outside Phoenix. We will also continue to develop our partnerships with local organisations like The Harbour Project (refugees and asylum seekers), The Nelson Trust (women's refuge) and LIFT Psychology (focus on CBT for people with mental health issues – a number of whom suffer with anxiety following redundancy; hence, require scaffolding to rebuild their confidence before re-entering the workplace).
- Employment for our people – we will continue to develop our partnerships with local employers Travis Perkins and WH Smiths, where our people do work experience and get a right to interview for vacancies.
- College – we will develop a new programme with Wilkes Academy, where their final year degree performing arts students, will choreograph and perform an annual show. It is envisaged that this project will form an essential component to the student's curriculum and final year assessment, whilst providing a valuable fundraising opportunity for Phoenix. The Wilkes Academy is highly regarded in the performing arts sphere both nationally and internationally. Patrons include Ant & Dec and Arlene Philips.
- New skills programme – if we are successful in The People's Project and secure the grant applied for, we will start cooking and growing activities. This will include teaching food hygiene, recipes and how to make healthy choices to our people who, due to their issues and disabilities, often neglect their physical wellbeing.
- Fundraising – we plan to continue the fundraising activities with a Ben Nevis hike, a golf day, a pub quiz and a concert.

The Trustees would like to thank all our wonderful volunteers without whom we couldn't provide the support we do for our people. We would also like to thank all supporters of our organisation including customers, donors, stakeholders, service providers, and support partnership organisations. In addition, we offer a huge thanks to our dedicated team of staff for their continued commitment to our charity and the individuals we continue to support.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 22 June 2023

Mrs J Newton  
Trustee

**INDEPENDENT EXAMINER'S STATEMENT**

**FOR THE YEAR ENDED 31 MARCH 2023**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PHOENIX ENTERPRISES (SWINDON) LTD**

I report on the accounts of the company for the year ended 31 March 2023 .

**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; and
- state whether particular matters have come to my attention.

**BASIS OF INDEPENDENT EXAMINERS 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 EXAMINERS 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

**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2023**

.....

Date: 22 June 2023

Greywalls Accountants Limited  
13 Isis Lake  
Spine Road  
South Cerney  
Cirencester  
GL7 5LT

**Statement of Financial Activities  
for the year ended 31 March 2023**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2023 Total</b>	<b>2022 Total</b>
	£	£	£	£
<b>Income</b>				
Income from generated funds				
Donations and legacies	76,758	79,647	156,405	199,861
Income from Investments	211	-	211	31
Income from charitable activities	85,020	-	85,020	66,916
<b>Total Income and endowments</b>	<b>161,989</b>	<b>79,647</b>	<b>241,636</b>	<b>266,808</b>
<b>Expenses</b>				
Costs of generating funds				
Expenditure on Charitable activities	156,056	70,216	226,272	269,790
<b>Total Expenses</b>	<b>156,056</b>	<b>70,216</b>	<b>226,272</b>	<b>269,790</b>
<b>Net gains on investments</b>				
<b>Net Income</b>	<b>5,933</b>	<b>9,431</b>	<b>15,364</b>	<b>(2,982)</b>
Transfers between funds	350	(350)	-	-
<b>Gains/(losses) on revaluation of fixed assets</b>				
<b>Net movement in funds:</b>				
<b>Net income for the year</b>	<b>6,283</b>	<b>9,081</b>	<b>15,364</b>	<b>(2,982)</b>
Total funds brought forward	90,647	31,901	122,548	125,529
<b>Net funds carried forward</b>	<b>96,930</b>	<b>40,982</b>	<b>137,912</b>	<b>122,547</b>

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

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Phoenix Enterprises (Swindon) Ltd

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**BALANCE SHEET AT 31 MARCH 2023**

	Notes	2023 £	2022 £
<b>FIXED ASSETS</b>			
Tangible assets	4	2,901	757
<b>CURRENT ASSETS</b>			
Debtors (amounts falling due within one year)	5	23,480	12,742
Cash at bank and in hand		<u>122,800</u>	<u>117,360</u>
		146,280	130,102
<b>CREDITORS: Amounts falling due within one year</b>	6	<u>11,269</u>	<u>8,312</u>
<b>NET CURRENT ASSETS</b>		135,011	121,790
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>137,912</u>	<u>122,547</u>
<b>CAPITAL AND RESERVES</b>			
<b>Unrestricted funds</b>	7		
General fund		76,930	70,646
Designated funds		20,000	20,000
<b>Restricted funds</b>	8	<u>40,982</u>	<u>31,901</u>
		<u>137,912</u>	<u>122,547</u>

Difference on accounts

-

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

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

**Approved by the board of trustees on 22 June 2023 and signed on their behalf by**

.....  
Mrs J Newton  
Trustee

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**1. ACCOUNTING POLICIES**

**1a. Basis Of Accounting**

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1b. Incoming Resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1d. Fund Accounting**

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

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

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

**1e. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment straight line 33%

**1f. Pension Costs**

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

**2. EMPLOYEES**

	2023	2022
	No.	No.
Average number of employees	7	6

**3. PENSION CONTRIBUTIONS**

	2023	2022
	£	£
Pension contributions	<u>2,422</u>	<u>2,135</u>
	<u><u>2,422</u></u>	<u><u>2,135</u></u>

**4. TANGIBLE FIXED ASSETS**

	Equipment £	Total £
<b>Cost</b>		
At 1 April 2022	23,749	23,749
Additions	<u>2,895</u>	<u>2,895</u>
At 31 March 2023	<u>26,644</u>	<u>26,644</u>
<b>Depreciation</b>		
At 1 April 2022	22,992	22,992
For the year	<u>751</u>	<u>751</u>
At 31 March 2023	<u>23,743</u>	<u>23,743</u>
<b>Net Book Amounts</b>		
At 31 March 2023	<u><u>2,901</u></u>	<u><u>2,901</u></u>
At 31 March 2022	<u>757</u>	<u>757</u>

**Phoenix Enterprises (Swindon) Ltd**

**5. DEBTORS**

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	21,995	8,545
VAT	-	1,214
Other debtors	1,485	2,983
	<u>23,480</u>	<u>12,742</u>

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade creditors	4,320	2,461
Taxation and social security	5,949	4,851
Other creditors	1,000	1,000
	<u>11,269</u>	<u>8,312</u>

**7. UNRESTRICTED FUNDS**

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	70,647	161,989	(156,056)	350	76,930
	<u>20,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>20,000</u>
	<u>90,647</u>	<u>161,989</u>	<u>(156,056)</u>	<u>350</u>	<u>96,930</u>

**8. RESTRICTED FUNDS**

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
	31,901	79,647	(70,216)	(350)	40,982
	<u>31,901</u>	<u>79,647</u>	<u>(70,216)</u>	<u>(350)</u>	<u>40,982</u>

**9. TAXATION**

The charity's activities fall within the exemptions afforded by the provision of Income and Corporation Taxes Act 1988. Accordingly there is no tax charge in the accounts.

**10. GENERAL INFORMATION**

The charity is a private company limited by guarantee, registered in England and Wales (company number 04358845) and a registered charity in England and Wales (charity number 1094101). The address of the registered office is Unit D Athena Avenue, Elgin Industrial Estate, Swindon, Wiltshire, SN2 8EJ.

**Incoming Resources**  
**for the year ended 31 March 2023**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Incoming resources</b>		
<b>Incoming resources from generated funds</b>		
Income from charitable activities	<u>85,020</u>	<u>66,916</u>
	85,020	66,916
Income from fundraising activities and other investment income	<u>12,990</u>	<u>4,697</u>
	12,990	4,697
Income from grants	<u>109,950</u>	<u>147,125</u>
Income from kickstart grants	<u>16,948</u>	<u>43,382</u>
Income from donations	<u>16,728</u>	<u>4,688</u>
	<u>241,636</u>	<u>266,808</u>

**Expenses**  
for the year ended 31 March 2023

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Expenses</b>		
<b>Costs of generating funds</b>		
<b>Charitable Activities</b>		
Bad debts	4,031	-
Heat and light	5,803	5,328
Rent	24,748	25,166
Repairs and renewals	5,555	5,190
Wages - regular	137,412	145,593
Kickstart salaries	16,948	43,382
NIC employer (wages and salaries)	7,760	7,085
Pension contributions	2,422	2,135
Staff welfare	1,994	7,785
Equipment rental	2,363	2,363
Accountancy fees	1,013	1,118
Professional fees	500	9,975
Insurance	2,456	1,712
Stationery & office supplies	510	743
Telephone	307	511
Charitable donations	-	30
Sundry expenses	3,511	3,156
Depreciation of equipment	751	1,238
	<u>218,084</u>	<u>262,510</u>
 <b>Governance Costs</b>		
Other direct expenses	8,189	7,280
	<u>8,189</u>	<u>7,280</u>
	<u>226,273</u>	<u>269,790</u>

**PHOENIX ENTERPRISES (SWINDON) LTD**

England & Wales - Charity number 1094101

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# Accounts

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Registered number: 04358845

Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**Report of the Trustees and Unaudited Financial Statements**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**Prepared By:**

Greywalls Accountants Limited

13 Isis Lake

Spine Road

South Cerney

Cirencester

GL7 5LT

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

**TRUSTEES**

Mrs E Rees (resigned 15/03/22)

Mr M Bowden

Dr N Griffiths

Mr M Neilson

Mr K Assinder (resigned 01/02/22)

Mrs J Newton

Ms C McDougall (appointed 09/05/22)

**REGISTERED OFFICE**

Unit D Athena Avenue

Elgin Industrial Estate

Swindon

Wiltshire

SN2 8EJ

**COMPANY NUMBER**

04358845

**CHARITY NUMBER**

1094101

**ACCOUNTANTS**

Greywalls Accountants Limited

13 Isis Lake

Spine Road

South Cerney

Cirencester

GL7 5LT

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**ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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FOR THE YEAR ENDED 31 March 2022

**TRUSTEES' REPORT**

The Trustees, who are also directors for the purposes of company law, have the pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2022.

**OBJECTIVES AND ACTIVITIES**

Objectives and aims

- Phoenix Enterprises is a mental health charity and social enterprise founded in 2002. Each year we provide a vital safety net for up to 100 vulnerable adults in Swindon. We give holistic day-to-day support, in a production environment, improving morale, life and employability skills, mental and physical health.
- Our mission is to improve social and financial inclusion for people in Swindon with mental health issues and learning disabilities through holistic support and work experience.

Focus of our work

We work with adults experiencing short or long-term mental health problems, these range from autism to depression, people with learning difficulties, physical disabilities and people who are struggling to return to work.

Some of our people will be with us for just a few months and others have been here for over 10 years. Most are referred to us by GPs or mental health and support agencies. 70% take meds or attend GP appointments related to their mental health condition.

We provide each person with holistic support - advocating for them and working on their development, progressing towards paid employment / independent living, building self-confidence, self-esteem, and self-worth. We achieve this by providing the following services:

- More than a day centre, our people carry out hand assembly jobs in our warehouse, knowing they make a valued contribution. This provides a place to go each day where they can feel included and make friends with people in similar situations.
- Life Skills training programmes which include Healthy Eating, Positive Relationships, Be Active etc.
- Advice on budgeting and financial concerns, aiming for control over their finances and their lives.
- Liaising with GPs, counsellors, social / case workers to ensure that support is targeted to the specific needs of each person and their families.
- Supporting with Job Centre interviews and benefit applications.
- Help to resolve landlord and housing disputes.

We aim to get our people that are able, into sustainable paid employment. We act as a stepping-stone towards jobs in competitive employment by:

---

**FOR THE YEAR ENDED 31 March 2022**

**TRUSTEES' REPORT**

- Providing work experience.
- Rebuilding confidence.
- Helping to find suitable roles.
- One-to-one training programmes which include CV Writing and Interview Techniques.
- Providing references.
- Helping to educate employers about the stigma attached to mental health, learning and physical disabilities.

We ensure that everyone is given the opportunity to realise their full potential, which for many means finding paid employment, coming off benefits for the first time, living independently and making their way in the world. We focus on what each individual CAN DO, not what their disability means they can't do.

It is key that our people receive the best possible chance of success and that mental health, learning or physical disabilities do not disadvantage them in their desire to learn, work, achieve and forge a career. The building of better relationships with employment agencies, employers and the job centre allows us to educate and knock down the stigma barriers attached to employing people with disabilities, whether that is a physical, mental or learning disability.

Who used and benefited from our Services?

In the year to 31 March 2022, 96 people from the local area with mental health issues or learning disabilities attended Phoenix.

The impact of the support given, skills gained, reduced social isolation, better housing, reduced stress and paid work is a long-term improvement to physical and mental health and wellbeing.

Without Phoenix, there would be significant impact on the public purse as well as the local community. Without Phoenix, our people would:

- Remain permanently on benefits and lead less fulfilling lives.
- Have more mental health issues requiring medical help / intervention.
- Place an increased demand on social services (if our people did not come here, they would need somewhere else to go, or a support worker to provide daily structured activities for them ensuring they are occupied and keep out of trouble).
- In a few cases some would most likely cause damage through vandalism
- In at least a couple of cases, a prison sentence is a realistic concern without our intervention

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FOR THE YEAR ENDED 31 March 2022

**TRUSTEES' REPORT**

• The rest, who wouldn't receive additional support, would suffer with increased anxiety, be miserable, and become more unwell physically as well as mentally.

**ACHIEVEMENT AND PERFORMANCE**

Production statistics

We are very grateful to all of our commercial clients who provide us with work to assemble or package any type of product, including gift sets, speciality sets, seasonal goods, household consumables, fragile and delicate products.

All proceeds from the commercial work we do is invested in our people - their rehabilitation, training and ongoing care.

Our people take great pride in their work, which helps rebuild their own personal sense of purpose, self-respect and self-confidence, whilst gaining invaluable work experience.

In working with these clients, we are always mindful of the mental health and capability issues of our people who do the production work. We therefore work closely with our commercial clients to ensure we can deliver the quality of service within the timescales required - we pride ourselves on maintaining a healthy balance between the wellbeing of our people and the needs of our commercial clients.

Over the financial year we have managed to increase our commercial activity over the previous year, with our commercial income doubling to £66,916 from the previous year. This was despite the impacts of Covid, supply chain difficulties, and some of our commercial clients going out of business. We worked with 18 different commercial clients with gross income ranging from <£100 to our most prestigious client providing a gross income of £15,000.

Support Activities

In the year to 31 March 2022, 96 people attended Phoenix.

- We provided holistic, one-to-one support:
  - o We accompanied our people to 80 medical appointments (GP / nurse / hospital)
  - o We carried out monthly Wellbeing Assessments, taking action where indicated.
  - o We delivered Healthy Eating and Be Active workshops.
- We advocated for all our people and improved their financial circumstances:
  - o Social care - we supported our people at 61 meetings
  - o Benefits - we supported at 77 Job Centre meetings and DWP assessments
  - o We helped with housing issues, disputes, probate, etc.

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**FOR THE YEAR ENDED 31 March 2022**

**TRUSTEES' REPORT**

- o We gave one-to-one budgeting and financial management advice.
- o Overall, we gave people the confidence to manage their lives.
- We reduced social isolation through:
  - o People attending Phoenix on average between 3 and 5 days each week.
  - o Our social activities, like the Halloween and Christmas Parties, and the Summer Olympics at Lydiard Park, encouraged 83 people to make friends and enjoy life.
  - o Delivering a Positive Relationships workshop.
- We tackled the stigma attached to mental health and learning disability:
  - o We mainly place people in Retail roles and are gradually raising awareness that a learning disability for example is no barrier to being an effective shop assistant.
  - o Trustees and service users took part in BBC Radio Wiltshire and local community radio interviews, raising awareness of the employability and potential of people with learning difficulties and mental health issues, reaching up to 70,000 people.

**Employment opportunities**

Through our Step Forward programme (using Grants from Groundworks) and the Government Kickstart programme, we increased employability for our people with 10 people moving into paid employment; 5 taking on volunteering roles in other organisations and 11 people completing training courses.

We also continued to expand our solid relationships with local employers who are open to offering supported work placements (retailers, hospitality etc) to those with mental health and learning disabilities.

**FINANCIAL REVIEW**

**Financial position**

- Production
  - o We worked with 18 different clients throughout the year (including 7 new commercial clients)
  - o Our commercial income for the period was £66,916
  - o 6 of our previous commercial clients withdrew their business (due to the clients going out of business or changing their products)
- Key Operational Costs

Our total operating costs were £269,790. The larger costs include:

---

**FOR THE YEAR ENDED 31 March 2022**

**TRUSTEES' REPORT**

o Kickstart Salaries - 12 work experience students - salary costs of £43,382, employed under the DWP scheme. This amount is fully reimbursed by DWP and shown in grant income

o Employees - 4.4 FTE (7 Employees) - salary costs of £154,813

o Annual Rent & Utility costs of £30,494

• Funding

We were able to obtain £195,195 in grants and donations from various charitable trusts, companies and individuals (£151,813 excluding the DWP work experience grant scheme), which helped the charity survive another difficult year during Covid restrictions and a challenging economic climate.

We would like to express our sincere thanks for the financial support received from the following organisations, whose grants and donations ensured that we were able to continue to support our vulnerable people in diverse and responsive ways:

o Zurich Community Foundation - core costs (no longer available after 2021)

o Groundwork (Step Forward Programme) - programme to complete in Feb 2023

o Swindon Borough Council - core costs

o Swindon Borough Council/VAS - Covid related and one-off grants

o Wiltshire Community Foundation - core costs (due to end in 2023) and one-off Covid Support Programme

o National Beneficial Charity - one off core costs (due to end 2022)

o Knauf - one off donation via our Charity Ambassador Chris Skelley MBE

o Swindon Masonic Lodge - one off donations towards core costs

o CO-OP - to develop a "quiet room" for our people

o Hedley Foundation - one off donation to support our Breakfast Club

• Reserves Policy

At the end of the financial year 2021, the Trustees agreed to increase our reserves policy to 4 months operating costs (previously 3 months), to be further increased to 5 months in 2022 and 6 months in 2023, subject to satisfactory financial conditions.

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FOR THE YEAR ENDED 31 March 2022

TRUSTEES' REPORT

**STRUCTURE GOVERNANCE AND MANAGEMENT**

• Governing document

Phoenix Enterprises (Swindon) Ltd is a company limited by guarantee, incorporated in January 2002, and registered as a charity (number 1094101) in October 2002. The company was established under a Memorandum of Association which established the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

• Trustee Appointments & Director Recruitment:

o Emma Rees resigned as Chair of Trustees in October 2021

o Kevin Assinder was appointed Chair in October 2021 then resigned as Trustee and Chair in January 2022

o Mark Neilson was appointed Chair of Trustees in February 2022

o Emma Rees resigned as CEO in March 2022. Her replacement, Clare McDougall, was appointed after the year end, in May 2022.

• Risk Management:

The Trustees are focused on managing 2 key risks going forward:

o Property - our current building is ideal for our charity and production purposes as it includes a significant warehouse, reinforced flooring, dedicated parking for loading/unloading, kitchen and seating for our people and offices for our staff and support work. It is also serviced by excellent bus routes for our people to be able to attend easily. However, our lease provides for only a 3 month notice period and the building is up for sale and, since we are unable to afford a full commercial rent, our landlord is unable to carry out maintenance on the property to address some significant issues (leaking roof, no heating). Our vulnerability on the current short-term tenure leads us to be constantly on the look-out for alternative more sustainable premises, which are very limited in the area (mainly due to our rent budget).

o Funding - For Phoenix Enterprises to continue over the next financial year - with reduced government and council funding, reduced committed grant income, increased energy costs, our drive to increase the number of people we support and the need to try and increase our commercial rent budget (if we are given notice on our current property) - we need to be very focused on increasing our production work as well as intensifying our grant seeking activities.

The challenge with increasing our production work is that our people suffer with mental health issues, and we need to balance the desire to increase our workload with supporting our people and reducing any associated stress. This is a delicate balance, but we will always place the wellbeing of our people above commercial activities. As with many charities we are observing a significant reduction in donations, but this remains a key focus to ensure the charity's survival over the coming year.

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**FOR THE YEAR ENDED 31 March 2022**

**TRUSTEES' REPORT**

**FUTURE PLANS**

- Production focus - we are targeting a 15% increase in our commercial income for the coming year. This is despite being in a very difficult economic climate where a number of our existing and potential new commercial clients are cutting back.
- Fundraising - our new CEO is diligently completing new funding applications but again this is against a backdrop of limited grants and new funders due to the current economic climate. New fundraising activities like a Snowdon hike and an online auction/raffle are planned.
- New Wellbeing programme - we are proposing a new Wellbeing programme for the benefit of our people (subject to funding to support this). This will include teaching food hygiene, recipes and how to make healthy choices to our people who, due to their issues and disabilities, often neglect their physical wellbeing.
- We are planning to increase the number of service users we support over the coming years (subject to funding to support this). This will also link to an increase in the numbers of people we help into either paid or voluntary work outside Phoenix.
- Employment for our people - we are developing a partnership with local employer Travis Perkins, where our people will do work experience and get a right to interview for vacancies.
- Schools - we currently provide supported work experience placements for students from Horizons College and will soon be working on a similar scheme with New College Swindon.

The Trustees would like to thank all our wonderful volunteers without whom we couldn't provide the support we do for our people. We would also like to thank all supporters of our organisation including customers, donors, stakeholders, service providers, and support partnership organisations. In addition, we offer a huge thanks to our dedicated team of staff for their continued commitment to our charity and the individuals we continue to support.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 11 October 2022

Mrs J Newton

Trustee

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## INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31 March 2022

### INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PHOENIX ENTERPRISES (SWINDON) LTD

I report on the accounts of the company for the year ended 31 March 2022.

#### 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; and
- state whether particular matters have come to my attention.

#### BASIS OF INDEPENDENT EXAMINERS 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 EXAMINERS 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

---

**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 March 2022**

.....  
Date: 11 October 2022

Greywalls Accountants Limited  
13 Isis Lake  
Spine Road  
South Cerney  
Cirencester  
GL7 5LT

**Statement of Financial Activities**  
for the year ended 31 March 2022

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2022 Total</b>	<i>2021 Total</i>
	£	£	£	£
<b>Income</b>				
Income from generated funds				
Donations and legacies	62,594	137,266	199,861	157,035
Income from Investments	31	-	31	69
Income from charitable activities	66,916	-	66,916	31,258
<b>Total Income and endowments</b>	<b>129,541</b>	<b>137,266</b>	<b>266,808</b>	<b>188,362</b>
<b>Expenses</b>				
Costs of generating funds				
Expenditure on Charitable activities	144,786	125,003	269,790	129,698
<b>Total Expenses</b>	<b>144,786</b>	<b>125,003</b>	<b>269,790</b>	<b>129,698</b>
<b>Net gains on investments</b>				
<b>Net Income</b>	<b>(15,245)</b>	<b>12,263</b>	<b>(2,982)</b>	<b>58,664</b>
<b>Gains/(losses) on revaluation of fixed assets</b>				
<b>Net movement in funds:</b>				
<b>Net income for the year</b>	<b>(15,245)</b>	<b>12,263</b>	<b>(2,982)</b>	<b>58,664</b>
Total funds brought forward	105,891	19,638	125,529	66,865
<b>Net funds carried forward</b>	<b>90,646</b>	<b>31,901</b>	<b>122,547</b>	<b>125,529</b>

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

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**BALANCE SHEET AT 31 MARCH 2022**

	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Tangible assets	4	757	1,995
<b>CURRENT ASSETS</b>			
Debtors (amounts falling due within one year)	5	12,742	6,974
Cash at bank and in hand		<u>117,360</u>	<u>120,297</u>
		130,102	127,271
<b>CREDITORS: Amounts falling due within one year</b>	6	<u>8,312</u>	<u>3,737</u>
<b>NET CURRENT ASSETS</b>		<u>121,790</u>	<u>123,534</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>122,547</u>	<u>125,529</u>
<b>CAPITAL AND RESERVES</b>			
<b>Unrestricted funds</b>			
	7		
General fund		70,646	105,891
Designated funds		20,000	-
<b>Restricted funds</b>	8	<u>31,901</u>	<u>19,638</u>
		<u>122,547</u>	<u>125,529</u>

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

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

**Approved by the board of trustees on 11 October 2022 and  
signed on their behalf by**

.....  
Mrs J Newton  
Trustee

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**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**1. ACCOUNTING POLICIES**

**1a. Basis Of Accounting**

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1b. Incoming Resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1d. Fund Accounting**

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

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

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

**1e. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment	straight line 33%
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**1f. Pension Costs**

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

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## 2. EMPLOYEES

	<b>2022</b>	2021
	<b>No.</b>	<b>No.</b>
Average number of employees	6	5

## 3. PENSION CONTRIBUTIONS

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
Pension contributions	2,135	2,174
	<u>2,135</u>	<u>2,174</u>

## 4. TANGIBLE FIXED ASSETS

	<b>Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2021	23,750	23,750
At 31 March 2022	<u>23,750</u>	<u>23,750</u>
<b>Depreciation</b>		
At 1 April 2021	21,755	21,755
For the year	1,238	1,238
At 31 March 2022	<u>22,993</u>	<u>22,993</u>
<b>Net Book Amounts</b>		
At 31 March 2022	<u>757</u>	<u>757</u>
At 31 March 2021	<u>1,995</u>	<u>1,995</u>

<b>5. DEBTORS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year:		
Trade debtors	8,545	600
VAT	1,214	3,614
Other debtors	2,983	2,760
	<u>12,742</u>	<u>6,974</u>

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	2,461	194
Taxation and social security	4,851	2,523
Other creditors	1,000	1,020
	<u>8,312</u>	<u>3,737</u>

**7. UNRESTRICTED FUNDS**

	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General fund	105,891	129,543	(144,788)	(20,000)	70,646
	-	-	-	20,000	20,000
	<u>105,891</u>	<u>129,543</u>	<u>(144,788)</u>	<u>-</u>	<u>90,646</u>

**8. RESTRICTED FUNDS**

	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Transfers</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	19,638	137,267	(125,004)	-	31,901
	<u>19,638</u>	<u>137,267</u>	<u>(125,004)</u>	<u>-</u>	<u>31,901</u>

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## **9. TAXATION**

The charity's activities fall within the exemptions afforded by the provision of Income and Corporation Taxes Act 1988. Accordingly there is no tax charge in the accounts.

## **10. GENERAL INFORMATION**

The charity is a private company limited by guarantee, registered in England and Wales (company number 04358845) and a registered charity in England and Wales (charity number 1094101). The address of the registered office is Unit D Athena Avenue, Elgin Industrial Estate, Swindon, Wiltshire, SN2 8EJ.

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**Incoming Resources**  
**for the year ended 31 March 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Incoming resources</b>		
<b>Incoming resources from generated funds</b>		
Income from charitable activities	<u>66,916</u>	<u>31,258</u>
	66,916	31,258
Income from fundraising activities and other investment income	<u>4,697</u>	<u>501</u>
	4,697	501
Income from grants	<u>147,125</u>	<u>141,247</u>
Income from kickstart grants	<u>43,382</u>	<u>-</u>
Income from donations	<u>4,688</u>	<u>15,356</u>
	<u>266,808</u>	<u>188,362</u>

**Expenses**  
for the year ended 31 March 2022

	<b>2022</b>	<b>2021</b>
	£	£
<b>Expenses</b>		
<b>Costs of generating funds</b>		
<b>Charitable Activities</b>		
Heat and light	5,328	5,292
Rent	25,166	23,014
Repairs and renewals	5,190	3,652
Wages - regular	145,593	76,311
Kickstart salaries	43,382	-
NIC employer (wages and salaries)	7,085	1,059
Pension contributions	2,135	2,174
Staff welfare	7,785	4,871
Equipment rental	2,363	2,155
Accountancy fees	1,118	850
Professional fees	9,975	-
Insurance	1,712	3,087
Stationery & office supplies	743	336
Telephone	511	398
Charitable donations	30	894
Sundry expenses	3,156	279
Depreciation of equipment	1,238	1,242
	<u>262,510</u>	<u>125,614</u>
 <b>Governance Costs</b>		
Other direct expenses	7,280	4,084
	<u>7,280</u>	<u>4,084</u>
	<u>269,790</u>	<u>129,698</u>

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

**PHOENIX ENTERPRISES (SWINDON) LTD**

England & Wales - Charity number 1094101

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# Accounts

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Registered number: 04358845  
Charity number: 1094101

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**Phoenix Enterprises (Swindon) Ltd**

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**Report of the Trustees and Unaudited Financial Statements  
FOR THE YEAR ENDED 31 MARCH 2021**

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**Prepared By:**

Greywalls Accountants Limited  
13 Isis Lake  
Spine Road  
South Cerney  
Cirencester  
GL7 5LT

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**TRUSTEES**

Mrs E Rees  
Mr M Bowden  
Dr N Griffiths  
Mr M Neilson  
Mr K Assinder  
Mrs J Newton

**REGISTERED OFFICE**

Unit D Athena Avenue  
Elgin Industrial Estate  
Swindon  
Wiltshire  
SN2 8EJ

**COMPANY NUMBER**

04358845

**CHARITY NUMBER**

1094101

**ACCOUNTANTS**

Greywalls Accountants Limited  
13 Isis Lake  
Spine Road  
South Cerney  
Cirencester  
GL7 5LT

**ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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Balance Sheet	8
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**FOR THE YEAR ENDED 31 MARCH 2021**  
**TRUSTEES' REPORT**

The Trustees, who are also directors for the purposes of company law, have the pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2021.

**STRUCTURE GOVERNANCE AND MANAGEMENT**

The year 2020/21 has seen several challenges for Phoenix Enterprises (Swindon) Ltd, mainly due to the impacts of Covid 19 and the associated lockdowns.

Covid 19 and the various lockdowns caused significant disruption to both the production work and the support provided for our Service Users. The charity was forced to close for 6 months during the 2020/21 period. During this time, all employees were furloughed. However, volunteers were still able to provide some support to Service Users during the lockdown periods e.g. Zoom quizzes, providing food donations, carrying out welfare checks, engaging in group chats and regularly keeping in touch via telephone, group chats and social media (1100 contacts were made during the period), helping to alleviate the concerns, anxieties and confusion amongst Service Users. We also sourced and distributed some 240 welfare packs of food and hygiene essentials to isolating Service Users to ensure their physical well-being.

Due to the Covid 19 pandemic and consequent lockdowns, production had to cease for a period resulting in our commercial income being significantly reduced. Post lockdowns, work re-started but was significantly lower than target due to the impacts that Covid 19 had on Clients and their supply chains.

Our commercial income for the period was £31,258.

We were able to obtain £157,034 in fundraising and grants from various charitable trusts, which helped the charity survive the difficult year. This amount includes circa £29k in Job Retention Scheme Payments (Furlough) from HMRC and circa £22k in Covid Business Support Grants from The Government, distributed by Swindon Borough Council (who were very supportive in the process).

We would like to express our sincere thanks for the major financial support received from the following organisations, whose grants and donations enabled Phoenix Enterprises to survive the various difficult circumstances during 2020/21. It ensured that we were able to continue to support our vulnerable Service Users in diverse and responsive ways and commit to our continued mission with confidence going into the future.

- Zurich Community Foundation - Core costs and Covid Support
- Swindon Borough Council - Core costs
- Wiltshire Community Foundation - Core costs and Covid Support Programme
- The National Lottery - Covid Support Programme
- Assura PLC - Healthy Eating Programme

**FOR THE YEAR ENDED 31 MARCH 2021**  
**TRUSTEES' REPORT**

- The Foyle Foundation - Covid Support Programme
- The Darlington Trust - Core costs
- The Kennel Club - Milo, Phoenix Therapy Dog

Whilst the year has been challenging, we have continued to achieve our main objectives, which are to provide work experience, training and support opportunities for people suffering with mental health and learning disabilities. The coming year will continue to focus on our targets and in supporting our Service Users with wider issues such as completing work capability assessments, ensuring they receive support for any housing or medical matters and in educating them with such things as CV writing, interview techniques and general relationship skills.

We will also work to expand our solid relationships with local employers who are open to offer supported work placements to those with mental health and learning disabilities.

For Phoenix Enterprises (Swindon) Ltd to continue over the next financial year we need to continue to increase our commercial contracts and associated income. Funding will also be crucial to our survival and will be a key focus in the coming year.

At the end of the financial year 2021, the Trustees agreed to increase our reserves policy to 4 months operating costs (previously 3 months), to be followed by 5 months in 2022 and 6 months in 2023, subject to satisfactory financial conditions.

Moving forward, we also need to mitigate our key risk of having only a 3-month notice period on our current premises. We are currently progressing options e.g. discussing the potential to increase our tenure with the Landlord and investigating alternative premises.

The Trustees would like to thank all supporters of our organisation, customers, stakeholders, services, and support partnership organisations. We would also like to take this opportunity to thank the dedicated team of staff and volunteers for their continued commitment to our charity and the individuals we support, especially during this challenging year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 23 December 2021

Mrs J Newton  
Trustee

**INDEPENDENT EXAMINER'S STATEMENT**

**FOR THE YEAR ENDED 31 MARCH 2021**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PHOENIX ENTERPRISES (SWINDON) LTD**

I report on the accounts of the company for the year ended 31 March 2021 .

**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; and
- state whether particular matters have come to my attention.

**BASIS OF INDEPENDENT EXAMINERS 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 EXAMINERS 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

**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2021**

.....  
Date: 23 December 2021

Greywalls Accountants Limited  
13 Isis Lake  
Spine Road  
South Cerney  
Cirencester  
GL7 5LT

Phoenix Enterprises (Swindon) Ltd

**Statement of Financial Activities  
for the year ended 31 March 2021**

	<b>Unrestric ted funds</b>	<b>Restrict ed funds</b>	<b>2021 Total</b>	<b>2020 Total</b>
	£	£	£	£
<b>Income</b>				
Income from generated funds				
Donations and legacies	64,290	92,747	157,035	68,763
Income from Investments	69	-	69	85
Income from charitable activities	31,258	-	31,258	48,522
<b>Total Income and endowments</b>	<b>95,617</b>	<b>92,747</b>	<b>188,362</b>	<b>117,370</b>
<b>Expenses</b>				
Costs of generating funds				
Expenditure on Charitable activities	46,089	83,611	129,698	95,928
<b>Total Expenses</b>	<b>46,089</b>	<b>83,611</b>	<b>129,698</b>	<b>95,928</b>
<b>Net gains on investments</b>				
<b>Net Income</b>	<b>49,528</b>	<b>9,136</b>	<b>58,664</b>	21,442
Transfers between funds	10,000	(10,000)	-	-
<b>Gains/(losses) on revaluation of fixed assets</b>				
<b>Net movement in funds:</b>				
<b>Net income for the year</b>	<b>59,528</b>	<b>(864)</b>	<b>58,664</b>	21,442
Total funds brought forward	46,364	20,502	66,865	45,423
<b>Net funds carried forward</b>	<b>105,892</b>	<b>19,638</b>	<b>125,529</b>	66,865

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

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**Phoenix Enterprises (Swindon) Ltd**

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**BALANCE SHEET AT 31 MARCH 2021**

	<b>Notes</b>	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>			
Tangible assets	4	1,995	980
<b>CURRENT ASSETS</b>			
Debtors (amounts falling due within one year)	5	6,974	5,849
Cash at bank and in hand		<u>120,297</u>	<u>63,254</u>
		127,271	69,103
<b>CREDITORS: Amounts falling due within one year</b>	6	<u>3,737</u>	<u>3,217</u>
<b>NET CURRENT ASSETS</b>		<u>123,534</u>	<u>65,886</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>125,529</u>	<u>66,866</u>
<b>CAPITAL AND RESERVES</b>			
<b>Unrestricted funds</b>	7		
General fund		105,891	46,364
<b>Restricted funds</b>	8	<u>19,638</u>	<u>20,502</u>
		<u>125,529</u>	<u>66,866</u>

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

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

**Approved by the board of trustees on 23 December 2021 and signed on their behalf by**

.....  
Mrs J Newton  
Trustee

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES**

**1a. Basis Of Accounting**

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1b. Incoming Resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1d. Fund Accounting**

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

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

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

**1e. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment	straight line 33%
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**1f. Pension Costs**

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

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**Phoenix Enterprises (Swindon) Ltd**

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**2. EMPLOYEES**

	<b>2021</b>	2020
	<b>No.</b>	<b>No.</b>
Average number of employees	5	4

**3. PENSION CONTRIBUTIONS**

	<b>2021</b>	2020
	<b>£</b>	<b>£</b>
Pension contributions	<u>2,174</u>	<u>969</u>
	<u><u>2,174</u></u>	<u><u>969</u></u>

**4. TANGIBLE FIXED ASSETS**

	<b>Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2020	21,493	21,493
Additions	<u>2,257</u>	<u>2,257</u>
At 31 March 2021	<u>23,750</u>	<u>23,750</u>
<b>Depreciation</b>		
At 1 April 2020	20,513	20,513
For the year	<u>1,242</u>	<u>1,242</u>
At 31 March 2021	<u>21,755</u>	<u>21,755</u>
<b>Net Book Amounts</b>		
At 31 March 2021	<u>1,995</u>	<u>1,995</u>
At 31 March 2020	<u>980</u>	<u>980</u>

**Phoenix Enterprises (Swindon) Ltd**

**5. DEBTORS**

	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	600	1,578
VAT	3,614	2,438
Other debtors	<u>2,760</u>	<u>1,833</u>
	<u><u>6,974</u></u>	<u><u>5,849</u></u>

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Trade creditors	194	434
Taxation and social security	2,523	1,763
Other creditors	<u>1,020</u>	<u>1,020</u>
	<u><u>3,737</u></u>	<u><u>3,217</u></u>

**7. UNRESTRICTED FUNDS**

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	46,364	95,616	(46,089)	10,000	105,891
	<u>46,364</u>	<u>95,616</u>	<u>(46,089)</u>	<u>10,000</u>	<u>105,891</u>

**8. RESTRICTED FUNDS**

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted funds	20,502	92,746	(83,610)	(10,000)	19,638
	<u>20,502</u>	<u>92,746</u>	<u>(83,610)</u>	<u>(10,000)</u>	<u>19,638</u>

**9. TAXATION**

The charity's activities fall within the exemptions afforded by the provision of Income and Corporation Taxes Act 1988. Accordingly there is no tax charge in the accounts.

**10. GENERAL INFORMATION**

The charity is a private company limited by guarantee, registered in England and Wales (company number 04358845) and a registered charity in England and Wales (charity number 1094101). The address of the registered office is Unit D Athena Avenue, Elgin Industrial Estate, Swindon, Wiltshire, SN2 8EJ.

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Phoenix Enterprises (Swindon) Ltd

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**Incoming Resources**  
**for the year ended 31 March 2021**

	<b>2021</b>	2020
	£	£
<b>Incoming resources</b>		
<b>Incoming resources from generated funds</b>		
Grants, donations and legacies	<u>157,035</u>	<u>68,763</u>
Income from investments	<u>69</u>	<u>85</u>
Income from charitable activities	<u>31,258</u>	<u>48,522</u>
Total income and endowments	<u>188,362</u>	<u>117,370</u>

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Phoenix Enterprises (Swindon) Ltd

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Expenses  
for the year ended 31 March 2021

	2021	2020
	£	£
<b>Expenses</b>		
<b>Costs of generating funds</b>		
<b>Charitable Activities</b>		
Heat and light	5,292	-
Rent	23,014	3,667
Repairs and renewals	3,652	4,049
Wages - regular	76,311	67,386
NIC employer (wages and salaries)	1,059	1,136
Pension contributions	2,174	969
Staff welfare	4,871	4,823
Equipment rental	2,155	1,595
Accountancy fees	850	850
Insurance	3,087	1,290
Stationery & office supplies	336	909
Telephone	398	374
Subscriptions	-	52
Charitable donations	894	275
Sundry expenses	279	599
Depreciation of equipment	1,242	490
	<u>125,614</u>	<u>88,464</u>
<b>Governance Costs</b>		
Resources Expended Governance Costs 1	-	689
Other direct expenses	4,084	6,775
	<u>4,084</u>	<u>7,464</u>
	<u>129,698</u>	<u>95,928</u>