RECYCLING OLLERTON AND BOUGHTON

England & Wales · Charity number 1096735

Details

Other names	R.O.B.
Status	Registered
Legal form	Charitable company
Company number	04551116
Registered	2003-03-27
Register	View on the Charity Commission register

Contact

Address	Unit 183-184 Boughton Ind. Estate Boughton Newark Notts. NG22 9LD
Phone	01623863955
Email	info@recyclingollerton.co.uk
Website	http://www.recyclingollerton.co.uk

Activities

Objects: THE OBJECTS OF THE COMPANY SHALL BE TO RELIEVE PERSONS WHO HAVE LEARNING DIFFICULTIES BY THE PROVISION OF FACILITIES FOR EMPLOYMENT AND/OR WORK PLACEMENTS IN PARTICULAR BUT NOT EXCLUSIVELY BY THE OPERATION OF A RECYCLING PROJECT.

Activities: Providing opportunities and training for the unemployed who are disabled. Using recycling as a means of training.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** People With Disabilities, The General Public/mankind

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Geography

- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£850,442	£757,128	£288,748	25
2024-03-31	£705,208	£656,058	£195,022	22
2023-03-31	£578,386	£588,979	£145,339	18
2022-03-31	£482,483	£472,843	-	-
2021-03-31	£386,897	£430,751	-	-

Trustees

Name	Role	Appointed
Richard David Whall	Chair	2020-09-23
Andrew John Statham		2021-11-24
Daniel Phillip McIntyre-Clark		2024-11-20
Joanna Marie James		2017-09-20
LIZ PHILLIPS		
Matthew Philip John James		2019-09-25
NEIL PIKE		2016-11-23
Paul Sheppard		2024-11-20

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RECYCLING OLLERTON AND BOUGHTON

England & Wales - Charity number 1096735

Accounts



RECYCLING OLLERTON AND BOUGHTON

ANNUAL REPORT

2024-2025

ROB



CONTENTS PAGE

Management Committee members 24/25 *p3*

Organisation Status *p3*

Chairman's Report *p4*

Parent's Report *p6*

CEO's Report *p7*

Annual Accounts *p9*

MANAGEMENT COMMITTEE MEMBERS 24/25

Officers

Chairperson	Richard Whall
Treasurer	Matt James
Company Secretary	Lynn Pike
CEO	Neil Pike

Trustees

Elizabeth Phillips
Neil Pike
Richard Hartburn (passes away August '24)
Joanna James
Matt James
Richard Whall
Andy Statham
Stephanie French

Organisation Status

- Registered Charity No. 1096735
- A Company Limited by Guarantee Reg. in England & Wales No. 04551116



CHAIRMAN'S REPORT



2024/5 has been another strong year for ROB in terms of growth and financial stability. Student days increased by 6.9% to 123.5 and income increased 20.5% to £850k, which was on top of a significant increase in the previous year. The result includes an impressive increase in grant funding which enabled the canteen extension to be purchased. At the time of writing the profit has not been finalised, but it is expected to be a record.

The strong top line result has masked a really tough year for the team operationally with the loss of Richard Hartburn, trustee, father and father-in-law, reported in my report of last year, added to other loss and tragedy in the family of the senior team, plus a host of serious health issues with the wider team. So, I would like to give my sincere thanks to the trustees, staff and students for their great performance and resilience in the last year. I trust the improvements in wages, working flexibility and Christmas holiday benefits have played a small part in continuing to make ROB a good place to work.

Newark and Sherwood's roll out of a competing glass collection has, to date, only increased business for ROB, as residents have sought to increase their own recycling and support ROB as a charity. We need to keep a careful eye on this situation, so ROB is not disadvantaged.

Although I mentioned the signing of "new" 3-year lease in last year's report, we are now well into the lease with only 1 year 3 months left to run at the start of September 2025. We have therefore spent considerable time looking at new long-term options which have not been easy with our requirements regarding space and

geography. We are not able to report anything at this stage, but expect to do so before the end of 2025.

Pressures on ROB in the year ahead will not diminish. Government and local authority funding of social care will continue to be extremely difficult, while inflation will bring further challenges. Our desire to keep to the Living Wage Foundation and make ROB a good place to work will not diminish. Furthermore, any changes in our base location are likely to lead to a significant draw on our reserves. Therefore, our current and ongoing strong financial position is essential to enable ROB to make the right choices for a long-term successful future.

Richard Whall
Chairman

PARENT'S REPORT

My son Jake has Autism and Learning Difficulties. He has worked at ROB since November 2022. He left college and there was nothing for him to do. He can be quite challenging, so when Social Work mentioned ROB, he was very apprehensive, but we visited and that was the start of his journey.

I always say, 'As long as my son is safe and happy. That's all I want.' I knew from the first day we went on the visit, he was going to be safe. The staff are absolutely lovely, they are so approachable and everyone, not just my son are their number one concern. If there are any problems, they're handled with care and understanding. Nothing is ever a problem to them because they understand everyone's individual needs.

What I have noticed and still do is that everyone who works at ROB, be it staff or students, they are always smiling and so happy to be at work.

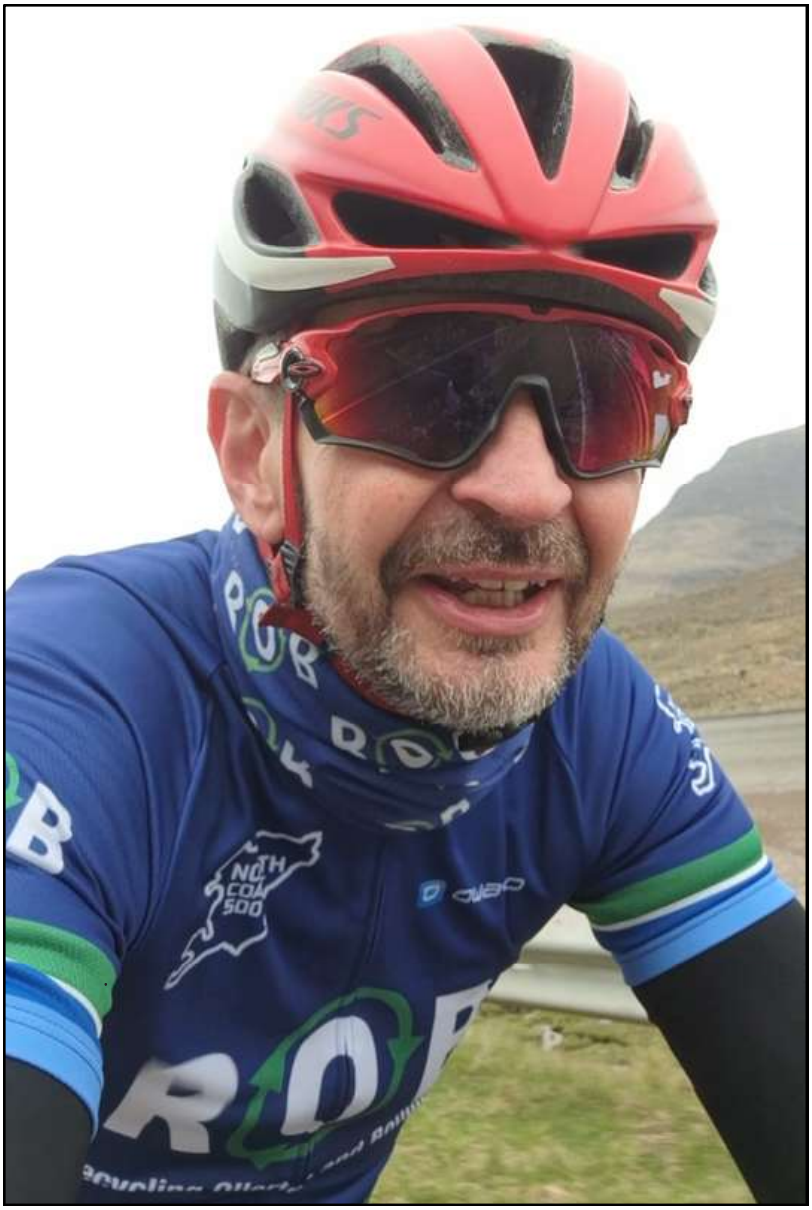
Jake's learnt so much since being there. Not just about why they are helping the environment, but about working around different people with different needs.

So ROB, please continue what you do best, because as a parent, I will be eternally grateful.

Tanya



CEO'S REPORT



Financial results show that the year has been one of the most successful ever, but behind the scenes, the work that was done to keep the 'Good Ship ROB', pointing in the right direction, has been incredible.

All recycling activities have gone as predicted all year with very little deviance from budgets and plans. In the background we were always looking to bolster the charities' facilities by extending the works canteen area. This was hindered somewhat by the lack of finalisation on the Lease on our property which was eventually finalised. Eventually with Lease and Grant Funding in place, £26k from the Clothworkers Foundation, £15K from Baily Thomas Charitable Trust and £7K from local fundraising efforts including a NC500 bike ride by the CEO and his friends and a 3 Peaks Challenge Walk, by the father of one of the students, we moved forward with the addition of the canteen extension with it eventually being on-site in January. This gave both increased space and the ability to continue with the controlled growth of student attendance.

During the year we saw small increases in student attendance with the addition of three new faces to our ranks. Two straight from school and one a more mature person seeking a more suitable kind of Supported Day Opportunity. On top of this, 2 other students increased their attendance days.

The summer was met with mixed emotions. The happiness felt with the news that one of our students, whom we had been heavily supporting in his cancer treatment had received the 'All clear', and the extreme sadness felt by the passing of Richard Hartburn, long time staff and Board member of the charity. The impact of his passing, putting a great deal of pressure on the charity but the Management Team in particular. Thankfully they did what all good teams do. The resilience and strength of the Management Team was further tested twice more during the year and thankfully, they stood together, supported one another and ensured that on face value the charity was operating seamlessly whilst under the surface, there were times when more than half of the team was facing personal turmoil.

The health of ROB staff presented further challenges during the year, with unprecedented levels of illness. During one, three-week period 12 of our 18 staff were ill with Covid. A summertime rise in Covid levels across the region, and a reluctance to heavily reduce our isolation protocols, could be seen as a factor in increasing staff absences, but on the other hand it could also be seen as the reason we managed to remain open at the same time.

Throughout the year, we have continued to further strengthen our relationship with Nottinghamshire County Councils' Adult Social Care Team and welcomed their officers in June to conduct our 2nd ever Audit. Happily, they highlighted to us just a couple of areas which had scope for improvement and these changes were made with almost immediate effect.

As part of the County Councils' bid to thank people and to encourage them to continue to work in the Social Care sector, a Workforce Sustainability Grant was made available to Day Opportunities Providers. The main stipulation of applying for this grant was that it must be spent directly on staff, either as a bonus or as additional training. As we were already providing adequate training for staff, the Board of Trustees agreed to pay the grant as a bonus, equally to all staff members pro rata, depending on the hours worked per week. This was gladly received by all staff.

As naturally occurs, especially in an environment where turnover of staff is low, our core support staff are aging at what appears to be a surprising rate. As such, we have positively dealt with requests in this financial year to reduce the working week of four staff members as they prepare themselves for upcoming retirement. It is our hope that they will remain as part of the ROB family for as long as is possible and use this time to impart their years of experience to the newer members of staff.

Neil Pike
CEO

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
AS AT 31 MARCH 2025

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
INCOME FROM:				
Donations and legacies	**11,308**	**50,550**	**61,858**	11,182
Charitable Activities	**785,366**	**-**	**785,366**	687,776
Other trading activities	**900**	**-**	**900**	1,267
Investments	**2,318**	**-**	**2,318**	1,983
Other Income	**-**	**-**	**-**	3,000
TOTAL INCOME	**799,892**	**50,550**	**850,442**	705,208
EXPENDITUE ON:				
Raising funds	**1,773**	**-**	**1,773**	1,854
Charitable activities	**754,865**	**490**	**755,355**	654,204
TOTAL EXPENDITURE	**756,638**	**490**	**757,128**	656,058
NET INCOME/(EXPENDITURE)	**43,254**	**50,060**	**93,314**	49,150
Transfer between funds	50,585	**(50,585)**	-	**-**
Net movement in funds before other recognised gains/(losses)	**93,839**	**(525)**	**93,314**	49,150
Other recognised gains/(losses)	**412**	**-**	**412**	533
NET MOVEMENT IN FUNDS	**94,251**	**(525)**	**93,726**	49,683
RECONCILIATION Of FUNDS:				
Total funds brought forward	**194,497**	**525**	**195,022**	145,339
Net movement in funds	**94,251**	**(525)**	**93,726**	49,683
TOTAL FUNDS AT 31 MARCH 2023	**288,748**	**-**	**288,748**	195,022

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2025

		2025		2024
	£	£	£	£
FIXED ASSETS				
Tangible assets		**99,366**		68,119
Investments		**33,527**		31,783
		132,893		99,882
Current assets				
Debtors	**72,118**		73,234	
Cash at bank and in hand	**158,226**		88,427	
	230,344		161,661	
Creditors: Amounts falling due within one year	**(74,489)**		(66,521)	
Net current assets		**155,855**		95,140
Total net assets		**288,748**		195,022
Charity funds				
Restricted funds		**-**		525
Unrestrictd funds		**288,748**		194,497
Total funds		**288,748**		195,022

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Chairman's statement	2
Trustees' report	3 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12 - 13
Statement of cash flows	14
Notes to the financial statements	15 - 32

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	R D Whall, Chair N Pike, Chief Executive E Phillips, Vice Chair M P J James, Treasurer R W Hartburn (deceased 21 August 2024) J M James S French (resigned 18 June 2025) A J Statham D P McIntyre-Clark (appointed 20 November 2024) P Sheppard (appointed 20 November 2024)
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Chief executive officer	N Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

The chairman presents his statement for the year.

2024/5 has been another strong year for ROB in terms of growth and financial stability. Student days increased by 6.9% to 123.5 and income increased 20.5% to £850k, which was on top of a significant increase in the previous year. The result includes an impressive increase in grant funding which enabled the canteen extension to be purchased. At the time of writing the profit has not been finalised, but it is expected to be a record.

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Chairman - R D Whall
Date: 1 October 2025

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2024 to 31 March 2025. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Volunteers

ROB recognises that volunteer workers make a very significant contribution to the work and service objectives of the project.

b. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 123.5 referral days for people with Learning Difficulties being attended each week, an increase of 6.9% days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

We had some celebrations at Christmas including our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

11,000 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 130 businesses.

Objectives and activities (continued)

Activities undertaken to achieve those objectives

Financial results show that the year has been one of the most successful ever, but behind the scenes, the work that was done to keep the 'Good Ship ROB', pointing in the right direction, has been incredible.

All recycling activities have gone as predicted all year with very little deviance from budgets and plans. In the background we were always looking to bolster the charity's facilities by extending the works canteen area. This was hindered somewhat by the lack of finalisation on the Lease on our property which was eventually finalised. Eventually with Lease and Grant Funding in place, £26k from the Clothworkers Foundation, £15K from Baily Thomas Charitable Trust and £7K from local fundraising efforts including a NC500 bike ride by the CEO and his friends and a 3 Peaks Challenge Walk, by the father of one of the students, we moved forward with the addition of the canteen extension with it eventually being on-site in January. This gave both increased space and the ability to continue with the controlled growth of student attendance.

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The health of ROB staff presented further challenges during the year, with unprecedented levels of illness. During one, three-week period 12 of our 18 staff were ill with Covid. A summertime rise in Covid levels across the region, and a reluctance to heavily reduce our isolation protocols, could be seen as a factor in increasing staff absences, but on the other hand it could also be seen as the reason we managed to remain open at the same time.

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Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

b. Fundraising activities and income generation

The charity does not raise funds directly from the public.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £15K at the year end, with the current account holding £112K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. There is also £31K in a higher interest account with Kingdom Bank.

c. Material investments policy

The Finance Committee is responsible for advising the Board of Trustees on the best way of investing any surplus cash and maximising the investments' effectiveness.

ROB have adopted a medium to long term approach to their investments and this is reflected in the vestments made.

Investments are only made with surplus cash and a prudent mindset which is not putting the effective operation of the Charity into jeopardy.

Investments are made in a broad spectrum of providers including higher than average savings accounts and stocks and shares.

Any investment considered is done with consideration to several factors including:

- interest rates
- accessibility
- charges
- risk appetite
- ethical policy on the investments

Any investment is made only with the approval of the Finance Committee.

In all investments, dividends are added to the investment and reviewed annually by the Finance Committee.

The Finance Committee always ensures that investments are made within the legal framework of the Charity Commission.

Before any investments are made, the Finance Committee advises the Board of Trustees of their intents.

d. Principal risks and uncertainties

All risks are identified and mitigated on our ‘Risk Register’ which is reviewed 6 monthly. Principle risks are: ‘exceptional increases to inflation cause business model to falter’, mitigated by increasing charges to businesses and to Nottinghamshire County Council and ‘Recognising the heavy reliance on one or two income streams’, this is mitigated by ensuring that we are delivering the quality and type of service that is wanted by both the Service Users and by the County Council by regularly seeking their feedback and continue to develop a robust 'pipeline' of avenues from where ROB can be accessed.

e. Funds

The net surplus was £93,726 for the year, compared to a net surplus of £49,683 last year. The total net assets were £283K.

Total income was £850,442 of that £626K was from Day Opportunities Provision/Transport.

Total expenses were £757,128, of that 547K was wages.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association dated 19 February 2003. The Articles of Association were amnded by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 6 times during the year with all meetings Chaired by Richard Whall. All meetings were held in person and minutes were taken by Lynn Pike, the Company Secretary until after the July meeting when Janine Fletcher took over the minute taking.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike where strategy and pressing matters are discussed.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees continue the undertaking to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year, the make-up of the Board has remained constant.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

Structure, governance and management (continued)

e. Pay policy for key management personnel

Management Team

The CEO will make proposals to the Chair of the Board of Trustees for each individual manager with consideration of all the forementioned and the following: These will need to be agreed on by the Board of Trustees.

- Individual performance
- Market value

CEO

The CEO and Chair of the Board of Trustees will have a conversation as part of the CEO Appraisal process. The Chair of Trustees will make a proposal to the CEO and agreement will be reached prior to the presentation to the Board of Trustees for approval. The conversation and offer will be in consideration of all of the above and the following:

- Overall company performance
- Adherence to Mission and Vision
- Alignment to ACEVO guidance re; market value.
- Performance against previous years objectives as set out in appraisal.

f. Related party relationships

The charity has no relationships with other parties.

g. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

h. Trustees' indemnities

The Trustees are covered by a Management Liability Policy provided by AXA. This Policy has £5,000,000 Trustees' Liability cover and £5,000,000 Charities Liability cover.

Structure, governance and management (continued)

Plans for future periods

The charity's future plans are covered in a 5 Year Business Plan which was written in 2021 and is due to be reviewed in 2025.

Approved by order of the members of the board of trustees on 1 October 2025 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed:Jonathan Wilson FCA CTA Dated: 14 October 2025

Jonathan Wilson ICAEW

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	**11,308**	**50,550**	**61,858**	11,182
Charitable activities	4	**785,366**	**-**	**785,366**	687,776
Other trading activities	5	**900**	**-**	**900**	1,267
Investments	6	**2,318**	**-**	**2,318**	1,983
Other income	7	**-**	**-**	**-**	3,000
Total income		**799,892**	**50,550**	**850,442**	705,208
Expenditure on:					
Raising funds	8	**1,773**	**-**	**1,773**	1,854
Charitable activities	9	**754,865**	**490**	**755,355**	654,204
Total expenditure		**756,638**	**490**	**757,128**	656,058
Net income		**43,254**	**50,060**	**93,314**	49,150
Transfers between funds	18	**50,585**	**(50,585)**	**-**	-
Net movement in funds before other recognised gains/(losses)		**93,839**	**(525)**	**93,314**	49,150
Other recognised gains/(losses):					
Gains on revaluation of fixed assets		**412**	**-**	**412**	533
Net movement in funds		**94,251**	**(525)**	**93,726**	49,683
Reconciliation of funds:					
Total funds brought forward		**194,497**	**525**	**195,022**	145,339
Net movement in funds		**94,251**	**(525)**	**93,726**	49,683
Total funds carried forward		**288,748**	**-**	**288,748**	195,022

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 32 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	13		**99,366**		68,119
Investments	14		**33,527**		31,763
			132,893		99,882
Current assets					
Debtors	15	**72,118**		73,234	
Cash at bank and in hand		**158,226**		88,427	
		230,344		161,661	
Current liabilities					
Creditors: amounts falling due within one year	16	**(74,489)**		(66,521)	
Net current assets			**155,855**		95,140
Total net assets			**288,748**		195,022
Charity funds					
Restricted funds	18		**-**		525
Unrestricted funds	18		**288,748**		194,497
Total funds			**288,748**		195,022

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 01 October 2025 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 15 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	**119,540**	46,345
Cash flows from investing activities		
Dividends, interests and rents from investments	**2,318**	1,983
Proceeds from the sale of tangible fixed assets	**-**	3,000
Purchase of tangible fixed assets	**(51,119)**	(34,100)
Purchase of investments	**(1,352)**	(31,230)
Gain on investments	**412**	533
Net cash used in investing activities	**(49,741)**	**(59,814)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**69,799**	**(13,469)**
Cash and cash equivalents at the beginning of the year	**88,427**	101,896
Cash and cash equivalents at the end of the year	**158,226**	88,427

The notes on pages 15 to 32 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there are no concerns regarding the sustainability of the charity. The trustees continue to monitor the position and see no reason to suggest that the company cannot continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1. Accounting policies (continued)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the statement of financial activities.

1. Accounting policies (continued)

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

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

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total funds 2025 £**	Total funds 2024 £
Donations				
Kerbside boxes	4,355	-	**4,355**	9,491
Scott Carlton	-	-	**-**	750
Donations	532	-	**532**	941
North Coast 500	6,421	-	**6,421**	-
Other donations	-	950	**950**	-
Grants				
Workforce Fund	-	8,600	**8,600**	-
Baily Thomas	-	15,000	**15,000**	-
Clothworkers' Foundation	-	26,000	**26,000**	-
	11,308	50,550	**61,858**	11,182
Total 2024	10,432	750	11,182	

3. Income from donations and legacies (continued)

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Sales of goods or services as a charitable company	116,168	**116,168**	109,421
Recycling credits	33,072	**33,072**	28,507
Service provision	625,562	**625,562**	538,105
Student funds	3,256	**3,256**	3,254
Forklift hire	350	**350**	500
NCC Care Services Sustainability Fund	6,958	**6,958**	7,989
	785,366	**785,366**	687,776
Total 2024	687,776	687,776	

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Merchandise income	75	**75**	525
Fundraising income - student funds	825	**825**	742
	900	**900**	1,267
Total 2024	1,267	1,267	

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from local listed investments	1,352	**1,352**	1,230
Bank interest receivable	966	**966**	753
	2,318	**2,318**	1,983
Total 2024	1,983	1,983	

7. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Sale of fixed assets	-	**-**	3,000
Total 2024	3,000	3,000	

8. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Merchandise expenses - student funds	-	**-**	613
Fundraising expenses	387	**387**	39
Merchandise expenses	1,386	**1,386**	1,202
	1,773	**1,773**	1,854
Total 2024	1,854	1,854	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

9. Analysis of charitable expenditure

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Total expenses	724,291	31,064	**755,355**	654,204
Total 2024	627,269	26,935	654,204	

Analysis of direct costs

	Total funds 2025 £	Total funds 2024 £
Staff costs	**547,148**	458,737
Depreciation	**19,872**	21,737
Costs of goods as a charitable company	**8,083**	18,244
Activities and trips	**5,808**	3,815
Catering costs	**8,939**	8,001
Rent, rates and water	**24,566**	24,381
Light and heat	**19,164**	14,989
Repairs and maintenance	**15,691**	13,382
Vehicle and forklift costs	**50,037**	58,790
Training and welfare	**3,715**	4,247
Sundry expenses	**968**	946
Disallowed VAT	**20,300**	-
	724,291	627,269

9. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Insurance	**14,764**	12,346
Telephone, postage, stationery and printing	**6,399**	7,068
Information and publications	**2,284**	2,796
Bank charges and interest	**704**	509
Sundry expenses	**61**	184
Legal fees	**3,102**	2,352
Independent examiner's fees	**3,750**	1,680
	31,064	26,935

10. Independent examiner's remuneration

	2025 £	2024 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,500**	1,680
Fees payable to the company's independent examiner in respect of:		
All taxation advisory services not included above	**2,250**	-

11. Staff costs

	2025 £	2024 £
Wages and salaries	**500,354**	421,807
Social security costs	**36,698**	28,470
Contribution to defined contribution pension schemes	**10,096**	8,460
	547,148	458,737

11. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	2025 No.	2024 No.
Charitable activities	**25**	22

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2024 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £41,599 (2024 - £32,489), employer's national insurance of £3,404 (2024 - £3,023) and pension contributions of £826 (2024 - £743).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £147,355 (2024 - £134,648), employer's national insurance was £15,311 (2024 - £13,557) and pension contributions were £3,576 (2024 - £3,286).

12. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2025 £	2024 £
N Pike	Remuneration	**53,476**	50,442
	Pension contributions paid	**1,321**	1,321

During the year ended 31 March 2025, no trustee expenses have been incurred (2024 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13. Tangible fixed assets

	Self contained buildings £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2024	**94,910**	**83,893**	**94,657**	**64,574**	**338,034**
Additions	**36,023**	**1,850**	**9,628**	**3,618**	**51,119**
At 31 March 2025	**130,933**	**85,743**	**104,285**	**68,192**	**389,153**
Depreciation					
At 1 April 2024	**78,952**	**80,293**	**49,850**	**60,820**	**269,915**
Charge for the year	**3,411**	**1,966**	**11,318**	**3,177**	**19,872**
At 31 March 2025	**82,363**	**82,259**	**61,168**	**63,997**	**289,787**
Net book value					
At 31 March 2025	**48,570**	**3,484**	**43,117**	**4,195**	**99,366**
At 31 March 2024	15,958	3,600	44,807	3,754	68,119

14. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	**31,763**
Additions	**1,352**
Revaluations	**412**
At 31 March 2025	**33,527**
Net book value	
At 31 March 2025	**33,527**
At 31 March 2024	31,763

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	**24,873**	13,923
Prepayments and accrued income	**47,245**	59,311
	72,118	73,234

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	**16,298**	10,674
Other taxation and social security	**11,925**	12,350
Other creditors	**1,228**	1,158
Accruals and deferred income	**45,038**	42,339
	74,489	66,521

16. Creditors: Amounts falling due within one year (continued)

	2025 £	2024 £

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

	2025 £	2024 £
Deferred income at 1 April 2024	**780**	797
Resources deferred during the year	**1,204**	780
Amounts released from previous periods	**(780)**	(797)
	1,204	780

17. Financial instruments

	2025 £	2024 £
Financial assets		
Financial assets measured at fair value through income and expenditure	**223,533**	159,504

	2025 £	2024 £
Financial liabilities		
Other financial liabilities measured at fair value through income and expenditure	**60,132**	52,233

Financial assets measured at fair value through income and expenditure comprise bank balances, accrued income and trade debtors.

Other financial liabilities measured at fair value through income and expenditure comprise trade creditors and accruals.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Student funds	**2,167**	**4,081**	**(3,358)**	**-**	**-**	**2,890**
General funds						
General Fund	**192,330**	**795,811**	**(753,280)**	**50,585**	**412**	**285,858**
Total Unrestricted funds	**194,497**	**799,892**	**(756,638)**	**50,585**	**412**	**288,748**
Restricted funds						
Defibrillator Fund	**525**	**-**	**(490)**	**(35)**	**-**	**-**
Clothworkers' Foundation	**-**	**26,000**	**-**	**(26,000)**	**-**	**-**
Baily Thomas	**-**	**15,000**	**-**	**(15,000)**	**-**	**-**
BioSpectrum	**-**	**500**	**-**	**(500)**	**-**	**-**
Rotary Club	**-**	**450**	**-**	**(450)**	**-**	**-**
Workforce Fund	**-**	**8,600**	**-**	**(8,600)**	**-**	**-**
	525	**50,550**	**(490)**	**(50,585)**	**-**	**-**
Total of funds	**195,022**	**850,442**	**(757,128)**	**-**	**412**	**288,748**

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Student funds	409	5,773	(4,015)	-	-	2,167
General funds						
General Fund	143,895	698,685	(651,533)	750	533	192,330
Total Unrestricted funds	144,304	704,458	(655,548)	750	533	194,497
Restricted funds						
Defibrillator Fund	1,035	-	(510)	-	-	525
Scott Carlton Fund	-	750	-	(750)	-	-
	1,035	750	(510)	(750)	-	525
Total of funds	145,339	705,208	(656,058)	-	533	195,022

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	99,366	**99,366**
Fixed asset investments	33,527	**33,527**
Current assets	230,344	**230,344**
Creditors due within one year	(74,489)	**(74,489)**
Total	288,748	**288,748**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	67,594	525	68,119
Fixed asset investments	31,763	-	31,763
Current assets	161,661	-	161,661
Creditors due within one year	(66,521)	-	(66,521)
Total	194,497	525	195,022

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	**93,314**	49,150
Adjustments for:		
Depreciation charges	**19,872**	21,737
Gains on investments	**(412)**	(533)
Dividends, interests and rents from investments	**(2,318)**	(1,983)
(Profit) on the sale of fixed assets	**-**	(3,000)
Decrease in debtors	**1,116**	(32,004)
Increase in creditors	**7,968**	12,978
Net cash provided by operating activities	**119,540**	46,345

21. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	**111,835**	54,002
Notice deposits (less than 3 months)	**46,391**	34,425
Total cash and cash equivalents	**158,226**	88,427

22. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**88,427**	**69,799**	**158,226**
	88,427	**69,799**	**158,226**

23. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £10,096 (2024 - £8,460). Contributions totalling £1,011 (2024 - £939) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 31 March 2025 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	**35,150**	40,249
Later than 1 year and not later than 5 years	**32,823**	77,703
Later than 5 years	**2,952**	7,408
	70,925	125,360

Total lease payments in the year amounted to £28,056 (2024 - £30,187).

25. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

26. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 12.

RECYCLING OLLERTON AND BOUGHTON

England & Wales - Charity number 1096735

Accounts



RECYCLING OLLERTON AND BOUGHTON

ANNUAL REPORT

2023/2024

ROB



CONTENTS PAGE

Management committee members 23/24 *p3*

Organisation Status *p3*

Chairman's Report *p4*

Carer's Report *p6*

CEO's Report *p7*

Annual Accounts *p9*

MANAGEMENT COMMITTEE MEMBERS 23/24

Officers

Chairperson	Richard Whall
Treasurer	Matt James
Company Secretary	Lynn Pike
CEO	Neil Pike

Trustees

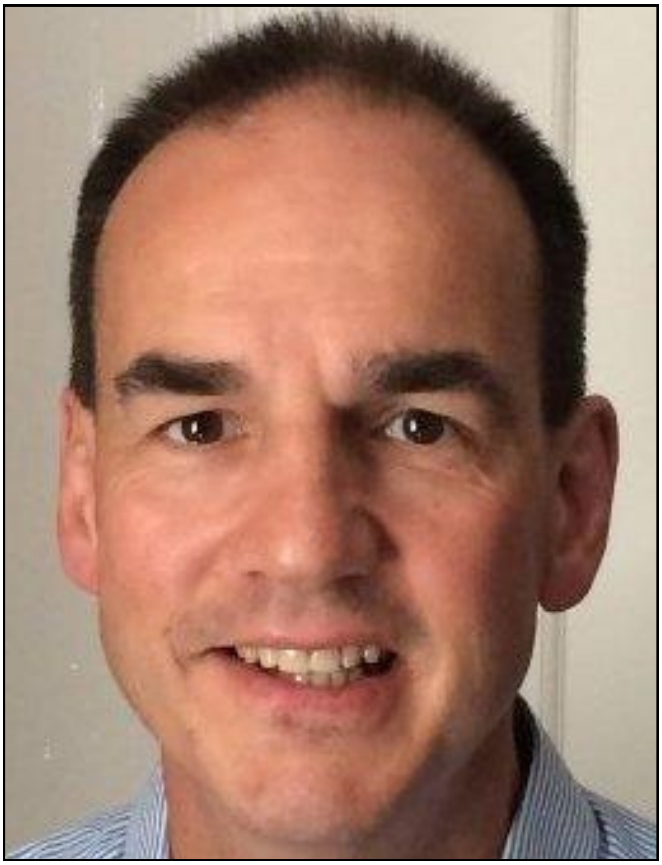
Elizabeth Phillips
Neil Pike
Richard Hartburn
Joanna James
Matt James
Richard Whall
Andy Statham
Stephanie French

Organisation Status

- Registered Charity No. 1096735
- A Company Limited by Guarantee Reg. in England & Wales No. 04551116



CHAIRMAN'S REPORT



Before I recount on a very successful year at ROB, I would like to start my annual report by recognising the recent sad loss of our friend, trustee, father, father- in-law and former ROB employee, Richard Hartburn. Richard was a great servant of ROB over many years. He was always the first Trustee to respond to any email request, but only added his considered contribution to any board discussion after carefully listening to others. Richard will be sadly missed by us all.

A strong financial performance of any charity is an essential element for the long term health of the organisation and the last year was one of our most financially successful for many years with a £49k surplus. The last eight years have thrown every conceivable challenge our way resulting in volatile financial results. Four years of losses and four years of surplus have shown an eight year £5k average surplus and demonstrated why it is essential for good charities to have a significant reserve to survive and flourish.

ROB has a successful strategy of incremental growth which was challenged by bizarre circumstances with Newark and Sherwood's debatable plan to offer a competitive glass collection service on the fifth of the district already served by ROB. The backlash to this unnecessary duplicate service resulted in almost a thousand new household customers requesting to be served by ROB instead of N&S. Fortunately this increase in customers has been matched by a 11% increase in student days with additional trucks to service the demand. Therefore, ROB has currently benefited in above normal growth in the last year, however, wise leadership will be needed to ensure this gain is built upon and not eroded in the years ahead. There is an inevitable bottleneck in ROBs growth which is currently evidenced in canteen space which will be a key project to enlarge in the year ahead.

ROB's lease position has been uncertain for a number of years which has now been resolved since the year end with a signed three-year lease. The long term beyond the new lease should also include exploring other locations to give more space and control. This work needs to be concurrent with the lease as any possible move will take years of planning.

After a period of high inflation and the cost of living challenge the board was proud to maintain its adherence to the Living Wage Foundation and give an above inflation wage rise to all staff. This has only been possible due to the strong organisation performance and affordability.

ROB goes into its 25th year in its strongest ever position with ongoing governance improvements for the long-term health of ROB. There is a growing need to provide the service for our students and increasing recycling demand to keep them in worthwhile work. I give thanks to the trustees and staff for their support and have the confidence that the charity is well run and prospering in a very difficult climate. However, I am equally sure that we must never show signs of complacency as the challenges ahead will be significant.

Richard Whall.
Chairman.

PARENT'S REPORT



Luke had previously attended Reach before joining R.O.B. He would often return home feeling unhappy and expressing that he felt as if he was still in a school environment. He was frequently angry and lacked motivation to engage in activities outside of the house or for his own personal development.

However, since he began attending R.O.B., a remarkable transformation has taken place. He now exudes confidence and demonstrates increased independence at home. He eagerly participates in family outings and expresses a positive attitude towards work.

Luke highly values the respectful and supportive atmosphere at R.O.B., where he feels acknowledged as an adult and can freely express himself. He also appreciates the understanding and empathy shown by the staff during challenging times.

Luke says 'i love all the staff, they are all kind and make me laugh. The food is lovely. I would go to ROBs every day if I could. It is an amazing place and they deserve a medal putting up with me.'

Going to ROBs has definitely changed Luke for the better, he is more independent and does more for himself but most of all Luke is happy and that makes us happy.

Thank you ROB.

Tracey and Karl

CEO'S REPORT



After a few years that were severely influenced by a global pandemic and an energy/inflation crisis, 23-24 could be reflected upon as predictable. Nothing surprised us and the main worry we had to deal with was higher than expected growth.

Our student attendance grew by 11% to 117½ days per week, with 2 new students coming aboard as well as increased attendance to a couple of our established students. This is an increase slightly above expectations but has been controlled and fits with our Vision of 'enriching the lives of more people with Learning Disabilities'

The above expected level of growth we have seen in the past few years have given rise to the problem of a bottleneck in the space available in our canteen. We have submitted several funding bids to enable us to extend our canteen and have been successful in one to the tune of about a third of the funds needed. A second grant application has been stalled by the need to complete the Lease situation with our landlords. Moving forward, it is critical that both the Lease and the Canteen are completed at the soonest possible point to ensure that we can continue to give meaningful opportunities to anybody suitable who chooses to attend our service.

The additional growth of the service has seen us not only continue to update our fleet of vehicles but also choose to increase the size of the fleet to 6 trucks. Unfortunately, given the nature of our charity, we aren't very gentle with our fleet and often find them in need of repair. To ensure that these repairs don't hinder the services we deliver, it is a must to have a spare vehicle at all times.

Further progress was made by Newark and Sherwood District Council with their intended Kerbside Glass Collection Scheme. They gave information of plans to be in operation from April 2024 and were met by great consternation from ROB's loyal subscribers. Following the success of our leaflet drops and heightened social media activity, we delivered a record number of recycling boxes to households in our areas and secured the funding for these boxes from the District Council. The biggest certainty we can take from the situation is that we do have the backing of the communities we serve and although the NSDC service is a threat, we've confidently confronted it and have for the time being, more than maintained our position. What we now have to do is to ensure that we don't become complacent as our glass collection customers now have another option.

3 years-in from the beginning of the Covid and we appear to still be suffering the effects.In June 23, as we were aware that our own restrictions were far more stringent than anywhere else, we relaxed our Covid protocols and ceased any non-symptomatic testing of both staff and students. Unfortunately, Covid wasn't finished with us, and in the run-up to Christmas it devastated our personnel causing us to close to students a week earlier than expected and to postpone the Christmas Dinner until February. Fortunately, though we had 11 cases of Covid in the organisation in a 2-week period, costing us 41 working days, nobody was seriously ill.

Throughout the year, a great deal of time was taken to support 2 of our students with Cancer diagnosis'. Happily, at the time of writing this report, they have both had positive outcomes, but what the experience has shown is that without organisations such as our own, there would be a huge hole in the support of vulnerable people when they most need that support.

Further to our aim of being the best that we can possibly be, we have bolstered the training of our staff in several different ways. All our staff are now registered with Careshield, an online training platform which ensures that their knowledge and skills are polished and reinforced. Many of the 26 courses on the platform are renewed at regular intervals in order to act as reminders of 'best practice'. On top of this we now have a trained Mental Health First Aider, an additional trained forklift truck driver, our Business Assistant has successfully completed her apprenticeship and we are in a position to train our own staff in crisis prevention.

In conclusion, what the year has shown is that without exceptional obstacles, our business model is strong. It has the ability to create substantial surplus if unhindered, and is strong enough to survive in the toughest times.

Neil Pike
CEO

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
AS AT 31 MARCH 2024

	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
INCOME FROM:				
Donations and legacies	**10,432**	**750**	**11,182**	4,214
Investments	**1,983**	**-**	**1,983**	99
Charitable Activities	**687,776**	**-**	**687,776**	574,073
Other Income	**3,000**	**-**	**3,000**	-
TOTAL INCOME	**704,458**	**750**	**705,208**	578,386
EXPENDITUE ON:				
Raising funds	**1,854**	**-**	**1,854**	-
Charitable activities	**586,585**	**2,394**	**654,204**	588,979
TOTAL EXPENDITURE	**586,585**	**2,394**	**656,058**	588,979
NET INCOME/(EXPENDITURE)	**48,910**	**240**	**49,150**	(10,593)
Transfer between funds	**750**	**(750)**	-	-
Net movement in funds before other recognised gains/(losses)	**49,660**	**(510)**	**49,150**	(10,593)
Other recognised gains/(losses)	**533**	**-**	**533**	-
NET MOVEMENT IN FUNDS	**50,193**	**(510)**	**49,683**	(10,593)
RECONCILIATION Of FUNDS:				
Total funds brought forward	**144,304**	**1,035**	**145,339**	155,932
Net movement in funds	**50,193**	**(510)**	**49,683**	(10,593)
TOTAL FUNDS AT 31 MARCH 2023	**194,497**	**535**	**195,022**	145,339

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2024

		2024		2023
	£	**£**	£	£
FIXED ASSETS				
Tangible assets		**68,119**		55,756
Investments		**31,763**		-
		99,882		55,756
Current assets				
Debtors	**73,234**		41,230	
Cash at bank and in hand	**88,427**		101,896	
	161,661		143,126	
Creditors: Amounts falling due within one year	**(66,521)**		(53,543)	
Net current assets		**95,140**		89,583
Total net assets		**195,022**		145,339
Charity funds				
Restricted funds		**525**		1,035
Unrestrictd funds		**194,497**		144,304
Total funds		**195,022**		145,339

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Chairman's statement	2
Trustees' report	3 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 30

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	R D Whall, Chair N Pike, Chief Executive E Phillips, Vice Chair M P J James, Treasurer R W Hartburn J M James S French A J Statham
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Chief executive officer	N Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

The chairman presents his statement for the year.

Before I recount on a very successful year at ROB, I would like to start my annual report by recognising the recent sad loss of our friend, trustee, father, father- in-law and former ROB employee, Richard Hartburn. Richard was a great servant of ROB over many years. He was always the first Trustee to respond to any email request, but only added his considered contribution to any board discussion after carefully listening to others. Richard will be sadly missed by us all.

A strong financial performance of any charity is an essential element for the long term health of the organisation and the last year was one of our most financially successful for many years with a £50k surplus. The last eight years have thrown every conceivable challenge our way resulting in volatile financial results. Four years of losses and four years of surplus have shown an eight year £ 5k average surplus and demonstrated why it is essential for good charities to have a significant reserve to survive and flourish.

ROB has a successful strategy of incremental growth which was challenged by bizarre circumstances with Newark and Sherwood's debatable plan to offer a competitive glass collection service on the fifth of the district already served by ROB. The backlash to this unnecessary duplicate service resulted in almost a thousand new household customers requesting to be served by ROB instead of N&S. Fortunately this increase in customers has been matched by a 11% increase in student days with additional trucks to service the demand. Therefore, ROB has currently benefited in above normal growth in the last year, however, wise leadership will be needed to ensure this gain is built upon and not eroded in the years ahead. There is an inevitable bottleneck in ROBs growth which is currently evidenced in canteen space which will be a key project to enlarge in the year ahead.

ROB's lease position has been uncertain for a number of years which has now been resolved since the year end with a signed three-year lease. The long term beyond the new lease should also include exploring other locations to give more space and control. This work needs to be concurrent with the lease as any possible move will take years of planning.

After a period of high inflation and the cost of living challenge the board was proud to maintain its adherence to the Living Wage Foundation and give an above inflation wage rise to all staff. This has only been possible due to the strong organisation performance and affordability.

ROB goes into its 25th year in its strongest ever position with ongoing governance improvements for the long-term health of ROB. There is a growing need to provide the service for our students and increasing recycling demand to keep them in worthwhile work. I give thanks to the trustees and staff for their support and have the confidence that the charity is well run and prospering in a very difficult climate. However, I am equally sure that we must never show signs of complacency as the challenges ahead will be significant.

Chairman - R D Whall
Date: 18 September 2024

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report together with the financial statements of the company for the year 1 April 2023 to 31 March 2024. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Volunteers

ROB recognises that volunteer workers make a very significant contribution to the work and service objectives of the project.

b. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 117.5 referral days for people with Learning Difficulties being attended each week, an increase of 11% days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

We had some celebrations at Christmas including our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

10,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

Activities undertaken to achieve those objectives

After a few years that were severely influenced by a global pandemic and an energy/inflation crisis, 23-24 could be reflected upon as predictable. Nothing surprised us and the main worry we had to deal with was higher than expected growth.

Our student attendance grew by 11% to 117½ days per week, with 2 new students coming aboard as well as increased attendance to a couple of our established students. This is an increase slightly above expectations but has been controlled and fits with our Vision of *'enriching the lives of more people with Learning Disabilities'*

The above expected level of growth we have seen in the past few years have given rise to the problem of a bottleneck in the space available in our canteen. We have submitted several funding bids to enable us to extend our canteen and have been successful in one to the tune of about a third of the funds needed. A second grant application has been stalled by the need to complete the Lease situation with our landlords. Moving forward, it is critical that both the Lease and the Canteen are completed at the soonest possible point to ensure that we can continue to give meaningful opportunities to anybody suitable who chooses to attend our service.

The additional growth of the service has seen us not only continue to update our fleet of vehicles but also choose to increase the size of the fleet to 6 trucks. Unfortunately, given the nature of our charity, we aren't very gentle with our fleet and often find them in need of repair. To ensure that these repairs don't hinder the services we deliver, it is a must to have a spare vehicle at all times.

Further progress was made by Newark and Sherwood District Council with their intended Kerbside Glass Collection Scheme. They gave information of plans to be in operation from April 2024 and were met by great consternation from ROB's loyal subscribers. Following the success of our leaflet drops and heightened social media activity, we delivered a record number of recycling boxes to households in our areas and secured the funding for these boxes from the District Council. The biggest certainty we can take from the situation is that we do have the backing of the communities we serve and although the NSDC service is a threat, we've confidently confronted it and have for the time being, more than maintained our position. What we now have to do is to ensure that we don't become complacent as our glass collection customers now have another option.

3 years-in from the beginning of the Covid and we appear to still be suffering the effects. In June 23, as we were aware that our own restrictions were far more stringent than anywhere else, we relaxed our Covid protocols and ceased any non-symptomatic testing of both staff and students. Unfortunately, Covid wasn't finished with us, and in the run-up to Christmas it devastated our personnel causing us to close to students a week earlier than expected and to postpone the Christmas Dinner until February. Fortunately, though we had 11 cases of Covid in the organisation in a 2-week period, costing us 41 working days, nobody was seriously ill.

Throughout the year, a great deal of time was taken to support 2 of our students with Cancer diagnosis'. Happily, at the time of writing this report, they have both had positive outcomes, but what the experience has shown is that without organisations such as our own, there would be a huge hole in the support of vulnerable people when they most need that support.

Further to our aim of being the best that we can possibly be, we have bolstered the training of our staff in several different ways. All our staff are now registered with Careshield, an online training platform which ensures that their knowledge and skills are polished and reinforced. Many of the 26 courses on the platform are renewed at regular intervals in order to act as reminders of 'best practice'. On top of this we now have a trained Mental First Aider, an additional trained forklift truck driver, our Business Assistant has successfully completed her apprenticeship and we are in a position to train our own staff in crisis prevention.

In conclusion, what the year has shown is that without exceptional obstacles, our business model is strong. It has the ability to create substantial surplus if unhindered, and is strong enough to survive in the toughest times.

Objectives and activities (continued)

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

b. Fundraising activities and income generation

The charity does not raise funds directly from the public.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £54K at the year end, with the current account holding £14K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees decided to switch £20K of the reserve into a higher interest account with Kingdom Bank.

c. Material investments policy

The Finance Committee is responsible for advising the Board of Trustees on the best way of investing any surplus cash and maximising the investments' effectiveness.

ROB have adopted a medium to long term approach to their investments and this is reflected in the vestments made.

Investments are only made with surplus cash and a prudent mindset which is not putting the effective operation of the Charity into jeopardy.

Investments are made in a broad spectrum of providers including higher than average savings accounts and stocks and shares.

Any investment considered is done with consideration to several factors including:

- interest rates
- accessibility
- charges
- risk appetite
- ethical policy on the investments

Any investment is made only with the approval of the Finance Committee.

In all investments, dividends are added to the investment and reviewed annually by the Finance Committee.

The Finance Committee always ensures that investments are made within the legal framework of the Charity Commission.

Before any investments are made, the Finance Committee advises the Board of Trustees of their intents.

d. Principal risks and uncertainties

All risks are identified and mitigated on our ‘Risk Register’ which is reviewed 6 monthly. Principle risks are: ‘exceptional increases to inflation cause business model to falter’, mitigated by increasing charges to businesses and to Nottinghamshire County Council and ‘Recognising the heavy reliance on one or two income streams’, this is mitigated by ensuring that we are delivering the quality and type of service that is wanted by both the Service Users and by the County Council by regularly seeking their feedback and continue to develop a robust 'pipeline' of avenues from where ROB can be accessed.

e. Funds

The net surplus was £49,683 for the year, compared to a net deficit of £10,593 last year. The total net assets were £195K.

Total income was £705,208 of that £538K was from Day Opportunities Provision/Transport.

Total expenses were £656,058, of that 459K was wages.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association dated 19 February 2003. The Articles of Association were amnded by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 6 times during the year with all meetings Chaired by Richard Whall. All meetings were held in person and minutes were taken by Lynn Pike, the Company Secretary until after the July meeting when Janine Fletcher took over the minute taking.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike where strategy and pressing matters are discussed.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees continue the undertaking to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year, the make-up of the Board has remained constant.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

Structure, governance and management (continued)

e. Pay policy for key management personnel

Management Team

The CEO will make proposals to the Chair of the Board of Trustees for each individual manager with consideration of all the forementioned and the following: These will need to be agreed on by the Board of Trustees.

- Individual performance
- Market value

CEO

The CEO and Chair of the Board of Trustees will have a conversation as part of the CEO Appraisal process. The Chair of Trustees will make a proposal to the CEO and agreement will be reached prior to the presentation to the Board of Trustees for approval. The conversation and offer will be in consideration of all of the above and the following:

- Overall company performance
- Adherence to Mission and Vision
- Alignment to ACEVO guidance re; market value.
- Performance against previous years objectives as set out in appraisal.

f. Related party relationships

The charity has no relationships with other parties.

g. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

h. Trustees' indemnities

The Trustees are covered by a Management Liability Policy provided by AXA. This Policy has £5,000,000 Trustees' Liability cover and £5,000,000 Charities Liability cover.

Structure, governance and management (continued)

Plans for future periods

The charity's future plans are covered in a 5 Year Business Plan which was written in 2021 and is due to be reviewed in 2024.

Approved by order of the members of the board of trustees on 18 September 2024 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson FCA CTA Dated: 14 October 2024

Jonathan Wilson ICAEW

Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	**10,432**	**750**	**11,182**	4,214
Charitable activities	4	**687,776**	**-**	**687,776**	574,073
Other trading activities	5	**1,267**	**-**	**1,267**	-
Investments	6	**1,983**	**-**	**1,983**	99
Other income	7	**3,000**	**-**	**3,000**	-
Total income		**704,458**	**750**	**705,208**	578,386
Expenditure on:					
Raising funds	8	**1,854**	**-**	**1,854**	-
Charitable activities	9	**653,694**	**510**	**654,204**	588,979
Total expenditure		**655,548**	**510**	**656,058**	588,979
Net income/(expenditure)		**48,910**	**240**	**49,150**	(10,593)
Transfers between funds	18	**750**	**(750)**	**-**	-
Net movement in funds before other recognised gains/(losses)		**49,660**	**(510)**	**49,150**	(10,593)
Other recognised gains/(losses):					
Gains on revaluation of fixed assets	14	**533**	**-**	**533**	-
Net movement in funds		**50,193**	**(510)**	**49,683**	(10,593)
Reconciliation of funds:					
Total funds brought forward		**144,304**	**1,035**	**145,339**	155,932
Net movement in funds		**50,193**	**(510)**	**49,683**	(10,593)
Total funds carried forward		**194,497**	**525**	**195,022**	145,339

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 30 form part of these financial statements.

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	13		**68,119**		55,756
Investments	14		**31,763**		-
			99,882		55,756
Current assets					
Debtors	15	**73,234**		41,230	
Cash at bank and in hand		**88,427**		101,896	
		161,661		143,126	
Creditors: amounts falling due within one year	16	**(66,521)**		(53,543)	
Net current assets			**95,140**		89,583
Total net assets			**195,022**		145,339
Charity funds					
Restricted funds	18		**525**		1,035
Unrestricted funds	18		**194,497**		144,304
Total funds			**195,022**		145,339

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 18 September 2024 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 14 to 30 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	**46,345**	37,824
Cash flows from investing activities		
Dividends, interests and rents from investments	**1,983**	99
Proceeds from the sale of tangible fixed assets	**3,000**	-
Purchase of tangible fixed assets	**(34,100)**	(16,873)
Purchase of investments	**(31,230)**	-
Gain on investments	**533**	-
Net cash used in investing activities	**(59,814)**	**(16,774)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(13,469)**	**21,050**
Cash and cash equivalents at the beginning of the year	**101,896**	80,846
Cash and cash equivalents at the end of the year	**88,427**	101,896

The notes on pages 14 to 30 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there are no concerns regarding the sustainability of the charity. The trustees continue to monitor the position and see no reason to suggest that the company cannot continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

1. Accounting policies (continued)

1.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as ‘Gains/(Losses) on investments’ in the statement of financial activities.

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations				
Kerbside boxes	9,491	-	**9,491**	-
Scott Carlton	-	750	**750**	-
Donations	941	-	**941**	4,214
	10,432	750	**11,182**	4,214
Total 2023	535	3,679	4,214	

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Sales of goods or services as a charitable company	109,421	**109,421**	70,477
Recycling credits	28,507	**28,507**	30,816
Service provision	538,105	**538,105**	457,148
Student funds	3,254	**3,254**	2,170
Van hire	500	**500**	280
NCC Care Services Sustainability Fund	7,989	**7,989**	13,182
	687,776	**687,776**	574,073
Total 2023	574,073	574,073	

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Merchandise income	1,267	**1,267**	-

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from local listed investments	1,230	**1,230**	-
Bank interest receivable	753	**753**	99
	1,983	**1,983**	99
Total 2023	99	99	

7. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Sale of fixed assets	3,000	**3,000**	-

8. Expenditure on raising funds

Fundraising trading expenses

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Merchandise expenses	1,815	**1,815**	-
Fundraising expenses	39	**39**	-
	1,854	**1,854**	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

9. Analysis of charitable expenditure

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Total expenses	627,269	26,935	**654,204**	588,979
Total 2023	567,486	21,493	588,979	

Analysis of direct costs

	Total funds 2024 £	Total funds 2023 £
Staff costs	**458,737**	415,343
Depreciation	**21,737**	23,475
Costs of goods as a charitable company	**18,244**	10,641
Activities and trips	**3,815**	3,015
Catering costs	**8,001**	7,399
Rent, rates and water	**24,381**	29,797
Light and heat	**14,989**	9,900
Repairs and maintenance	**13,382**	4,567
Vehicle and forklift costs	**58,790**	57,711
Training and welfare	**4,247**	3,029
Donations to charities	**-**	1,884
Sundry expenses	**946**	725
	627,269	567,486

9. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Insurance	**12,346**	11,141
Telephone, postage, stationery and printing	**7,068**	5,472
Information and publications	**2,796**	2,562
Bank charges and interest	**509**	530
Sundry expenses	**184**	108
Legal fees	**2,352**	-
Independent examiner's fees	**1,680**	1,680
	26,935	21,493

10. Independent examiner's remuneration

	2024 £	2023 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,680**	1,680

11. Staff costs

	2024 £	2023 £
Wages and salaries	**421,807**	381,631
Social security costs	**28,470**	26,138
Contribution to defined contribution pension schemes	**8,460**	7,574
	458,737	415,343

The average number of persons employed by the company during the year was as follows:

	2024 No.	2023 No.
Charitable activities	**22**	18

11. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2023 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £32,489 (2023 - £28,870), employer's national insurance of £3,023 (2023 - £2,822) and pension contributions of £743 (2023 - £672).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £134,648 (2023 - £149,596), employer's national insurance was £13,557 (2023 - £13,991) and pension contributions were £3,286 (2023 - £3,188).

12. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2024	2023
		£	£
N Pike	Remuneration	**50,442**	51,893
	Pension contributions paid	**1,321**	1,340

During the year ended 31 March 2024, no trustee expenses have been incurred (2023 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

13. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2023	**94,910**	**79,847**	**93,557**	**62,904**	**331,218**
Additions	**-**	**4,046**	**28,384**	**1,670**	**34,100**
Disposals	**-**	**-**	**(27,284)**	**-**	**(27,284)**
At 31 March 2024	**94,910**	**83,893**	**94,657**	**64,574**	**338,034**
Depreciation					
At 1 April 2023	**69,888**	**79,732**	**67,801**	**58,041**	**275,462**
Charge for the year	**9,064**	**561**	**9,333**	**2,779**	**21,737**
On disposals	**-**	**-**	**(27,284)**	**-**	**(27,284)**
At 31 March 2024	**78,952**	**80,293**	**49,850**	**60,820**	**269,915**
Net book value					
At 31 March 2024	**15,958**	**3,600**	**44,807**	**3,754**	**68,119**
At 31 March 2023	25,022	115	25,756	4,863	55,756

14. Fixed asset investments

	Listed investments £
Cost or valuation	
Additions	**31,230**
Revaluations	**533**
At 31 March 2024	**31,763**
Net book value	
At 31 March 2024	**31,763**

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**13,923**	11,448
Prepayments and accrued income	**59,311**	29,782
	73,234	41,230

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**10,674**	4,810
Other taxation and social security	**12,350**	11,925
Other creditors	**1,158**	980
Accruals and deferred income	**42,339**	35,828
	66,521	53,543

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

	2024 £	2023 £
Deferred income at 1 April 2023	**797**	9,228
Resources deferred during the year	**780**	797
Amounts released from previous periods	**(797)**	(9,228)
	780	797

17. Financial instruments

	2024	2023
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	**159,504**	141,254

	2024	2023
	£	£
Financial liabilities		
Other financial liabilities measured at fair value through income and expenditure	**52,233**	39,841

Financial assets measured at fair value through income and expenditure comprise bank balances, accrued income and trade debtors.

Other financial liabilities measured at fair value through income and expenditure comprise trade creditors and accruals.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Student funds	**409**	**5,773**	**(4,015)**	**-**	**-**	**2,167**
General funds						
General Fund	**143,895**	**698,685**	**(651,533)**	**750**	**533**	**192,330**
Total Unrestricted funds	**144,304**	**704,458**	**(655,548)**	**750**	**533**	**194,497**
Restricted funds						
Defibrillator Fund	**1,035**	**-**	**(510)**	**-**	**-**	**525**
Scott Carlton Fund	**-**	**750**	**-**	**(750)**	**-**	**-**
	1,035	**750**	**(510)**	**(750)**	**-**	**525**
Total of funds	**145,339**	**705,208**	**(656,058)**	**-**	**533**	**195,022**

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Student funds	718	2,632	(2,941)	-	409
General funds					
General Fund	155,214	572,075	(583,644)	250	143,895
Total Unrestricted funds	155,932	574,707	(586,585)	250	144,304
Restricted funds					
Defibrillator Fund	-	3,429	(2,394)	-	1,035
Scott Carlton Fund	-	250	-	(250)	-
	-	3,679	(2,394)	(250)	1,035
Total of funds	155,932	578,386	(588,979)	-	145,339

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	67,594	525	**68,119**
Fixed asset investments	31,763	-	**31,763**
Current assets	161,661	-	**161,661**
Creditors due within one year	(66,521)	-	**(66,521)**
Total	194,497	525	**195,022**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	54,721	1,035	55,756
Current assets	143,126	-	143,126
Creditors due within one year	(53,543)	-	(53,543)
Total	144,304	1,035	145,339

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	**49,150**	(10,593)
Adjustments for:		
Depreciation charges	**21,737**	23,475
Gains on investments	**(533)**	-
Dividends, interests and rents from investments	**(1,983)**	(99)
(Profit) on the sale of fixed assets	**(3,000)**	-
(Increase)/decrease in debtors	**(32,004)**	6,855
Increase in creditors	**12,978**	18,186
Net cash provided by operating activities	**46,345**	37,824

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**54,002**	43,724
Notice deposits (less than 3 months)	**34,425**	58,172
Total cash and cash equivalents	**88,427**	101,896

22. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**101,896**	**(13,469)**	**88,427**
	101,896	**(13,469)**	**88,427**

23. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £8,460 (2023 - 7,574). Contributions totalling £939 (2023 - £763) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 31 March 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	**6,025**	1,426
Later than 1 year and not later than 5 years	**19,779**	2,019
Later than 5 years	**7,408**	-
	33,212	3,445

Total lease payments in the year amounted to £30,187 (2023 - £30,194).

25. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

26. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 12.

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Chairman's statement	2
Trustees' report	3 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 30

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	R D Whall, Chair N Pike, Chief Executive E Phillips, Vice Chair M P J James, Treasurer R W Hartburn J M James S French A J Statham
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Chief executive officer	N Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

The chairman presents his statement for the year.

Before I recount on a very successful year at ROB, I would like to start my annual report by recognising the recent sad loss of our friend, trustee, father, father- in-law and former ROB employee, Richard Hartburn. Richard was a great servant of ROB over many years. He was always the first Trustee to respond to any email request, but only added his considered contribution to any board discussion after carefully listening to others. Richard will be sadly missed by us all.

A strong financial performance of any charity is an essential element for the long term health of the organisation and the last year was one of our most financially successful for many years with a £50k surplus. The last eight years have thrown every conceivable challenge our way resulting in volatile financial results. Four years of losses and four years of surplus have shown an eight year £ 5k average surplus and demonstrated why it is essential for good charities to have a significant reserve to survive and flourish.

ROB has a successful strategy of incremental growth which was challenged by bizarre circumstances with Newark and Sherwood's debatable plan to offer a competitive glass collection service on the fifth of the district already served by ROB. The backlash to this unnecessary duplicate service resulted in almost a thousand new household customers requesting to be served by ROB instead of N&S. Fortunately this increase in customers has been matched by a 11% increase in student days with additional trucks to service the demand. Therefore, ROB has currently benefited in above normal growth in the last year, however, wise leadership will be needed to ensure this gain is built upon and not eroded in the years ahead. There is an inevitable bottleneck in ROBs growth which is currently evidenced in canteen space which will be a key project to enlarge in the year ahead.

ROB's lease position has been uncertain for a number of years which has now been resolved since the year end with a signed three-year lease. The long term beyond the new lease should also include exploring other locations to give more space and control. This work needs to be concurrent with the lease as any possible move will take years of planning.

After a period of high inflation and the cost of living challenge the board was proud to maintain its adherence to the Living Wage Foundation and give an above inflation wage rise to all staff. This has only been possible due to the strong organisation performance and affordability.

ROB goes into its 25th year in its strongest ever position with ongoing governance improvements for the long-term health of ROB. There is a growing need to provide the service for our students and increasing recycling demand to keep them in worthwhile work. I give thanks to the trustees and staff for their support and have the confidence that the charity is well run and prospering in a very difficult climate. However, I am equally sure that we must never show signs of complacency as the challenges ahead will be significant.

Chairman - R D Whall
Date: 18 September 2024

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report together with the financial statements of the company for the year 1 April 2023 to 31 March 2024. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Volunteers

ROB recognises that volunteer workers make a very significant contribution to the work and service objectives of the project.

b. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 117.5 referral days for people with Learning Difficulties being attended each week, an increase of 11% days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

We had some celebrations at Christmas including our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

10,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

Activities undertaken to achieve those objectives

After a few years that were severely influenced by a global pandemic and an energy/inflation crisis, 23-24 could be reflected upon as predictable. Nothing surprised us and the main worry we had to deal with was higher than expected growth.

Our student attendance grew by 11% to 117½ days per week, with 2 new students coming aboard as well as increased attendance to a couple of our established students. This is an increase slightly above expectations but has been controlled and fits with our Vision of *'enriching the lives of more people with Learning Disabilities'*

The above expected level of growth we have seen in the past few years have given rise to the problem of a bottleneck in the space available in our canteen. We have submitted several funding bids to enable us to extend our canteen and have been successful in one to the tune of about a third of the funds needed. A second grant application has been stalled by the need to complete the Lease situation with our landlords. Moving forward, it is critical that both the Lease and the Canteen are completed at the soonest possible point to ensure that we can continue to give meaningful opportunities to anybody suitable who chooses to attend our service.

The additional growth of the service has seen us not only continue to update our fleet of vehicles but also choose to increase the size of the fleet to 6 trucks. Unfortunately, given the nature of our charity, we aren't very gentle with our fleet and often find them in need of repair. To ensure that these repairs don't hinder the services we deliver, it is a must to have a spare vehicle at all times.

Further progress was made by Newark and Sherwood District Council with their intended Kerbside Glass Collection Scheme. They gave information of plans to be in operation from April 2024 and were met by great consternation from ROB's loyal subscribers. Following the success of our leaflet drops and heightened social media activity, we delivered a record number of recycling boxes to households in our areas and secured the funding for these boxes from the District Council. The biggest certainty we can take from the situation is that we do have the backing of the communities we serve and although the NSDC service is a threat, we've confidently confronted it and have for the time being, more than maintained our position. What we now have to do is to ensure that we don't become complacent as our glass collection customers now have another option.

3 years-in from the beginning of the Covid and we appear to still be suffering the effects. In June 23, as we were aware that our own restrictions were far more stringent than anywhere else, we relaxed our Covid protocols and ceased any non-symptomatic testing of both staff and students. Unfortunately, Covid wasn't finished with us, and in the run-up to Christmas it devastated our personnel causing us to close to students a week earlier than expected and to postpone the Christmas Dinner until February. Fortunately, though we had 11 cases of Covid in the organisation in a 2-week period, costing us 41 working days, nobody was seriously ill.

Throughout the year, a great deal of time was taken to support 2 of our students with Cancer diagnosis'. Happily, at the time of writing this report, they have both had positive outcomes, but what the experience has shown is that without organisations such as our own, there would be a huge hole in the support of vulnerable people when they most need that support.

Further to our aim of being the best that we can possibly be, we have bolstered the training of our staff in several different ways. All our staff are now registered with Careshield, an online training platform which ensures that their knowledge and skills are polished and reinforced. Many of the 26 courses on the platform are renewed at regular intervals in order to act as reminders of 'best practice'. On top of this we now have a trained Mental First Aider, an additional trained forklift truck driver, our Business Assistant has successfully completed her apprenticeship and we are in a position to train our own staff in crisis prevention.

In conclusion, what the year has shown is that without exceptional obstacles, our business model is strong. It has the ability to create substantial surplus if unhindered, and is strong enough to survive in the toughest times.

Objectives and activities (continued)

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

b. Fundraising activities and income generation

The charity does not raise funds directly from the public.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £54K at the year end, with the current account holding £14K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees decided to switch £20K of the reserve into a higher interest account with Kingdom Bank.

c. Material investments policy

The Finance Committee is responsible for advising the Board of Trustees on the best way of investing any surplus cash and maximising the investments' effectiveness.

ROB have adopted a medium to long term approach to their investments and this is reflected in the vestments made.

Investments are only made with surplus cash and a prudent mindset which is not putting the effective operation of the Charity into jeopardy.

Investments are made in a broad spectrum of providers including higher than average savings accounts and stocks and shares.

Any investment considered is done with consideration to several factors including:

- interest rates
- accessibility
- charges
- risk appetite
- ethical policy on the investments

Any investment is made only with the approval of the Finance Committee.

In all investments, dividends are added to the investment and reviewed annually by the Finance Committee.

The Finance Committee always ensures that investments are made within the legal framework of the Charity Commission.

Before any investments are made, the Finance Committee advises the Board of Trustees of their intents.

d. Principal risks and uncertainties

All risks are identified and mitigated on our ‘Risk Register’ which is reviewed 6 monthly. Principle risks are: ‘exceptional increases to inflation cause business model to falter’, mitigated by increasing charges to businesses and to Nottinghamshire County Council and ‘Recognising the heavy reliance on one or two income streams’, this is mitigated by ensuring that we are delivering the quality and type of service that is wanted by both the Service Users and by the County Council by regularly seeking their feedback and continue to develop a robust 'pipeline' of avenues from where ROB can be accessed.

e. Funds

The net surplus was £49,683 for the year, compared to a net deficit of £10,593 last year. The total net assets were £195K.

Total income was £705,208 of that £538K was from Day Opportunities Provision/Transport.

Total expenses were £656,058, of that 459K was wages.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association dated 19 February 2003. The Articles of Association were amnded by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 6 times during the year with all meetings Chaired by Richard Whall. All meetings were held in person and minutes were taken by Lynn Pike, the Company Secretary until after the July meeting when Janine Fletcher took over the minute taking.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike where strategy and pressing matters are discussed.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees continue the undertaking to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year, the make-up of the Board has remained constant.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

Structure, governance and management (continued)

e. Pay policy for key management personnel

Management Team

The CEO will make proposals to the Chair of the Board of Trustees for each individual manager with consideration of all the forementioned and the following: These will need to be agreed on by the Board of Trustees.

- Individual performance
- Market value

CEO

The CEO and Chair of the Board of Trustees will have a conversation as part of the CEO Appraisal process. The Chair of Trustees will make a proposal to the CEO and agreement will be reached prior to the presentation to the Board of Trustees for approval. The conversation and offer will be in consideration of all of the above and the following:

- Overall company performance
- Adherence to Mission and Vision
- Alignment to ACEVO guidance re; market value.
- Performance against previous years objectives as set out in appraisal.

f. Related party relationships

The charity has no relationships with other parties.

g. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

h. Trustees' indemnities

The Trustees are covered by a Management Liability Policy provided by AXA. This Policy has £5,000,000 Trustees' Liability cover and £5,000,000 Charities Liability cover.

Structure, governance and management (continued)

Plans for future periods

The charity's future plans are covered in a 5 Year Business Plan which was written in 2021 and is due to be reviewed in 2024.

Approved by order of the members of the board of trustees on 18 September 2024 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson FCA CTA Dated: 14 October 2024

Jonathan Wilson ICAEW

Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	**10,432**	**750**	**11,182**	4,214
Charitable activities	4	**687,776**	**-**	**687,776**	574,073
Other trading activities	5	**1,267**	**-**	**1,267**	-
Investments	6	**1,983**	**-**	**1,983**	99
Other income	7	**3,000**	**-**	**3,000**	-
Total income		**704,458**	**750**	**705,208**	578,386
Expenditure on:					
Raising funds	8	**1,854**	**-**	**1,854**	-
Charitable activities	9	**653,694**	**510**	**654,204**	588,979
Total expenditure		**655,548**	**510**	**656,058**	588,979
Net income/(expenditure)		**48,910**	**240**	**49,150**	(10,593)
Transfers between funds	18	**750**	**(750)**	**-**	-
Net movement in funds before other recognised gains/(losses)		**49,660**	**(510)**	**49,150**	(10,593)
Other recognised gains/(losses):					
Gains on revaluation of fixed assets	14	**533**	**-**	**533**	-
Net movement in funds		**50,193**	**(510)**	**49,683**	(10,593)
Reconciliation of funds:					
Total funds brought forward		**144,304**	**1,035**	**145,339**	155,932
Net movement in funds		**50,193**	**(510)**	**49,683**	(10,593)
Total funds carried forward		**194,497**	**525**	**195,022**	145,339

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 30 form part of these financial statements.

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	13		**68,119**		55,756
Investments	14		**31,763**		-
			99,882		55,756
Current assets					
Debtors	15	**73,234**		41,230	
Cash at bank and in hand		**88,427**		101,896	
		161,661		143,126	
Creditors: amounts falling due within one year	16	**(66,521)**		(53,543)	
Net current assets			**95,140**		89,583
Total net assets			**195,022**		145,339
Charity funds					
Restricted funds	18		**525**		1,035
Unrestricted funds	18		**194,497**		144,304
Total funds			**195,022**		145,339

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 18 September 2024 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 14 to 30 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	**46,345**	37,824
Cash flows from investing activities		
Dividends, interests and rents from investments	**1,983**	99
Proceeds from the sale of tangible fixed assets	**3,000**	-
Purchase of tangible fixed assets	**(34,100)**	(16,873)
Purchase of investments	**(31,230)**	-
Gain on investments	**533**	-
Net cash used in investing activities	**(59,814)**	**(16,774)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(13,469)**	**21,050**
Cash and cash equivalents at the beginning of the year	**101,896**	80,846
Cash and cash equivalents at the end of the year	**88,427**	101,896

The notes on pages 14 to 30 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there are no concerns regarding the sustainability of the charity. The trustees continue to monitor the position and see no reason to suggest that the company cannot continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

1. Accounting policies (continued)

1.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as ‘Gains/(Losses) on investments’ in the statement of financial activities.

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations				
Kerbside boxes	9,491	-	**9,491**	-
Scott Carlton	-	750	**750**	-
Donations	941	-	**941**	4,214
	10,432	750	**11,182**	4,214
Total 2023	535	3,679	4,214	

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Sales of goods or services as a charitable company	109,421	**109,421**	70,477
Recycling credits	28,507	**28,507**	30,816
Service provision	538,105	**538,105**	457,148
Student funds	3,254	**3,254**	2,170
Van hire	500	**500**	280
NCC Care Services Sustainability Fund	7,989	**7,989**	13,182
	687,776	**687,776**	574,073
Total 2023	574,073	574,073	

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Merchandise income	1,267	**1,267**	-

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from local listed investments	1,230	**1,230**	-
Bank interest receivable	753	**753**	99
	1,983	**1,983**	99
Total 2023	99	99	

7. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Sale of fixed assets	3,000	**3,000**	-

8. Expenditure on raising funds

Fundraising trading expenses

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Merchandise expenses	1,815	**1,815**	-
Fundraising expenses	39	**39**	-
	1,854	**1,854**	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

9. Analysis of charitable expenditure

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Total expenses	627,269	26,935	**654,204**	588,979
Total 2023	567,486	21,493	588,979	

Analysis of direct costs

	Total funds 2024 £	Total funds 2023 £
Staff costs	**458,737**	415,343
Depreciation	**21,737**	23,475
Costs of goods as a charitable company	**18,244**	10,641
Activities and trips	**3,815**	3,015
Catering costs	**8,001**	7,399
Rent, rates and water	**24,381**	29,797
Light and heat	**14,989**	9,900
Repairs and maintenance	**13,382**	4,567
Vehicle and forklift costs	**58,790**	57,711
Training and welfare	**4,247**	3,029
Donations to charities	**-**	1,884
Sundry expenses	**946**	725
	627,269	567,486

9. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Insurance	**12,346**	11,141
Telephone, postage, stationery and printing	**7,068**	5,472
Information and publications	**2,796**	2,562
Bank charges and interest	**509**	530
Sundry expenses	**184**	108
Legal fees	**2,352**	-
Independent examiner's fees	**1,680**	1,680
	26,935	21,493

10. Independent examiner's remuneration

	2024 £	2023 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,680**	1,680

11. Staff costs

	2024 £	2023 £
Wages and salaries	**421,807**	381,631
Social security costs	**28,470**	26,138
Contribution to defined contribution pension schemes	**8,460**	7,574
	458,737	415,343

The average number of persons employed by the company during the year was as follows:

	2024 No.	2023 No.
Charitable activities	**22**	18

11. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2023 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £32,489 (2023 - £28,870), employer's national insurance of £3,023 (2023 - £2,822) and pension contributions of £743 (2023 - £672).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £134,648 (2023 - £149,596), employer's national insurance was £13,557 (2023 - £13,991) and pension contributions were £3,286 (2023 - £3,188).

12. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2024	2023
		£	£
N Pike	Remuneration	**50,442**	51,893
	Pension contributions paid	**1,321**	1,340

During the year ended 31 March 2024, no trustee expenses have been incurred (2023 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

13. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2023	**94,910**	**79,847**	**93,557**	**62,904**	**331,218**
Additions	**-**	**4,046**	**28,384**	**1,670**	**34,100**
Disposals	**-**	**-**	**(27,284)**	**-**	**(27,284)**
At 31 March 2024	**94,910**	**83,893**	**94,657**	**64,574**	**338,034**
Depreciation					
At 1 April 2023	**69,888**	**79,732**	**67,801**	**58,041**	**275,462**
Charge for the year	**9,064**	**561**	**9,333**	**2,779**	**21,737**
On disposals	**-**	**-**	**(27,284)**	**-**	**(27,284)**
At 31 March 2024	**78,952**	**80,293**	**49,850**	**60,820**	**269,915**
Net book value					
At 31 March 2024	**15,958**	**3,600**	**44,807**	**3,754**	**68,119**
At 31 March 2023	25,022	115	25,756	4,863	55,756

14. Fixed asset investments

	Listed investments £
Cost or valuation	
Additions	**31,230**
Revaluations	**533**
At 31 March 2024	**31,763**
Net book value	
At 31 March 2024	**31,763**

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**13,923**	11,448
Prepayments and accrued income	**59,311**	29,782
	73,234	41,230

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**10,674**	4,810
Other taxation and social security	**12,350**	11,925
Other creditors	**1,158**	980
Accruals and deferred income	**42,339**	35,828
	66,521	53,543

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

	2024 £	2023 £
Deferred income at 1 April 2023	**797**	9,228
Resources deferred during the year	**780**	797
Amounts released from previous periods	**(797)**	(9,228)
	780	797

17. Financial instruments

	2024	2023
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	**159,504**	141,254

	2024	2023
	£	£
Financial liabilities		
Other financial liabilities measured at fair value through income and expenditure	**52,233**	39,841

Financial assets measured at fair value through income and expenditure comprise bank balances, accrued income and trade debtors.

Other financial liabilities measured at fair value through income and expenditure comprise trade creditors and accruals.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Student funds	**409**	**5,773**	**(4,015)**	**-**	**-**	**2,167**
General funds						
General Fund	**143,895**	**698,685**	**(651,533)**	**750**	**533**	**192,330**
Total Unrestricted funds	**144,304**	**704,458**	**(655,548)**	**750**	**533**	**194,497**
Restricted funds						
Defibrillator Fund	**1,035**	**-**	**(510)**	**-**	**-**	**525**
Scott Carlton Fund	**-**	**750**	**-**	**(750)**	**-**	**-**
	1,035	**750**	**(510)**	**(750)**	**-**	**525**
Total of funds	**145,339**	**705,208**	**(656,058)**	**-**	**533**	**195,022**

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Student funds	718	2,632	(2,941)	-	409
General funds					
General Fund	155,214	572,075	(583,644)	250	143,895
Total Unrestricted funds	155,932	574,707	(586,585)	250	144,304
Restricted funds					
Defibrillator Fund	-	3,429	(2,394)	-	1,035
Scott Carlton Fund	-	250	-	(250)	-
	-	3,679	(2,394)	(250)	1,035
Total of funds	155,932	578,386	(588,979)	-	145,339

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	67,594	525	**68,119**
Fixed asset investments	31,763	-	**31,763**
Current assets	161,661	-	**161,661**
Creditors due within one year	(66,521)	-	**(66,521)**
Total	194,497	525	**195,022**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	54,721	1,035	55,756
Current assets	143,126	-	143,126
Creditors due within one year	(53,543)	-	(53,543)
Total	144,304	1,035	145,339

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	**49,150**	(10,593)
Adjustments for:		
Depreciation charges	**21,737**	23,475
Gains on investments	**(533)**	-
Dividends, interests and rents from investments	**(1,983)**	(99)
(Profit) on the sale of fixed assets	**(3,000)**	-
(Increase)/decrease in debtors	**(32,004)**	6,855
Increase in creditors	**12,978**	18,186
Net cash provided by operating activities	**46,345**	37,824

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**54,002**	43,724
Notice deposits (less than 3 months)	**34,425**	58,172
Total cash and cash equivalents	**88,427**	101,896

22. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**101,896**	**(13,469)**	**88,427**
	101,896	**(13,469)**	**88,427**

23. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £8,460 (2023 - 7,574). Contributions totalling £939 (2023 - £763) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 31 March 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	**6,025**	1,426
Later than 1 year and not later than 5 years	**19,779**	2,019
Later than 5 years	**7,408**	-
	33,212	3,445

Total lease payments in the year amounted to £30,187 (2023 - £30,194).

25. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

26. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 12.

RECYCLING OLLERTON AND BOUGHTON

England & Wales - Charity number 1096735

Accounts



RECYCLING OLLERTON AND BOUGHTON

ANNUAL REPORT

2022-2023



CONTENTS PAGE

Management committee members 22/23 *p3*

Organisation Status *p3*

Chairman's Report *p4*

Carer's Report *p6*

CEO's Report *p7*

Annual Accounts *p10*

MANAGEMENT COMMITTEE MEMBERS 22/23

Officers

Chairperson	Richard Whall
Treasurer	Matt James
Company Secretary	Lynn Pike
CEO	Neil Pike

Trustees

Elizabeth Phillips
Neil Pike
Richard Hartburn
Joanna James
Matt James
Richard Whall
Andy Statham
Stephanie French

Organisation Status

- Registered Charity No. 1096735
- A Company Limited by Guarantee Reg. in England & Wales No. 04551116



CHAIRMAN'S REPORT



The year to 31 March 2023 for Recycling Ollerton and Boughton (ROB) resulted in a deficit of £10,593 which could easily be viewed as a disappointing year. However, the global, national and local challenges that impacted on ROB were such that the year should be considered a credible achievement where major challenges and risks have been met head on.

·The back end of Covid was well managed by Neil and the team with robust testing to the extent that although the effect of Covid was significant, the charity was able to keep functioning while staff and students were kept safe.

·The Ukrainian war and subsequent 10% plus inflation significantly effecting fuel, electricity and heating was the major factor leading to the annual deficit. Although there were welcome contributions from the County Council's Care Services Sustainability Fund, donations and a well-managed 16% rise in income, these did not off-set the rise in costs.

·The Board agreed strategy of steady incremental growth was maintained despite the years challenges with student numbers increasing over 7% and moving above 100 days per week to 105.5 days. This was accompanied by ROB's first apprentice, purchase of a 6th truck and allowing staff to work more flexibly as they approach retirement.

ROB has continued to work on the Charity Commission's Financial Procedures recommendations and has prudently invested necessary long-term reserves to beat inflation.

·Although this has been a difficult year for everyone, I am pleased we have been able to make an interim wage award to offset some of the pressures of inflation and want to thank the staff for their support during the year.

·ROB received its first County Council Audit in recent years during December 22 which gave some useful steer to best practice. The audit also further built the reputation and contacts with the primary funding body for the charity, so was ultimately a net positive experience for ROB.

•The greatest threat which may yet to be the best opportunity to ROB, has been Newark and Sherwood's plan to provide a glass recycling scheme across the whole district. While this might be an environmental vote winner, the decision to provide a less frequent service, in the fifth of the district which ROB already covers with an excellent service, may not be in everybody's best interest. Although this issue is far from being resolved and to date has resulted in 700 new customers for ROB, care and tenacity will be required to ensure ROB is not damaged and a positive outcome results.

• Further governance improvements have been made with a set timetable of board agenda items to cover risk, budget, financial controls, capital, people structure etc. These processes and above charities commission guidelines have further enhanced ROB's decision making policies.

• I would like to give my thanks to the stable board for their time and for providing open and constructive support. I also want to thank trustees for attending monthly staff meetings ensuring they are well connected with everyday ROB. I would like to take this opportunity to remember Mike Philips former trustee and chair of ROB who sadly passed away earlier this year.

• Future plans - The year ahead will doubtless provide many new challenges, not least ensuring a good outcome from N&SDC glass recycling scheme. However, as ROB looks ahead to its 25th anniversary in late 2024 the organisation is well positioned to continue to support the best interests of those with learning difficulties whom we serve and also the best for the local community.

Richard Whall
Chairman.

PARENT'S REPORT



Our daughter Emily, who has autism and a learning disability, began working at ROB just over a year ago when, after living in the States for the past thirteen years, we relocated back to the U.K. During our time in the States, Emily's life was pretty sheltered due to a variety of factors: we lived in a rural area, she didn't have any siblings, there were no peers of her age nearby, and she was home-schooled from the age of ten following a severe brain injury. So her experience of friendships, working as part of a team, loyalty, pride etc was quite limited. This meant that Emily was lonely, with poor self esteem, and hating that she was different and didn't have anywhere to fit in and feel like she belonged. We despaired so much for what her future might look like.

And then we found ROB!

We knew right away during that first introductory tour that this was going to be the perfect fit for Emily. Not only is it the ideal work environment for her - she's always been passionate about recycling - but we could sense then and there, without any hesitation or qualms, that these were people we could entrust her to.

Fast forward to today, and we see a transformed daughter. Emily loves and values and is so very proud of her job, even on the days when she might not be at her best and the staff are having to be extra patient with her. She is learning both life and work skills, becoming more independent, and discovering her purpose and sense of self worth. And she is forging friendships and developing a social life - something she never knew before. Witnessing her ongoing growth and fulfillment fills us with such gratitude that she has a place at ROB. As parents of a special needs child, it exceeds what we could have ever imagined or hoped for for her. Thank you so much Neil, Theresa, and the entire ROB team of staff and students.

CEO'S REPORT



The year 22-23 began with huge uncertainty created by Russia's invasion of Ukraine. On the operational front, all things were going very much as planned but financially there were huge uncertainties as energy prices rocketed.By the middle of the year, diesel, used in our 6 vehicles, had risen by 33% and electricity was spiraling. By the end of the year inflation was running at over 10% and was being reflected in our expenditure. This kind of unforeseen world event affecting our little corner of Ollerton, as we are still coming to terms with life after a pandemic, certainly sharpens the mind when considering longevity and financial reserves. Fortunately, the County Council's Care Services Sustainability Fund became open to situations threatened by the inflationary crisis with grants totaling £13,000.

Further donations from several friends of the charity as well as Lifespring Church and Edwinstowe Lions brought in a further £2,050, which was put into our student fund for day trips etc. A sponsored walk and family picnic in August not only raised funds to buy a Defibrillator and to make donations ourselves to Cancer Research UK and McMillan Cancer Care; it proved a fantastic opportunity to spend an afternoon in Sherwood Pines enjoying one another's company. The Panto trip in December, which saw our students attending along with our staff and their families, was again a very popular success, as was the ever-present Christmas Party.

Covid was certainly still an issue throughout the year, seeing a total of 70 staff working days lost through either specific cases or our insistence that if somebody is living in your household with Covid, then you shouldn't be at work.Hindsight tells us that we may have been over the top, but better safe than sorry. As the effects of the virus became less debilitating and national reactions eased, we too relaxed our protocols, albeit at a considerably slower pace.

On the student front, we saw 5 new students join us. 3 straight from school and 2 who had not previously accessed support services.One of these school leavers was initially wrongly assessed as 'ineligible for services', due to a lackluster assessment which didn't account for an inaccurate picture being painted by his mum who also has needs. After continued pressure by ourselves and his schoolteacher, a more complete assessment was done and his place at ROB is now so obvious and natural. He now attends two days per week. Sadly, this isn't an isolated incident of Social Services seeking to minimize costs. In April '22 we had several taster days with an autistic young man who wasn't accessing any services. Social Services assigned a Personal Independence Worker who ensured that he was able to travel independently etc. Unfortunately, being able to travel safely doesn't replace having a meaningful activity.It has taken a further 15 months for this young man to bounce around the system and eventually get back to us.

In order to strengthen our position going forward, we've improved our visibility by attending 'Moving-On' events and arranging visits for two SEN schools where we had no previous contact. If these relationships bring just 1 or 2 new students to us in the next few years, then they'll be worthwhile.

2 students have left us during the year, 1 to live in another part of the country and the other to advance his journey in life. He has used the skills picked up at ROB to secure himself a volunteering opportunity and will soon be moving into his own flat. His parents are full of praise for the experiences and support that he has got from ROB.

Our overall student numbers rose from 98.5 to 105.5 days per week throughout the year, which is slightly over the increase anticipated in our 5-year Business Plan.This increase has had the effect of increasing our staff numbers by 3, one of which is our first apprentice. We also considered and approved reduction in hours requests from two people who are approaching retirement and one who has childcare responsibilities during school holidays.

On the operational front, our recycling collections have performed well, seeing a 16% rise in income, some through an increase in tonnage collected and some through a higher value being achieved. The recycling activities that are our mainstay have been reviewed to ensure that we have a workable balance between our need to maintain income and our need to ensure that we're not putting unnecessary pressure on our teams.

In the autumn of 2022, we began conversations with Newark and District Council regarding their intention to deliver a glass recycling scheme across the whole district. Historically, as they had no facility in place for glass recycling apart from collection points in village car parks, the district has supported us by pointing people within our area in our direction. Now that they intend to provide this service, they feel it has to be offered to all households within the district without exception. This comes as a very definite climate change to us, and we are certainly seeing it as a threat. In response we need to

up our game. Our initial estimation was that we had a participation rate within our area of approximately 40% of households (4,400 homes). We need to build on this. We began a concerted effort to leaflet drop every household within our area that doesn't currently participate in our collection scheme. The reaction to this campaign was very good and as the financial year came to a close several hundred new customers had come on board.

A County Council Audit in December '22 produced a very good result and gave us confidence in the way we support the people in our care. A few things required tweaking, and measures were put in place to improve our systems immediately. One such remedy was the introduction of an Online Training Platform for all staff. Something that demonstrates that we're no longer a small local charity.

The financial position at the end of the year wasn't what we'd anticipated, but we've ridden out another storm and are confident going forward.

Neil Pike
CEO

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITES
FOR THE YEAR ENDED 31 MARCH 2023

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
INCOME FROM:				
Donations and legacies	535	3,679	4.214	-
Investments	574,073	-	99	5
Charitable Activities	99	-	574,073	480,638
Other Income	-	-	-	1,840
TOTAL INCOME	**574,707**	**3,679**	**578,386**	**482,843**
EXPENDITUE ON:				
Charitable activites	586,585	2,394	588,979	472,843
TOTAL EXPENDITURE	**586,585**	**2,394**	**588,979**	**472,843**
NET INCOME/(EXPENDITURE)	**(11,878)**	**1,285**	**(10,593)**	**9,640**
Transfer between funds	250	(250)	-	-
NET MOVEMENT IN FUNDS	**(11,628)**	**1,035**	**(10,593)**	**9,640**
RECONCILIATION Of FUNDS:				
Total funds brought forward	155,932	-	155,932	146,292
Net movement in funds	(11,628)	1,035	(10,593)	9,640
TOTAL FUNDS AT 31 MARCH 2023	**144,304**	**1,035**	**145,339**	**155,932**

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2023

		2023		2022
	£	**£**	£	£
FIXED ASSETS				
Tangible assets		**55,756**		62,358
Current assets				
Debtors	**41,230**		48,085	
Cash at bank and in hand	**101,896**		80,846	
	143,126		128,931	
Creditors: Amounts falling due				
within one year	**(53,543)**		(33,357)	
Net current assets		**89,583**		93,574
Total net assets		**145,339**		155,932
Charity funds				
Restricted funds		**1,035**		-
Unrestrictd funds		**144,304**		155,932
Total funds		**145,339**		155,592

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Chairman's statement	2 - 3
Trustees' report	4 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 28

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees	R D Whall, Chair N Pike, Chief Executive E Phillips, Vice Chair J M James, Treasurer R W Hartburn M P J James S French A J Statham
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Chief executive officer	N Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

The chairman presents his statement for the year.

The year to 31 March 2023 for Recycling Ollerton and Boughton (ROB) resulted in a deficit of £10,593 which could easily be viewed as a disappointing year. However, the global, national and local challenges that impacted on ROB were such that the year should be considered a credible achievement where major challenges and risks have been met head on.

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The Board agreed strategy of steady incremental growth was maintained despite the year's challenges with student numbers increasing over 7% and moving above 100 days per week to 105.5 days. This was accompanied by ROB's first apprentice, purchase of a 6th truck and allowing staff to work more flexibly as they approach retirement.

ROB has continued to work on the Charity Commission's Financial Procedures recommendations and has prudently invested necessary long-term reserves to beat inflation.

Although this has been a difficult year for everyone, I am pleased we have been able to make an interim wage award to offset some of the pressures of inflation and want to thank the staff for their support during the year.

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The greatest threat which may yet to be the best opportunity to ROB, has been Newark and Sherwood's plan to provide a glass recycling scheme across the whole district. While this might be an environmental vote winner, the decision to provide a less frequent service, in the fifth of the district which ROB already covers with an excellent service, may not be in everybody's best interest. Although this issue is far from being resolved and to date has resulted in 700 new customers for ROB, care and tenacity will be required to ensure ROB is not damaged and a positive outcome results.

Further governance improvements have been made with a set timetable of board agenda items to cover risk, budget, financial controls, capital, people structure etc. I would like to give my thanks to the stable board for their time and for providing open and constructive support. I also want to thank trustees for attending monthly staff meetings ensuring they are well connected with everyday ROB. I would like to take this opportunity to remember Mike Philips former trustee and chair of ROB who sadly passed away earlier this year.

I would like to give my thanks to the stable board for their time and for providing open and constructive support. I also want to thank trustees for attending monthly staff meetings ensuring they are well connected with everyday ROB. I would like to take this opportunity to remember Mike Philips former trustee and chair of ROB who sadly passed away earlier this year.

CHAIRMAN'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Future plans - The year ahead will doubtless provide many new challenges, not least ensuring a good outcome from N&SDC glass recycling scheme. However, as ROB looks ahead to its 25th anniversary in late 2024 the organisation is well positioned to continue to support the best interests of those with learning difficulties whom we serve and also the best for the local community

Richard Whall
Chairman
Date: 18/9/2023

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2022 to 31 March 2023. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Volunteers

ROB recognises that volunteer workers make a very significant contribution to the work and service objectives of the project.

b. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 105.5 referral days for people with Learning Difficulties being attended each week, an increase of 7 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB's (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

We had some celebrations at Christmas including our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Objectives and activities (continued)

Recycling:

10,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

c. Activties undertaken to achieve those objectives

The year 22-23 began with huge uncertainty created by Russia's invasion of Ukraine. On the operational front, all things were going very much as planned but financially there were huge uncertainties as energy prices rocketed. By the middle of the year, diesel, used in our 6 vehicles, had risen by 33% and electricity was spiralling. By the end of the year inflation was running at over 10% and was being reflected in our expenditure. This kind of unforeseen world event affecting our little corner of Ollerton, as we are still coming to terms with life after a pandemic, certainly sharpens the mind when considering longevity and financial reserves. Fortunately, the County Council's Care Services Sustainability Fund became open to situations threatened by the inflationary crisis with grants totalling £13,182.

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COVID was certainly still an issue throughout the year, seeing a total of 70 staff working days lost through either specific cases or our insistence that if somebody is living in your household with COVID, then you should not be at work. Hindsight tells us that we may have been over the top, but better safe than sorry. As the effects of the virus became less debilitating and national reactions eased, we too relaxed our protocols, albeit at a considerably slower pace.

On the student front, we saw 5 new students join us. 3 straight from school and 2 who had not previously accessed support services. One of these school leavers was initially wrongly assessed as 'ineligible for services', due to a lackluster assessment which did not account for an inaccurate picture being painted by his mum who also has needs. After continued pressure by ourselves and his schoolteacher, a more complete assessment was done and his place at ROB is now so obvious and natural. He now attends two days per week. Sadly, this is not an isolated incident of Social Services seeking to minimize costs. In April 22 we had several taster days with an autistic young man who was not accessing any services. Social Services assigned a Personal Independence Worker who ensured that he was able to travel independently etc. Unfortunately, being able to travel safely does not replace having a meaningful activity. It has taken a further 15 months for this young man to bounce around the system and eventually get back to us.

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Objectives and activities (continued)

requests from two people who are approaching retirement and one who has childcare responsibilities during school holidays.

On the operational front, our recycling collections have performed well, seeing a 16% rise in income, some through an increase in tonnage collected and some through a higher value being achieved. The recycling activities that are our mainstay have been reviewed to ensure that we have a workable balance between our need to maintain income and our need to ensure that we're not putting unnecessary pressure on our teams.

In the autumn of 2022, we began conversations with Newark and Sherwood District Council regarding their intention to deliver a glass recycling scheme across the whole district. Historically, as they had no facility in place for glass recycling apart from collection points in village car parks, the district has supported us by pointing people within our area in our direction. Now that they intend to provide this service, they feel it has to be offered to all households within the district without exception. This comes as a very definite climate change to us, and we are certainly seeing it as a threat. In response we need to up our game. Our initial estimation was that we had a participation rate within our area of approximately 40% of households (4,400 homes). We need to build on this. We began a concerted effort to leaflet drop every household within our area that doesn't currently participate in our collection scheme. The reaction to this campaign was very good and as the financial year came to a close several hundred new customers had come on board.

A County Council Audit in December 22 produced a very good result and gave us confidence in the way we support the people in our care. A few things required tweaking, and measures were put in place to improve our systems immediately. One such remedy was the introduction of an Online Training Platform for all staff. Something that demonstrates that we are no longer a small local charity.

The financial position at the end of the year wasn't what we'd anticipated, but we've ridden out another storm and are confident going forward.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

b. Fundraising activities and income generation

The charity does not raise funds directly from the public.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £38K at the year end, with the current account holding £44K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees decided to switch £20K of the reserve into a higher interest account with Kingdom Bank.

c. Principal risks and uncertainties

All risks are identified and mitigated on our 'Risk Register' which is reviewed 6 monthly. Principle risks are: 'exceptional increases to inflation cause business model to falter', mitigated by increasing charges to businesses and to Nottinghamshire County Council and 'Recognising the heavy reliance on one or two income streams', this is mitigated by ensuring that we are delivering the quality and type of service that is wanted by both the Service Users and by the County Council by regularly seeking their feedback and continue to develop a robust 'pipeline' of avenues from where ROB can be accessed.

d. Financial risk management objectives and policies

The charity administers all financial matters in line with its financial procedures document which is reviewed annually.

e. Funds

The net deficit was £10,593 for the year, compared to a net surplus of £9,640 last year. The total net assets were £145K.

Total income was £578,386 of that £457K was from Day Opportunities Provision/Transport.

Total expenses were £588,979, of that £415K was wages.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered

Structure, governance and management (continued)

charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 6 times during the year with all meetings Chaired by Richard Whall. All meetings were held in person and minutes were taken by Lynn Pike, the Company Secretary until after the July meeting when Janine Fletcher took over the minute taking.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike where strategy and pressing matters are discussed.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees continue the undertaking to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year, the make-up of the Board has remained constant.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

e. Pay policy for key management personnel

Management Team

The CEO will make proposals to the Chair of the Board of Trustees for each individual manager with consideration of all the forementioned and the following: These will need to be agreed on by the Board of Trustees.

- Individual performance

Structure, governance and management (continued)

- Market value

CEO

The CEO and Chair of the Board of Trustees will have a conversation as part of the CEO Appraisal process. The Chair of Trustees will make a proposal to the CEO and agreement will be reached prior to the presentation to the Board of Trustees for approval. The conversation and offer will be in consideration of all of the above and the following:

- Overall company performance
- Adherence to Mission and Vision
- Alignment to ACEVO guidance re; market value.
- Performance against previous years objectives as set out in appraisal.

f. Related party relationships

The charity has no relationships with other parties.

g. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

h. Trustees' indemnities

The Trustees are covered by a Management Liability Policy provided by AXA. This Policy has £5,000,000 Trustees' Liability cover and £5,000,000 Charities Liability cover.

Plans for future periods

The charity's future plans are covered in a 5 Year Business Plan which was written in 2021 and is due to be reviewed in early 2024.

Approved by order of the members of the board of trustees on 18/9/2023 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2023

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson FCA CTA
Jonathan Wilson

Dated: 20/9/2023
ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	**535**	**3,679**	**4,214**	-
Charitable activities	4	**574,073**	**-**	**574,073**	480,638
Investments	5	**99**	**-**	**99**	5
Other income	6	**-**	**-**	**-**	1,840
Total income		**574,707**	**3,679**	**578,386**	482,483
Expenditure on:					
Charitable activities	7	**586,585**	**2,394**	**588,979**	472,843
Total expenditure		**586,585**	**2,394**	**588,979**	472,843
Net (expenditure)/income		**(11,878)**	**1,285**	**(10,593)**	9,640
Transfers between funds	14	**250**	**(250)**	**-**	-
Net movement in funds		**(11,628)**	**1,035**	**(10,593)**	9,640
Reconciliation of funds:					
Total funds brought forward		**155,932**	**-**	**155,932**	146,292
Net movement in funds		**(11,628)**	**1,035**	**(10,593)**	9,640
Total funds carried forward		**144,304**	**1,035**	**145,339**	155,932

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 28 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	11		**55,756**		62,358
Current assets					
Debtors	12	**41,230**		48,085	
Cash at bank and in hand		**101,896**		80,846	
		143,126		128,931	
Creditors: amounts falling due within one year	13	**(53,543)**		(35,357)	
Net current assets			**89,583**		93,574
Total net assets			**145,339**		155,932
Charity funds					
Restricted funds	14		**1,035**		-
Unrestricted funds	14		**144,304**		155,932
Total funds			**145,339**		155,932

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 18/9/2023 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 14 to 28 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	**37,923**	12,529
Cash flows from investing activities		
Purchase of tangible fixed assets	**(16,873)**	(42,255)
Net cash used in investing activities	**(16,873)**	**(42,255)**
Cash flows from financing activities		
Sale of fixed assets	**-**	4,000
Net cash provided by financing activities	**-**	**4,000**
Change in cash and cash equivalents in the year	**21,050**	**(25,726)**
Cash and cash equivalents at the beginning of the year	**80,846**	106,572
Cash and cash equivalents at the end of the year	**101,896**	80,846

The notes on pages 14 to 28 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there are no concerns regarding the sustainability of the charity. The trustees continue to monitor the position and see no reason to suggest that the company cannot continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1. Accounting policies (continued)

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations				
Donations	535	250	**785**	-
Sponsored walk for defibrillator	-	3,429	**3,429**	-
	535	3,679	**4,214**	-

4. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Sales of goods or services as a charitable company	70,477	-	**70,477**	62,373
Recycling credits	30,816	-	**30,816**	31,022
Service provision	457,148	-	**457,148**	379,055
Student funds	2,170	-	**2,170**	1,788
Van hire	280	-	**280**	-
The Baily Thomas Charitable Fund	-	-	**-**	5,000
The Barratt Development Fund	-	-	**-**	1,000
CAF	-	-	**-**	400
NCC Care Services Sustainability Fund	13,182	-	**13,182**	-
	574,073	-	**574,073**	480,638
Total 2022	474,238	6,400	480,638	

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest receivable	99	99	5
Total 2022	5	5	

6. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Profit on sale of fixed assets	-	-	1,840
Total 2022	1,840	1,840	

7. Analysis of charitable expenditure

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Total expenses	569,166	19,813	**588,979**	472,843
Total 2022	456,353	16,490	472,843	

Analysis of direct costs

	Total funds 2023 £	Total funds 2022 £
Staff costs	**415,343**	330,053
Depreciation	**23,475**	20,719
Costs of goods as a charitable company	**10,641**	6,966
Activities and trips	**3,015**	2,723
Catering costs	**7,399**	8,312
Rent, rates and water	**29,797**	28,596
Light and heat	**9,900**	6,554
Repairs and maintenance	**4,567**	2,641
Vehicle and forklift costs	**57,711**	47,768
Training and welfare	**3,029**	397
Donations to charities	**1,884**	-
Sundry expenses	**725**	64
Independent examiner's fees	**1,680**	1,560
	569,166	456,353

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2023 £	Total funds 2022 £
Insurance	**11,141**	9,189
Professional fees	**-**	300
Telephone, postage, stationery and printing	**5,472**	4,477
Information and publications	**2,562**	1,504
Bank charges and interest	**530**	508
Sundry expenses	**108**	392
Trustees' expenses	**-**	120
	19,813	16,490

8. Independent examiner's remuneration

	2023 £	2022 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,680**	1,560

9. Staff costs

	2023 £	2022 £
Wages and salaries	**381,631**	305,405
Social security costs	**26,138**	18,892
Contribution to defined contribution pension schemes	**7,574**	5,756
	415,343	330,053

The average number of persons employed by the company during the year was as follows:

	2023 No.	2022 No.
Charitable activities	**18**	15

9. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2021 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £28,870 (2022 - £26,224), employer's national insurance of £2,822 (2022 - £2,399) and pension contributions of £672 (2021 - £583).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £149,596 (2022 - £107,510), employer's national insurance was £13,991 (2022 - £10,105) and pension contributions were £3,188 (2022 - £2,498).

10. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2023	2022
		£	£
N Pike	Remuneration	**51,893**	41,138
	Pension contributions paid	**1,340**	1,047

During the year ended 31 March 2023, no trustee expenses have been incurred (2022 - £NIL).

11. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2022	**94,910**	**79,847**	**83,355**	**56,233**	**314,345**
Additions	**-**	**-**	**10,202**	**6,671**	**16,873**
At 31 March 2023	**94,910**	**79,847**	**93,557**	**62,904**	**331,218**
Depreciation					
At 1 April 2022	**60,753**	**79,304**	**56,586**	**55,344**	**251,987**
Charge for the year	**9,135**	**428**	**11,215**	**2,697**	**23,475**
At 31 March 2023	**69,888**	**79,732**	**67,801**	**58,041**	**275,462**
Net book value					
At 31 March 2023	**25,022**	**115**	**25,756**	**4,863**	**55,756**
At 31 March 2022	34,157	543	26,769	889	62,358

12. Debtors

	2023 £	2022 £
Trade debtors	**11,448**	9,007
Prepayments and accrued income	**29,782**	39,078
	41,230	48,085

13. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	**4,810**	1,442
Other taxation and social security	**11,925**	5,604
Other creditors	**980**	136
Accruals and deferred income	**35,828**	28,175
	53,543	35,357

	2023 £	2022 £
Deferred income at 1 April 2022	**9,228**	9,710
Resources deferred during the year	**797**	9,228
Amounts released from previous periods	**(9,228)**	(9,710)
	797	9,228

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Student funds	718	2,632	(2,941)	-	409
General funds					
General fund	155,214	572,075	(583,644)	250	143,895
Total Unrestricted funds	155,932	574,707	(586,585)	250	144,304
Restricted funds					
Scott Carlton Fund	-	250	-	(250)	-
Defibrillator Fund	-	3,429	(2,394)	-	1,035
	-	3,679	(2,394)	(250)	1,035
Total of funds	155,932	578,386	(588,979)	-	145,339

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Student funds	-	1,970	(1,252)	-	718
General funds					
General fund	146,292	474,113	(470,191)	5,000	155,214
Total Unrestricted funds	146,292	476,083	(471,443)	5,000	155,932
Restricted funds					
The Baily Thomas Charitable Fund	-	5,000	-	(5,000)	-
CAF	-	400	(400)	-	-
The Barratt Development Fund	-	1,000	(1,000)	-	-
	-	6,400	(1,400)	(5,000)	-
Total of funds	146,292	482,483	(472,843)	-	155,932

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	54,721	1,035	**55,756**
Current assets	143,126	-	**143,126**
Creditors due within one year	(53,543)	-	**(53,543)**
Total	144,304	1,035	**145,339**

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	62,358	62,358
Current assets	128,931	128,931
Creditors due within one year	(35,357)	(35,357)
Total	155,932	155,932

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(10,593)**	9,640
Adjustments for:		
Depreciation charges	**23,475**	20,719
Decrease/(increase) in debtors	**6,855**	(3,861)
Increase/(decrease) in creditors	**18,186**	(12,129)
Profit on disposal of fixed assets	**-**	(1,840)
Net cash provided by operating activities	**37,923**	12,529

17. Analysis of cash and cash equivalents

	2023	2022
	£	£
Cash in hand	**43,724**	28,772
Notice deposits (less than 3 months)	**58,172**	52,074
Total cash and cash equivalents	**101,896**	80,846

18. Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	**80,846**	**21,050**	**101,896**
	80,846	**21,050**	**101,896**

19. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £7,574 (2022 - £5,756). Contributions totalling £763 (2022 - £nil) were payable to the fund at the balance sheet date and are included in creditors.

20. Operating lease commitments

At 31 March 2023 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	**1,426**	1,426
Later than 1 year and not later than 5 years	**2,019**	3,445
	3,445	4,871

21. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 10.

22. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Chairman's statement	2 - 3
Trustees' report	4 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 28

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees	R D Whall, Chair N Pike, Chief Executive E Phillips, Vice Chair J M James, Treasurer R W Hartburn M P J James S French A J Statham
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Chief executive officer	N Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

The chairman presents his statement for the year.

The year to 31 March 2023 for Recycling Ollerton and Boughton (ROB) resulted in a deficit of £10,593 which could easily be viewed as a disappointing year. However, the global, national and local challenges that impacted on ROB were such that the year should be considered a credible achievement where major challenges and risks have been met head on.

The back end of Covid was well managed by Neil and the team with robust testing to the extent that although the effect of Covid was significant, the charity was able to keep functioning while staff and students were kept safe.

The Ukrainian war and subsequent 10% plus inflation significantly effecting fuel, electricity and heating was the major factor leading to the annual deficit. Although there were welcome contributions from the County Council's Care Services Sustainability Fund, donations and a well-managed 16% rise in income, these did not off-set the rise in costs.

The Board agreed strategy of steady incremental growth was maintained despite the year's challenges with student numbers increasing over 7% and moving above 100 days per week to 105.5 days. This was accompanied by ROB's first apprentice, purchase of a 6th truck and allowing staff to work more flexibly as they approach retirement.

ROB has continued to work on the Charity Commission's Financial Procedures recommendations and has prudently invested necessary long-term reserves to beat inflation.

Although this has been a difficult year for everyone, I am pleased we have been able to make an interim wage award to offset some of the pressures of inflation and want to thank the staff for their support during the year.

ROB received its first County Council Audit in recent years during December 22 which gave some useful steer to best practice. The audit also further built the reputation and contacts with the primary funding body for the charity, so was ultimately a net positive experience for ROB.

The greatest threat which may yet to be the best opportunity to ROB, has been Newark and Sherwood's plan to provide a glass recycling scheme across the whole district. While this might be an environmental vote winner, the decision to provide a less frequent service, in the fifth of the district which ROB already covers with an excellent service, may not be in everybody's best interest. Although this issue is far from being resolved and to date has resulted in 700 new customers for ROB, care and tenacity will be required to ensure ROB is not damaged and a positive outcome results.

Further governance improvements have been made with a set timetable of board agenda items to cover risk, budget, financial controls, capital, people structure etc. I would like to give my thanks to the stable board for their time and for providing open and constructive support. I also want to thank trustees for attending monthly staff meetings ensuring they are well connected with everyday ROB. I would like to take this opportunity to remember Mike Philips former trustee and chair of ROB who sadly passed away earlier this year.

I would like to give my thanks to the stable board for their time and for providing open and constructive support. I also want to thank trustees for attending monthly staff meetings ensuring they are well connected with everyday ROB. I would like to take this opportunity to remember Mike Philips former trustee and chair of ROB who sadly passed away earlier this year.

CHAIRMAN'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Future plans - The year ahead will doubtless provide many new challenges, not least ensuring a good outcome from N&SDC glass recycling scheme. However, as ROB looks ahead to its 25th anniversary in late 2024 the organisation is well positioned to continue to support the best interests of those with learning difficulties whom we serve and also the best for the local community

Richard Whall
Chairman
Date: 18/9/2023

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2022 to 31 March 2023. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Volunteers

ROB recognises that volunteer workers make a very significant contribution to the work and service objectives of the project.

b. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 105.5 referral days for people with Learning Difficulties being attended each week, an increase of 7 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB's (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

We had some celebrations at Christmas including our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Objectives and activities (continued)

Recycling:

10,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

c. Activties undertaken to achieve those objectives

The year 22-23 began with huge uncertainty created by Russia's invasion of Ukraine. On the operational front, all things were going very much as planned but financially there were huge uncertainties as energy prices rocketed. By the middle of the year, diesel, used in our 6 vehicles, had risen by 33% and electricity was spiralling. By the end of the year inflation was running at over 10% and was being reflected in our expenditure. This kind of unforeseen world event affecting our little corner of Ollerton, as we are still coming to terms with life after a pandemic, certainly sharpens the mind when considering longevity and financial reserves. Fortunately, the County Council's Care Services Sustainability Fund became open to situations threatened by the inflationary crisis with grants totalling £13,182.

Further donations from several friends of the charity as well as Lifespring Church and Edwinstowe Lions brought in a further £2,050, which was put into our student fund for day trips etc. A sponsored walk and family picnic in August not only raised funds to buy a Defibrillator and to make donations ourselves to Cancer Research UK and MacMillan Cancer Care; it proved a fantastic opportunity to spend an afternoon in Sherwood Pines enjoying one another's company. The Panto trip in December, which saw our students attending along with our staff and their families, was again a very popular success, as was the ever-present Christmas Party.

COVID was certainly still an issue throughout the year, seeing a total of 70 staff working days lost through either specific cases or our insistence that if somebody is living in your household with COVID, then you should not be at work. Hindsight tells us that we may have been over the top, but better safe than sorry. As the effects of the virus became less debilitating and national reactions eased, we too relaxed our protocols, albeit at a considerably slower pace.

On the student front, we saw 5 new students join us. 3 straight from school and 2 who had not previously accessed support services. One of these school leavers was initially wrongly assessed as 'ineligible for services', due to a lackluster assessment which did not account for an inaccurate picture being painted by his mum who also has needs. After continued pressure by ourselves and his schoolteacher, a more complete assessment was done and his place at ROB is now so obvious and natural. He now attends two days per week. Sadly, this is not an isolated incident of Social Services seeking to minimize costs. In April 22 we had several taster days with an autistic young man who was not accessing any services. Social Services assigned a Personal Independence Worker who ensured that he was able to travel independently etc. Unfortunately, being able to travel safely does not replace having a meaningful activity. It has taken a further 15 months for this young man to bounce around the system and eventually get back to us.

In order to strengthen our position going forward, we have improved our visibility by attending 'Moving-On' events and arranging visits for two SEN schools where we had no previous contact. If these relationships bring just 1 or 2 new students to us in the next few years, then they will be worthwhile.

2 students have left us during the year,1 to live in another part of the country and the other to advance his journey in life. He has used the skills picked up at ROB to secure himself a volunteering opportunity and will soon be moving into his own flat. His parents are full of praise for the experiences and support that he has got from ROB.

Our overall student numbers rose from 98.5 to 105.5 days per week throughout the year, which is slightly over the increase anticipated in our 5-year Business Plan. This increase has had the effect of increasing our staff numbers by 3, one of which is our first apprentice. We also considered and approved reduction in hours

Objectives and activities (continued)

requests from two people who are approaching retirement and one who has childcare responsibilities during school holidays.

On the operational front, our recycling collections have performed well, seeing a 16% rise in income, some through an increase in tonnage collected and some through a higher value being achieved. The recycling activities that are our mainstay have been reviewed to ensure that we have a workable balance between our need to maintain income and our need to ensure that we're not putting unnecessary pressure on our teams.

In the autumn of 2022, we began conversations with Newark and Sherwood District Council regarding their intention to deliver a glass recycling scheme across the whole district. Historically, as they had no facility in place for glass recycling apart from collection points in village car parks, the district has supported us by pointing people within our area in our direction. Now that they intend to provide this service, they feel it has to be offered to all households within the district without exception. This comes as a very definite climate change to us, and we are certainly seeing it as a threat. In response we need to up our game. Our initial estimation was that we had a participation rate within our area of approximately 40% of households (4,400 homes). We need to build on this. We began a concerted effort to leaflet drop every household within our area that doesn't currently participate in our collection scheme. The reaction to this campaign was very good and as the financial year came to a close several hundred new customers had come on board.

A County Council Audit in December 22 produced a very good result and gave us confidence in the way we support the people in our care. A few things required tweaking, and measures were put in place to improve our systems immediately. One such remedy was the introduction of an Online Training Platform for all staff. Something that demonstrates that we are no longer a small local charity.

The financial position at the end of the year wasn't what we'd anticipated, but we've ridden out another storm and are confident going forward.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

b. Fundraising activities and income generation

The charity does not raise funds directly from the public.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £38K at the year end, with the current account holding £44K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees decided to switch £20K of the reserve into a higher interest account with Kingdom Bank.

c. Principal risks and uncertainties

All risks are identified and mitigated on our 'Risk Register' which is reviewed 6 monthly. Principle risks are: 'exceptional increases to inflation cause business model to falter', mitigated by increasing charges to businesses and to Nottinghamshire County Council and 'Recognising the heavy reliance on one or two income streams', this is mitigated by ensuring that we are delivering the quality and type of service that is wanted by both the Service Users and by the County Council by regularly seeking their feedback and continue to develop a robust 'pipeline' of avenues from where ROB can be accessed.

d. Financial risk management objectives and policies

The charity administers all financial matters in line with its financial procedures document which is reviewed annually.

e. Funds

The net deficit was £10,593 for the year, compared to a net surplus of £9,640 last year. The total net assets were £145K.

Total income was £578,386 of that £457K was from Day Opportunities Provision/Transport.

Total expenses were £588,979, of that £415K was wages.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered

Structure, governance and management (continued)

charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 6 times during the year with all meetings Chaired by Richard Whall. All meetings were held in person and minutes were taken by Lynn Pike, the Company Secretary until after the July meeting when Janine Fletcher took over the minute taking.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike where strategy and pressing matters are discussed.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees continue the undertaking to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year, the make-up of the Board has remained constant.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

e. Pay policy for key management personnel

Management Team

The CEO will make proposals to the Chair of the Board of Trustees for each individual manager with consideration of all the forementioned and the following: These will need to be agreed on by the Board of Trustees.

- Individual performance

Structure, governance and management (continued)

- Market value

CEO

The CEO and Chair of the Board of Trustees will have a conversation as part of the CEO Appraisal process. The Chair of Trustees will make a proposal to the CEO and agreement will be reached prior to the presentation to the Board of Trustees for approval. The conversation and offer will be in consideration of all of the above and the following:

- Overall company performance
- Adherence to Mission and Vision
- Alignment to ACEVO guidance re; market value.
- Performance against previous years objectives as set out in appraisal.

f. Related party relationships

The charity has no relationships with other parties.

g. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

h. Trustees' indemnities

The Trustees are covered by a Management Liability Policy provided by AXA. This Policy has £5,000,000 Trustees' Liability cover and £5,000,000 Charities Liability cover.

Plans for future periods

The charity's future plans are covered in a 5 Year Business Plan which was written in 2021 and is due to be reviewed in early 2024.

Approved by order of the members of the board of trustees on 18/9/2023 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2023

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson FCA CTA
Jonathan Wilson

Dated: 20/9/2023
ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	**535**	**3,679**	**4,214**	-
Charitable activities	4	**574,073**	**-**	**574,073**	480,638
Investments	5	**99**	**-**	**99**	5
Other income	6	**-**	**-**	**-**	1,840
Total income		**574,707**	**3,679**	**578,386**	482,483
Expenditure on:					
Charitable activities	7	**586,585**	**2,394**	**588,979**	472,843
Total expenditure		**586,585**	**2,394**	**588,979**	472,843
Net (expenditure)/income		**(11,878)**	**1,285**	**(10,593)**	9,640
Transfers between funds	14	**250**	**(250)**	**-**	-
Net movement in funds		**(11,628)**	**1,035**	**(10,593)**	9,640
Reconciliation of funds:					
Total funds brought forward		**155,932**	**-**	**155,932**	146,292
Net movement in funds		**(11,628)**	**1,035**	**(10,593)**	9,640
Total funds carried forward		**144,304**	**1,035**	**145,339**	155,932

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 28 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	11		**55,756**		62,358
Current assets					
Debtors	12	**41,230**		48,085	
Cash at bank and in hand		**101,896**		80,846	
		143,126		128,931	
Creditors: amounts falling due within one year	13	**(53,543)**		(35,357)	
Net current assets			**89,583**		93,574
Total net assets			**145,339**		155,932
Charity funds					
Restricted funds	14		**1,035**		-
Unrestricted funds	14		**144,304**		155,932
Total funds			**145,339**		155,932

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 18/9/2023 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 14 to 28 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	**37,923**	12,529
Cash flows from investing activities		
Purchase of tangible fixed assets	**(16,873)**	(42,255)
Net cash used in investing activities	**(16,873)**	**(42,255)**
Cash flows from financing activities		
Sale of fixed assets	**-**	4,000
Net cash provided by financing activities	**-**	**4,000**
Change in cash and cash equivalents in the year	**21,050**	**(25,726)**
Cash and cash equivalents at the beginning of the year	**80,846**	106,572
Cash and cash equivalents at the end of the year	**101,896**	80,846

The notes on pages 14 to 28 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there are no concerns regarding the sustainability of the charity. The trustees continue to monitor the position and see no reason to suggest that the company cannot continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1. Accounting policies (continued)

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations				
Donations	535	250	**785**	-
Sponsored walk for defibrillator	-	3,429	**3,429**	-
	535	3,679	**4,214**	-

4. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Sales of goods or services as a charitable company	70,477	-	**70,477**	62,373
Recycling credits	30,816	-	**30,816**	31,022
Service provision	457,148	-	**457,148**	379,055
Student funds	2,170	-	**2,170**	1,788
Van hire	280	-	**280**	-
The Baily Thomas Charitable Fund	-	-	**-**	5,000
The Barratt Development Fund	-	-	**-**	1,000
CAF	-	-	**-**	400
NCC Care Services Sustainability Fund	13,182	-	**13,182**	-
	574,073	-	**574,073**	480,638
Total 2022	474,238	6,400	480,638	

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest receivable	99	99	5
Total 2022	5	5	

6. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Profit on sale of fixed assets	-	-	1,840
Total 2022	1,840	1,840	

7. Analysis of charitable expenditure

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Total expenses	569,166	19,813	**588,979**	472,843
Total 2022	456,353	16,490	472,843	

Analysis of direct costs

	Total funds 2023 £	Total funds 2022 £
Staff costs	**415,343**	330,053
Depreciation	**23,475**	20,719
Costs of goods as a charitable company	**10,641**	6,966
Activities and trips	**3,015**	2,723
Catering costs	**7,399**	8,312
Rent, rates and water	**29,797**	28,596
Light and heat	**9,900**	6,554
Repairs and maintenance	**4,567**	2,641
Vehicle and forklift costs	**57,711**	47,768
Training and welfare	**3,029**	397
Donations to charities	**1,884**	-
Sundry expenses	**725**	64
Independent examiner's fees	**1,680**	1,560
	569,166	456,353

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2023 £	Total funds 2022 £
Insurance	**11,141**	9,189
Professional fees	**-**	300
Telephone, postage, stationery and printing	**5,472**	4,477
Information and publications	**2,562**	1,504
Bank charges and interest	**530**	508
Sundry expenses	**108**	392
Trustees' expenses	**-**	120
	19,813	16,490

8. Independent examiner's remuneration

	2023 £	2022 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,680**	1,560

9. Staff costs

	2023 £	2022 £
Wages and salaries	**381,631**	305,405
Social security costs	**26,138**	18,892
Contribution to defined contribution pension schemes	**7,574**	5,756
	415,343	330,053

The average number of persons employed by the company during the year was as follows:

	2023 No.	2022 No.
Charitable activities	**18**	15

9. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2021 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £28,870 (2022 - £26,224), employer's national insurance of £2,822 (2022 - £2,399) and pension contributions of £672 (2021 - £583).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £149,596 (2022 - £107,510), employer's national insurance was £13,991 (2022 - £10,105) and pension contributions were £3,188 (2022 - £2,498).

10. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2023	2022
		£	£
N Pike	Remuneration	**51,893**	41,138
	Pension contributions paid	**1,340**	1,047

During the year ended 31 March 2023, no trustee expenses have been incurred (2022 - £NIL).

11. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2022	**94,910**	**79,847**	**83,355**	**56,233**	**314,345**
Additions	**-**	**-**	**10,202**	**6,671**	**16,873**
At 31 March 2023	**94,910**	**79,847**	**93,557**	**62,904**	**331,218**
Depreciation					
At 1 April 2022	**60,753**	**79,304**	**56,586**	**55,344**	**251,987**
Charge for the year	**9,135**	**428**	**11,215**	**2,697**	**23,475**
At 31 March 2023	**69,888**	**79,732**	**67,801**	**58,041**	**275,462**
Net book value					
At 31 March 2023	**25,022**	**115**	**25,756**	**4,863**	**55,756**
At 31 March 2022	34,157	543	26,769	889	62,358

12. Debtors

	2023 £	2022 £
Trade debtors	**11,448**	9,007
Prepayments and accrued income	**29,782**	39,078
	41,230	48,085

13. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	**4,810**	1,442
Other taxation and social security	**11,925**	5,604
Other creditors	**980**	136
Accruals and deferred income	**35,828**	28,175
	53,543	35,357

	2023 £	2022 £
Deferred income at 1 April 2022	**9,228**	9,710
Resources deferred during the year	**797**	9,228
Amounts released from previous periods	**(9,228)**	(9,710)
	797	9,228

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Student funds	718	2,632	(2,941)	-	409
General funds					
General fund	155,214	572,075	(583,644)	250	143,895
Total Unrestricted funds	155,932	574,707	(586,585)	250	144,304
Restricted funds					
Scott Carlton Fund	-	250	-	(250)	-
Defibrillator Fund	-	3,429	(2,394)	-	1,035
	-	3,679	(2,394)	(250)	1,035
Total of funds	155,932	578,386	(588,979)	-	145,339

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Student funds	-	1,970	(1,252)	-	718
General funds					
General fund	146,292	474,113	(470,191)	5,000	155,214
Total Unrestricted funds	146,292	476,083	(471,443)	5,000	155,932
Restricted funds					
The Baily Thomas Charitable Fund	-	5,000	-	(5,000)	-
CAF	-	400	(400)	-	-
The Barratt Development Fund	-	1,000	(1,000)	-	-
	-	6,400	(1,400)	(5,000)	-
Total of funds	146,292	482,483	(472,843)	-	155,932

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	54,721	1,035	**55,756**
Current assets	143,126	-	**143,126**
Creditors due within one year	(53,543)	-	**(53,543)**
Total	144,304	1,035	**145,339**

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	62,358	62,358
Current assets	128,931	128,931
Creditors due within one year	(35,357)	(35,357)
Total	155,932	155,932

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(10,593)**	9,640
Adjustments for:		
Depreciation charges	**23,475**	20,719
Decrease/(increase) in debtors	**6,855**	(3,861)
Increase/(decrease) in creditors	**18,186**	(12,129)
Profit on disposal of fixed assets	**-**	(1,840)
Net cash provided by operating activities	**37,923**	12,529

17. Analysis of cash and cash equivalents

	2023	2022
	£	£
Cash in hand	**43,724**	28,772
Notice deposits (less than 3 months)	**58,172**	52,074
Total cash and cash equivalents	**101,896**	80,846

18. Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	**80,846**	**21,050**	**101,896**
	80,846	**21,050**	**101,896**

19. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £7,574 (2022 - £5,756). Contributions totalling £763 (2022 - £nil) were payable to the fund at the balance sheet date and are included in creditors.

20. Operating lease commitments

At 31 March 2023 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	**1,426**	1,426
Later than 1 year and not later than 5 years	**2,019**	3,445
	3,445	4,871

21. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 10.

22. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

RECYCLING OLLERTON AND BOUGHTON

England & Wales - Charity number 1096735

Accounts



RECYCLING OLLERTON AND BOUGHTON

Annual Report & Accounts 2021-2022

ANNUAL REPORT AND ACCOUNTS
2021-2022

CONTENTS

Management Committee members 2021-22	***p 2***
Organisation status	***p 2***
Chairman's Report	***p 3***
Carers' Report	***p 8***
CEO's Report	***p 9***
Annual Accounts	***p 11***

Management Committee Members
2021-22

Officers

Chairperson	Neil Pike, April – September 15th 2021
	Richard Whall, September 15th 2021 – present
Company Secretary	Lynn Pike
Treasurer	Matt James

Committee Members

Alec Welham: resigned 30th September 2021

Nicholas Aitchison: resigned 8th October 2021

Michael Phillips: resigned 24th November 2021

Elizabeth Phillips

Neil Pike

Richard Hartburn

Joanna James

Matt James

Richard Whall

Andy Statham: appointed 24th November 2021

Stephanie French: appointed 15th December 2021

Organisation status

- A Registered Charity No.1096735
- A Company Limited by Guarantee Reg. in England & Wales No. 04551116

Chairman's Report

The Trustees present their report and the independent examined financial statements for the year ended 31st March 2022. These financial statements comply with current statutory requirements and with the requirements of the charity's governing document and Statement of Recommended Practice on Accounting by Charities.

Governance and Decision Making

Recycling Ollerton and Boughton is a Company Limited by Guarantee (4551116) and a registered Charity (1096735). The governing body of the charity is the Board of Trustees. Trustees are appointed at the AGM.

1. **Meetings**

   The Trustees met 8 times during the year. 3 times between April and the AGM in September, after which, under new Chair, Richard Whall's direction, the meetings increased in frequency to monthly up until Christmas and then switching to bi-monthly thereafter. It is the intention to continue in this vane in the future. All meetings were held in person and led by the Chair of the time, and minutes were taken by Lynn Pike, the Company Secretary.

   Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike. The CEO role is developing as is the newly formed relationship between the two.

   The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

   The Trustees have also undertaken to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

   Membership

   Over the year the build-up of the Board of Trustees has been fluid, with the resignations of Alec Welham (30th September 2021), Nick Aitchison (8th October 2021) and Mike Phillips (24th November 2021) and the appointments of Andy Statham (24th November 2021) and Stephanie French (15th December 2021). The frequency of Board Meetings was increased immediately after last years' AGM, which enabled the 'new look' Board to gel and to begin working together in good spirit, as well as allowing new Chair, Richard to set a tone for his leadership and to get stuck into some important issues which needed addressing

Statement of Trustees' responsibilities

The Trustees are required to prepare financial statements for each financial year, providing a fair view of the state of the charity's affairs, and details of any surplus or deficit of the charity during that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare financial statements on a going concern basis, unless it is appropriate to presume that the charity will not continue to operate.

The trustees are accountable for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity. They are also accountable for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserves Policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six month's unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £52K. at the year end, with the current account holding £40K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

Risk and Internal Control

The Trust has adopted the policies of internal controls recommended in the Charity Commission's Booklet CCS "Internal Financial Controls for Charities" wherever possible and has addressed the potential risks outlined therein.

Charitable Objectives and Activities

In its charitable activities and objectives, the Charity is focused on benefiting those with Learning Disabilities.
The charity currently has 98.5 referral days for people with Learning Disabilities being attended each week, an increase of 7.5 days per week on the previous year.
How the charity achieves its objectives is detailed below.

Public Benefit at R.O.B.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing R.O.B.'s aims and objectives and in planning future activities.

The charity continues to fulfil its charitable objectives of relieving adults with learning disabilities by:

- Offering suitable work training placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to R.O.B and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Here are some of the ways we meet the requirement of Public Benefit:

- **Volunteering:**
  R.O.B. has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.
- **Social Events:**
  As we came out of such rigorous Covid restrictions, we were able to have some celebrations at Christmas including a return to our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the 'Dick Whittington' Pantomime at Newark Theatre.
- **Training:**
  Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.
- **Recycling:**
  7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost-effective cardboard and paper recycling solution to over 100 businesses.

Board Decisions and Policies

- **Board Meeting Topics:** A set schedule of topics was agreed and put into place which provides a forum for the annual review of such things as Finance Policy, Risk Register, 3-, 6- and 9-month Budget Reviews, Staffing Structure etc.
- **Articles of Memorandum:** Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- **Policies and Procedures:** The Board continued to monitor all our policies and procedures.
- **Wages:** The Board put in place a wage increase for the year 2022-23 which exceeded the increase of the Living Wage Foundation. It was also agreed to review the wage level mid-year, considering the unprecedented increases in inflation that we are seeing at the current time
- **Pensions**: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 14 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019. This is scheduled to be done again in April 2022.
- **Vision, Mission and Values:** Over the course of several meetings, the Board worked hard to fully quantify what we believe ROB to represent and how we wish to be viewed.
    - **Vision**
        - The ROB I see is enriching the lives of more people with Learning Disabilities, giving them purpose by serving our local communities.
    - **Mission**
        - R.O.B.'s Mission is improving the lives of people with Learning Disabilities by providing meaningful work in a unique, supported environment through recycling.
    - **Values**
        - Sense of Purpose: Giving people a sense of purpose through working
        - Teamwork: Working together and supporting each other's strengths for a common purpose
        - Support: Take an active role to enable people to meet their potential
        - Being Valued: Appreciate everyone for who they are and celebrate their uniqueness
        - Kindness: Treating everyone as you wish to be treated
- **Business Plan:** A comprehensive 5-year plan was produced highlighting our current position, our aims and objectives and the way in which we intend to get there, highlighting the following points:
    - Growth (Logistically and Day Placement Provision)

- Objectives

Purpose and Timescale

Financial Review

Funds

The net surplus was £9,640 for the year, a huge turnaround from the £44K deficit last year. The total Net Assets were £156K

Total income was £482,483 of that £379K was from Day Opportunities Provision/Transport.

Total expenses were £472,843, of that £330K was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- The earlier than expected return to normal working arrangements following previous restrictions imposed by Covid-19, with Service Users attending on all their allocated days rather than alternate weeks.
- Provision of Covid related PPE provided free of charge
- Average 10% increase in recyclables collected over previous year with glass rising by 60%

Transactions and financial position

The financial statements are set out on the attached pages. The financial statements comply with current statutory requirements, the requirements of the charity's governing document and have been prepared implementing the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (effective March 2005). The directors consider the financial performance by the charity during the year to be exceptional.

Richard Whall
Chairman

Carers' Report – Jack Pinkerton

Jack has a mild to moderate learning disability and some physical health issues and as he was moving from St Giles School to Portland College in September 2019, we became aware that Jack's college days would be limited to three and we were looking for a purposeful activity in those spare days for Jack that would ideally complement his college work. We were looking for something that would help Jack develop his understanding of work and everything that goes with it. Alison had heard of the ROB project and discussed this with Social Services, who agreed this would be a good opportunity for Jack to explore a working environment. We had an initial positive phone conversation with Neil followed by a detailed visit and then a taster day to explain what went on at ROB and how it all worked. We understood that over time Jack would have the opportunity to learn and develop his social and work skills in a safe, supportive and above all experienced environment and so it has proven to be. From time to time some difficulties would emerge, usually about boundaries and motivation or communication and Jack has received consistent, firm but fair guidance and support from the ROB team who have always communicated with us appropriately so that as the "Home Team" we could reinforce and explain what solutions were being suggested to resolve or improve a situation.



The team at ROB have always treated Jack as an individual, showing interest in him as an individua l as well as part of the team. On birthdays he was made to feel special and at Christmas there was always a gift appropriate for Jack and his likes. Jack was also invited to Christmas lunch, even if it did not land on his workday at ROB. The team worked to make Jack very included, we are grateful for that.

Since Jack has been with ROB he has slowly but surely matured from a boy into a young man prospectively capable of holding down a real job doing real things. Jack is now on an internship course at North Notts College and there is every prospect of gaining employment in the community in due course and the developmental experiences Jack has gained at ROB will stand him in very good stead for his future. We cannot thank Neil and his team enough for their care and attention over these years which has been superb, and we wish all the ROB team and Jacks fellow trainees the very best for the future.

Alison, Mike and Jack Pinkerton.

CEO's Report

Operational Activities April 2021 – end March 2022

The year 21-22 began in a way which was very odd. We had set a speculative budget and generally had little idea of when normal operations and student attendance would commence. In April, we had just come out of the 2nd National Lockdown due to Covid-19 and our students were attending on an 'Alternate Weeks' basis; with income reflecting the limited attendance. Fortunately, by mid-July we felt confident enough in the protocols that we had put in place to return to normal full attendance.

Throughout the year guarding against the spread of Covid was at the forefront of everybody's minds. Regular testing protocols were put in place and restrictive practices were followed for the whole of the year. These were scrutinised several times by HSE inspectors who visited on three occasions as part of their routine of checking all workplaces, 'Covid Safe' working practices. Policies on attendance in the event of a positive test within a family home were strictly adhered to and we did very well at keeping Covid outside the buildings, with only two transmissions of the virus amongst us in the entire year. Unfortunately, although we controlled the spread of Covid to some degree by the vast amount of testing, it didn't stop it from being contracted by both staff and students. 205 staff working days were lost throughout the year the majority of which were due either directly or indirectly to Covid. This put an enormous strain on the staff who were working, and we cannot thank them enough for their arduous work, diligence and commitment.

In September 2021, to guard against the disruption caused by increased absence rates, we employed a supervisor on a sessional contract, giving us security of staffing levels without holding the burden of employing too many staff. This was a step away from our usual employment practices and is not somewhere we want to overly commit to in the future. We have offered regular days' work since the beginning and intend to continue to be considerate to all our employees moving forward.

As the year went on, it was clear to see that although operations were difficult, the Nation was unlikely to revert to further lockdowns. It was now time to begin rebuilding and looking to the future. We replaced our Gents' Toilet and Changing room, something we had planned to do in 2020, but had been put on hold. This gave us room for expansion, as previous years' growth had put a strain on this facility in particular. During the year, our attendance increased by 8%, from 91 days per week to 98.5 days per week, which was made up from two new students and increases to a couple of current students. This was an increase slightly higher than what we had seen for a few years and pushed us to a position where we were struggling to get much more from the fleet of vehicles that we had.

A fifth truck was bought in November 2021 with the intention of creating room for growth for the next few years. The increase that we saw in the tonnage of glass collected from our regular rounds put an additional strain on time, and the new truck proved its' value very quickly, being used as an 'extra' to dig us out when our glass collections over-ran. We foresee that over the next couple of years' this truck will soon have designated regular teams and tasks on a daily basis.

During the year three R.O.B. students made the change of moving from their family homes into Supported Living settings. To any young person, this would be a huge undertaking, but to somebody with Learning Disabilities, this is on a whole other level when the understanding of what this new life will look like is so unclear, or if the reasons for the change are not fully understood. R.O.B. worked very closely with Social Workers and with the Supported Living providers to try to make the transition as smooth as possible, with us allowing Supported Living staff to observe the students in action at R.O.B., giving them pointers on the way in which we support them.

In summary, I feel that Recycling Ollerton and Boughton have had a very good year. The ship is steadied post-Covid and we're looking forward again. We have a steady flow of prospective new students on the horizon and seem to be continuing to meet the needs of a group of people who want to put something back into their community.

Neil Pike
CEO

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITES

FOR THE YEAR ENDED 31 MARCH 2022

	Unrestricted Funds 2022	Restricted Funds 2022	2022 Total	2021 Total
	£	£	£	£
INCOME FROM				
Donations and legacies	-	-	-	20,717
Investments	5	-	5	11
Charitable activities	474,238	6,400	480,638	366,169
Other Income	1,840	-	1,840	780
TOTAL INCOME	476,083	6,400	482,483	386,897
EXPENDITURE ON:				
Charitable activities:				
Other charitable activities	471,443	1,400	472,843	430,751
Other expenditure	-	-	-	-
TOTAL EXPENDITURE	471,443	1,400	472,843	430,751
NET INCOME/(EXPENDITURE)	4,640	5,000	9,640	(43,854)
Transfer between funds	5,000	(5,000)	-	-
NET MOVEMENT IN FUNDS	9,640	-	9,640	(43,854)
RECONCILIATION OF FUNDS:				
Total funds brought forward	146,292	-	146,292	190,146
Net movement in funds	9,640	-	9,640	(43,854)
TOTAL FUNDS AT 31 MARCH 2021	155,932	-	155,932	146,292

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

BALANCE SHEET

AS AT 31 MARCH 2022

		2022		2021
	£	£	£	£
FIXED ASSETS				
Tangible assets		62,358		42,982
CURRENT ASSETS				
Debtors	48,085		44,224	
Cash at bank and in hand	80,846		106,572	
	128,931		150,796	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	(35,357)		47,486)	
NET CURRENT ASSETS		93,574		103,310
NET ASSETS		155,932		146,292
CHARITY FUNDS				
Restricted income funds		-		-
Unrestricted income funds		155,932		146,292
TOTAL FUNDS		155,932		146,292

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Trustees' report	2 - 7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 25

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	M Phillips (resigned 15 December 2021) N Pike A Welham (resigned 15 September 2021) E Phillips J M James R W Hartburn N Aitchison (resigned 8 October 2021) M P J James R D Whall, Chairman S French (appointed 15 December 2021) A J Statham (appointed 24 November 2021)
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2021 to 31 March 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 98.5 referral days for people with Learning Difficulties being attended each week, an increase of 7.5 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

As we came out of such rigorous Covid restrictions, we were able to have some celebrations at Christmas including a return to our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the ‘Dick Whittington’ Pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

b. Activties undertaken to achieve those objectives

The year 21-22 began in a way which was very odd. We had set a speculative budget and generally had little idea of when normal operations and student attendance would commence. In April, we had just come out of the 2nd National Lockdown due to Covid-19 and our students were attending on an 'Alternate Weeks' basis; with income reflecting the limited attendance. Fortunately, by mid-July we felt confident enough in the protocols that we had put in place to return to normal full attendance.

Throughout the year guarding against the spread of Covid was at the forefront of everybody's minds. Regular testing protocols were put in place and restrictive practices were followed for the whole of the year. These were scrutinised several times by HSE inspectors who visited on three occasions as part of their routine of checking all workplaces, 'Covid Safe' working practices. Policies on attendance in the event of a positive test within a family home were strictly adhered to and we did very well at keeping Covid outside the buildings, with only two transmissions of the virus amongst us in the entire year. Unfortunately, although we controlled the spread of Covid to some degree by the vast amount of testing, it did not stop it from being contracted by both staff and students. 205 staff working days were lost throughout the year the majority of which were due either directly or indirectly to Covid. This put an enormous strain on the staff who were working, and we cannot thank them enough for their arduous work, diligence and commitment.

In September 2021, to guard against the disruption caused by increased absence rates, we employed a supervisor on a sessional contract, giving us security of staffing levels without holding the burden of employing too many staff. This was a step away from our usual employment practices and is not somewhere we want to overly commit to in the future. We have offered regular days' work since the beginning and intend to continue to be considerate to all of our employees moving forward.

As the year went on, it was clear to see that although operations were difficult, the Nation was unlikely to revert to further lockdowns. It was now time to begin rebuilding and looking to the future. We replaced our Gents' Toilet and Changing room, something we had planned to do in 2020, but had been put on hold. This gave us room for expansion, as previous years' growth had put a strain on this facility in particular. During the year, our attendance increased by 8%, from 91 days per week to 98.5 days per week, which was made up from two new students and increases to a couple of current students. This was an increase slightly higher than what we had seen for a few years and pushed us to a position where we were struggling to get much more from the fleet of vehicles that we had.

A fifth truck was bought in November 2021 with the intention of creating room for growth for the next few years. The increase that we saw in the tonnage of glass collected from our regular rounds put an additional strain on time, and the new truck proved its value very quickly, being used as an 'extra' to dig us out when our glass collections over-ran. We foresee that over the next couple of years' this truck will soon have designated regular teams and tasks on a daily basis.

During the year three ROB students made the change of moving from their family homes into Supported Living settings. To any young person, this would be a huge undertaking, but to somebody with Learning Disabilities, this is on a whole other level when the understanding of what this new life will look like is so unclear, or if the reasons for the change are not fully understood. ROB worked very closely with Social Workers and with the Supported Living providers to try to make the transition as smooth as possible, with us allowing Supported Living staff to observe the students in action at ROB, giving them pointers on the way in which we support them.

In summary, I feel that Recycling Ollerton and Boughton have had a very good year. The ship is steadied post-Covid and we're looking forward again. We have a steady flow of prospective new students on the horizon and seem to be continuing to meet the needs of a group of people who want to put something back into their community.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £52K. at the year end, with the current account holding £29K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

c. Funds

The net surplus was £9,640 for the year, a huge turnaround from the £44K deficit last year. The total net assets were £156K.

Total income was £482,483 of that £379K was from Day Opportunities Provision/Transport.

Total expenses were £472,843, of that £330K was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- The earlier than expected return to normal working arrangements following previous restrictions imposed by Covid-19, with Service Users attending on all their allocated days rather than alternate weeks.
- Provision of Covid related PPE provided free of charge.
- Average 10% increase in recyclables collected over previous year with glass rising by 60%.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 8 times during the year. 3 times between April and the AGM in September, after which, under new Chair, Richard Whall's direction, the meetings increased in frequency to monthly up until Christmas and then switching to bi-monthly thereafter. It is the intention to continue in this vane in the future. All meetings were held in person and led by the Chair of the time, and minutes were taken by Lynn Pike, the Company Secretary.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike. The CEO role is developing as is the newly formed relationship between the two.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees have also undertaken to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year the build-up of the Board of Trustees has been fluid, with the resignations of Alec Welham (15 September 2021), Nick Aitchison (8 October 2021) and Mike Phillips (15 December 2021) and the appointments of Andy Statham (24 November 2021) and Stephanie French (15 December 2021). The frequency of Board Meetings was increased immediately after last year's AGM, which enabled the 'new look' Board to gel and to begin working together in good spirit, as well as allowing new Chair, Richard to set a tone for his leadership and to get stuck into some important issues which needed addressing.

- Board Meeting Topics: A set schedule of topics was agreed and put into place which provides a forum for the annual review of such things as Finance Policy, Risk Register, 3-, 6- and 9-month Budget Reviews, Staffing Structure etc.
- Articles of Memorandum: Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- Policies and Procedures: The Board continued to monitor all our policies and procedures.
- Wages: The Board put in place a wage increase for the year 2022-23 which exceeded the increase of the Living Wage Foundation. It was also agreed to review the wage level mid-year, considering the unprecedented increases in inflation that we are seeing at the current time.
- Pensions: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 14 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019. This is scheduled to be done again in April 2022.
- Vision, Mission and Values: Over the course of several meetings, the Board worked hard to fully quantify what we believe ROB to represent and how we wish to be viewed.

Vision

- The ROB I see is enriching the lives of more people with Learning Disabilities, giving them purpose by serving our local communities.

Structure, governance and management (continued)

Mission

- ROB's Mission is improving the lives of people with Learning Disabilities by providing meaningful work in a unique, supported environment through recycling.

Values

- Sense of Purpose: Giving people a sense of purpose through working.
- Teamwork: Working together and supporting each other's strengths for a common purpose.
- Support: Take an active role to enable people to meet their potential.
- Being Valued: Appreciate everyone for who they are and celebrate their uniqueness.
- Kindness: Treating everyone as you wish to be treated.

- Business Plan: A comprehensive 5-year plan was produced highlighting our current position, our aims and objectives and the way in which we intend to get there, highlighting the following points:

- Growth (Logistically and Day Placement Provision)
- Objectives
- Purpose and Timescale

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

e. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

Approved by order of the members of the board of trustees on 15 September 2022 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson Dated: 21 September 2022
Jonathan Wilson ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	**-**	**-**	**-**	20,717
Charitable activities	4	**474,238**	**6,400**	**480,638**	366,169
Investments	5	**5**	**-**	**5**	11
Other income	6	**1,840**	**-**	**1,840**	-
Total income		**476,083**	**6,400**	**482,483**	386,897
Expenditure on:					
Charitable activities	7	**471,443**	**1,400**	**472,843**	430,751
Total expenditure		**471,443**	**1,400**	**472,843**	430,751
Net income/(expenditure)		**4,640**	**5,000**	**9,640**	(43,854)
Transfers between funds	14	**5,000**	**(5,000)**	**-**	-
Net movement in funds		**9,640**	**-**	**9,640**	(43,854)
Reconciliation of funds:					
Total funds brought forward		**146,292**	**-**	**146,292**	190,146
Net movement in funds		**9,640**	**-**	**9,640**	(43,854)
Total funds carried forward		**155,932**	**-**	**155,932**	146,292

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 11 to 25 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	11		**62,358**		42,982
Current assets					
Debtors	12	**48,085**		44,224	
Cash at bank and in hand		**80,846**		106,572	
		128,931		150,796	
Creditors: amounts falling due within one year	13	**(35,357)**		(47,486)	
Net current assets			**93,574**		103,310
Total net assets			**155,932**		146,292
Charity funds					
Restricted funds	14		**-**		-
Unrestricted funds	14		**155,932**		146,292
Total funds			**155,932**		146,292

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 15 September 2022 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 11 to 25 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there is a degree of uncertainty about the economic impact of COVID-19. The trustees continue to monitor the position closely however they believe that the company can continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

1. Accounting policies (continued)

1.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations			
Donations	-	-	152
Government grants			
Job Retention Scheme income	-	-	20,565
	-	-	20,717
Total 2021	20,717	20,717	

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Sales of goods or services as a charitable company	62,373	-	**62,373**	35,251
Recycling credits	31,022	-	**31,022**	18,720
Service provision	379,055	-	**379,055**	310,772
Student funds	1,788	-	**1,788**	340
Notts CC COVID-19 grant	-	-	**-**	1,086
The Baily Thomas Charitable Fund	-	5,000	**5,000**	-
The Barratt Development	-	1,000	**1,000**	-
CAF	-	400	**400**	-
	474,238	6,400	**480,638**	366,169
Total 2021	365,083	1,086	366,169	

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest receivable	5	**5**	11
Total 2021	11	11	

6. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Profit on sale of fixed assets	1,840	**1,840**	-

7. Analysis of charitable expenditure

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Total expenses	456,353	16,490	**472,843**	430,751
Total 2021	417,090	13,661	430,751	

Analysis of direct costs

	Total funds 2022 £	Total funds 2021 £
Staff costs	**330,053**	311,846
Depreciation	**20,719**	22,073
Costs of goods as a charitable company	**6,966**	8,304
Activities and trips	**2,723**	1,182
Catering costs	**8,312**	3,240
Rent, rates and water	**28,596**	30,013
Light and heat	**6,554**	6,828
Repairs and maintenance	**2,641**	2,275
Vehicle and forklift costs	**47,768**	28,236
Training and welfare	**397**	1,362
Sundry expenses	**64**	171
Independent examiner's fees	**1,560**	1,560
	456,353	417,090

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Insurance	**9,189**	8,098
Professional fees	**300**	-
Telephone, postage, stationery and printing	**4,477**	4,137
Information and publications	**1,504**	960
Bank charges and interest	**508**	388
Sundry expenses	**392**	78
Trustees' expenses	**120**	-
	16,490	13,661

8. Independent examiner's remuneration

	2022 £	2021 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,560**	1,560

9. Staff costs

	2022 £	2021 £
Wages and salaries	**305,405**	289,986
Social security costs	**18,892**	16,886
Contribution to defined contribution pension schemes	**5,756**	4,974
	330,053	311,846

The average number of persons employed by the company during the year was as follows:

	2022 No.	2021 No.
Charitable activities	**15**	15

9. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2021 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £26,224 (2021 - £25,657), employer's national insurance of £2,399 (2021 - £2,328) and pension contributions of £600 (2021 - £583).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £107,510 (2021 - £84,985), employer's national insurance was £10,105 (2021 - £8,089) and pension contributions were £2,498 (2021 - £1,988).

10. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2022	2021
		£	£
N Pike	Remuneration	**41,138**	36,657
	Pension contributions paid	**1,047**	913

During the year ended 31 March 2022, no trustee expenses have been incurred (2021 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

11. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2021	**81,211**	**79,498**	**66,957**	**55,224**	**282,890**
Additions	**24,499**	**349**	**16,398**	**1,009**	**42,255**
Disposals	**(10,800)**	**-**	**-**	**-**	**(10,800)**
At 31 March 2022	**94,910**	**79,847**	**83,355**	**56,233**	**314,345**
Depreciation					
At 1 April 2021	**59,049**	**78,875**	**47,558**	**54,426**	**239,908**
Charge for the year	**10,344**	**429**	**9,028**	**918**	**20,719**
On disposals	**(8,640)**	**-**	**-**	**-**	**(8,640)**
At 31 March 2022	**60,753**	**79,304**	**56,586**	**55,344**	**251,987**
Net book value					
At 31 March 2022	**34,157**	**543**	**26,769**	**889**	**62,358**
At 31 March 2021	22,162	623	19,399	798	42,982

12. Debtors

	2022 £	2021 £
Trade debtors	**9,007**	2,995
Prepayments and accrued income	**39,078**	41,229
	48,085	44,224

13. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	**1,442**	19,986
Other taxation and social security	**5,604**	4,714
Other creditors	**136**	171
Accruals and deferred income	**28,175**	22,615
	35,357	47,486

	2022 £	2021 £
Deferred income at 1 April 2021	**9,710**	4,975
Resources deferred during the year	**9,228**	9,710
Amounts released from previous periods	**(9,710)**	(4,975)
	9,228	9,710

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Student funds	-	1,970	(1,252)	-	718
General funds					
General fund	146,292	474,113	(470,191)	5,000	155,214
Total Unrestricted funds	146,292	476,083	(471,443)	5,000	155,932
Restricted funds					
CAF	-	400	(400)	-	-
The Barratt Development	-	1,000	(1,000)	-	-
Bailt Thomas	-	5,000	-	(5,000)	-
	-	6,400	(1,400)	(5,000)	-
Total of funds	146,292	482,483	(472,843)	-	155,932

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Student funds	242	340	(1,124)	542	-
General funds					
General fund	189,904	385,471	(428,541)	(542)	146,292
Total Unrestricted funds	190,146	385,811	(429,665)	-	146,292
Restricted funds					
Notts CC COVID-19 donation	-	1,086	(1,086)	-	-
Total of funds	190,146	386,897	(430,751)	-	146,292

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	62,358	**62,358**
Current assets	128,931	**128,931**
Creditors due within one year	(35,357)	**(35,357)**
Total	155,932	**155,932**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	42,982	42,982
Current assets	150,796	150,796
Creditors due within one year	(47,486)	(47,486)
Total	146,292	146,292

16. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £5,756 (2021 - £4,974). Contributions totalling £nil (2021 - £34) were payable to the fund at the balance sheet date and are included in creditors.

17. Operating lease commitments

At 31 March 2022 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Not later than 1 year	**-**	4,262
Later than 1 year and not later than 5 years	**4,871**	6,296
	4,871	10,558

18. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 10.

19. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Trustees' report	2 - 7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 25

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	M Phillips (resigned 15 December 2021) N Pike A Welham (resigned 15 September 2021) E Phillips J M James R W Hartburn N Aitchison (resigned 8 October 2021) M P J James R D Whall, Chairman S French (appointed 15 December 2021) A J Statham (appointed 24 November 2021)
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2021 to 31 March 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are with Learning Difficulties.

The project currently has 98.5 referral days for people with Learning Difficulties being attended each week, an increase of 7.5 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

As we came out of such rigorous Covid restrictions, we were able to have some celebrations at Christmas including a return to our annual Christmas party with everybody in attendance as well as a very well supported trip to watch the ‘Dick Whittington’ Pantomime at Newark Theatre.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

b. Activties undertaken to achieve those objectives

The year 21-22 began in a way which was very odd. We had set a speculative budget and generally had little idea of when normal operations and student attendance would commence. In April, we had just come out of the 2nd National Lockdown due to Covid-19 and our students were attending on an 'Alternate Weeks' basis; with income reflecting the limited attendance. Fortunately, by mid-July we felt confident enough in the protocols that we had put in place to return to normal full attendance.

Throughout the year guarding against the spread of Covid was at the forefront of everybody's minds. Regular testing protocols were put in place and restrictive practices were followed for the whole of the year. These were scrutinised several times by HSE inspectors who visited on three occasions as part of their routine of checking all workplaces, 'Covid Safe' working practices. Policies on attendance in the event of a positive test within a family home were strictly adhered to and we did very well at keeping Covid outside the buildings, with only two transmissions of the virus amongst us in the entire year. Unfortunately, although we controlled the spread of Covid to some degree by the vast amount of testing, it did not stop it from being contracted by both staff and students. 205 staff working days were lost throughout the year the majority of which were due either directly or indirectly to Covid. This put an enormous strain on the staff who were working, and we cannot thank them enough for their arduous work, diligence and commitment.

In September 2021, to guard against the disruption caused by increased absence rates, we employed a supervisor on a sessional contract, giving us security of staffing levels without holding the burden of employing too many staff. This was a step away from our usual employment practices and is not somewhere we want to overly commit to in the future. We have offered regular days' work since the beginning and intend to continue to be considerate to all of our employees moving forward.

As the year went on, it was clear to see that although operations were difficult, the Nation was unlikely to revert to further lockdowns. It was now time to begin rebuilding and looking to the future. We replaced our Gents' Toilet and Changing room, something we had planned to do in 2020, but had been put on hold. This gave us room for expansion, as previous years' growth had put a strain on this facility in particular. During the year, our attendance increased by 8%, from 91 days per week to 98.5 days per week, which was made up from two new students and increases to a couple of current students. This was an increase slightly higher than what we had seen for a few years and pushed us to a position where we were struggling to get much more from the fleet of vehicles that we had.

A fifth truck was bought in November 2021 with the intention of creating room for growth for the next few years. The increase that we saw in the tonnage of glass collected from our regular rounds put an additional strain on time, and the new truck proved its value very quickly, being used as an 'extra' to dig us out when our glass collections over-ran. We foresee that over the next couple of years' this truck will soon have designated regular teams and tasks on a daily basis.

During the year three ROB students made the change of moving from their family homes into Supported Living settings. To any young person, this would be a huge undertaking, but to somebody with Learning Disabilities, this is on a whole other level when the understanding of what this new life will look like is so unclear, or if the reasons for the change are not fully understood. ROB worked very closely with Social Workers and with the Supported Living providers to try to make the transition as smooth as possible, with us allowing Supported Living staff to observe the students in action at ROB, giving them pointers on the way in which we support them.

In summary, I feel that Recycling Ollerton and Boughton have had a very good year. The ship is steadied post-Covid and we're looking forward again. We have a steady flow of prospective new students on the horizon and seem to be continuing to meet the needs of a group of people who want to put something back into their community.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to ROB and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £52K. at the year end, with the current account holding £29K. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

c. Funds

The net surplus was £9,640 for the year, a huge turnaround from the £44K deficit last year. The total net assets were £156K.

Total income was £482,483 of that £379K was from Day Opportunities Provision/Transport.

Total expenses were £472,843, of that £330K was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- The earlier than expected return to normal working arrangements following previous restrictions imposed by Covid-19, with Service Users attending on all their allocated days rather than alternate weeks.
- Provision of Covid related PPE provided free of charge.
- Average 10% increase in recyclables collected over previous year with glass rising by 60%.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees met 8 times during the year. 3 times between April and the AGM in September, after which, under new Chair, Richard Whall's direction, the meetings increased in frequency to monthly up until Christmas and then switching to bi-monthly thereafter. It is the intention to continue in this vane in the future. All meetings were held in person and led by the Chair of the time, and minutes were taken by Lynn Pike, the Company Secretary.

Richard Whall, the Chair holds monthly meetings with the CEO Neil Pike. The CEO role is developing as is the newly formed relationship between the two.

The CEO holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Trustees have also undertaken to ensure that one of them attends the Monthly Staff Meetings held by CEO, Neil Pike.

Membership:

Over the year the build-up of the Board of Trustees has been fluid, with the resignations of Alec Welham (15 September 2021), Nick Aitchison (8 October 2021) and Mike Phillips (15 December 2021) and the appointments of Andy Statham (24 November 2021) and Stephanie French (15 December 2021). The frequency of Board Meetings was increased immediately after last year's AGM, which enabled the 'new look' Board to gel and to begin working together in good spirit, as well as allowing new Chair, Richard to set a tone for his leadership and to get stuck into some important issues which needed addressing.

- Board Meeting Topics: A set schedule of topics was agreed and put into place which provides a forum for the annual review of such things as Finance Policy, Risk Register, 3-, 6- and 9-month Budget Reviews, Staffing Structure etc.
- Articles of Memorandum: Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- Policies and Procedures: The Board continued to monitor all our policies and procedures.
- Wages: The Board put in place a wage increase for the year 2022-23 which exceeded the increase of the Living Wage Foundation. It was also agreed to review the wage level mid-year, considering the unprecedented increases in inflation that we are seeing at the current time.
- Pensions: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 14 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019. This is scheduled to be done again in April 2022.
- Vision, Mission and Values: Over the course of several meetings, the Board worked hard to fully quantify what we believe ROB to represent and how we wish to be viewed.

Vision

- The ROB I see is enriching the lives of more people with Learning Disabilities, giving them purpose by serving our local communities.

Structure, governance and management (continued)

Mission

- ROB's Mission is improving the lives of people with Learning Disabilities by providing meaningful work in a unique, supported environment through recycling.

Values

- Sense of Purpose: Giving people a sense of purpose through working.
- Teamwork: Working together and supporting each other's strengths for a common purpose.
- Support: Take an active role to enable people to meet their potential.
- Being Valued: Appreciate everyone for who they are and celebrate their uniqueness.
- Kindness: Treating everyone as you wish to be treated.

- Business Plan: A comprehensive 5-year plan was produced highlighting our current position, our aims and objectives and the way in which we intend to get there, highlighting the following points:

- Growth (Logistically and Day Placement Provision)
- Objectives
- Purpose and Timescale

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

e. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

Approved by order of the members of the board of trustees on 15 September 2022 and signed on their behalf by:

R D Whall
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson Dated: 21 September 2022
Jonathan Wilson ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	**-**	**-**	**-**	20,717
Charitable activities	4	**474,238**	**6,400**	**480,638**	366,169
Investments	5	**5**	**-**	**5**	11
Other income	6	**1,840**	**-**	**1,840**	-
Total income		**476,083**	**6,400**	**482,483**	386,897
Expenditure on:					
Charitable activities	7	**471,443**	**1,400**	**472,843**	430,751
Total expenditure		**471,443**	**1,400**	**472,843**	430,751
Net income/(expenditure)		**4,640**	**5,000**	**9,640**	(43,854)
Transfers between funds	14	**5,000**	**(5,000)**	**-**	-
Net movement in funds		**9,640**	**-**	**9,640**	(43,854)
Reconciliation of funds:					
Total funds brought forward		**146,292**	**-**	**146,292**	190,146
Net movement in funds		**9,640**	**-**	**9,640**	(43,854)
Total funds carried forward		**155,932**	**-**	**155,932**	146,292

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 11 to 25 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	11		**62,358**		42,982
Current assets					
Debtors	12	**48,085**		44,224	
Cash at bank and in hand		**80,846**		106,572	
		128,931		150,796	
Creditors: amounts falling due within one year	13	**(35,357)**		(47,486)	
Net current assets			**93,574**		103,310
Total net assets			**155,932**		146,292
Charity funds					
Restricted funds	14		**-**		-
Unrestricted funds	14		**155,932**		146,292
Total funds			**155,932**		146,292

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 15 September 2022 and signed on their behalf by:

R D Whall
(Chair of Trustees)

The notes on pages 11 to 25 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there is a degree of uncertainty about the economic impact of COVID-19. The trustees continue to monitor the position closely however they believe that the company can continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

1. Accounting policies (continued)

1.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations			
Donations	-	-	152
Government grants			
Job Retention Scheme income	-	-	20,565
	-	-	20,717
Total 2021	20,717	20,717	

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Sales of goods or services as a charitable company	62,373	-	**62,373**	35,251
Recycling credits	31,022	-	**31,022**	18,720
Service provision	379,055	-	**379,055**	310,772
Student funds	1,788	-	**1,788**	340
Notts CC COVID-19 grant	-	-	**-**	1,086
The Baily Thomas Charitable Fund	-	5,000	**5,000**	-
The Barratt Development	-	1,000	**1,000**	-
CAF	-	400	**400**	-
	474,238	6,400	**480,638**	366,169
Total 2021	365,083	1,086	366,169	

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest receivable	5	**5**	11
Total 2021	11	11	

6. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Profit on sale of fixed assets	1,840	**1,840**	-

7. Analysis of charitable expenditure

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Total expenses	456,353	16,490	**472,843**	430,751
Total 2021	417,090	13,661	430,751	

Analysis of direct costs

	Total funds 2022 £	Total funds 2021 £
Staff costs	**330,053**	311,846
Depreciation	**20,719**	22,073
Costs of goods as a charitable company	**6,966**	8,304
Activities and trips	**2,723**	1,182
Catering costs	**8,312**	3,240
Rent, rates and water	**28,596**	30,013
Light and heat	**6,554**	6,828
Repairs and maintenance	**2,641**	2,275
Vehicle and forklift costs	**47,768**	28,236
Training and welfare	**397**	1,362
Sundry expenses	**64**	171
Independent examiner's fees	**1,560**	1,560
	456,353	417,090

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Insurance	**9,189**	8,098
Professional fees	**300**	-
Telephone, postage, stationery and printing	**4,477**	4,137
Information and publications	**1,504**	960
Bank charges and interest	**508**	388
Sundry expenses	**392**	78
Trustees' expenses	**120**	-
	16,490	13,661

8. Independent examiner's remuneration

	2022 £	2021 £
Fees payable to the company's independent examiner for the independent examination of the company's annual accounts	**1,560**	1,560

9. Staff costs

	2022 £	2021 £
Wages and salaries	**305,405**	289,986
Social security costs	**18,892**	16,886
Contribution to defined contribution pension schemes	**5,756**	4,974
	330,053	311,846

The average number of persons employed by the company during the year was as follows:

	2022 No.	2021 No.
Charitable activities	**15**	15

9. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2021 - 1 trustee).

Further details are given in note 10. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £26,224 (2021 - £25,657), employer's national insurance of £2,399 (2021 - £2,328) and pension contributions of £600 (2021 - £583).

Senior management are N Pike, L Pike P Sheppard and T Eyre. The gross remuneration of senior management was £107,510 (2021 - £84,985), employer's national insurance was £10,105 (2021 - £8,089) and pension contributions were £2,498 (2021 - £1,988).

10. Trustees' remuneration and expenses

During the year, one or more trustees has been paid remuneration or has received other benefits from an employment with the company. The value of trustees' remuneration and other benefits was as follows:

		2022	2021
		£	£
N Pike	Remuneration	**41,138**	36,657
	Pension contributions paid	**1,047**	913

During the year ended 31 March 2022, no trustee expenses have been incurred (2021 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

11. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2021	**81,211**	**79,498**	**66,957**	**55,224**	**282,890**
Additions	**24,499**	**349**	**16,398**	**1,009**	**42,255**
Disposals	**(10,800)**	**-**	**-**	**-**	**(10,800)**
At 31 March 2022	**94,910**	**79,847**	**83,355**	**56,233**	**314,345**
Depreciation					
At 1 April 2021	**59,049**	**78,875**	**47,558**	**54,426**	**239,908**
Charge for the year	**10,344**	**429**	**9,028**	**918**	**20,719**
On disposals	**(8,640)**	**-**	**-**	**-**	**(8,640)**
At 31 March 2022	**60,753**	**79,304**	**56,586**	**55,344**	**251,987**
Net book value					
At 31 March 2022	**34,157**	**543**	**26,769**	**889**	**62,358**
At 31 March 2021	22,162	623	19,399	798	42,982

12. Debtors

	2022 £	2021 £
Trade debtors	**9,007**	2,995
Prepayments and accrued income	**39,078**	41,229
	48,085	44,224

13. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	**1,442**	19,986
Other taxation and social security	**5,604**	4,714
Other creditors	**136**	171
Accruals and deferred income	**28,175**	22,615
	35,357	47,486

	2022 £	2021 £
Deferred income at 1 April 2021	**9,710**	4,975
Resources deferred during the year	**9,228**	9,710
Amounts released from previous periods	**(9,710)**	(4,975)
	9,228	9,710

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Student funds	-	1,970	(1,252)	-	718
General funds					
General fund	146,292	474,113	(470,191)	5,000	155,214
Total Unrestricted funds	146,292	476,083	(471,443)	5,000	155,932
Restricted funds					
CAF	-	400	(400)	-	-
The Barratt Development	-	1,000	(1,000)	-	-
Bailt Thomas	-	5,000	-	(5,000)	-
	-	6,400	(1,400)	(5,000)	-
Total of funds	146,292	482,483	(472,843)	-	155,932

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Student funds	242	340	(1,124)	542	-
General funds					
General fund	189,904	385,471	(428,541)	(542)	146,292
Total Unrestricted funds	190,146	385,811	(429,665)	-	146,292
Restricted funds					
Notts CC COVID-19 donation	-	1,086	(1,086)	-	-
Total of funds	190,146	386,897	(430,751)	-	146,292

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	62,358	**62,358**
Current assets	128,931	**128,931**
Creditors due within one year	(35,357)	**(35,357)**
Total	155,932	**155,932**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	42,982	42,982
Current assets	150,796	150,796
Creditors due within one year	(47,486)	(47,486)
Total	146,292	146,292

16. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £5,756 (2021 - £4,974). Contributions totalling £nil (2021 - £34) were payable to the fund at the balance sheet date and are included in creditors.

17. Operating lease commitments

At 31 March 2022 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Not later than 1 year	**-**	4,262
Later than 1 year and not later than 5 years	**4,871**	6,296
	4,871	10,558

18. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration as detailed in note 10.

19. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

RECYCLING OLLERTON AND BOUGHTON

England & Wales - Charity number 1096735

Accounts



RECYCLING OLLERTON AND BOUGHTON

Annual Report & Accounts 2020-2021

ANNUAL REPORT AND ACCOUNTS
2020-2021

CONTENTS

Management Committee members 2020-21	***p 2***
Organisation status	***p 2***
Chairman's Report	***p 3***
Carers' Report	***p 7***
Project Managers Report	***p 9***
Annual Accounts	***p 11***

Management Committee Members
2020-21

Officers

Chairperson	Neil Pike
Company Secretary	Lynn Pike
Treasurer	Matt James

Committee Members

Michael Phillips

Elizabeth Phillips

Alec Welham

Neil Pike

Richard Hartburn

Joanna James

Nicholas Aitchison

Matt James

Richard Whall (since September 23rd, 2020)

Organisation status

- A Registered Charity No.1096735
- A Company Limited by Guarantee Reg. in England & Wales No. 04551116

Chairman's Report

The Trustees present their report and the independent examined financial statements for the year ended 31st March 2021. These financial statements comply with current statutory requirements and with the requirements of the charity's governing document and Statement of Recommended Practice on Accounting by Charities.

Governance and Decision Making

Recycling Ollerton and Boughton is a Company Limited by Guarantee (4551116) and a registered Charity (1096735). The governing body of the charity is the Board of Trustees. Trustees are appointed at the AGM.

1. **Meetings**
   The Trustees meet five times a year to oversee the strategy for the Company. Copies of the minutes of Company meetings are held in the office. The Board also regularly communicates and conducts some business by e-mail. All Board Meetings were chaired Neil Pike, who is also employed by the charity in the capacity of Project Manager; minutes were taken by Lynn Pike. All meetings were held via 'Zoom' due to the Covid-19 Pandemic. All of the Trustees give their time freely and no Trustee received remuneration for their trustee work during the year.

2. **Membership**
   Strength in depth of the Board of Trustees is a continuing issue which is always in our thoughts and has been a topic of discussion at Board Meetings this year. At the Board Meeting in June 2020, Richard Whall was invited to become a Trustee.

   The Project Manager holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

Statement of Trustees' responsibilities

The Trustees are required to prepare financial statements for each financial year, providing a fair view of the state of the charity's affairs, and details of any surplus or deficit of the charity during that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare financial statements on a going concern basis, unless it is appropriate to presume that the charity will not continue to operate.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserves Policy

The Trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six month's unrestricted charitable expenditure. The Trustees consider this level to be prudent and sufficient to meet the needs of the Charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £46,068 at the year end, with the current account holding £60,498. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

Risk and Internal Control

The Trust has adopted the policies of internal controls recommended in the Charity Commission's Booklet CCS "Internal Financial Controls for Charities" wherever possible and has addressed the potential risks outlined therein.

Charitable Objectives and Activities

In its charitable activities and objectives, the Charity is focused on benefiting those with Learning Difficulties.
The charity currently has 91½ referral days for people with Learning Difficulties being attended each week, an increase of 5 days per week on the previous year.
How the charity achieves its objectives is detailed below.

Public Benefit at R.O.B.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing R.O.B's aims and objectives and in planning future activities.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training

- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to R.O.B and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Here are some of the ways we meet the requirement of Public Benefit:

- **Volunteering:**
  R.O.B. has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.
- **Social Events:**
  During this year, the normal social events which we like to hold haven't been possible, although we did manage to have a full two weeks of Christmas dinners in December to ensure that everyone got a visit from Santa.
- **Training:**
  Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.
- **Recycling:**
  7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost-effective cardboard and paper recycling solution to over 100 businesses.

Board Decisions and Policies

The Board met regularly to oversee the finances, listen to reports, and monitor Health and Safety etc.

- **Reports:** The Board received and reviewed various reports during the year and paid special attention to receiving financial reports. The Project Manager brought a regular management report and the Board gave guidance on various pastoral and work-related issues that demanded careful consideration.
- **Articles of Memorandum:** Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- **Policies and Procedures:** The Board continued to monitor all our policies and procedures.

- **Wages:** Even though this year has been incredibly difficult in every way, the Board continues to implement a wage scale in line with though not linked to 'The Living Wage Foundation'. We are glad to report that we have now been able to do this for 5 years and have been able to set it in place within the 2021-22 budget.
- **Pensions**: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 13 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019.

Financial Review

Funds

The net deficit was £44K for the year and the total Net Assets were £146K.

Total income was £387K, of that £311K was from Direct Payments/Transport.

Total expense was £431K, of that £312K was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- Changes to the County Council funding structure for services affected by the Covid-19 pandemic. Payments were reduced from August through to the end of March, which was when a 'Blended Service' was offered and paid for, resulting in a reduction in income of approximately £2,500 per week (approx. £46K).
- A £19K reduction in sales income due to businesses not being open and glass not being collected.
- These losses were offset by us using the Coronavirus Job Retention Scheme from Jan '21 to mid-March '21 which bought in £20.5K

Transactions and financial position

The financial statements are set out on the attached pages. The financial statements comply with current statutory requirements, the requirements of the charity's governing document and have been prepared implementing the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (effective March 2005). The directors consider the financial performance by the charity during the year to be acceptable considering the Covid-19 Pandemic.

Neil Pike
Chairman

Carers' Report

Mark has been working at R.O.B since it's very inception through a link with Whitewater, where Mark had been attending since leaving Yeoman Park school. Mark attended R.O.B. two days a week for a number of years working across a number of disciplines and gaining a wide range of skills and also a huge improvement in his social skills.



From the very start Mark has been made to feel like a valued member of the R.O.B. team and is treated as an equal by the staff members and frequently comes home with stories which shows the affection and rapport that the staff obviously have.

Those that know Mark will know his interest in recycling goes back to a boy with many family stories of him bringing back home nuggets from fly-tipped goods around his village and pit tip. It is fair to say that if Ebay had been around in those days, he would have been one of its early successes.

Mark has gained many qualifications over his time at R.O.B. which we try to encompass in his everyday life at home, including in the kitchen.

Before joining R.O.B. Mark had many emotional behavioural issues which often led to violent episodes. These have dramatically decreased over the years with the pastoral help from Neil and Lynn Pike. We work together with Neil and Lynn to understand any behavioural issues and formulate a plan to address. This is something that was sadly missing in his early years.



Mark lost both his parents in quick succession with his mum passing away in 2015. Mark struggled emotionally at this time and the help and support from the whole team at R.O.B. was instrumental in this difficult time in Mark's life. We know that we can pick up the phone to Neil and Lynn at any time to discuss any aspect of Mark's life and they always offer sound and useful advice to us.

Mark has been attending R.O.B. three days a week since 2015 and at the same time stopped his attendance at Whitewater. He now uses his skills from R.O.B. to "help" us in our business on these days.

Covid has been hard on us all and the constant communication and visits from the R.O.B team have been a great help to us and showed Mark that he still had value in the world.

We cannot recommend the rounded experience that Mark gets from R.O.B. enough, and we would highly recommend to anyone.

Stephanie and Neil August 2021

Project Managers Report

Operational Activities April 2020 – end March 2021

The financial year began very much as it continued, with the closure of the service as we know it due to the impact of the Coronavirus Pandemic. It became clear from the early days of the 'Lockdown' that there were certain aspects of the service that we deliver that needed to be deemed as critical, meaning that we couldn't totally cease all operations.

Firstly, and most importantly, the students who attend the charity needed regular contact in one form or another. Much of this was done over phone calls or video calls but this was not a suitable option for all, and some needed regular 1:1 visits whilst observing social distancing restrictions.

Some of the businesses we collect recyclable waste from continued to trade throughout the lockdown, creating a small need for us to continue with a somewhat limited business service, having initially two or three staff members working just a couple of mornings a week. Gradually as the lockdown continued, the support we were giving our students increased to a point where all staff members were making phone calls, making visits or taking our students for quiet, safe walks. Whilst some of our students were seemingly very happy with staying in their homes and not having to deal with the outside world, the anxieties of others increased to worrying levels. The support some needed was daily and varied. Behaviours were often unpredictable and extreme with parents and carers struggling to cope with the changes being faced.

From July, restrictions were eased, we re-opened to our students and kickstarted the glass collection rounds. With Social Distancing guidelines still in place and the threat of Covid still very much present, truck capacities were reduced from 6 to 4 and many safety protocols were put into place. The reductions in trucks meant that we were only able to offer a reduced service to the majority of our students, with only those in the greatest of need returning to what was close to a normal uninterrupted service.

At this time, when we were desperately trying to show some normality there was a huge amount of pressure making its' way to the charity's management. Was everybody going to be safe? Why were we only providing a limited service? All of this as well as concerns from the staff regarding their own fears and anxieties. Heaped up onto this was the inconvenience of staff shortages which occurred at a moments' notice when somebody would be notified of the need to 'Self-isolate', thus losing them from work for up to 7 days. Shockingly, in the period between July and December we lost 67 working days to Covid-19. Happily, we had just one positive Covid case amongst staff and two with our students. None were seriously ill, and none were contracted within our organisation.

A second wave of the pandemic caused a second closure of the Service at the very beginning of 2021. During this period, new payment terms were negotiated with the County Council which would put us into a much more favourable position when we reopened for a second time in a year. The closure this time lasted until the 29th March when we again got our students back on the same basis of restricted attendance.

Sadly, improvements around the site and plans to extend collections were put on hold throughout the year with all emphasis and resource being put into the survival of the organisation as we know it and into securing its' future.

Thankfully, at the end of the financial year, we had fought our way through the year with no casualties and with the Charity wounded, but ready to fight another day.

Neil Pike
Project Manager

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITES

FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds 2021	Restricted Funds 2021	2021 Total	2020 Total
	£	£	£	£
INCOME FROM				
Donations and legacies	20,717	-	20,717	185
Investments	11	-	11	18
Charitable activities	365,083	1,086	366,169	426,390
Other Income	-	-	-	780
TOTAL INCOME	385,811	-	386,897	427,373
EXPENDITURE ON:				
Charitable activities:				
Other charitable activities	428,105	1,086	434,045	414,041
Governance	1,560	-	1,560	1,560
Other expenditure	-	-	-	-
TOTAL EXPENDITURE	429,665	1,086	430,751	435,608
NET INCOME	(43,854)	-	(43,854)	(8,235)
NET MOVEMENT IN FUNDS	(43,854)	-	(43,854)	(8,235)
RECONCILIATION OF FUNDS:				
Total funds brought forward	190,146	-	190,146	198,381
TOTAL FUNDS AT 31 MARCH 2020	146,292	-	146,292	190,146

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

BALANCE SHEET

AS AT 31 MARCH 2021

		2021		2020
	£	£	£	£
FIXED ASSETS				
Tangible assets		42,982		63,502
CURRENT ASSETS				
Debtors	44,224		48,842	
Cash at bank and in hand	106,572		117,408	
	150,796		166,250	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	(47,486)		(39,606)	
NET CURRENT ASSETS		103,310		126,664
NET ASSETS		146,292		190,146
CHARITY FUNDS				
Restricted income funds		-		-
Unrestricted income funds		146,292		190,146
TOTAL FUNDS		146,292		190,146

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Trustees' report	2 - 7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 24

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees	M Phillips N Pike, Chairman A Welham E Phillips J M James R W Hartburn N Aitchison M P J James R D Whall (appointed 23 September 2020)
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are unemployed, and especially those with Learning Difficulties.

The project currently has 91½ referral days for people with Learning Difficulties being attended each week, an increase of 5 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

During this year, the normal social events which we like to hold have not been possible, although we did manage to have a full two weeks of Christmas dinners in December to ensure that everyone got a visit from Santa.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

b. Activties undertaken to achieve those objectives

The financial year began very much as it continued, with the closure of the service as we know it due to the impact of the Coronavirus Pandemic. It became clear from the early days of the 'Lockdown' that there were certain aspects of the service that we deliver that needed to be deemed as critical, meaning that we couldn't totally cease all operations.

Firstly, and most importantly, the students who attend the charity needed regular contact in one form or another. Much of this was done over phone calls or video calls but this was not a suitable option for all, and some needed regular 1:1 visits whilst observing social distancing restrictions.

Some of the businesses we collect recyclable waste from continued to trade throughout the lockdown, creating a small need for us to continue with a somewhat limited business service, having initially two or three staff members working just a couple of mornings a week. Gradually as the lockdown continued, the support we were giving our students increased to a point where all staff members were making phone calls, making visits or taking our students for quiet, safe walks. Whilst some of our students were seemingly very happy with staying in their homes and not having to deal with the outside world, the anxieties of others increased to worrying levels. The support some needed was daily and varied. Behaviours were often unpredictable and extreme with parents and carers struggling to cope with the changes being faced.

From July, restrictions were eased, we re-opened to our students and kickstarted the glass collection rounds. With Social Distancing guidelines still in place and the threat of Covid still very much present, truck capacities were reduced from 6 to 4 and many safety protocols were put into place. The reductions in trucks meant that we were only able to offer a reduced service to the majority of our students, with only those in the greatest of need returning to what was close to a normal uninterrupted service.

At this time, when we were desperately trying to show some normality there was a huge amount of pressure making its way to the charity's management. Was everybody going to be safe? Why were we only providing a limited service? All of this as well as concerns from the staff regarding their own fears and anxieties. Heaped up onto this was the inconvenience of staff shortages which occurred at a moment's notice when somebody would be notified of the need to 'Self-isolate', thus losing them from work for up to 7 days. Shockingly, in the period between July and December we lost 67 working days to Covid-19. Happily, we had just one positive Covid case amongst staff and two with our students. None were seriously ill, and none were contracted within our organisation.

A second wave of the pandemic caused a second closure of the Service at the very beginning of 2021. During this period, new payment terms were negotiated with the County Council which would put us into a much more favourable position when we reopened for a second time in a year. The closure this time lasted until the 29 March when we again got our students back on the same basis of restricted attendance.

Sadly, improvements around the site and plans to extend collections were put on hold throughout the year with all emphasis and resource being put into the survival of the organisation as we know it and into securing its' future.

Thankfully, at the end of the financial year, we had fought our way through the year with no casualties and with the Charity wounded but ready to fight another day.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to R.O.B and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The trustees consider this level to be prudent and sufficient to meet the needs of the charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £46,069 at the year end, with the current account holding £60,498. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

c. Funds

The net deficit was £44k for the year and the total net assets were £146k. Total income was £387k, of that £311k was from Direct Payments/Transport. Total expenses were £431k, of that £312k was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- Changes to the County Council funding structure for services affected by the Covid-19 pandemic. Payments were reduced from August through to the end of March, which was when a 'Blended Service' was offered and paid for, resulting in a reduction in income of approximately £2,500 per week (approx. £46K).
- A £19K reduction in sales income due to businesses not being open and glass not being collected.
- These losses were offset by us using the Coronavirus Job Retention Scheme from Jan '21 to mid-March '21 which bought in £20.5K.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees meet five times a year to oversee the strategy for the Company. Copies of the minutes of Company meetings are held in the office. The Board also regularly communicates and conducts some business by e-mail. All Board Meetings were chaired Neil Pike, who is also employed by the charity in the capacity of Project Manager; minutes were taken by Lynn Pike. All meetings were held via 'Zoom' due to the Covid-19 Pandemic. All of the Trustees give their time freely and no Trustee received remuneration for their trustee work during the year.

Membership:

Strength in depth of the Board of Trustees is a continuing issue which is always in our thoughts and has been a topic of discussion at Board Meetings this year. At the Board Meeting in June 2020, Richard Whall was invited to become a Trustee.

The Project Manager holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Board met regularly to oversee the finances, listen to reports, and monitor Health and Safety etc.

- Reports: The Board received and reviewed various reports during the year and paid special attention to receiving financial reports. The Project Manager brought a regular management report and the Board gave guidance on various pastoral and work-related issues that demanded careful consideration.
- Articles of Memorandum: Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- Policies and Procedures: The Board continued to monitor all our policies and procedures.
- Wages: Even though this year has been incredibly difficult in every way, the Board continues to implement a wage scale in line with though not linked to 'The Living Wage Foundation'. We are glad to report that we have now been able to do this for 5 years and have been able to set it in place within the 2021-22 budget.
- Pensions: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 13 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

Structure, governance and management (continued)

e. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

Approved by order of the members of the board of trustees on 24 August 2021 and signed on their behalf by:

N Pike
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson Dated: 26 August 2021

Jonathan Wilson ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	**20,717**	**-**	**20,717**	185
Charitable activities	4	**365,083**	**1,086**	**366,169**	426,390
Investments	5	**11**	**-**	**11**	18
Other income	6	**-**	**-**	**-**	780
Total income		**385,811**	**1,086**	**386,897**	427,373
Expenditure on:					
Charitable activities	7	**429,665**	**1,086**	**430,751**	435,608
Total expenditure		**429,665**	**1,086**	**430,751**	435,608
Net movement in funds		**(43,854)**	**-**	**(43,854)**	(8,235)
Reconciliation of funds:					
Total funds brought forward		**190,146**	**-**	**190,146**	198,381
Net movement in funds		**(43,854)**	**-**	**(43,854)**	(8,235)
Total funds carried forward		**146,292**	**-**	**146,292**	190,146

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 11 to 24 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	10		**42,982**		63,502
Current assets					
Debtors	11	**44,224**		48,842	
Cash at bank and in hand		**106,572**		117,408	
		150,796		166,250	
Creditors: amounts falling due within one year	12	**(47,486)**		(39,606)	
Net current assets			**103,310**		126,644
Total net assets			**146,292**		190,146
Charity funds					
Restricted funds	13		**-**		-
Unrestricted funds	13		**146,292**		190,146
Total funds			**146,292**		190,146

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 24 August 2021 and signed on their behalf by:

N Pike
(Chair of Trustees)

The notes on pages 11 to 24 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there is a degree of uncertainty about the economic impact of COVID-19. The trustees continue to monitor the position closely however they believe that the company can continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

1. Accounting policies (continued)

1.4 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations			
Donations	152	**152**	185
Government grants			
Job Retention Scheme income	20,565	**20,565**	-
	20,717	**20,717**	185
Total 2020	185	185	

4. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Sales of goods or services as a charitable company	35,251	-	**35,251**	50,963
Recycling credits	18,720	-	**18,720**	25,312
Service provision	310,772	-	**310,772**	348,900
Student funds	340	-	**340**	1,215
Notts CC COVID-19 grant	-	1,086	**1,086**	-
	365,083	1,086	**366,169**	426,390
Total 2020	426,390	-	426,390	

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest receivable	11	**11**	18
Total 2020	18	18	

6. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Profit on sale of fixed assets	-	**-**	780
Total 2020	780	780	

7. Analysis of charitable expenditure

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Total expenses	417,090	13,661	**430,751**	435,608
Total 2020	422,590	13,018	435,608	

Analysis of direct costs

	Total funds 2021 £	Total funds 2020 £
Staff costs	**311,846**	296,022
Depreciation	**22,073**	23,726
Costs of goods as a charitable company	**8,304**	7,549
Activities and trips	**1,182**	2,140
Catering costs	**3,240**	10,895
Rent, rates and water	**30,013**	25,346
Light and heat	**6,828**	6,767
Repairs and maintenance	**2,275**	8,257
Vehicle and forklift costs	**28,236**	37,253
Training and welfare	**1,362**	2,261
Sundry expenses	**171**	814
Independent examiner's fees	**1,560**	1,560
	417,090	422,590

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2021 £	Total funds 2020 £
Insurance	**8,098**	7,021
Telephone, postage, stationery and printing	**4,137**	3,676
Information and publications	**960**	1,582
Bank charges and interest	**388**	546
Sundry expenses	**78**	193
	13,661	13,018

8. Staff costs

	2021 £	2020 £
Wages and salaries	**289,986**	275,351
Social security costs	**16,886**	16,448
Contribution to defined contribution pension schemes	**4,974**	4,223
	311,846	296,022

The average number of persons employed by the company during the year was as follows:

	2021 No.	2020 No.
Charitable activities	**15**	15

8. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2020 - 2 trustees).

Further details are given in note 9. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £25,657 (2020 - £24,840), employer's national insurance of £2,328 (2020 - £2,237) and pension contributions of £583 (2020 - £561).

Senior management are N Pike, L Pike and T Eyre. The gross remuneration of senior management was £84,985 (2020 - £40,566), employer's national insurance was £8,089 (2020 - £3,712) and pension contributions were £1,988 (2020 - £880).

9. Trustees' remuneration and expenses

		2021	2020
		£	£
N Pike	Remuneration	**36,657**	35,485
	Pension contributions paid	**913**	880

During the year ended 31 March 2021, no trustee expenses have been incurred (2020 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

10. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2020	**81,002**	**78,563**	**66,957**	**54,815**	**281,337**
Additions	**209**	**935**	**-**	**409**	**1,553**
At 31 March 2021	**81,211**	**79,498**	**66,957**	**55,224**	**282,890**
Depreciation					
At 1 April 2020	**51,551**	**78,563**	**34,167**	**53,554**	**217,835**
Charge for the year	**7,498**	**312**	**13,391**	**872**	**22,073**
At 31 March 2021	**59,049**	**78,875**	**47,558**	**54,426**	**239,908**
Net book value					
At 31 March 2021	**22,162**	**623**	**19,399**	**798**	**42,982**
At 31 March 2020	29,451	-	32,790	1,261	63,502

11. Debtors

	2021 £	2020 £
Trade debtors	**2,995**	7,773
Prepayments and accrued income	**41,229**	41,069
	44,224	48,842

12. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	**19,986**	22,008
Other taxation and social security	**4,714**	4,683
Other creditors	**171**	425
Accruals and deferred income	**22,615**	12,490
	47,486	39,606

	2021 £	2020 £
Deferred income at 1 April 2020	**4,975**	4,227
Resources deferred during the year	**7,924**	4,975
Amounts released from previous periods	**(4,975)**	(4,227)
	7,924	4,975

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Student funds	**242**	**340**	**(1,124)**	**542**	**-**
General funds					
General fund	**189,904**	**385,471**	**(428,541)**	**(542)**	**146,292**
Total Unrestricted funds	**190,146**	**385,811**	**(429,665)**	**-**	**146,292**
Restricted funds					
Notts CC COVID-19 donation	**-**	**1,086**	**(1,086)**	**-**	**-**
Total of funds	**190,146**	**386,897**	**(430,751)**	**-**	**146,292**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
Designated funds				
Student funds	-	1,215	(973)	242
General funds				
General fund	198,381	426,158	(434,635)	189,904
Total Unrestricted funds	198,381	427,373	(435,608)	190,146

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	42,982	**42,982**
Current assets	150,796	**150,796**
Creditors due within one year	(47,486)	**(47,486)**
Total	146,292	**146,292**

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	63,502	63,502
Current assets	166,250	166,250
Creditors due within one year	(39,606)	(39,606)
Total	190,146	190,146

15. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £4,974 (2020 - £4,223). Contributions totalling £34 (2020 - £34) were payable to the fund at the balance sheet date and are included in creditors.

16. Operating lease commitments

At 31 March 2021 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	**-**	961
Later than 1 year and not later than 5 years	**6,296**	-
Later than 5 years	**4,262**	27,239
	10,558	28,200

17. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration.

18. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

Registered number: 04551116
Charity number: 1096735

RECYCLING OLLERTON AND BOUGHTON

(a company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its trustees and advisers	1
Trustees' report	2 - 7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 24

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees	M Phillips N Pike, Chairman A Welham E Phillips J M James R W Hartburn N Aitchison M P J James R D Whall (appointed 23 September 2020)
Company registered number	04551116
Charity registered number	1096735
Registered office	183 Boughton Industrial Estate Boughton Newark Nottinghamshire NG22 9LD
Company secretary	L Pike
Accountant	Jonathan Wilson Chartered Accountant Cromwell House 68 West Gate Mansfield Nottinghamshire NG18 1RR
Bankers	Lloyds Bank PLC 1-3 Church Street Mansfield Nottinghamshire NG18 1AF

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their annual report together with the financial statements of the company for the year from 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Main activities undertaken to further the company's purposes for the public benefit

In its charitable activities and objectives, the charity is focused on benefiting those who are unemployed, and especially those with Learning Difficulties.

The project currently has 91½ referral days for people with Learning Difficulties being attended each week, an increase of 5 days per week on the previous year.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing ROB’s (Recycling Ollerton and Boughton) aims and objectives and in planning future activities.

Here are some of the ways we meet the requirement of public benefit:

Volunteering:

ROB has paid members of staff who are greatly aided by a group of volunteers. The charity enables people to grow in life skills and provides a stepping off point into the world of work.

Social events:

During this year, the normal social events which we like to hold have not been possible, although we did manage to have a full two weeks of Christmas dinners in December to ensure that everyone got a visit from Santa.

Training:

Participating in training encourages staff and students to develop their skills and to continue to exercise their competence, to enjoy respect and esteem, and to maintain or establish supportive and caring relationships.

Recycling:

7,500 households have the option to take up our free, fortnightly, glass collection and recycling service. We also offer a cost effective cardboard and paper recycling solution to almost 100 businesses.

Objectives and activities (continued)

b. Activties undertaken to achieve those objectives

The financial year began very much as it continued, with the closure of the service as we know it due to the impact of the Coronavirus Pandemic. It became clear from the early days of the 'Lockdown' that there were certain aspects of the service that we deliver that needed to be deemed as critical, meaning that we couldn't totally cease all operations.

Firstly, and most importantly, the students who attend the charity needed regular contact in one form or another. Much of this was done over phone calls or video calls but this was not a suitable option for all, and some needed regular 1:1 visits whilst observing social distancing restrictions.

Some of the businesses we collect recyclable waste from continued to trade throughout the lockdown, creating a small need for us to continue with a somewhat limited business service, having initially two or three staff members working just a couple of mornings a week. Gradually as the lockdown continued, the support we were giving our students increased to a point where all staff members were making phone calls, making visits or taking our students for quiet, safe walks. Whilst some of our students were seemingly very happy with staying in their homes and not having to deal with the outside world, the anxieties of others increased to worrying levels. The support some needed was daily and varied. Behaviours were often unpredictable and extreme with parents and carers struggling to cope with the changes being faced.

From July, restrictions were eased, we re-opened to our students and kickstarted the glass collection rounds. With Social Distancing guidelines still in place and the threat of Covid still very much present, truck capacities were reduced from 6 to 4 and many safety protocols were put into place. The reductions in trucks meant that we were only able to offer a reduced service to the majority of our students, with only those in the greatest of need returning to what was close to a normal uninterrupted service.

At this time, when we were desperately trying to show some normality there was a huge amount of pressure making its way to the charity's management. Was everybody going to be safe? Why were we only providing a limited service? All of this as well as concerns from the staff regarding their own fears and anxieties. Heaped up onto this was the inconvenience of staff shortages which occurred at a moment's notice when somebody would be notified of the need to 'Self-isolate', thus losing them from work for up to 7 days. Shockingly, in the period between July and December we lost 67 working days to Covid-19. Happily, we had just one positive Covid case amongst staff and two with our students. None were seriously ill, and none were contracted within our organisation.

A second wave of the pandemic caused a second closure of the Service at the very beginning of 2021. During this period, new payment terms were negotiated with the County Council which would put us into a much more favourable position when we reopened for a second time in a year. The closure this time lasted until the 29 March when we again got our students back on the same basis of restricted attendance.

Sadly, improvements around the site and plans to extend collections were put on hold throughout the year with all emphasis and resource being put into the survival of the organisation as we know it and into securing its' future.

Thankfully, at the end of the financial year, we had fought our way through the year with no casualties and with the Charity wounded but ready to fight another day.

Achievements and performance

a. Review of activities

How the company achieves its objectives is detailed below.

The charity continues to fulfil its charitable objectives of relieving adults with learning difficulties by:

- Offering suitable work placements
- Providing appropriate training
- Ensuring a safe and healthy environment
- Taking on new students, supporting them through their induction and their transition from home to R.O.B and from childhood to adulthood.
- Constantly supporting students by various means; listening, having appropriate conversations, showing empathy and giving considered instructions
- By liaising with students' families and carers
- Expanding business waste recycling services

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately six months' unrestricted charitable expenditure. The trustees consider this level to be prudent and sufficient to meet the needs of the charity as they arise. The Trustees are happy with the progress that has been made in achieving this and plan to continue at a similar pace for the foreseeable future. The reserve account held £46,069 at the year end, with the current account holding £60,498. Although we operate 2 accounts, the reserve account offers no additional Interest Rate benefits over the current account. The Trustees had decided to switch some of the reserve into a higher interest account, although the impact of the pandemic and the uncertainty created has led us to defer this decision for the time being.

c. Funds

The net deficit was £44k for the year and the total net assets were £146k. Total income was £387k, of that £311k was from Direct Payments/Transport. Total expenses were £431k, of that £312k was wages.

The factors which have led to this difference in our performance against previous years are as follows:

- Changes to the County Council funding structure for services affected by the Covid-19 pandemic. Payments were reduced from August through to the end of March, which was when a 'Blended Service' was offered and paid for, resulting in a reduction in income of approximately £2,500 per week (approx. £46K).
- A £19K reduction in sales income due to businesses not being open and glass not being collected.
- These losses were offset by us using the Coronavirus Job Retention Scheme from Jan '21 to mid-March '21 which bought in £20.5K.

Structure, governance and management

a. Constitution

Recycling Ollerton and Boughton is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association 19 February 2003. The articles of association were amended by special resolution on 21 September 2016.

The company is constituted under a memorandum of association dated 19 February 2003 and is a registered charity number 1096735.

b. Methods of appointment or election of trustees

The management of the company is the responsibility of the trustees who are elected and co-opted under the terms of the Memorandum of Association.

The articles of association provides for a minimum of 4 and a maximum of 12 trustees, who are the management committee members. Where there is requirement for trustees, these would be identified and supported by the remaining trustees.

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

The governing body of the company is the board of trustees.

Meetings:

The Trustees meet five times a year to oversee the strategy for the Company. Copies of the minutes of Company meetings are held in the office. The Board also regularly communicates and conducts some business by e-mail. All Board Meetings were chaired Neil Pike, who is also employed by the charity in the capacity of Project Manager; minutes were taken by Lynn Pike. All meetings were held via 'Zoom' due to the Covid-19 Pandemic. All of the Trustees give their time freely and no Trustee received remuneration for their trustee work during the year.

Membership:

Strength in depth of the Board of Trustees is a continuing issue which is always in our thoughts and has been a topic of discussion at Board Meetings this year. At the Board Meeting in June 2020, Richard Whall was invited to become a Trustee.

The Project Manager holds daily Management meetings with Senior Staff and brings regular reports to the Board accordingly.

The Board met regularly to oversee the finances, listen to reports, and monitor Health and Safety etc.

- Reports: The Board received and reviewed various reports during the year and paid special attention to receiving financial reports. The Project Manager brought a regular management report and the Board gave guidance on various pastoral and work-related issues that demanded careful consideration.
- Articles of Memorandum: Having had our Articles amended by resolution in September 2016, we feel that they adequately fit the requirements of the charity at present.
- Policies and Procedures: The Board continued to monitor all our policies and procedures.
- Wages: Even though this year has been incredibly difficult in every way, the Board continues to implement a wage scale in line with though not linked to 'The Living Wage Foundation'. We are glad to report that we have now been able to do this for 5 years and have been able to set it in place within the 2021-22 budget.
- Pensions: The Company's Pension Scheme operated by The People's Pension is increasingly popular amongst employees with 13 members from our 16 employees. Re-enrolment and subsequent opting-out was implemented at the beginning of March 2019.

d. Policies adopted for the induction and training of trustees

The chair of trustees is responsible for the induction of any new trustees. This involves awareness of trustee responsibilities, the governing document, administrative procedures, the history and philosophical approach of the organisation. A new trustee would receive a copy of the previous year's financial statements together with a copy of the Charity Commission leaflet 'The Essential Trustee: What You Need to Know'.

Structure, governance and management (continued)

e. Risk management

The trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The company has adopted the policies of internal controls recommended in the Charity Commission's booklet CCS "Internal Financial Controls for Charities" wherever possible, and has addressed the potential risks outlined therein.

Approved by order of the members of the board of trustees on 24 August 2021 and signed on their behalf by:

N Pike
(Chair of Trustees)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Independent examiner's report to the trustees of Recycling Ollerton and Boughton ('the company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's trustees as a body, for my work or for this report.

Signed: Jonathan Wilson Dated: 26 August 2021

Jonathan Wilson ICAEW

Jonathan Wilson
Chartered Accountant

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	**20,717**	**-**	**20,717**	185
Charitable activities	4	**365,083**	**1,086**	**366,169**	426,390
Investments	5	**11**	**-**	**11**	18
Other income	6	**-**	**-**	**-**	780
Total income		**385,811**	**1,086**	**386,897**	427,373
Expenditure on:					
Charitable activities	7	**429,665**	**1,086**	**430,751**	435,608
Total expenditure		**429,665**	**1,086**	**430,751**	435,608
Net movement in funds		**(43,854)**	**-**	**(43,854)**	(8,235)
Reconciliation of funds:					
Total funds brought forward		**190,146**	**-**	**190,146**	198,381
Net movement in funds		**(43,854)**	**-**	**(43,854)**	(8,235)
Total funds carried forward		**146,292**	**-**	**146,292**	190,146

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 11 to 24 form part of these financial statements.

RECYCLING OLLERTON AND BOUGHTON
(a company limited by guarantee)
REGISTERED NUMBER: 04551116

BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	10		**42,982**		63,502
Current assets					
Debtors	11	**44,224**		48,842	
Cash at bank and in hand		**106,572**		117,408	
		150,796		166,250	
Creditors: amounts falling due within one year	12	**(47,486)**		(39,606)	
Net current assets			**103,310**		126,644
Total net assets			**146,292**		190,146
Charity funds					
Restricted funds	13		**-**		-
Unrestricted funds	13		**146,292**		190,146
Total funds			**146,292**		190,146

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 24 August 2021 and signed on their behalf by:

N Pike
(Chair of Trustees)

The notes on pages 11 to 24 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Recycling Ollerton and Boughton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the date of signing there is a degree of uncertainty about the economic impact of COVID-19. The trustees continue to monitor the position closely however they believe that the company can continue at its current level of activity subject to continued support from Nottinghamshire County Council and the bank and they therefore continue to adopt the going concern basis.

1.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

1. Accounting policies (continued)

1.4 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Self-contained buildings	- 10% straight line
Plant and machinery	- 1/3 straight line
Motor vehicles	- 20% straight line
Fixtures and fittings	- 1/3 straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1. Accounting policies (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

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

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

2. General information

Recycling Ollerton and Boughton is a company limited by guarantee, registered in England and Wales, registration number 0455116 and a charitable company registered with The Charity Commission, registration number 1096735.

3. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations			
Donations	152	**152**	185
Government grants			
Job Retention Scheme income	20,565	**20,565**	-
	20,717	**20,717**	185
Total 2020	185	185	

4. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Sales of goods or services as a charitable company	35,251	-	**35,251**	50,963
Recycling credits	18,720	-	**18,720**	25,312
Service provision	310,772	-	**310,772**	348,900
Student funds	340	-	**340**	1,215
Notts CC COVID-19 grant	-	1,086	**1,086**	-
	365,083	1,086	**366,169**	426,390
Total 2020	426,390	-	426,390	

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest receivable	11	**11**	18
Total 2020	18	18	

6. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Profit on sale of fixed assets	-	**-**	780
Total 2020	780	780	

7. Analysis of charitable expenditure

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Total expenses	417,090	13,661	**430,751**	435,608
Total 2020	422,590	13,018	435,608	

Analysis of direct costs

	Total funds 2021 £	Total funds 2020 £
Staff costs	**311,846**	296,022
Depreciation	**22,073**	23,726
Costs of goods as a charitable company	**8,304**	7,549
Activities and trips	**1,182**	2,140
Catering costs	**3,240**	10,895
Rent, rates and water	**30,013**	25,346
Light and heat	**6,828**	6,767
Repairs and maintenance	**2,275**	8,257
Vehicle and forklift costs	**28,236**	37,253
Training and welfare	**1,362**	2,261
Sundry expenses	**171**	814
Independent examiner's fees	**1,560**	1,560
	417,090	422,590

7. Analysis of charitable expenditure (continued)

Analysis of support costs

	Total funds 2021 £	Total funds 2020 £
Insurance	**8,098**	7,021
Telephone, postage, stationery and printing	**4,137**	3,676
Information and publications	**960**	1,582
Bank charges and interest	**388**	546
Sundry expenses	**78**	193
	13,661	13,018

8. Staff costs

	2021 £	2020 £
Wages and salaries	**289,986**	275,351
Social security costs	**16,886**	16,448
Contribution to defined contribution pension schemes	**4,974**	4,223
	311,846	296,022

The average number of persons employed by the company during the year was as follows:

	2021 No.	2020 No.
Charitable activities	**15**	15

8. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

During the year 1 trustee received remuneration (2020 - 2 trustees).

Further details are given in note 9. The legal authority for this remuneration is given in point 4.2(h)(ii) of the articles of association as amended on 21 September 2016.

Remuneration was also paid to other family members of one trustee. This amounted to gross pay of £25,657 (2020 - £24,840), employer's national insurance of £2,328 (2020 - £2,237) and pension contributions of £583 (2020 - £561).

Senior management are N Pike, L Pike and T Eyre. The gross remuneration of senior management was £84,985 (2020 - £40,566), employer's national insurance was £8,089 (2020 - £3,712) and pension contributions were £1,988 (2020 - £880).

9. Trustees' remuneration and expenses

		2021	2020
		£	£
N Pike	Remuneration	**36,657**	35,485
	Pension contributions paid	**913**	880

During the year ended 31 March 2021, no trustee expenses have been incurred (2020 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

10. Tangible fixed assets

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 April 2020	**81,002**	**78,563**	**66,957**	**54,815**	**281,337**
Additions	**209**	**935**	**-**	**409**	**1,553**
At 31 March 2021	**81,211**	**79,498**	**66,957**	**55,224**	**282,890**
Depreciation					
At 1 April 2020	**51,551**	**78,563**	**34,167**	**53,554**	**217,835**
Charge for the year	**7,498**	**312**	**13,391**	**872**	**22,073**
At 31 March 2021	**59,049**	**78,875**	**47,558**	**54,426**	**239,908**
Net book value					
At 31 March 2021	**22,162**	**623**	**19,399**	**798**	**42,982**
At 31 March 2020	29,451	-	32,790	1,261	63,502

11. Debtors

	2021 £	2020 £
Trade debtors	**2,995**	7,773
Prepayments and accrued income	**41,229**	41,069
	44,224	48,842

12. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	**19,986**	22,008
Other taxation and social security	**4,714**	4,683
Other creditors	**171**	425
Accruals and deferred income	**22,615**	12,490
	47,486	39,606

	2021 £	2020 £
Deferred income at 1 April 2020	**4,975**	4,227
Resources deferred during the year	**7,924**	4,975
Amounts released from previous periods	**(4,975)**	(4,227)
	7,924	4,975

Deferred income relates to income received prior to the year-end that relates to a period after the year-end.

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Student funds	**242**	**340**	**(1,124)**	**542**	**-**
General funds					
General fund	**189,904**	**385,471**	**(428,541)**	**(542)**	**146,292**
Total Unrestricted funds	**190,146**	**385,811**	**(429,665)**	**-**	**146,292**
Restricted funds					
Notts CC COVID-19 donation	**-**	**1,086**	**(1,086)**	**-**	**-**
Total of funds	**190,146**	**386,897**	**(430,751)**	**-**	**146,292**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
Designated funds				
Student funds	-	1,215	(973)	242
General funds				
General fund	198,381	426,158	(434,635)	189,904
Total Unrestricted funds	198,381	427,373	(435,608)	190,146

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	42,982	**42,982**
Current assets	150,796	**150,796**
Creditors due within one year	(47,486)	**(47,486)**
Total	146,292	**146,292**

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	63,502	63,502
Current assets	166,250	166,250
Creditors due within one year	(39,606)	(39,606)
Total	190,146	190,146

15. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £4,974 (2020 - £4,223). Contributions totalling £34 (2020 - £34) were payable to the fund at the balance sheet date and are included in creditors.

16. Operating lease commitments

At 31 March 2021 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	**-**	961
Later than 1 year and not later than 5 years	**6,296**	-
Later than 5 years	**4,262**	27,239
	10,558	28,200

17. Related party transactions

There are no further related party transactions to disclose, other than the disclosure in respect of trustees' remuneration.

18. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.