EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales · Charity number 1098965

Details

Status	Registered
Legal form	Charitable company
Company number	04291837
Registered	2003-08-13
Register	View on the Charity Commission register

Contact

Address	Hanwell Community Centre Westcott Crescent Hanwell London W7 1PD
Phone	02085756139
Email	michelle.bailey@empowering-action.org.uk
Website	www,empowering-action.org.uk

Activities

Objects: TO RELIEVE POVERTY AND ADVANCE EDUCATION, IN PARTICULAR BUT NOT EXCLUSIVELY, BY THE PROVISION OF TRAINING COURSES AND YOUTH ACTIVITIES TO PERSONS WHO ARE IN CONDITIONS OF NEED, HARDSHIP, OR DISTRESS BY REASON OF THEIR SOCIAL OR ECONOMIC CIRCUMSTANCES

Activities: EASEs Mission - Improve individual, family and community wellbeingEASEs Vision - A resilient, united communityEASE provides services and activities for children, young people and adults toIncrease personal skills and improve life circumstancesReduce isolationIncrease community cohesionTo achieveImproved confidence and self esteem, networks and work and life skills.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE LONDON BOROUGHS OF EALING, HOUNSLOW, BRENT, HARROW, HILLINGDON
- Brent
- Ealing
- Harrow
- Hillingdon
- Hounslow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£474,625	£381,408	-	-
2024-03-31	£353,182	£339,174	-	-
2023-03-31	£324,422	£256,020	-	-
2022-03-31	£211,248	£194,086	-	-
2021-03-31	£185,948	£174,001	-	-

Trustees

Name	Role	Appointed
SHARON ALI	Chair	2011-09-02
ANDREW PAUL BRATTLE		
Andrew Lee		2020-07-23
Barjinderpal Lal		2015-05-27

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EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales - Charity number 1098965

Accounts

2024-2025

E.A.S.E. (Empowering Action and Social Esteem) Limited Annual Report

EASE (Empowering Action & Social Esteem) Ltd
Hanwell Community Centre
Westcott Crescent, Hanwell, W7 1PD
www.empowering-action.org.uk

Charity No: 1098965 | Company No: 04291837

Supporting the Journey to Improved Wellbeing

EASE
www.empowering-action.org.uk

Contents

Message from the Chair and CEO	3
Our Vision, Mission and Values	4
About Us and What We Do	5
Our Impact and Achievements	6–11
A Year of Feedback	12-13
Thank You To Our Funders	14
Reference and Administrative Details	15
Future Plans	16
Structure, Governance and Management	16-17
Statement of Trustees Responsibilities	17-18
Internal Controls	18
Financial Review and Reserves Policy	19
Independent Examiners Report to the Trustees	21-22
Balance Sheet	23
Statement of Financial Activities	24
Cashflow Statement	25
Notes to the Account	26-31

EASE (Empowering Action & Social Esteem) Ltd
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Charity No: 1098965 | Company No: 04291837

Our Messages

Message from the Chair & CEO

We are pleased to present the Annual Accounts and Trustees' Report for the financial year ending 31 March 2025.

This year has tested the resilience of the voluntary sector and E.A.S.E. has not been immune to these challenges. A reduction in multi-year grants, tighter funding streams, and increasing demand from families affected by the cost of living crisis have all placed pressure on our charity and yet amidst these difficulties our commitment to community remains unwavering.

Over the last year we supported 1,183 children, families, young people, and adults many facing complex challenges such as poverty, isolation, trauma, and inequality. Whether through our children's centre outreach, youth clubs, financial advice, domestic abuse support or older people's social activities, E.A.S.E. has remained a trusted and responsive presence in the lives of those who need us most.

We are incredibly proud of our staff team and volunteers who have remained committed, professional, and person-centred through times of transition. Their dedication has ensured that even with fewer resources, the quality of our work has remained high which has been reflected in strong feedback from beneficiaries and partners.

Looking ahead we know that sustainability will require strategic focus, partnership working and increased core funding. We are actively engaging funders, commissioners and local alliances to secure the future of our most critical services beyond March 2025. At the same time we are investing in our internal systems, evaluation tools and team culture to build long-term resilience.

We would like to thank all our funders, supporters, trustees, staff and most importantly our community for their trust and belief in E.A.S.E. We remain committed to our mission, hopeful, prepared and energised for the year ahead.

Vision Mission Values

Our vision, mission and values

Our vision
A resilient united community

Our mission
To improve individual, family and community wellbeing

Our charitable objectives
To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship, or distress by reason of their social or economic circumstances

HBL vision

The HBL neighbourhood will be a vibrant and safe place to be:

A place where people feel they belong, can thrive and are inspired to create opportunities to work and play together

Our Values

- To put people first
- Act with integrity
- Strive for excellence
- Take pride in what we do
- Respect others

About Us and What we Do

About Us

EASE formed in 2001 and as a local charity in 2003, Our community services and activities have provided high quality support to families and individuals living in Hanwell and further afield. EASE has held Copley Close Children's Centre contract since April 2011 and is Locally Trusted Organisation for Hanwell Big Local. This year was the last year for the Hanwell Big Local (HBL) which comes to a close early in 2025. Hanwell Big Local was one of 150 areas across England that were enabled to create lasting change in their neighbourhoods over a 10 year period, through a grant of just over £1 million.

What we do

We provide the following services:
- Free and confidential information and advice
- Free and confidential 1:1 coaching sessions with a qualified professional
- Free 1:1 employment and careers support
- A wide range of physical and creative weekly activities and workshops
- Weekly youth clubs for young people aged 11+ at 3 various locations
- After school club and Holiday schemes
- Various activities and workshops for children under 5 and their parents/carers

	EASE & Hanwell Big Local	Details	Outcome
1183	Adults & children benefitted from one or more services that EASE offered this year	Our beneficiaries included: **681** Adults **247** Under 5 Children **255** Over 5 Children	• Increased our reach by more than **25%** • Provided a safe community environment
474	New registrations	Our new registration included, new children, young people and adults	• Increased our community service users by more than **8%**
163	Beneficiaries who used two or more of our services each week	Our services cover all ages ranges from under 5 children, school age children (6-10) and young people (11+)	• Flexible service offerings across age groups for our community • Variety of service offerings for families

Our Impact and Achievements (1/6)

	of service users	Details	Outcome
80%	noticed an increase in their wellbeing since attending EASE's services		• This has been maintained at **80% or over**
75%	made friends with other people in the community	A larger number of weekend community events	• Increase of **3%**
96%	felt welcome and included		• This has been maintained at over **95%**
91%	received a professional service		• This is a new impact measurement this year
87%	felt the service was person-centred?		• This is a new impact measurement this year
89%	reported taking part has made a positive difference to me/my family		• This has been maintained at over **85%**
77%	felt less isolated		• This has been maintained at over **75%**
93%	felt safe with us	A safe community location is welcomed	• Increase of **5%**
94%	were extremely satisfied with the support received from EASE	Not only do we offer a safe community location, there is a friendly, professional team who greet and support our clients for all our services	• Increase of **17%**
82%	were highly likely to recommend EASE to others		• Increase of **6%**

Our Impact and Achievements (2/6)

	Registrations	Details	Outcome
64%	of new registrations heard of EASE through word of mouth	We are still a well known local community resource	• This has been maintained at over **60%**
21%	of new registrations heard of EASE through social media or promotional material	More of our community members are engaging via Social Media resulting in the increase	• Increase of **3%**
15%	of new registrations were referred by another service	Our community referrers are engaging with us in higher numbers	• Increase of **5%**

	Information and advice	Details	Outcome
139	clients received support with finance, debts or housing	Appointments have become more complex in this current cost of living crisis	• Consistent increase in length of appointment times
£102,098	clients have increased income per year		• This income claimed increase is due to the current cost of living crisis
87%	Clients were more in control of their finances/ housing/ debt	Empowering our community members with knowledge has been key this year	• Increase of **22%**
92%	Clients have learnt to understand their finances/ housing/ debt situation better	Empowering our community members with debt advice has been key this year	• Increase of **18%**

Our Impact and Achievements (3/6)

	Refresh clients	Details	Outcome
33	Adults received counselling through our Refresh Project	We are still receiving a high number referrals	• This has been maintained since the project inception
100%	were extremely happy with the service they received	Our clients are extremely happy as there are higher numbers requesting this servce	• Increase of **17%**
94%	felt more confident in themselves	We are improving this for many of our community members	• Increase of **19%**

	ReWork clients	Details	Outcome
137	Adults received intensive work and career coaching through their 1 to 1's	This service ran for a full year this year	• This service was introduced half way through last year. Appointment numbers increased for this full year
33	received intensive work and career coaching through attending our dedicated Work Club	Work Club ran from July 2024 through to December 2024	• This was a new service offered and was based on the Skills Builder framework
22	received intensive work and career coaching through attending our dedicated Work Shops	Our 4 week workshops ran twice in the year during November 2024 - December 2024 and January and February 2025	• This was a new service offered and was based on the Skills Builder framework
97%	were extremely happy with the service they received		• This is a new impact measurement for this year

Our Impact and Achievements (4/6)

	Physical, Creative and Wellbeing Services	Details	Outcome
329	adults attended one or more physical, creative or wellbeing course	Our wider range of service offerings this year has contributed to a higher number of adults beneficiaries	• Our adult beneficiaries grew by **120%**
84%	of adults had gained more emotional management skills	Our wider range of wellbeing service offerings covering Bereavement, Trauma and Loss as well as Sleep Recovery, Mindfulness, Yoga and Breathwork	• Increase of **8%**
83%	more interested in trying new things	Our wider range of topics providing new knowledge	• Increase of **4%**
80%	of clients had learnt a new skill	Some clients felt they would reflect further on their newly gained knowledge later on	• This has been maintained at over **80%**

	ESOL Clients	Details	Outcome
43	women attended ESOL classes	We have a partnership with ELATT	• This number has been maintained annually
100%	Pass Rate	Our partnership with ELATT and our joint support for our community members needing to learn English as a second language has continued very well	• Increase of **33%**

Our Impact and Achievements (5/6)

	Young People	Details	Outcome
99	attended one or more of our 3 youth clubs	Weekly youth clubs for young people aged 11+ at 3 locations	• This has increased by **38%** this year
69%	reported learning skills to boost confidence and optimism for the future	Our workshops provided at our youth clubs covered a variety of topics e.g. Money Management, Self Harm, Diabetes Awareness	• Decrease of **4%** - due to an increase in young peoples poor mental health
85%	reported learning skills to reduce risky behaviour		• Increase of **17%**
77%	reported learning new skills that positively affected their relationships		• Increase of **1%**

	Young School Aged	Details	Outcome
36	children attended our After School Club	Weekly after school club for young people aged 6 - 10 years	• This number has been maintained annually

	Holiday Scheme	Details	Outcome
98	children attended our Holiday Scheme	Our holiday scheme offered a variety of activities to different age groups catering for e.g. 5 - 7 year olds and 8 - 12 year olds	• We were able to offer this during the main 2024 - 2025 school holidays and half-terms, including Summer, October, February and Easter

Our Impact and Achievements (6/6)

	Services for under 5	Details	Outcome
220	Parents/Carers attended one of our under 5's sessions with their children each week	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	• Our new Stay and Play location was greatly appreciated and supported by parents / carers
247	Children attended one of our under 5's sessions with their parents/carers	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	• Our new toys and games provided at our newest location as well as across our existing locations has been wonderful for our children to play with. Our soft play at Bumps to Babies especially lovely for our new born babies in our community
1210	weekly attendances overall	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	• Our parents / carers have appreciated the variety of drop-in sessions enabling them to come to any session during the week in a very safe community environment and space highly curated by our Early Years Practitioners
85%	Parents/carers gained improved knowledge of their child's health and wellbeing through key messages delivered	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	• Parents / carers discussed or were shown information during sessions as well as given information including breastfeeding support to take home
92%	of parents/ carers reported an increase in their child's vocabulary since attending sessions	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays	

A year of feedback (1/2)

Children Under 5 services

- "..I'm very pleased with this group, specially with the lady that leads the group. She makes me feel welcome and tries to interact with the children and the parents. Honestly, before I just used to attend the group because of my children, but now I feel comfortable coming in. Thank you for putting things in place for the kids to have an amazing time here. This group is very important for kids and parents please keep it up..." - **Stay and Play sessions**
- "....Love coming to the events organised by EASE. Great toys! The practitioner is incredible and does amazing work with the children. Grateful we have so many sessions available to us..." - **Sensory and Creative Play sessions**
- "...My son improved his talk by joining this stay and play he is more happy now. He likes to play football and in the winter he cant play outside, so he can play here its quite big, good and warm place - Thank you so much..." - **Stay and Play sessions**
- "...Given my baby an opportunity to socialise, explore and build her confidence. My baby loves coming to this group she really enjoys the singing at the end.." - **Bumps to Babies sessions**
- **"..**Helped me to meet new mums.." - **Bumps to Babies sessions**

Wellbeing services, Refresh project

- "...I have been able to process bereavement. I have learnt to be assertive and have increased my self-esteem. I have removed the blockage I was feeling and I am hopeful..." - **1-1 psychological coach sessions**
- "...The 1:1 psychological coach has been amazing - the sessions came at a great time. Thanks, I don't know what I would have done without you and all the workshops..." - **1-1 psychological coach sessions**
- "...The counselling sessions have given me the right kind of time and space to consider and reflect on things with gentle and positive support from Anisha and I've been able to get to the point of engaging with the whole, tricky issue for me, of getting back to regular work...." **- 1-1 psychological coach sessions**
- "...Very informative and enlightening Menopause sessions. I'm extremely happy I attended this course and will definitely adopt suggestions and incorporate recipes. Thank you EASE..." - **Menopause Workshop**
- "..Various Technique within the mindfulness I can practice and in my lifestyle, emotional, panic attack, anxiety.." - **Mindfulness and Meditation classes**

Summer Highlight

Our summer holiday club for different age groups ranging from (5 up to 10 years) was exciting for our community children, with arts and crafts, fun activities in the park; ending each week with cookery as well as a bouncy castle

Autumn Highlight

We extended our range of wellbeing services. Introducing a wider range of therapies, based on feedback. These were received positively by our community. This included Art Therapy and an all day Mental Health Awareness event which included free massages and yoga sessions

Decembers Highlight

Under 5's Christmas event was amazing with many families from our community attending with lots of fun and smiles throughout

Spring Highlight

Our ReWork project workshops covered a wide range of topics and was based on our collaboration with the Skills Builder framework with our local council covering childcare support for working parents / carers

A year of feedback (2/2)

Information and Support Service

- "...I particularly like your family support workers approach and professionalism, she is so caring and efficient; it has made the world of difference to my mental health, regarding my finances and coping with the paperwork..."
- "...The service helped me lot . Yes the support worker been really helpful and supporting with me and my children trying her best to help to from the her service..."
- "...Very happy with the service, it is good.. Have a service like this in the community and valued and respected by the support worker..."
- "....I struggle to understand English as a second language I find it hard to express what help I need having the support of this service has really help me have somewhere to go with my letters for benefits etc. I feel happy after the help I receive..."
- "....I am very happy for service E.A.S.E. I like everything the family support worker does for me. It is great really I appreciate.."
- "..Information given was excellent ; service was great..."
- "...They are very good, they welcome you. ALL staff very nice..."

Physical and Creative Services

- "..I was very depressed and lonely, since I started sewing class I am happy and looking forward for next lesson. I formed friendships and more aware what if going on in my community. This class is very good for people with mental health issues..." – **HBL Sewing Classes**
- "...In joining the boxing class I got to meet new people and to learn new skills . I like the challenge of doing something new and appreciate the chance of getting a taster in this sport. I believe the sessions of learning and training with supportive classmates has been beneficial for everyone's physical and mental wellbeing. Great instructor, quick to put all newcomers at ease. He has shown care, patience and humour whilst teaching and guiding us through our paces..." - **HBL Boxing Classes**
- "..I love this class. The teacher is full of life and she really made us work hard and improved a lot. Loved the teacher..." - **HBL Pilates Classes**
- **"..**I think it is really good and helpful to make this kind of activity in the community centre especially for those who are new to the area and I really like the yoga sessions..." - **HBL Yoga Classes**

Summer Highlight

Come and try sessions were run for our young people at all our Youth Club locations during July 2024. Plus our Youth Club workshop topics for June and July were: Drugs and alcohol awareness, knife crime awareness, self defence, racial discrimination awareness and a talk from the Metropolitan police

Autumn Highlight

Our Youth Clubs introduced a new location for Monday nights which included a weekly music production and recording session. Everyone was excited to join in and the new location has been popular with a steady increase in attendances at this new site

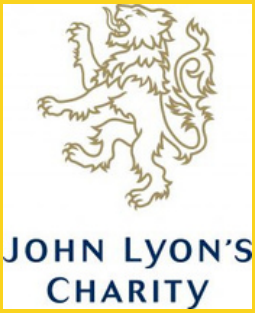
Decembers Highlight

17% of our clients who access our information and support service have children under 5. Our family support worker has helped them with their housing benefit, DLA and PIP claims. We have been able to provide them with foodbank vouchers, clothing vouchers and white goods working alongside other charities in our local area

Spring Highlight

We began the preparations for our end of project celebration for Hanwell Big Local (HBL). Our aim being an event to bring together our team, our service providers and most importantly our community members. We wanted a party atmosphere with lots of entertainment for adults and children to enjoy

Thank you to all our funders



Supporting the Journey to Improved Wellbeing

EASE

www.empowering-action.org.uk

E.A.S.E (Empowering Action & Social Esteem) Limited

Reference and Administrative Details

Directors and Board of Trustees

Sharon Ali (Chair of Trustees/Company Secretary)
Andrew Lee (Treasurer/Company Director)
Andrew Brattle (Trustee/Company Director)
Barjinderpal Lall (Trustee/Company Director)

Accountants

Fraser +Accountants
3 Barossa Place
PH1 5HG

Bank

Lloyds Bank
44-45 The Broadway
London
W5 5JU

Registered office

Hanwell Community Centre
Westcott Crescent
Hanwell
London
W7 1PD

Registered charity number
1098965

Registered company number
04291837

Future Plans

We have recently completed a thorough process that has allowed us to prioritise more focused objectives for the upcoming year. This process was informed by local and national data, client evaluations and feedback, as well as our team's experience in project delivery. Using this data, we have developed our key priorities for the year ahead.

- Increase the overall impact of our Charity in the areas of quality of services and client satisfaction
- Continue to invest in our staff and volunteers so that they have the skills and support they need to excel in what they do
- Continue to raise our profile Boroughwide
- Develop new services based on community need
- Increase financial resilience and sustainability

Structure, Governance and Management

E.A.S.E. (Empowering Action & Social Esteem) Ltd is a charitable company limited by guarantee. The organisation is registered with the Charity Commission and Companies House.The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Board of Trustee's currently comprises of four elected Trustees, with a plan of recruiting more Trustees in the next year. The ultimate responsibility for the governance of E.A.S.E. (Empowering Action & Social Esteem) Ltd rests with the Trustees. The day-to-day management of the charity is delegated to its CEO, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities aims and objectives. Generally, the charity seeks within it trustee membership:

- Local knowledge of the area in which the charity operates
- Strong belief and understanding about the services we offer and the Clients we support
- Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.
Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and any other regularities.

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss.

They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities

Report of the Trustees (incorporating the Directors' report)

Financial Review

In this financial year, E.A.S.E. (Empowering Action & Social Esteem) Ltd has raised an income of £474,625 which was made up of grants, contracts and service delivery income, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £381,408. The balance of funds at the end of the year was £447,490 of which £156,508 is restricted.

Our grants, contracts and service delivery received are as follows:

1. Local Trust **£241,537**
2. London Borough of Ealing (Children's Centre) **£60,800**
3. MOPAC (LBE) **£6,000**
4. John Lyons Charity **£35,000**
5. National Lottery Community Fund **£78,034**
6. BeFriend (consortium grant) **£17,449**
7. Service Delivery income **£35,805**

E.A.S.E. (Empowering Action & Social Esteem) Ltd Trustees report for the year ended 31st March 2025. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

Reserves Policy

E.A.S.E. (Empowering Action & Social Esteem) Ltd maintains reserves to provide funds for future development, to meet future commitments, and to cover unforeseen events.
The calculation of the minimum level of general reserves is based on a risk assessment of the charity's financial position, ensuring sufficient funds are available to respond to opportunities and to meet any additional costs or liabilities that could arise, including in the unlikely event of winding down the charity's activities.

Having reviewed the current risks facing the charity, the challenging funding landscape, and future plans, the Board of Trustees has agreed that £290,982 represents an appropriate level of free reserves.

Funds have been designated from unrestricted reserves to the sum of £92,000 to ensure E.A.S.E. can continue and enhance its vital work supporting the wellbeing of beneficiaries, including updating project equipment and resources where necessary. This designated amount will strengthen the delivery of community services and help E.A.S.E. remain responsive within a challenging funding environment. Following this designation, unrestricted reserves total £198,982.

The current level of reserves equates to approximately six months of expenditure, which the Trustees consider appropriate given the ongoing inflationary pressures, rising operational costs, and the continued impact of the cost-of-living crisis on staff and beneficiaries. The level of reserves will continue to be monitored at each Board meeting, rather than solely on an annual basis.

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on **6th November 2025**

and signed on its behalf by:

.....

Sharon Ali, Chair of Trustees, E.A.S.E (Empowering Action & Social Esteem) Ltd

E.A.S.E (Empowering Action & Social Esteem) Limited

Independent Examiner's Report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2025 which are set out on the next two pages.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act;
- To follow procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act);
- To state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison on the accounts presented with those records. It also includes consideration of any unusual items or disclosure in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

E.A.S.E (Empowering Action & Social Esteem) Limited

Independent Examiner's Report to the Trustees

Independent examiner's statement

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

1. Which gives me reasonable cause to believe that in any material respect the requirements

- To keep accounting records which accordance with section 130 of the Charities Act; and
- To prepare accounts in accord with the accounting records and comply with the accounting requirements of the Charities Act

Have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth, PH1 5HG

E.A.S.E (Empowering Action & Social Esteem) Limited

Balance Sheet as at 31 March 2025

E.A.S.E.(Empowering Action and Social Esteem) Limited
Balance Sheet
as at 31 March 2025

	Notes		2025 £		2024 £
Current assets					
Debtors	2	-		640	
Cash at bank and in hand		470,537		339,920	
		470,537		340,560	
Current liabilities	3	(23,047)		(10,312)	
Net current assets			447,490		330,248
Net assets			447,490		330,248
Represented by funds					
Unrestricted funds	7		290,982		222,338
Restricted funds	7		156,508		107,910
			447,490		330,248

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Approved by the Board of Directors and Trustees on 6th November 2025
and signed on its behalf by:

Sharon Ali, Chair of Trustees

E.A.S.E (Empowering Action & Social Esteem) Limited

Statement of Financial Activities for the Year Ended 31 March 2025

Statement of financial activities
for the year ended 31 March 2025

	Notes	2025	2025	2025	2024	2024	2024
	7	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income form:							
Charitable activities (grants and contracts)		17,449	421,371	438,820	18,750	319,384	338,134
Service delivery income		35,805	-	35,805	13,810	1,238	15,048
Interest		-	-	-			
		53,254	421,371	474,625	32,560	320,622	353,182
Expenditure on:							
Charitable activities	4	37,042	344,366	381,408	45,116	210,904	256,020
				-			-
Total		37,042	344,366	381,408	45,116	210,904	256,020
Net Income/(Expenditure)		16,212	77,005	93,217	(12,556)	109,718	97,162
Core contribution costs		21,035	(21,035)	-	28,323	(28,323)	-
LTO costs		24,025		24,025	1,475		1,475
Project management costs		7,372	(7,372)	-	5,665	(5,665)	-
Balances brought forward 1 April 2024		222,338	107,910	330,248	156,804	77,933	234,737
Balances carried forward 31 March 2025		290,982	156,508	447,490	179,711	153,663	333,374

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006.

All the activities referred to above are continuing activities.

All movements in the charity's funds during the year are reflected through the statement of financial activities.

E.A.S.E (Empowering Action & Social Esteem) Limited

Cash Flow Statement for the Year Ended 31 March 2025

E.A.S.E.(Empowering Action and Social Esteem) Limited
Cash Flow Statement
for the year ended 31 March 2025

	2025 £	2024 £
Cash generated from operations		
Operating profit	117,242	97,162
Reconciliation to cash generated from operations:		
Decrease in debtors	640	2,444
(Decrease)/increase in creditors	12,735	14,992
	130,617	114,598
Net increase in cash	130,617	114,598
Cash at bank and in hand less overdrafts at 1 April	339,920	225,322
Cash at bank and in hand less overdrafts at 31 March	470,537	339,920
Consisting of:		
Cash at bank and in hand	470,537	339,920

1. Accounting Policies

Basis of preparation: The financial statements of the charity, which is a public benefit entity under FRS 102, 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition'. Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Companies Act 2006. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes(s) to the financial statements.

Income Recognition Policy: Income is included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder. Income is only deferred when the Charity must fulfil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors: Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax: E.A.S.E. (Empowering Action & Social Esteem) Ltd is not registered for VAT and accordingly, where applicable, all expenditure is inclusive of VAT.

Funds: Unrestricted funds are those funds which can be used at the Trustees' discretion. Restricted funds are those funds whose purpose have been restricted by the donor. Designated funds are those funds which have been earmarked by the Trustees for specific purpose.

Allocation of Overheads and Support Costs: Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time. The allocation of overhead and support costs is analysed in note 4. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Expenditure
Expenditure is recognised on an accrual basis as a liability is incurred. Costs of generating funds comprises the costs associated with attracting voluntary income and the.
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect natures necessary to support them.

Charitable Activities: Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are show in note 5.

2 Debtors	2025	2024
	£	£
Other debtors	-	640

3 Creditors: amounts falling due within one year	2025	2024
	£	£
Accrued income	15,000	-
Other creditors	8,047	10,312
	23,047	10,312

Funds for Garfield Weston for the financial year 2025/26 were received in March 2025 and have been accrued in the accounts.

Notes to the Accounts for the year ended 31 March 2025

4 Analysis of expenditure on restricted charitable activities

	Direct project costs	Project delivery staff costs	Support costs	Core cost contribution	Total
Big Local	143,032	58,377	24,715		226,124
Children's Centre	15,819	24,287			40,106
John Lyons	2,715	24,144	-		26,859
National Lottery Community Fund	1,291	46,245	3,741		51,277
	162,857	153,053	28,456	-	344,366

Analysis of movements in restricted funds

	Balance 1 April 2024	Income	Expenditure	Transfers	Balance 31 March 2025
Hanwell Big Local	28,034	241,537	(226,124)	-	43,447
Children's Centre	19,048	60,800	(40,106)	(8,000)	31,742
Youth Fund	14,736	6,000	-		20,736
John Lyons	517	35,000	(26,859)	(8,593)	65
Comic Relief	199	-	-	(199)	-
National Lottery Community Fund	45,376	78,034	(51,277)	(11,615)	60,518
	107,910	421,371	(344,366)	(28,407)	156,508

Analysis of movements in restricted funds

	Balance 1 April 2023	Income	Expenditure	Transfers	Balance 31 March 2024
Hanwell Big Local	35,930	135,161	(135,685)	(7,372)	28,034
Children's Centre	15,841	60,800	(50,593)	(7,000)	19,048
Youth Fund	7,863	9,370	(2,497)		14,736
John Lyons	273	35,000	(26,173)	(8,583)	517
Comic Relief	4,199	4,500	(8,500)	-	199
National Lottery Community Fund	43,982	75,791	(63,121)	(11,276)	45,376
	108,088	320,622	(286,569)	(34,231)	107,910

Name of restricted fund	Description, nature and purpose of fund
Hanwell Big Local (Local Trust)	A 10-year community project that is managed by a partnership of local residents. Currently delivering the last year.
John Lyons	A 3-year grant to provide youth clubs on 3 local estates.
Youth Fund	To provide youth activities at the above-mentioned youth clubs
Children's Centre (London Borough of Ealing)	A contract from the Council to deliver Children's Centre activities
National Lottery Community Fund	A 3-year grant to provide free coaching to the community

5 Analysis of governance and support costs

The Trustees initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function.

Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	Support	Governance	Total
Premises costs		10,630		10,630
Training		360		360
Postage and stationery		5,628		5,628
Telephone/Internet		3,859		3,859
Computers		4,432		4,432
Promotion/Advertising		857		857
Bank charges		194		194
Dues and Subscriptions		663		663
Professional fees (including Strategic support)		5,328	2,556	7,884
Insurance		2,535		2,535
	-	33,738	2,556	37,042

6 Analysis of staff costs, trustee remuneration and the cost of key management personnel

	2025	2024
Salaries and wages	136,865	169,798
Social security costs	9,143	6,447
Pension costs	1,025	676
	147,033	176,921

No employees had employee benefits in excess of £60,000 (2025:£nil).

The charity trustees were not paid or received any other benefits from employment within the company in the year (2025:£nil) neither were they reimburse expenses during the year (2025: £nil). No charity Trustee received payments for professional or other services supplied to the charity.
(2021:£nil).

EASE currently employs:	2025	2024
Full time		
CEO	1	1
Projects Administrator	1	1
	2	2
Part time		
Youth Manager (part-time)	1	1
Youth Workers (part-time)	2	2
Refresh Project Coach (part-time)	1	1
	4	4

7. **Analysis of charitable funds**

Analysis of movements in unrestricted funds

	Balance 1 April 2024	Income	Expenditure	Transfers (project cost contribution)	Balance 31 March 2025
General Fund	171,088	53,254	-27,782	21,305	217,865
Big Local LTO Costs				24,025	24,025
Designated Fund	51,250		-9,260	7,102	49,092
Total	**222,338**	**53,254**	**-37,042**	**28,407**	**290,982**

Analysis of movements in unrestricted funds - previous years

	Balance 1 April 2023	Income	Expenditure	Transfers	Balance 31 March 2024
General fund	151,858	44,186	(52,605)	34,231	177,670
Designated fund	44,668				44,668
Total	196,526	44,186	(52,605)	34,231	222,338

Name of unrestricted fund	**Description, nature and purpose of fund**
General Fund	The "free reserves" after allowing for all designated funds.
Designated fund	£92,000. Has been designated to ensure continued support to the community to aid the current challenging funding landscape.

General fund income

Various service delivery	£35,805
BeFriend (consortium grant)	£17,449
	£53,254

8. **Related party transactions:** There have been no related party transactions during the financial period

9. **Going Concern:** The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fulfill its obligations. The Trustees have considered the going concern assumption and there are no material uncertainties about the charity's ability to continue as a going concern.

EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales - Charity number 1098965

Accounts

2023/2024

EASE
www.empowering-action.org.uk

E.A.S.E. (Empowering Action & Social Esteem) Ltd

Annual Report

Supporting the journey to improved wellbeing

EASE
www.empowering-action.org.uk

Contents

Message from the Chair and CEO	3
Our vision, mission and values	4
About us and what we do	5
Achievements and activities for public benefit	6–10
Our charity in pictures	11
Thank you to our funders	12
Reference and administrative details	13
Structure, governance and management and Statement of Trustees responsibilities	16
Internal controls and financial review	17
Reserves policy	18
Independent Examiners report to the Trustees	20
Balance sheet	21
Statement of financial activities	22
Cashflow statement	23
Notes to the accounts	24–31

Message from the Chair & CEO

It gives us great pleasure to introduce EASE's Annual Report (and accounts) for year ending 31st March 2024. EASE has continued to provide welcoming, valued services and activities to our community for the 23rd year.

It will come as no surprise that over the last year, EASE have had to respond to the fall out of the cost-of-living crisis and the economic impact on our community, staff and volunteers. We have seen a rise in poor mental health, and more individuals and families than ever before facing poverty, whilst enduring ongoing cuts to local and national public services. This has (and will continue to) leave us struggling to meet the increasing needs of people who are systematically and socially disadvantaged.

2023 saw the first full year of **The Refresh Project**, which involves free 1:1 counselling, providing support groups and upskilling volunteers in counselling courses.

There have been changes to the EASE team during the year. We welcomed Louise, our new Projects Administrator and Office Manager and John, our new careers and employment coach, as well as new volunteers.

All of EASE's services have been a lifeline to the community. The events of the last four years have highlighted the importance of community cohesion, partnerships, and most importantly, the financial support we receive from Ealing Council, National Lottery Community Fund, Lloyds Bank Foundation and John Lyons.

2023 also saw EASE form part of a consortium bid led by BeFriend called Connect Ealing, a group of 7 local charities working together to reduce social isolation and increase wellbeing.

Over the next year, EASE remains committed to improving individual, family and community wellbeing, to ensure a resilient, united community.

We will continue to strengthen partnerships, and focus on continuing to implement our strategic objectives. 2024-2025 will be a challenging year for EASE with many funding streams coming to an end, but as usual, we are ready!

All our services and projects make a real meaningful difference to the community we support. It would not be possible without the trustees, staff and volunteers' resilience, flexibility, and dedication that they have all shown to EASE and each other.

We would also like to thank our community who we deliver services to, for recognising EASE as the go to place if they need support or help.

Michelle Bailey
Chief Executive Officer

Sharon Ali
Chair

Our vision, mission and values

Our Vision

A resilient united community

Our Mission

To improve individual, family and community wellbeing

Our charitable objectives

To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship, or distress by reason of their social or economic circumstances

Our Values

- To put people first
- Act with integrity
- Respect others
- Take pride in what we do
- Strive for excellence

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About us

EASE formed in 2001 and is a local charity and our community services and activities have provided high quality support to families and individuals living in Hanwell and further afield.

EASE has held Copley Close Children's Centre contract since April 2011 and is Locally Trusted Organisation for Hanwell Big Local.

948 *Adults & children benefitted from one or more services that EASE offered this year*

220 *People use one or more of our services each week*

What we do

We provide the following services:

- Free and confidential information and advice
- Free and confidential 1:1 coaching sessions with a qualified professional
- Free 1:1 employment and careers support
- A wide range of physical and creative weekly activities and workshops
- Weekly youth clubs for young people aged 11+ at 3 various locations
- After school club and Holiday schemes
- Various activities and workshops for children under 5 and their parents/carers

Our impact & achievements 1/5

EASE
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437 *New children, young people and adults registered with us in 2023/2024*

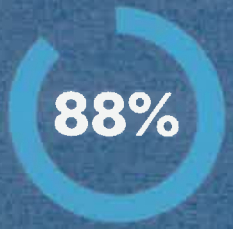
of service users had noticed an increase in their wellbeing since attending EASE's services

made friends with other people in my community

of service users felt welcome and included

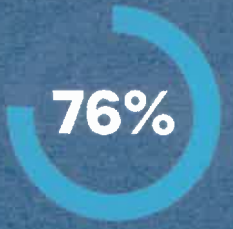
reported taking part has made a positive difference to me/my family

feel less isolated



felt safe with us

were extremely satisfied with the support received from EASE



were highly likely to recommend EASE to others

Our impact & achievements 2/5

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Adult services

72% of new registrations heard of EASE through word of mouth

18% of new registrations heard of EASE through social media or promotional material

10% of new registrations were referred by another service

Information and advice

175 clients received support with finance, debts or housing

The service increased income by

£48,060

per year for our clients

65% service of Clients were more in control of their finances/ housing/ debt

78% of Clients have learnt to understand their finances/ housing/ debt situation better

Our impact & achievements 3/5

EASE
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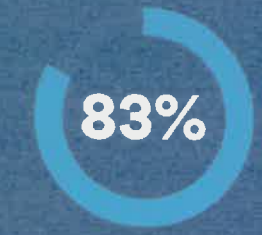
The Refresh Project

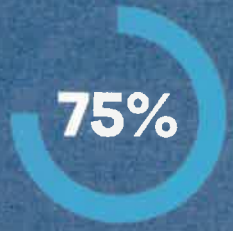
THE REFRESH PROJECT

32

Clients received counselling through our Refresh Project



of Clients were extremely happy with the service they had received



of Clients feel more confident in themselves

> Everytime I achieve something, I remember people who were there at the beginning of my journey. You are one of those people. I have been offered a place at Uni

The ReWork Project

The ReWork PROJECT

20

Clients received intensive work and career coaching between October 2023 and March 2024

> Thank you for your guidance and the comprehensive Action Plan. I'm prioritising the CV and cover letter as you advised

> I have stepped into something life changing with your guidance and I am grateful for the service

> I got the job! I must say a big thank you to you, as you helped restore my confidence that I'd get a job

Our impact & achievements 4/5

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Physical, creative and wellbeing courses

147 adults attended one or more physical, creative or wellbeing courses

had gained more emotional management skills

more interested in trying new things

of clients had learnt a new skill

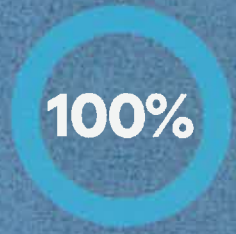
Developing skills, meeting new people, recycling fabric. Excellent! Love the development of skills progress

Really helped my confidence, I've never boxed before and felt very welcomed and also really helped my mental health and start to get back into exercise

It has enhanced my mobility

41 women attended ESOL classes

pass rate



of women attending the Uplift Course learnt how to identify healthy and unhealthy relationships

Our impact & achievements 5/5

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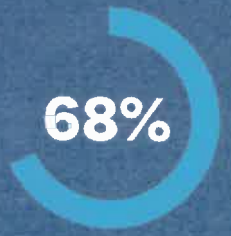
Youth Services

72
young people attended one or more of our 3 youth clubs

Young people reported learning skills to boost confidence and optimism for the future



Young people reported learning skills to reduce risky behavior

Young people reported learning new skills that positively affected their relationships.

After school club and holiday schemes

38
children attended our After School Club

116
children attended our Holiday Schemes

> Thank you so much for the amazing holiday camp once more and for your generosity and kindness. We feel very lucky to have access to such brilliant local services.

Services for parents/carers and their child/ren under 5

259 Parents and Carers

265 Children

attended one or more of our Children's Centre services. That's a total of

2643 times

Parents/carers gained improved knowledge of their child's health and well-being through key messages delivered.

of parents/ carers reported an increase in their child's vocabulary since attending sessions.

Our charity in pictures

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Thank you to all our funders

JOHN LYON'S CHARITY

COMMUNITY FUND

GROUNDWORK
CHANGING PLACES
CHANGING LIVES

hanwell
big local

COMIC RELIEF

We are a Living Wage Employer

Local Trust | Big Local

Ealing
www.ealing.gov.uk

EASE

www.empowering-action.org.uk

Trustees Annual Report 2023–2024

Reference and administrative details

Directors and Board of Trustees

Sharon Ali
Chair of Trustees/Company Secretary

Andrew Lee
Treasurer/Company Director

Andrew Brattle
Trustee/Company Director

Barjinderpal Lall
Trustee/Company Director

Accountants

Fraser +Accountants
3 Barossa Place
PH1 5HG

Bank

Lloyds Bank
44-45 The Broadway
London W5 5JU

Registered office

Hanwell Community Centre
Westcott Crescent
Hanwell
London W7 1PD

Registrations

Registered charity number
1098965

Registered company number
04291837

Charitable objects

The objects of the Charity as set out in the Memorandum and Articles of Associations are (to):

"To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship or distress by reason of their social or economic circumstances".

Future plans

We have recently completed a thorough process that has allowed us to prioritise more focused objectives for the upcoming year. This process was informed by local and national data, client evaluations and feedback, as well as our team's experience in project delivery. Using this data, we have developed our key priorities for the year ahead.

- Increase the overall impact of our Charity in the areas of quality of services and client satisfaction
- Continue to invest in our staff and volunteers so that they have the skills and support they need to excel in what they do
- Continue to raise our profile Boroughwide
- Develop new services based on community need
- Increase financial resilience and sustainability.

Report of the Trustees
Incorporating the directors' report

Structure, governance and management

EASE (Empowering Action & Social Esteem) Ltd is a charitable company limited by guarantee. The organisation is registered with the Charity Commission and Companies House. The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Board of Trustee's currently comprises of four elected Trustees, with a plan of recruiting more Trustees in the next year. The ultimate responsibility for the governance of EASE rests with the Trustees. The day-to-day management of the charity is delegated to its CEO, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities aims and objectives. Generally, the charity seeks within it trustee membership:

- Local knowledge of the area in which the charity operates
- Strong belief and understanding about the services we offer and the Clients we support
- ·Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works.

Statement of Trustee's responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

Select suitable accounting policies and then apply them consistently:

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

Report of the Trustees

Incorporating the directors' report

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and any other regularities.

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss. They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities.

Financial Review

In this financial year, EASE has raised an income of £353,182 which was made up of grants, contracts and service delivery income, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £339,174. The balance of funds at the end of the year was £330,248 of which £107,910 is restricted.

Report of the Trustees

Incorporating the directors' report

Our grants, contracts and service delivery received are as follows:

1.	Local Trust	£135,161
2.	London Borough of Ealing (Children's Centre)	£60,800
3.	MOPAC (LBE)	£4,920
4.	John Lyons Charity	£35,000
5.	National Lottery Community Fund	£75,791
6.	Comic Relief	£4,500
7.	NLCF Uplift Grant	£10,000
8.	BeFriend (consortium grant)	£8,750
9.	Service Delivery income	£18,260

EASE Trustees report for the year ended 31st March 2024. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

Reserves Policy

EASE Ltd maintains reserves to provide funds for future development, to meet future commitments, and to cover unforeseen events. The calculation of the minimum level of general reserves is based on a risk assessment of the charity's financial position, taking into account the estimates of additional costs and liabilities associated with the unlikely event of winding down the charity's activities.

Having reviewed the current risks facing the charity, challenging funding landscape and future plans the Board of Trustees has agreed that £222,338 to be an appropriate level of free reserves. This is in line with EASE's policy which is to maintain free reserves that at any time cover its operating expenses for between 3-6 months. The projected annual expenditure for 2024-2025 is £400,000.

Funds have been designated from unrestricted reserves to the sum of £51,250 to ensure EASE Ltd's continued and enhanced need to support wellbeing for the lives of our beneficiaries (including updating some project equipment and resources). This sum is made up of £38,750 for services to supptort the community and £12,500 for strategic support to aid the challenging funding landscape. Therefore, this leaves unrestricted reserves of £171,088.

The current level of reserves is 5 months of expenditure which the Trustees consider appropriate given the current inflationary pressure on the economy, and the potential impact of the cost-of-living crisis on staff and beneficiaries. This will continue to be reviewed at each Board of Trustee meeting and not just on an annual basis.

Report of the Trustees
Incorporating the directors' report

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on 27th Nov 2024 and signed on its behalf by:

Sharon Ali, Chair of Trustees, EASE Ltd

EASE Limited

Independent Examiner's report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2024 which are set out on the next two pages.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act;
- To follow procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act);
- To state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison on the accounts presented with those records. It also includes consideration of any unusual items or disclosure in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

1. Which gives me reasonable cause to believe that in any material respect the requirements
   - To keep accounting records which accordance with section 130 of the Charities Act; and
   - To prepare accounts in accord with the accounting records and comply with the accounting requirements of the Charities Act

Have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth, PH1 5HG

EASE Limited

Balance sheet as at 31 March 2024

	Notes	2024 £	2023 £
Current assets			
Debtors	2	640	
Cash at bank and in hand		339,920	343,747
		340,560	343,3747
Current liabilities	3	(10,312)	(39,133)
Net current assets		330,248	304,614
Net assets		330,248	304,614
Represented by funds			
Unrestricted funds	7	222,238	196,526
Restricted funds	4	107,910	108,088
		330,248	**304,614**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Sharon Ali
Chair/Secretary

Approved by the board on 27th Nov 2024.

EASE Limited

Statement of financial activities (YE 31/3/2024)

	Notes	2024 £	2024 £	2024 £	2023 £	2023 £	2023 £
	7	Unrestricted	Unrestricted	Total	Unrestricted	Unrestricted	Total
Income form:							
Charitable activities (grants and contracts)		18,750	319,384	338,134	34,750	271,546	306,296
Service Delivery income		13,810	1,238	15,048	14,625	3,501	18,126
Interest		-	-	-	-	-	-
		32,560	320,622	353,182	49,375	275,047	324,422
Expenditure on:							
Charitable activities	4&5	52,605	286,569	339,174	45,116	210,904	256,020
Total		**52,605**	**286,569**	**339,174**	**45,116**	**210,904**	**256,020**
Net income (Expenditure)		(20,045)	34,053	14,008	4,259	64,143	68,402
Core contribution costs		26,859	(26,859)	-	28,232	(28,232)	-
LTO costs		11,626		11,626	1,475		1,475
Project management costs		7,372	(7,372)	-	5,665	(5,665)	-
Balances brought forward 1 April 2023		196,526	108,088	304,614	156,804	77,933	234,737
Balances carried forward 31 March 2024		222,338	107,910	330,248	196,526	108,088	304,614

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006. All the activities referred to above are continuing activities. All movements in the charity's funds during the year are reflected through the statement of financial activities.

EASE Limited

Cash flow statement for YE 31/3/2024

	2024 £	2023 £
Cash generated from operations		
Operating profit	25,634	68,402
Reconciliation to cash generated from operations:		
Decrease in debtors	(640)	2,444
Decrease/Increase in creditors	(28,821)	14,992
	(3,827)	85,838
Net increase in cash	(3,827)	85,838
Cash at bank and in hand less overdrafts at 1 April	343,747	257,909
Cash at bank and in hand less overdrafts at 31 March	339,920	343,747
Consisting of:		
Cash at bank and in hand	339,920	343,747
Overdrafts	-	-
	339,920	343,747

EASE Limited

Notes to the accounts YE 31/3/2024

1. Accounting policies

Basis of preparation: The financial statements of the charity, which is a public benefit entity under FRS 102, 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition'. Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Companies Act 2006. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes(s) to the financial statements.

Income Recognition Policy: Income is included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder. Income is only deferred when the Charity must fulfil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors: Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax: EASE (Empowering Action & Social Esteem) Ltd is not registered for VAT and accordingly, where applicable all expenditure is inclusive of VAT.

Funds: Unrestricted funds are those funds which can be used at the Trustees' discretion. Restricted funds are those funds whose purpose have been restricted by the donor. Designated funds are those funds which have been earmarked by the Trustees for specific purpose.

Allocation of Overheads and Support Costs: Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time. The allocation of overhead and support costs is analysed in note 4. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Costs of generating funds comprises the costs associated with attracting voluntary income and the.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect natures necessary to support them.

Charitable Activities: Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are show in note 5.

EASE Limited

Notes to the accounts YE 31/3/2024

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2. Debtors

	2024 £	2023 £
Other debtors	640	-

3. Creditors: amounts falling due within a year

	2024 £	2023 £
Accrued income		35,000
Other creditors	10,312	4,133
	10,312	39,133

Funds for office rent and have been accrued in the accounts.

EASE Limited

Notes to the accounts YE 31/3/2024

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4. Analysis of expenditure on restricted charitable activities

	Direct project costs	Project delivery staff costs	Support costs	Governance costs	Total
Hanwell Big Local	78,538	45,268	11,879		135,685
Children's Centre	8,080	42,513			50,593
Youth Fund	2,497				2,497
John Lyons	3,556	22,617			26,173
Comic Relief	8,500				8,500
National Lottery Community Fund	17,144	45,977			63,121
	118,315	**156,375**	**11,879**		**286,569**

4. Analysis of movements in restricted funds

	Balance 1 /4/2023	Income	Expenditure	Transfers	Balance 31/3/2024
Hanwell Big Local	35,930	135,161	(135,685)	(7,372)	28,034
Children's Centre	15,841	60,800	(50,593)	(7,000)	19,048
Youth Fund	7,863	9,370	(2,497)		14,736
John Lyons	273	35,000	(26,173)	(8,583)	517
Comic Relief	4,199	4,500	(8,500)		199
National Lottery Community Fund	43,982	75,791	(63,121)	(11,276)	45,376
Total	**108,088**	**156,375**	**(286,569)**	**(34,231)**	**107,910**

EASE Limited

Notes to the accounts YE 31/3/2024

4. Analysis of movements in restricted funds

	Balance 1 /4/2022	Income	Expenditure	Transfers	Balance 31/3/2023
Hanwell Big Local	24,826	127,976	(111,207)	(5,665)	35,930
Children's Centre	6,478	60,00	(44,437)	(7,000)	15,841
Youth Fund	11,339	1,685	(5,161)		7,863
John Lyons	35,000		(26,144)	(8,583)	273
John Lyons Mutual Aid	290			(290)	-
Comic Relief		8,000	(2,299)	(1,502)	4,199
National Lottery Community Fund		76,586	(21,656)	(10,948)	43,982
Total	**77,933**	**275,047**	**(210,904)**	**(33,988)**	**108,088**

Name of restricted fund	Description, nature and purpose of fund
Hanwell Big Local (Local Trust)	A 10-year community project that is managed by a partnership of local residents. Currently on year 9.
John Lyons	A 3-year grant to provide youth clubs on 3 local estates.
Children's Centre (London Borough of Ealing)	A contract from the Council to deliver Copley Close Children's Centre activities.
National Lottery Community Fund	A 3-year grant to provide free coaching to the community.

EASE Limited

Notes to the accounts YE 31/3/2024

5. Analysis of governance, service delivery and support costs

The Trustees initially identifies the costs of its support function. Having identified its governance costs, the remaining project and support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	Service delivery	Support	Governance	Total
Premises			10,539		10,539
Staff costs	15,177				15,177
Training			177		177
Postage and stationery			6,848		6,848
Telephone/Internet			2,800		2,800
Computers			3,529		3,529
Professional Fees				2,268	2,268
Promotion/Advertising			499.00		499.00
Other expenses			1,024		1,024
Bank charges			84		84
Dues and Subscriptions			738		738
Insurance			2,403		2,403
Services		6,521			6,521
	15,177	**6,521**	**28,639**	**2,268**	**52,605**

EASE Limited

Notes to the accounts YE 31/3/2024

6. Analysis of staff costs, Trustee renumeration and the cost of key management personnel

	2024 £	2023 £
Salaries and wages	169,798	126,918
Social security costs	6,447	5,568
Pension costs	676	183
	176,921	**132,486**

No employees had employee benefits in excess of £60,000 (2024-£Nil).

The charity trustees were not paid or received any other benefits from employment within the company in the year (2024: Nil) neither were they reimbursed expenses during the year (2024: Nil).

No charity trustee received payments for professional or other services supplied to the charity (2024: Nil).

EASE currently employs:

Full time	2024	2023	Part time	2024	2023
CEO	1	1	Youth Manager	1	1
Family Support and Services	1	1	Youth Workers	2	2
Worker			Administrator	1	
Hanwell Big Local Administrator (April until October)	1	1	Administrator (until Oct)	1	1
Projects Administrator	1		The Refresh Coach	1	
	4	**3**		**6**	**4**

EASE Limited

Notes to the accounts YE 31/3/2024

7. Analysis of charitable funds

Analysis of movements in restricted funds

	Balance 1 /4/2023	Income	Expenditure	Transfers	Balance 31/3/2024
General Fund	151,858	32,560	(30,907)	17,577	171,088
Designated Fund	44,668		(21,698)	28,280	51,250
Total	**196,526**	**32,560**	**(52,605)**	**45,857**	**222,338**

Analysis of movements in restricted funds – previous years

	Balance 1 /4/2022	Income	Expenditure	Transfers	Balance 31/3/2023
General Fund	114,129	49,375	(24,855)	13,209	151,858
Designated Fund	42,675		(20,261)	22,254	44,668
Total	**146,804**	**49,375**	**(45,116)**	**35,463**	**196,526**

Name of restricted fund	Description, nature and purpose of fund
General Fund	The "free reserves" after allowing for all designated funds.
Designated fund	£51,250 has been transferred from unrestricted funds for continuation of services and support to deliver the strategy

General fund income	£
Various service delivery	£13,810
National Lottery Community Fund Uplift Grant	£10,026
BeFriend (consortium grant)	£8,724
	£32,560

EASE Limited

Notes to the accounts YE 31/3/2024

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8. Related party transactions:

There have been no related party transactions during the financial period.

9. Going Concern:

The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fulfill its obligations.The Trustees have considered the going concern assumption and there are no material uncertainties about the charity's ability to continue as a going concern.

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Thank you!

EASE Ltd. (Empowering Action & Social Esteem)
Hanwell Community Centre
Westcott Crescent, Hanwell W7 1PD
www.empowering-action.org.uk

Charity No: 1098965 | Company No: 042091837

EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales - Charity number 1098965

Accounts

www.empowering-action.org.uk

E.A.S.E. (EMPOWERING ACTION AND SOCIAL ESTEEM) LIMITED

REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31st March 2023

"Supporting the journey to improved wellbeing"

Company number: 04291837
Registered charity number: 1098965
Registered office: Hanwell Community Centre, Hanwell, W7 1PD

Table of Contents

Contents

Reference and Administrative Details

Message from the Chair and Managing Director	Page 1
About us	Page 2-5
Our Year in Review	Page 6-19
Objectives, Outcomes and Activities for public benefit	Page 20-21
Structure, Governance and Management	Page 22
Statement of Trustees Responsibilities	Page 22-23
Internal Controls	Page 23
Financial Review	Page 23-24
Reserves Policy	Page 24
Independent Examiners Report to the Trustees	Page 26
Balance Sheet	Page 27
Statement of Financial Activities	Page 28
Cashflow Statement	Page 29
Notes to the Accounts	Page 30-33

E.A.S.E (Empowering Action & Social Esteem) Limited

Reference and Administrative Details

Directors and Board of Trustees

Sharon Ali (Chair of Trustees/Company Secretary)
Andrew Lee (Treasurer/Company Director)
Andrew Brattle (Trustee/Company Director)
Barjinderpal Lall (Trustee/Company Director)

Accountants

Fraser +Accountants
3 Barossa Place
PH1 5HG

Bank

Lloyds Bank
44-45 The Broadway
London
W5 5JU

Registered office

Hanwell Community Centre
Westcott Crescent
Hanwell
London
W7 1PD

Registered charity number

1098965

Registered company number

04291837

Message from the Chair and Managing Director
Sharon Ali, Chair of Trustees | Michelle Bailey, Managing Director

It gives us great pleasure to introduce E.A.S.E.'s Accounts and Annual Report for year ending 31st March 2023. E.A.S.E has continued to provide welcoming and valued services, as well as activities to our community for the 22nd year.

It will come as no surprise that over the last year, E.A.S.E have had to respond to the fallout of the cost-of-living crisis and the economic impact on our community, staff and volunteers. We have seen a rise in poor mental health, and more individuals and families than ever before are facing poverty, whilst enduring ongoing cuts to local and national public services. This has (and will continue to) leave us struggling to meet the increasing needs of people who are systematically and socially disadvantaged.

We did have great news in August 2022 that E.A.S.E was successful in obtaining a National Lottery Community Fund grant for our new service, The Refresh Project. This project involves free 1:1 coaching, providing support groups, mental health workshops, and upskilling volunteers in counselling courses. This shines a light on the work that the E.A.S.E team have done in very difficult circumstances.

There have been changes to the E.A.S.E team during the year. We welcomed Anisha (our Refresh Project Coach/Counsellor) and Caroline (our charity Administrator), together with 4 new volunteers.

All of E.A.S.E.'s services have been a lifeline to the community. The events of the last 3 years have highlighted the importance of community cohesion, partnerships, and most importantly, the financial support we receive from, Ealing Council, National Lottery Community Fund, Lloyds Bank Foundation, John Lyons and Heathrow Community Trust.

Over the next year, E.A.S.E remain committed to improving individual, family and community wellbeing to ensure a resilient, united community. We will persist in strengthening partnerships, and focus on continuing to implement our strategic objectives. These consist of ensuring that Equality, Diversity and Inclusion is at the heart of everything we do; using innovation to support organisational delivery; developing services and projects to meet need, and strengthen existing ones; and, last but not least, increasing financial resilience and sustainability.

All our services and projects make a real meaningful difference to the community we support. This would not be possible without the trustees, staff and volunteers' resilience, flexibility, and dedication which they have all shown to E.A.S.E and each other.

We would also like to thank our community who we deliver services to, for recognising EASE as the go-to place if they need support or help.

About us

Formed in 2001, EASE is a local independent charity and our community services and activities have provided high quality support to families and individuals living in Hanwell and further afield.

EASE has always sought to respond to the immediate and underlying issues affecting our community. Problems faced by our community have gained in significance in recent years and have been exacerbated by COVID-19 and the cost-of-living crisis.

EASE has held the Copley Close Children's Centre contract since April 2011 and been a partner (or 'linked site') since 2007.

EASE is also the Locally Trusted Organisation for Hanwell Big Local, a £1m 10-year project to create lasting change in the community. Hanwell Big Local is led by a partnership of local residents.

What we do

Last year we helped more than 964 people including children and young people by providing the following services:

- Free and confidential information and advice
- Free and confidential 1:1 coaching/counselling sessions with a qualified professional, for up to 16 weeks
- Offering access to a range of other weekly activities and workshops for adults at Hanwell Community Centre, managed directly by EASE and other partner organisations
- Our warm and welcoming Youth Clubs for young people from 11 years onwards, held weekly during term time at North Hanwell Baptist Church, High Lane Community Centre and Gurnell Community Centre
- Various activities and workshops for children under 5 and their parents/carers held at Hanwell Community Centre and North Hanwell Baptist Church

Our Vision

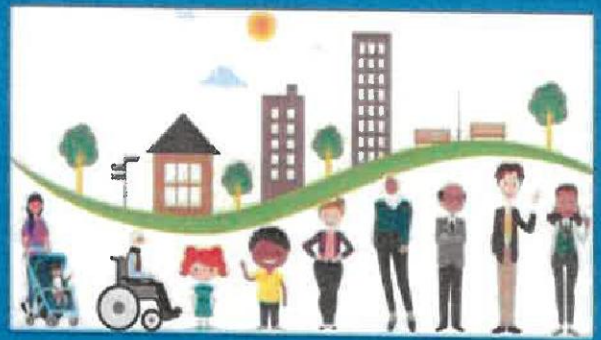
A resilient, united community

Our Mission

To improve individual, family and community wellbeing

Our Charitable Objectives

To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship, or distress by reason of their social or economic circumstances



Our Values

Our values are about us, our principles and what we stand for. This includes how we hold ourselves accountable to the people and communities we serve. We live our values by:

- Putting people first
- Acting with integrity
- Respecting others
- Taking pride in what we do
- Striving for excellence

Strategic Vision

Our strategic vision is made up of 4 key themes:

- Equality, Diversity and Inclusion (EDI)
- Innovation
- Development
- Sustainability

EASE
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Theory of Change

We provide services and projects for individuals and families to:

- Increase personal skills and improve life circumstances
- Reduce isolation
- Increase community cohesion

Individuals and families
(specifically those living in poverty and in social isolation)

To Achieve

Improved confidence and self esteem

Improved friendships and networks

Improved work and life skills

Long Term Outcomes
Improve individual, family and community wellbeing

Social Impact
A resilient, united community

Our Achievements

We achieved great things as an organisation from April 2022 – March 2023:

Our Year in Review

Copley Close Children's Centre @ E.A.S.E services

Toddler Group Achievements

93% of parents/carers said that they had seen an improvement in their child/children's listening, sharing and turn taking with the resources provided

100% of parents/carers said that attending Toddler Group had a positive impact on them and their family

Total attendances for the year: 775

- **343 Parents/Carers**
- **432 Children**

Other Regular Children's Centre Sessions

Toddler Arts and Crafts

Story & Rhyme Time

Toddler Sports

Under 25's Parents/Carers - Stay and Play

- These are Universal Services for children under 5, designed to support multiple aspects of child development, such as listening, sharing and turn taking, as well as improvements in fine and gross motor skills.
- 283 parents/carers and 385 children attended these sessions
- 83% saw an improvement in their child socialising with others (Story & Rhyme Time)
- 100% saw an improvement in their child's hand eye co-ordination (Toddler Sports)

Feedback:

'So creative and relaxed for me and my child.'

'Really enjoy this session. Children enjoy making really nice things.'

'We had a good time I am really happy I think this class needs a little bit longer as the time goes quickly.'

On 21st November 2022, EASE held a Family Fun Day, showcasing our services, as well as providing information about Oral Hygiene, Energy Support and First Aid. 34 families joined us for this event. Here's what some of the attendees said...

Baby Massage Classes

Four weekly classes to help parents/carers learn basic techniques of baby massage.

- 9 parents and babies attended
- 100% stated that the sessions were a good bonding experience with their child
- 72% saw an improvement in their child, that they were more relaxed and sleeping better

Feedback:

'All the session was very good and helpful for me as I am a first time mum.'

'Me and my baby enjoyed every session of massage.'

First Aid for Under 5's

First Aid Awareness Session, covering issues such as choking, seizures, burns and fevers.

- There were 11 attendees
- 91% said they had gained a better understanding of how to deal with a bleed, head injury and what to do if their child swallowed something harmful
- Everyone who attended stated that they felt confident they would be able to perform basic first aid on their child/ren after this session

Feedback:

'Thank you so much I learned so much things from first aid. It was really good course and I feel more confident.'

Let's Get Cooking

We held two healthy eating cooking sessions for parents/carers and their children under 5.

In total, 12 parents and 12 children came along to both these classes.

Everyone who attended said that they had learnt new nutritional information and felt more confident about cooking with their child.

Feedback:

'Absolutely loved it, please do more! We both really enjoyed it.'

Information and Support

Our Family Support Worker provides information, guidance and support with form filling and letter writing, knowing what benefits/help you are entitled to, support in arranging payment plans for debt, issuing Foodbank vouchers, Signposting and Referrals to key services, as well as general information.

➢ **161 Clients seen during the Year 22/23**

Feedback:

'My stress levels have reduced through receiving the support from the service.'

'I am now starting to learn to face my debts rather than hiding behind closed doors.'

'It has been so helpful to me having this support with my housing situation as I have been so worried I will have nowhere to live, but this service has given me lots of support.'

CASE STUDY:

"I live in the local area and I have been using EASE's services on and off for a good few years now. I am a single parent raising my 16-year-old daughter. We are living in temporary accommodation due to the regeneration on my housing estate. When I first started attending Information and Support I needed help with my housing due to debt with my rent and council tax. My situation is starting to improve now as I received help to clear my arrears. This has helped take a big weight off me, as I was very worried I would lose my home. They are now helping me to apply for PIP (Personal Independence Payment) for my daughter, as she has a heart condition and finds it hard to do certain things. I need help to fill in the forms, as I do not understand the questions. EASE also helped me to study ESOL (English for Speakers of Other Languages) 3 days a week to help improve my reading and writing and help me get a job in the future. And the Job Club has helped me with CV's and job applications. I get lots of help, without help I would struggle. This service has supported lots."

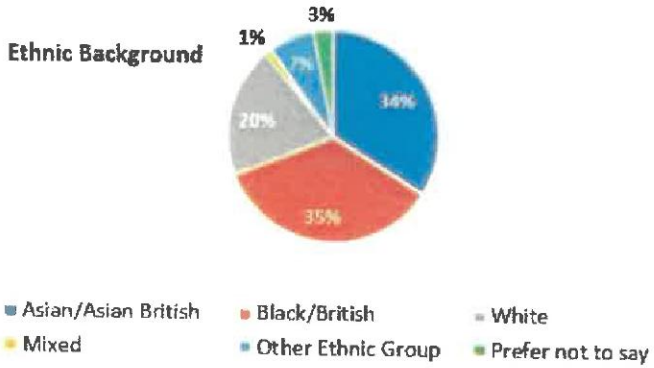
We helped our Information & Support Clients maximise their income by:

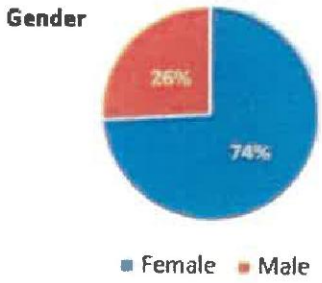
Average monthly increase: **£10,417.32**

Total for April 2022 to March 2023: **£125,007.84**

Foodbank vouchers issued: 954

Our Information and Support Clients





ESOL (English for Speakers of Other Languages) Courses

- 22 service users with almost half completing the Course and sitting exams
- 90% pass rate
- 82% female
- 7 students have gone on to further studies

First Aid for the Community

- 7 attendees
- 100% said they were confident they would be able to perform basic first aid

Feedback:

'Very informative course - would definitely recommend it to everyone. I feel more confident.'

Home Safety Course

Course designed to help young parents gain increased knowledge about safety issues in the home

- 83% felt more aware of the dangers faced in the home
- 100% said they gained more of an understanding about safety issues in the home

Job Club

Monthly service to support clients looking for employment, or further training.

- 11 attendees
- 73% women
- 27% male
- 75% had a job interview or participated in training since attending Job Club
- 75% formed friendships with people in the community since taking part in Job Club

Uplift Course

A six-week Confidence and Self-Esteem Course for women

- 11 attendees
- 90% said they had learnt to manage self-esteem
- 100% felt they had a better knowledge of how to maintain healthy boundaries, relationships and assertion techniques

THE REFRESH PROJECT

Overview

Starting in September 2022, The Refresh Project proactively responds to the social and emotional needs of residents within the community by providing a confidential, safe and non-judgmental space for clients to address emotional, relational, or situational challenges. We are offering up to 16 free sessions (depending on client needs) which will be provided via phone, online or in person

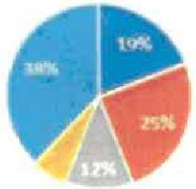
Our aims

- Provide coaching and/or counselling for residents of Ealing borough
- Offer education, training and services to volunteers.
- Work with the local community to address mental health concerns.
- Offer wellbeing workshops and support groups

Achievements

- 75% of clients said that they had gained more problem-solving skills
- 100% of clients felt that they had met the goals set out in their personalised action plan

Client Age Range



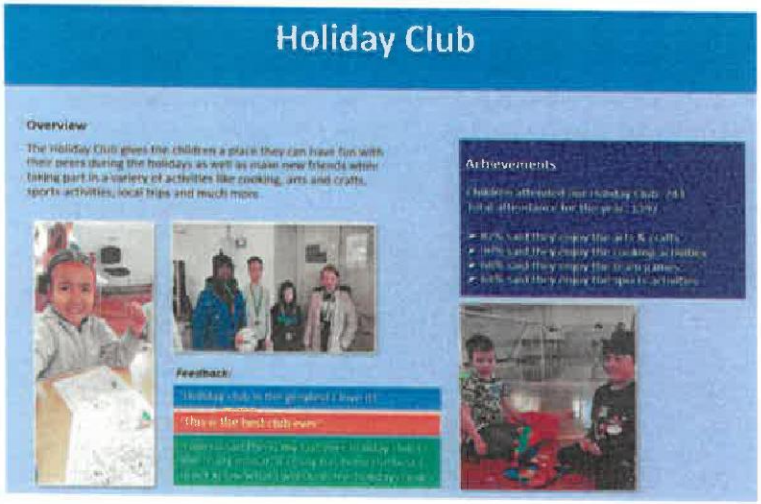
18 - 24 25 - 34 35 - 44 45 - 54 55 +

- To date, we have seen 16 clients
- We have 6 Support Group Volunteers
- 88% of our clients are female & 12% male

22

Our Year in Review

E.A.S.E Children and Youth Services



Our Year in Review

Hanwell Big Local Services

Hanwell Big Local

Overview

This is a 10-year (2015 – 2025) community project covering the Cuckoo, Gurnell, High Lane and Copley estates, and surrounding roads. It is led by the HBL Partnership, but belongs to ALL the residents in these areas.

Hanwell Big Local was awarded £1 million by the National Lottery, over a 10-year period, to make a massive, lasting and positive difference to their community.

The Partnership is composed of local residents and representatives from residents' associations and local organisations who together are responsible for guiding the overall direction of Hanwell Big Local and decide which projects to run.

Our Locally Trusted Organisation is EASE (Empowering Action & Social Esteem) Ltd, who are responsible for distributing the funding, delivering, and managing projects.

hanwell big local

Our Year 8 (April 2022 to March 2023 Achievements:

Achievements

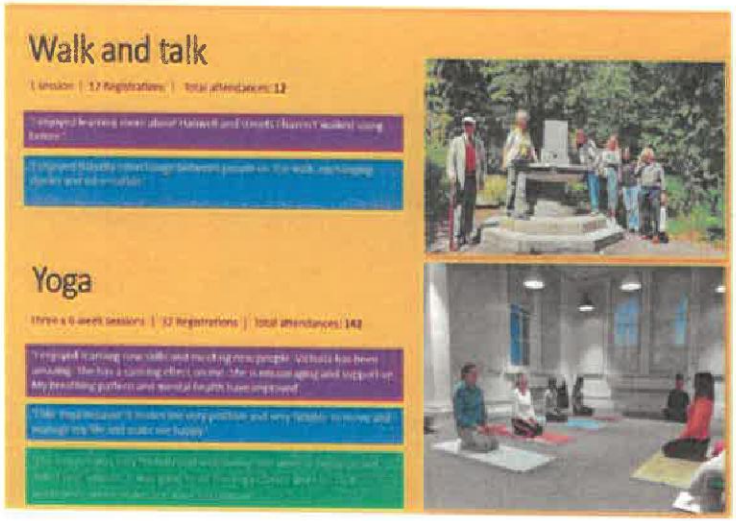
- Under Hanwell Arts project, outline planning permission for artworks at Copley Woodland and Bordars Road was submitted and our commissioned artist prepared the designs and technical details.
- Our green-space programme focuses on Copley Woodland. We have completed the initial clearance of brambles, nettles and dead trees, and are developing further planting and landscaping schemes with a local landscaping firm.
- Nearly £3500 worth of small Grants were awarded to the local groups and residents.
- Delivered 2 Certificate in Employability Skills courses in partnership with West London College
- Offered a range of weekly physical and creative activities and workshops for adults
  - Physical activities: Yoga, Pilates, Boxing, Walk & Talk
  - Creative activities: Sewing Course, Cooking Workshop, Bunting Course, Knit & Natter, String Art, Hand sewn Christmas Decoration, Creative Art Decoupage
  - Learning Activity: Certificate in Employability Skills (NCEF Level 1 & 2)

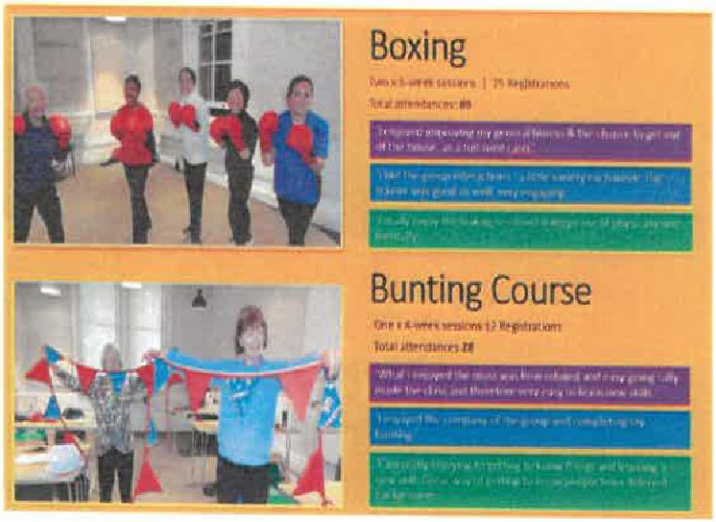
After attending these classes:

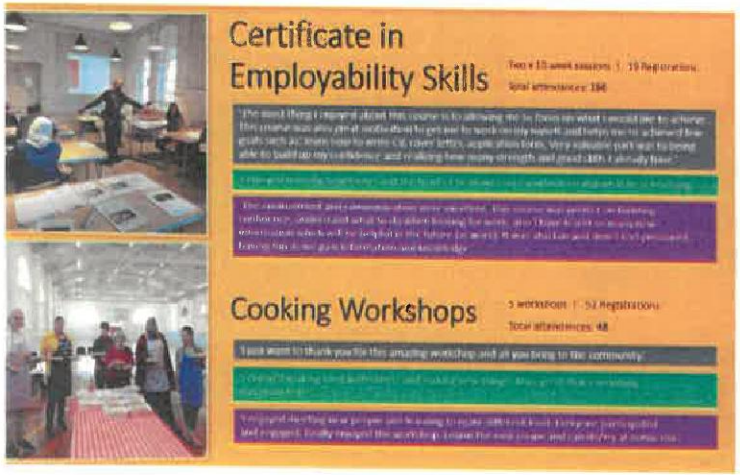
- 100% people felt included and welcome
- 88 % felt more connected to the community after the classes
- These classes have made a positive difference to 97% of people's lives
- 85% reported to have learnt a new skill
- 99% people were interested in trying new things after these classes

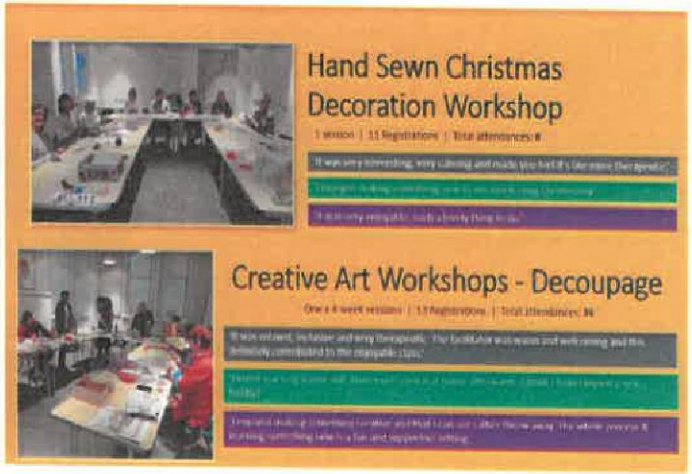
Our Year in Review

Hanwell Big Local Services









Our Year in Review

Hanwell Big Local Services

Pilates

Four x 6-week sessions | 42 Registrations | Total attendances: 187

Knit and Natter

One x 4-week sessions | 9 Registrations | Total attendances: 14

String Art

4 workshops | 39 Registrations | Total attendances 31

Sewing Course

Three x 5-week sessions
58 Registrations | Total attendances 120

Photography Competition

Local residents participated in the photography competition. There were 3 themes: Hanwell People, Hanwell Place and Hanwell Nature.

Fun Day

We had a fun day which was well attended. The local residents enjoyed a variety of activities including arts & crafts, bouncy castle, interactive workshops and talent competition.

Our Partners and Funders

Objectives, Outcomes and Activities for Public Benefit

The objects of the Charity as set out in the Memorandum and Articles of Associations are (to):

"To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship or distress by reason of their social or economic circumstances".

How did we perform against our objectives?

Objective 1: Equality, Diversity and Inclusion underpins everything we do

Outcomes:

- Revised our EDI policy to drive good practice
- Embedded EDI into supervision, appraisals and team meetings
- Robust EDI training for staff and volunteers
- All services are provided in premises that are fully accessible to everyone
- 100% of clients who accessed services reported the service and literature made them feel welcome and included

Objective 2: Increase Innovation
Continuously review and develop the resources and infrastructure needed to enable our services and contracts to function effectively and efficiently.

- Increased staff training budget
- Introduced staff satisfaction surveys and colleague appreciation days to ensure staff motivation and job satisfaction are monitored
- Embedded values into supervisions, appraisals and team meetings
- Increased promotion of services through boroughwide advertising
- Continue to cross refer clients through different internal services and projects

Objective 3: Development
Increase services to meet identified needs.

Outcomes:

- 318 new clients registered in the year
- 99.5% of all clients reported that EASE services/activities attended made a positive difference to them/their family
- Developed a theory of change with support from Cornish and Gray
- 6 young people from our Youth Clubs have formed a youth council to bring the voice of youth to EASE's overall direction
- New services to increase Children's Centre numbers have been introduced
- The Refresh Project started to support the community's mental health

Objective 4: Sustainability
Increase financial resilience and sustainability

Outcomes:

- Received unrestricted funding
- Received funding to keep youth clubs open
- Received for funding for new projects
- Kept number of months reserves in line with the reserves policy
- Increased income for the financial year by 40%

Report of the Trustees (incorporating the Directors' report)

Structure, Governance and Management

E.A.S.E. (Empowering Action & Social Esteem) Ltd is a charitable company limited by guarantee. The organisation is registered with the Charity Commission and Companies House. The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Board of Trustee's currently comprises of four elected Trustees, with a plan of recruiting more Trustees in the next year. The ultimate responsibility for the governance of EASE Ltd rests with the Trustees. The day-to-day management of the charity is delegated to its Managing Director, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities aims and objectives. Generally, the charity seeks within it trustee membership:

- Local knowledge of the area in which the charity operates
- Strong belief and understanding about the services we offer and the Clients we support
- Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

Report of the Trustees (incorporating the Directors' report)

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and any other regularities.

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss. They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities

Financial Review

In this financial year, EASE has raised an income of £324,422 which was made up of grants, contracts and donations, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £256,020. The balance of funds at the end of the year was £304,614 of which £108,088 is restricted.

Report of the Trustees (incorporating the Directors' report)

Our grants, contracts and donations received are as follows:

1.	Local Trust	£125,410
2.	London Borough of Ealing (Children's Centre)	£60,800
3.	Heathrow Community Trust	£750
4.	Lloyds Bank Foundation	£25,000
5.	Service Delivery Income	£18,126
6.	National Lottery Community Fund	£76,586
7.	Comic Relief	£8,000
8.	Uplift Grant – Lloyds Bank Foundation	£2,250
9.	Uplift Grant – John Lyons	£7,000
10.	Uplift Grant - Comic Relief	£500

EASE Trustees report for the year ended 31st March 2023. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

Reserves Policy

The Trustees' review the reserves policy of the charity on a regular basis. At the end of the financial year the unrestricted reserves totaled £196,526 and restricted reserves totaled £108,088. Funds have been designated from unrestricted reserves to the sum of £44,668 to ensure EASE's continued and enhanced need to support wellbeing for the lives of its beneficiaries. This sum is made up of £26,668 for services to support the community and £18,000 to employ a new role to support the Managing Directors delivery of E.A.S.E's strategy. Therefore, this leaves unrestricted reserves of £152,433.

EASE's policy is to maintain free reserves that at any time cover its operating expenses for at least six months. "Free Reserves" are defined as unrestricted funds. In the forthcoming year we are planning to expand on our services. The projected annual expenditure for 2023-2024 is £320,626. The current level of reserves is 6 months of expenditure, which the Trustees consider appropriate given the current inflationary pressure in the economy, and the potential impact of the cost-of-living crisis on staff and beneficiaries. This will continue to be reviewed at each Board of Trustee meeting and not just on an annual basis.

Report of the Trustees (incorporating the Directors' report)

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on

9th October 2023 ..... and signed on its behalf by: -

Sharon Ali, Chair of Trustees, E.A.S.E (Empowering Action & Social Esteem) Ltd

E.A.S.E (Empowering Action & Social Esteem) Limited
Independent Examiner's Report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2023 which are set out on pages 27 and 28.

Respective responsibilities of trustees and examiner
The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act;
- To follow procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act);
- To state whether particular matters have come to my attention

Basis of independent examiner's report
My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison on the accounts presented with those records. It also includes consideration of any unusual items or disclosure in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that in any material respect the requirements
    - To keep accounting records which accordance with section 130 of the Charities Act; and
    - To prepare accounts in accord with the accounting records and comply with the accounting requirements of the Charities Act

Have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth, PH1 5HG

E.A.S.E. (Empowering Action & Social Esteem) Limited
Balance Sheet
as at 31 March 2023

	Notes	2023	2022
		£	£
Current assets			
Debtors	2		2,813
Cash at bank and in hand		343,747	297,021
		343,747	299,834
Current liabilities	3	(39,133)	(65,097)
Net current assets		304,614	234,737
Total assets less current liabilities		304,614	234,737
Net assets		304,614	234,737
Represented by funds			
Unrestricted funds	7	196,526	156,804
Restricted funds	7	108,088	77,933
		304,614	**234,737**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Sharon Ali
Chair/Secretary

Approved by the board on 9th October 2023

E.A.S.E. (Empowering Action & Social Esteem) Ltd

Company limited by guarantee

Statement of Financial Activities

For the year ended 31st March 2023

	Notes	2023	2023	2023	2022	2022	2022
	7	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income form:							
Charitable activities (grants and contracts)		34,750	271,546	306,296	28,150	166,898	195,048
Heathrow Community Trust match funding			-	-		5,628	5,628
Service Delivery income		14,625	3,501	18,126	163	10,409	10,572
Interest		-	-	-			
		49,375	275,047	324,422	28,313	182,935	211,248
Expenditure on:							
Charitable activities	4	45,116	210,904	256,020	34,650	159,436	194,086
				-			-
Total		45,116	210,904	256,020	34,650	159,436	194,086
Net Income/(Expenditure)		4,259	64,143	68,402	(6,337)	23,499	17,162
Core contribution costs		28,323	(28,323)	-	17,275	(17,275)	-
LTO costs		5,319		5,319	3,838	(6,825)	(2,290)
Project management costs		7,130	(7,130)	-	6,828		6,828
Balances brought forward 1 April 2022		156,804	77,933	234,737	135,200	78,537	213,737
Balances carried forward 31 March 2023		196,526	108,088	304,614	156,804	77,933	234,737

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006.

All the activities referred to above are continuing activities.

All movements in the charity's funds during the year are reflected through the statement of financial activities.

E.A.S.E. (Empowering Action & Social Esteem) Limited
Cash Flow Statement
for the year ended 31 March 2023

	2023 £	2022 £
Cash generated from operations		
Operating profit	69,877	17,162
Reconciliation to cash generated from operations:		
Decrease in debtors	2,813	2,444
Decrease/Increase in creditors	(25,964)	14,992
	46,726	34,598
Net increase in cash	46,726	34,598
Cash at bank and in hand less overdrafts at 1 April	297,021	262,423
Cash at bank and in hand less overdrafts at 31 March	343,747	297,021
Consisting of:		
Cash at bank and in hand	343,747	297,021
Overdrafts	-	-
	343,747	297,021

E.A.S.E. (Empowering Action & Social Esteem) Limited
Notes to the Accounts
for the year ended 31 March 2023

1. **Accounting Policies**

Basis of preparation: The financial statements of the charity, which is a public benefit entity under FRS 102, 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition'. Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Companies Act 2006. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes(s) to the financial statements.

Income Recognition Policy: Income is included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder. Income is only deferred when the Charity must fulfil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors: Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax: EASE is not registered for VAT and accordingly, where applicable, all expenditure is inclusive of VAT.

Funds: Unrestricted funds are those funds which can be used at the Trustees' discretion. Restricted funds are those funds whose purpose have been restricted by the donor. Designated funds are those funds which have been earmarked by the Trustees for specific purpose.

Allocation of Overheads and Support Costs: Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time. The allocation of overhead and support costs is analysed in note 4. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Costs of generating funds comprises the costs associated with attracting voluntary income and the.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect natures necessary to support them.

Charitable Activities: Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are show in note 5.

2.Debtors	**2023**	**2022**
Other debtors		2,813
		2,813

2.

Creditors: amounts falling due within a year	2023	2022
3. Accrued income	35,000	63,597
Other creditors	4,133	1,500
	39,133	65,097

Funds for John Lyons for the financial year 2023 /24 were received at the end of March 2023 and have been accrued in the accounts.

4. **Analysis of expenditure on charitable activities**

	Direct Project Costs	Project Delivery staff costs	Support costs	Governance costs	Total
Hanwell Big Local	63,233	42,538	5,436		111,207
Children's Centre	5,613	38,824			44,437
Youth Fund	2,169	2,992			5,161
John Lyons	3,800	22,344			26,144
Comic Relief	2,299				2,299
National Lottery Community Fund		17,854	3802		21,656
	77,114	124,552	9,238		210,904

5. **Analysis of governance and support costs:** The Trustees initially identifies the costs of its support function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	Support	Governance	Total
Premises		6,366		6,366
Staff costs	10,820			10,820
Training		1,037		1,037
Postage and stationery		5,430		5,430
Telephone/Internet		1,991		1,991
Computers		3,511		3,511
Professional Fees			2,160	2,160
Administration		4,360		4,360
	10,820	22,695	2,160	35,675

6. **Analysis of staff costs, Trustee renumeration and the cost of key management personnel**

	2023	2022
Salaries and wages	126,918	160,640
Social security costs	5,568	4,562
Pension costs	183	
	132,669	111,202

No employees had employee benefits in excess of £60,000 (2023-£Nil)

The charity trustees were not paid or received any other benefits from employment within the company in the year (2023: Nil) neither were they reimbursed expenses during the year (2023: Nil). No charity trustee received payments for professional or other services supplied to the charity (2023: Nil).

EASE currently employs:

Full time	2023	2022	Part time	2023	2022
Managing Director	1	1	Youth Manager	1	1
Family Support and Services Worker	1	1	Youth Workers	2	2
			Administrator	1	
Hanwell Big Local Administrator	1	1	Administrator	1	1
			The Refresh Coach	1	
	3	3		6	4

7. **Analysis of charitable funds**

Analysis of movements in unrestricted funds

	Balance 1 April 2022	Income	Expenditure	Transfers	Balance 31 March 2023
General Fund	114,129	49,375	(24,885)	13,209	151,858
Designated Fund	42,675		(20,261)	22,254	44,668
Total	156,804	49,375	(45,116)	35,463	196,526

Analysis of movements in unrestricted funds – previous years

	Balance 1 April 2021	Income	Expenditure	Transfers	Balance 31 March 2022
General Fund	112,525	28,313	(34,650)	7,941	114,129
Designated Fund	22,675			20,000	42,675
45Total	135,200	28,313	(34,650)	27,941	156,804

Name of unrestricted fund	Description, nature and purpose of fund
General Fund	The "free reserves" after allowing for all designated funds
Designated fund	£44,668 has been transferred from unrestricted funds for continuation of services and support to deliver the strategy

General fund income

Lloyds Foundation	27,250
Comic Relief	500
John Lyons Charity	7,000
Donations	
	34,750

E.A.S.E. (Empowering Action & Social Esteem) Limited
Notes to the Accounts
for the year ended 31 March 2023

Analysis of movements in restricted funds

	Balance 1 April 2022	Income	Expenditure	Transfers	Balance 31 March 2023
Hanwell Big Local	24,826	127,976	(111,207)	(5,665)	35,930
Children's Centre	6,478	60,800	(44,437)	(7,000)	15,841
Youth Fund	11,339	1,685	(5,161)	-	7,863
John Lyons	35,000		(26,144)	(8,583)	273
John Lyons Mutual Aid	290			(290)	0
Comic Relief	-	8,000	(2,299)	(1,502)	4,199
National Lottery Community Fund	-	76,586	(21,656)	(10,948)	43,982
Total	77,933	275,047	(210,904)	(33,988)	108,088

Analysis of movements in restricted funds

	Balance 1 April 2021	Income	Expenditure	Transfers	Balance 31 March 2022
Hanwell Big Local	51,137	72,947	(92,430)	(6,828)	24,826
Children's Centre	4,215	60,800	(41,837)	(16,700)	6,478
Youth Fund	19,130	14,188	(21,979)	0	11,339
John Lyons	0	35,000	0	0	35,000
John Lyons Mutual Aid	2,177	0	(1,887)	0	290
Ealing Emergency Fund	1,878	0	(1,303)	(575)	0
Total	78,537	182,935	(159,436)	(24,103)	77,933

Name of restricted fund	Description, nature and purpose of fund
Hanwell Big Local (Local Trust)	A 10-year community project, managed by the local community of partnership member's
John Lyons	A 3-year grant to provide weekly youth clubs on three local estates
Youth Fund	A brought forward fund
Children's Centre (London Borough of Ealing)	A contract from the Local Authority to deliver Copley Close Children's Centre contract
Comic Relief	A one year fund to provide courses for women
National Lottery Community Fund	A 3-year grant to provide community counselling/coaching and volunteering opportunities

8. **Related party transactions:** There have been no related party transactions during the financial period

9. **Going Concern:** The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fulfill its obligations. The Trustees have considered the going concern assumption and there are no material uncertainties about the charity's ability to continue as a going concern.

EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales - Charity number 1098965

Accounts

www.empowering-action.org.uk

REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31st March 2022

Company number: 04291837
Registered charity number: 1098965

Table of Contents

Contents

1.	Reference and Administrative Details	Page 2
2.	Message from the Chair and Managing Director	Page 3
3.	About EASE	Page 4
4.	Objectives, Outcomes and Activities for public benefit	Page 5 – Page 7
5.	Our Year in Review and Services Provided	Page 7 – Page 16
6.	Future Plans	Page 17 –Page 19
7.	Structure, Governance and Management	Page 20
8.	Statement of Trustees Responsibilities	Page 20 -Page 21
9.	Internal Controls	Page 21
10.	Financial Review	Page 21– Page 22
11.	Reserves Policy	Page 22
12.	Independent Examiners Report to the Trustees	Page 24
13.	Balance Sheet	Page 25
14.	Statement of Financial Activities	Page 26
15.	Cashflow Statement	Page 27
16.	Notes to the Accounts	Page 28-Page 31

Reference and Administrative Details

Directors and Board of Trustees

Sharon Ali (Chair of Trustees/Company Secretary)
Andrew Lee (Treasurer/Company Director)
Andrew Brattle (Trustee/Company Director)
Barjinderpal Lall (Trustee/Company Director)

Accountants

Fraser +Accountants
3 Barossa Place
PH1 5HG

Bank

Lloyds Bank
44-45 The Broadway
London
W5 5JU

Registered office

Hanwell Community Centre
Westcott Crescent
Hanwell
London
W7 1PD

Registered charity number

1098965

Registered company number

04291837

A message from the Chair and Managing Director

It gives us great pleasure to introduce the Annual Report and Accounts for year ending 31st March 2022. EASE has continued to provide welcoming valued services and activities to our community for the 21st year.

The last year was another challenging one for us and our community both personally and professionally. On the back of the corona coaster, still impacting us all, we were acutely aware that a new crisis was about to emerge, the cost of living crisis.

We had to prepare for further increasing inequalities and be ready to support those who would need our services. We were conscious we had to assist our community through this new plight whilst still trying to manoeuvre the aftermath of COVID. As a charity, trying to adapt and survive, we had to find a balance of supporting our community with both our head and our heart.

Our face to face services and activities were able to resume in June 2021, this was not as easy as we anticipated. It started off slowly, but eventually, we built up momentum as the community began to feel more confident about coming out of their homes and engaging in services again.

To prepare us for the upcoming challenges we produced a new three-year strategic plan with the help of our team and community, ready to launch in the upcoming financial year. We revisited our mission, vision, values and project aims as well as producing a number of strategic objectives. We also carried out a consultation, that gave an insight into the profound effects COVID has had on the community. It also gave us an understanding of what the community felt they needed in relation to services and activities in the future.

EASE continue to support the community through two major regenerations within the immediate area, by sitting on local residents' associations and providing support for what is currently a somewhat transient community.

We wanted to thank all our team for their resilience, flexibility, and dedication that they have all shown to EASE and each other. It has been an intense time, with a number of rapid developments and changes, that we have all had to adapt to and work in line with. Our fellow Trustees have gone over and beyond by providing not only stable and capable governance, but also support to the team and each other.

We would also like to thank our funders, both existing and new, for their generous and continued support. We will be taking full advantage of the additional support, over and beyond funding that our funders provide. We are particularly keen to participate in the strategic support to review and develop EASE's monitoring, evaluation and impact measurement.

We would also like to thank our community who we deliver services to, for recognising EASE as the go to place if they need support or help.

This year, we will continue to consult our community, jump to action, immediately adapting to community need and do what we do best, to evolve to withstand the highly uncertain future. We also look forward to welcoming new members of the community who will move into the new properties as a result of the regenerations.

Sharon Ali, Chair of Trustees

Michelle Bailey, Managing Director

Trustees Annual Report (including Strategic Report)

EASE is both a registered charity and a company limited by guarantee. The Trustees are also non-executive Directors of the Company. As such this report represents both a Directors and Trustee 'report for the purposes of compliance.'

About EASE

Vision

Unite, enable and support personal development and community cohesion

Mission

To deliver services and activities to support the community by improving their personal skills and life circumstances

Values

- Put people first
- Act with integrity
- Respect others
- Take pride in what we do
- Strive for excellence

Project Aims:

Increase personal skills to improve life circumstances

Reduce isolation and increase community cohesion

Improve health and wellbeing of people of all ages

Trustees Annual Report (including Strategic Report)

We would like to extend our sincerest thanks to those who supported our work over the past year:

- **London Borough of Ealing**
- **Local Trust**
- **Heathrow Community Trust**
- **John Lyons Charity**
- **Lloyds Bank Foundation**
- **The Vintners Company**
- **Arnold Clarke**
- **Albert Hunt Trust**
- **William Hobbayne Trust**

Objectives, Outcomes and Activities for Public Benefit

The objects of the Charity as set out in the Memorandum and Articles of Associations are (to):

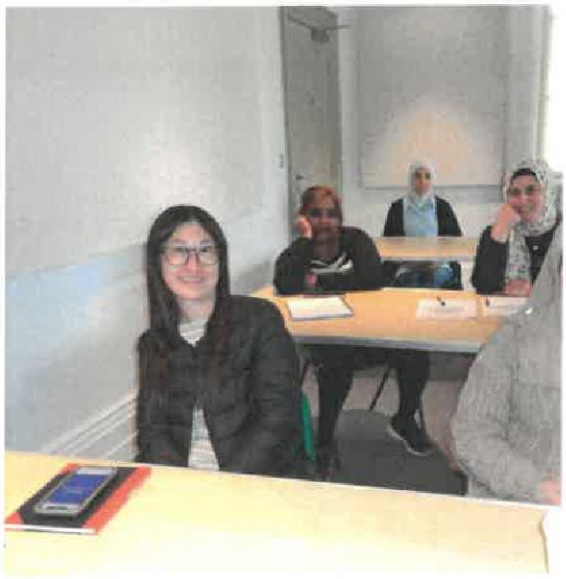
"To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship or distress by reason of their social or economic circumstances".

How did we perform against our objectives?

Objective 1: Equality, Diversity and Inclusion underpins everything we do

Outcomes:

- Revised our EDI policy to drive good practice
- Embedded EDI into supervision, appraisals and team meetings
- Robust EDI training for staff and volunteers
- All services are provided in premises that are fully accessible to everyone
- 100% of clients who accessed services reported the service and literature made them feel welcome and included



Objective 2: Increase Innovation

Continuously review and develop the resources and infrastructure needed to enable our services and contracts to function effectively and efficiently.

Outcomes:

- Increased staff training budget
- Introduced staff satisfaction surveys and colleague appreciation days to ensure staff motivation and job satisfaction are monitored
- Embedded values into supervisions, appraisals and team meetings
- Increased promotion of services through boroughwide advertising
- Continue to cross refer clients through different internal services and projects

Objective 3: Development

Increase services to meet identified needs.

Outcomes:

- 253 new clients registered in the year
- 96% of all clients reported that EASE services/activities attended made a positive difference to them/their family
- Engaged with Cornish and Gray (through Lloyds Bank Foundation) to begin work to investigate whether EASE is obtaining the most beneficial information when measuring its impact
- 7 young people from our Youth Clubs have formed a youth council to bring the voice of young people to EASE's overall direction
- Carried out a community consultation

Objective 4: Sustainability
Increase financial resilience and sustainability

Outcomes:

- Received unrestricted funding
- Received funding to keep youth clubs open
- Applied for funding for new projects
- Kept number of months reserves in line with the reserves policy
- Increased income for the financial year by 14%

Our Year in Review: Services provided;

EASE has worked with 253 new adults

88 children under 5 have attended one or more of EASE's @ Copley Close Children's Centre activities

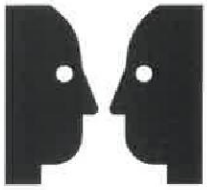
103 young people have attended one or more of EASE's youth clubs

Due to COVID, services ran from June 2021 to March 2022

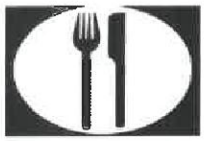
Here is a snapshot of our year-round services:

Information and Support Services

To assist beneficiaries in financial difficulty to ensure they have support, guidance, information and advice to address their financial issues, therefore, enabling knowledge and ability to understand and manage their own finances.



EASE saw 136 clients face to face and had 256 individual appointments

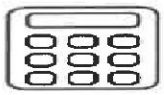


EASE provided food support for 790 individuals and families and issued 1165 foodbank vouchers

Benefits

42 clients were supported with their benefits over 61 appointments

32 clients were supported with their housing over 52 appointments



45 clients were supported with debts over 85 appointments

26% of appointments were supporting funding applications for clothing and white goods for local low-income households and support with letter writing

Information and Support Highlights

98% of clients felt their financial situation has moderately or considerably improved due to this service

45% of clients felt considerably more in control of their finances since attending the service

After the support received from the service, **86%** of clients spend less time worrying about their finances

"Without getting the right support would mean I would not have been awarded DLA and I don't understand the forms. This service has made a different to mine and my children's lives as I was not getting the right benefits. Now I am able to feed my family, pay the bills and put a roof over their heads, now my finances are starting to improve".

"I would struggle without having this service, who support me when I don't understand or know what I am entitled to they have been a great support to me and my daughter. It has made a massive difference".

"Since I have received support in getting the correct benefits, it has helped me to start to keep on track of my income and outgoings a bit more. I have to budget, but I am starting to feel a bit more in control of my finances. Due to health reasons I am unable to work. I am very grateful for this service in supporting me".

Youth Clubs

EASE runs 3 youth clubs per week based on local estates of which 74% of our young people live. Our youth clubs are based on four main outcomes which support our young people to:

- Strengthen personal, social and formal relationships
- Improve health and welling
- Reduce risky behaviours
- Increase confidence and optimism for the future

EASE registered 103 young people and have had 876 attendances for the year

Youth Club Highlights

77% of young people feel they have learnt skills that have supported them to strengthen their personal, social and formal relationships

79% of young people have increased knowledge to support improving their health and wellbeing

95% of young people feel they have increased confidence and optimism for the future

83% felt more knowledgeable about mental health

68% of our young people identify as being from a BAME background

"I learnt how to substitute different things to save money"

"I have learnt a lot about people's feelings"

"I learnt how to say NO!"

"It's nice to have someone to talk to that doesn't judge you"

Stay and Play for parents under 25

To create a safe space and support network for young parents to gain new skills that will enable them to provide better life chances for themselves and their child or children.

EASE has provided regular and intensive support for 14 parents and 16 children since October 2021

They have attended 168 times

Stay and Play for parents under 25 Highlights

79% of parents learnt new educational activities that they could do at home with their child or children

100% of parents felt that the service has helped their child to socialise positively with other children

100% of parents reported this service has made a positive difference to their lives

84% of parents felt that attending the service had helped their child or children with learning new words

"I have made some really good friends who I see outside of the sessions. This has really helped me with my confidence as a young mum. I also feel supported within the stay and play sessions and feel my ADHD is not an issue and the staff are really supportive"

"I have attended EASE's services since I was a child and I have gained confidence and my son gets to meet other babies"

Parent/Carer Toddler Group

To reduce isolation and create a support network for parents and carers' by providing a space and opportunity for playing, learning and development.

55 parents and 69 children have attended Toddler Group

They have attended 717 times

Parent/Carer Toddler Group Highlights

96% of parents/carers saw an improvement in their child or children interacting with others

93% of parents/carers formed friendships with other parents/carers within the community

96% of parents/carers saw an improvement in their child using their imagination through play

100% of parents/carers said their child or children learnt new words, rhymes and songs

92% of parents/carers saw an improvement in their child's communication skills

"The staff are lovely and welcoming. The resources are always clean and age appropriate. My son really enjoys coming here"

"This is a really calm and positive environment for my child. I really appreciate it! Thank you"

"They are a friendly team. Every toddler is very excited with the activities provided from the team"

Here is a snapshot of our short courses and activities:

Online First Aid for Parents/Carers with children under 5

EASE has provided 20 families with the opportunity to deal with a first aid situation for a child under 5

Online First Aid for Parents/Carers with children under 5 Highlights

89% of parents felt they have a better understanding of how to deal with a head injury with child under 5

100% of parents feel empowered with the skills and knowledge to deal with a situation that requires first aid

100% of parents felt more confident and aware of what to do if their child swallowed something harmful

"It was a really good session and I really feel It increased my knowledge"

"Session was great, interesting, informative and friendly. Teacher was v. approachable. Thank you so much"

Toddler Sport sessions for families with children under 5

7 parents/carers and 9 children attended the 4-week session

Toddler Sport Highlights

100% of parents saw an improvement in their child or children's moving and balancing skills

94% of parents saw an improvement in their child or children's hand eye co-ordination

"We would like more toddler sports if possible

Baby Massage Course

8 parents/carers and their babies attended the 4-week course

Baby Massage Highlights

75% of parents formed new friendships with other members of the group

75% of parents reported the service made a positive different to their family

100% of parents noticed their baby slept better after baby massage

100% of parents felt that baby massage was a good bonding experience with their baby

"It helped me feel more confident around other mums – found it relaxing and calm, my daughter enjoyed it too"

Toddler Arts and Crafts Sessions

9 parents/carers and 12 children attended the 4-week session

Toddler Arts and Crafts Highlights

100% of parents reported an improvement in their child's sharing and taking turns

60% of parents formed new friendships with other members of the group

"Gave lots of ideas for different crafts to do at home"

Fussy Eating Workshop

6 families participated in this workshop

Fussy Eating Workshop Highlights

80% of parents felt more confident when supporting their child to touch/taste different foods

60% of parents reported feeling more confident in supporting their child or children during mealtimes

100% of parents felt this service made a positive difference to their family's lives

Uplift Course – confidence and healthy boundaries for women

Uplift Highlights

100% of women felt they had higher self-esteem and an increased knowledge of healthy relationships

"I feel this course has opened my mind to new things that are useful in everyday situations"

"The course I an excellent one. The course providers are very helpful and knowledgeable in these topics. I've learnt the healthy boundaries, self-esteem and build my confidence in communication. This course definitely gave me the awareness. I'm really grateful for this course and the team. Many thanks"

Hanwell Big Local Services

The Partnership (of local residents) agreed and delivered:

- Yoga Classes – online
- Meditation Workshops – online
- Women's Boxing Sessions
- Green Hanwell - workshops
- Hand Sewn Christmas Decoration
- Small Grants
- Hanwell Arts Programme
- Benefits advice that require legal support
- Teen Activity drama and public speaking workshops
- Children's Boxing
- Children's Holiday Clubs
- After School Club

Future Plans – over the next three years:

Every service or activity EASE deliver will meet one or more of these project aims:

- Increase personal skills to improve life circumstances
- Reduce isolation and increase community cohesion
- Improve health and wellbeing of people of all ages

All project and activity outcomes will be met.

Equality, Diversity and Inclusion:
EASE serves a diverse community, which due to two major regenerations, is continuously changing. EASE therefore, must ensure EDI is embedded and underpins the work we do every day.

1. **EASE will ensure that understanding and inclusivity underpin all that we do.**
   EASE will visit EDI during each supervision and team meeting to create ongoing and open discussion and ensure all staff are able to apply EDI principles in practice. This will allow space to challenge, learn and grow.
2. **Services are accessible to people with a wide range of access and mobility needs.**
   EASE delivers services across various sites in Hanwell. EASE will only provide services in premises that are fully accessible to everyone to ensure everyone feels welcome.
3. **Services are culturally appropriate to the needs of BAME Communities.**
   EASE will ensure all literature and advertising for EASE and its services are culturally diverse to make all members of the community feel welcome. EASE will ask for feedback in this area and listen to the voice of its community.
4. **EASE has up to date EDI policies to drive good practice.**
   EASE will ensure that all EDI policies are reviewed annually and, if required, amend according to learning and development from the community and our staff.

Development:
EASE will build on its services and seek to develop imaginative new ways to engage the community so that our services remain relevant and evolve.

1. **EASE will increase services to meet identified needs.**
   EASE will seek funding to expand on services that the community need (especially in the post COVID era) by carrying out surveys, story catches, recording and acting upon evaluation feedback.
2. **Increasing the reach of our current services by 10%.**
   EASE will increase the reach of services by expanding its outreach programme and increase advertising. EASE will create referral forms for our services from service users/voluntary and public sector organisations that will enhance collaborative work.

3. **Achieve our target of demonstrating a positive difference to 80% of people we work with.**
   EASE will continue to evaluate all services it provides ensuring it is able to show the positive difference it makes to its clients' lives.

4. **Investigate further ways of measuring impact.**
   To strive for continuous improvement EASE will ensure it investigates different ways of measuring impact. EASE will continue to carry out 2 annual "you said we did" surveys to hear the voices and views of the community and to qualitatively evaluate by story catching.

5. **Ensure the Youth Council is effective with 6-8 engaged young people bringing the voice of youth to EASE's overall direction.**
   EASE will ensure the voice of the young people is heard by taking direction from the youth council and ensuring their opinion and feedback is relayed/directed to the Trustees.

Innovation:
EASE will continuously review and develop the resources and infrastructure needed to enable our services and contracts to function effectively and efficiently.

1. **Ensure we have well trained and motivated workforce supported to deliver a flexible and compliant services.**
   EASE will continue to ensure all staff and volunteers are trained in any changes pertaining to services, evaluation or safeguarding to carry out their role effectively. EASE will provide strong leadership and carry out annual staff surveys to ensure motivation and job satisfaction are monitored. EASE will continuously review and develop all services by way of listening to our clients, staff performance management (including embedding values) and Trustee involvement. Innovation to be an agenda item at all Team Meetings to ensure space for open discussion.

2. **Increase volunteer opportunities to support 2-3 volunteers in project roles per year.**
   EASE values its volunteers and aims to increase opportunities and support for volunteers which can assist them with building confidence to seek employment. EASE will ensure all policies and procedures are updated and management of volunteers is increased.

3. **Increase promotion and awareness of EASE's services through borough wide outreach and promotion.**
   EASE will develop a robust media strategy for the time of the strategy.

   Website: EASE will review and refresh its website to stay up to date, become more user friendly and increase awareness.

   Social Media: EASE will increase use of social media, namely Facebook, Instagram and Twitter and post regularly to increase awareness.

4. **To cross refer clients through the various services and project that EASE offers**
   EASE has many services funded by different grants and contracts that form a journey of a service user. EASE will continue to cross refer clients to all services to ensure clients are supported on a long-term basis.

5. **Board of Trustees to ensure that the charity's mission, aims and strategic objectives are being delivered effectively and sustainably**
   EASE to continuously review and improve governance using the Charity Governance Code as a basis to enable EASE's compliance with the law and relevant regulations. EASE will promote a culture in which everything works towards fulfilling EASE's vision.

Sustainability:
Increase financial resilience and sustainability.

1. **EASE will produce a robust 3-year fundraising strategy that enables strategy delivery.**
   EASE will ensure a strong 3-year fundraising strategy building on past achievements and consideration of potential growth from our current fundraising position.

   a. **Increase income by 10% by the end of the strategic plan**
      To meet the increased and complex needs of our clients EASE is looking to increase our funding for service delivery.

2. **Maintain core contracts and grants**
   EASE will work to maintain the grant and contract funding and look to expand on those services it provides.

3. **Maximise opportunities to develop services in response to emerging trends in work with our community and government to secure development and growth.**
   Leadership of EASE will continue to carry out two PESTLE analysis per year to identify local and national trends that will impact EASE's services and may offer opportunity.

4. **Keep number of months in reserves in line with the reserves policy.**
   In line with the reserves policy, EASE will ensure that reserves are kept at 6-12 months. This is higher than recommended due to the external environment and the cuts to public funding expected.

Trustees Annual Report (including Strategic Report)

Structure, Governance and Management

E.A.S.E. (Empowering Action & Social Esteem) Ltd is a charitable company limited by guarantee. The organisation is registered with the Charity Commission and Companies House. The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Board of Trustee's currently comprises of four elected Trustees, with a plan of recruiting more Trustees in the next year. The ultimate responsibility for the governance of EASE Ltd rests with the Trustees. The day-to-day management of the charity is delegated to its Managing Director, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities aims and objectives. Generally, the charity seeks within it trustee membership:

- Local knowledge of the area in which the charity operates
- Strong belief and understanding about the services we offer and the Clients we support
- Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

Trustees Annual Report (including Strategic Report)

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and any other regularities.

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss. They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities

Financial Review

In this financial year, EASE has raised an income of £211,248 which was made up of grants, contracts and donations, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £194,086. The balance of funds at the end of the year was £234,737 of which £77,933 is restricted.

Our grants, contracts and donations received are as follows:

1.	Local Trust	£72,947
2.	London Borough of Ealing (Children's Centre)	£60,800
3.	Heathrow Community Trust	£6,687
4.	The Vintners Company	£5,000
5.	The William Hobbayne Trust	£2,500
6.	Lloyds Bank Foundation	£25,000
7.	Arnold Clarke	£1,000
8.	Albert Hunt Trust	£2,000
9.	Donations from the public	£313
10.	John Lyons	£35,000

EASE Trustees report for the year ended 31st March 2021. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

Reserves Policy

The Trustees review the reserves policy of the charity on a regular basis. At the end of the financial year the unrestricted reserves totaled £156,804 and restricted reserves totaled £77,933.

Funds have been designated from unrestricted reserves to the sum of £20,000 to ensure EASE's continued and enhanced need to support improving the lives of its beneficiaries.

EASE's policy is to maintain free reserves that at any time cover its operating expenses for at least six months, with an upper limit of twelve months. "Free Reserves" are defined as unrestricted funds. The projected annual operating expenditure for 2022-2023 is £261,418. The current level of reserves is 7 months of expenditure, which the Trustees consider appropriate given the current inflationary pressure in the economy, and the potential impact of the cost of living crisis on staff and beneficiaries. This will continue to be reviewed at each Board of Trustee meeting and not just on an annual basis.

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on 6th July 2022 and signed on its behalf by: -

Sharon Ali, Chair of Trustees, E.A.S.E (Empowering Action & Social Esteem) Ltd

E.A.S.E (Empowering Action & Social Esteem) Limited
Independent Examiner's Report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2022 which are set out on pages 25 and 26.

Respective responsibilities of trustees and examiner
The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act;
- To follow procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act);
- To state whether particular matters have come to my attention

Basis of independent examiner's report
My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison on the accounts presented with those records. It also includes consideration of any unusual items of disclosure in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do no express an audit opinion on the view given by the accounts.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that in any material respect the requirements
   - To keep accounting records in accordance with section 130 of the Charities Act; and
   - To prepare accounts in accord with the accounting records and comply with the accounting requirements of the Charities Act

Have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth, PH1 5HG

E.A.S.E (Empowering Action & Social Esteem) Limited
Balance Sheet
as at 31 March 2022

	Notes	2022	2021
Current assets			
Stocks		–	–
Debtors	2	2,813	500
Cash at bank and in hand		297,021	214,017
		299,834	214,517.00
Current liabilities	3	(65,097)	(780)
Net current assets		234,737	213,737
Total assets less current liabilities		234,737	213,737
Net assets		234,737	213,737
Represented by funds			
Unrestricted funds	7	156,804	135,200
Restricted funds	7	77,933	78,537
		234,737	**213,737**

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Sharon Ali
Chair/Secretary

Andrew Lee
Treasurer

Approved by the board on 6th July 2022

E.A.S.E. (Empowering Action & Social Esteem) Ltd

Company limited by guarantee

Statement of Financial Activities

For the year ended 31st March 2022

	Notes	2022	2022	2022	2021	2021	2021
	7	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income form:							
Charitable activities (grants and contracts)		28,150	166,898	195,048	-	178,092	178,092
Heathrow Community Trust match funding			5,628	5,628		6,191	6,191
Other income		163	10,409	10,572	1,665		1,665
Interest		-	-	-			
		28,313	182,935	211,248	1,665	184,283	185,948
Expenditure on:							
Charitable activities	4	34,650	159,436	194,086	31,532	142,469	174,001
				-			-
Total		34,650	159,436	194,086	31,532	142,469	174,001
Net Income/(Expenditure)		(6,337)	23,499	17,162	(29,867)	41,814	11,947
Core contribution costs		16,700	(16,700)	-	28,275	(28,275)	-
LTO costs		3,838	(6,828)	(2,990)	3,296		3,296
Project management costs		6,828		6,828	2,519		2,519
Balances brought forward 1 April 2021		135,200	78,537	213,737	130,977	64,998	195,975
Transfer of unrestricted funds		575	(575)	-			
Balances carried forward 31 March 2022		156,804	77,933	234,737	135,200	78,537	213,737

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006.

All the activities referred to above are continuing activities.

All movements in the charity's funds during the year are reflected through the statement of financial activities.

E.A.S.E. (Empowering Action & Social Esteem) Limited
Cash Flow Statement
for the year ended 31 March 2022

	2022 £	2021 £
Cash generated from operations		
Operating profit	21,000	11,947
Reconciliation to cash generated from operations:		
(Increase)/decrease in debtors	(2,313)	2,444
Increase in creditors	64,317	14,992
	83,004	29,383
Net increase in cash	83,004	29,383
Cash at bank and in hand less overdrafts at 1 April	214,017	184,634
Cash at bank and in hand less overdrafts at 31 March	297,021	214,017
Consisting of:		
Cash at bank and in hand	297,021	214,017
Overdrafts	-	-
	297,021	214,017

E.A.S.E. (Empowering Action & Social Esteem) Limited
Notes to the Accounts
for the year ended 31 March 2022

1. **Accounting Policies**

Basis of preparation: The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and reporting by charities (SORP 2005) issued in March 2005, applicable UK accounting standards and the Companies Act 1985. The principle accounting policies adopted in the preparations of the financial statements are set out below.

Income Recognition Policy: Income is included in the SOFA when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder. Income is only deferred when the Charity must fulfil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors: Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax: EASE is not registered for VAT and accordingly, where applicable, all expenditure is inclusive of VAT.

Funds: Unrestricted funds are those funds which can be used at the Trustees' discretion. Restricted funds are those funds whose purpose have been restricted by the donor. Designated funds are those funds which have been earmarked by the Trustees for specific purpose.

Allocation of Overheads and Support Costs: Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time. The allocation of overhead and support costs is analysed in note 4. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Charitable Activities: Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are show in note 5.

2. **Debtors**

	2022	**2021**
Other debtors	2,813	500
	2,813	500

Creditors: amounts falling due within a year	**2022**	**2021**
Accrued income	63,597	
Other creditors	1,500	780
	65,097	780

Funds for Hanwell Big Local for the financial year 2022 /23 were received at the end of March 2022 and have been accrued in the accounts.

4. **Analysis of expenditure on charitable activities**

	Direct Project Costs	**Project Delivery staff costs**	**Support costs**	**Governance costs**	**Total**
Hanwell Big Local	46,530	41,948	3,952		92,430
Children's Centre	3,225	38,612			41,837
Youth Fund	4,376	17,595	8		21,979
John Lyons Mutual Aid	1,887				1,887
Ealing Emergency Fund	1,303				1,303
	57,321	98,155	3,960		159,436

5. **Analysis of governance and support costs:** The Trustees initially identifies the costs of its support function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	**Support**	**Governance**	**Total**
Premises		5,305		5,305
Staff costs	13,047			13,047
Training		1,006		1,006
Postage and stationary		4,152		4,152
Telephone/Internet		1,815		1,815
Computers		3,802		3,802
Professional Fees			1,500	1,500
Administration		2,417		2,417
	13,047	18,497	1,500	33,044

6. **Analysis of staff costs, Trustee renumeration and the cost of key management personnel**

	2022	**2021**
Salaries and wages	106,640	110,919
Social security costs	4,562	4,468
	111,202	115,387

No employees had employee benefits in excess of £60,000 (2021-£Nil)

The charity trustees were not paid or received any other benefits from employment within the company in the year (2021: Nil) neither were they reimbursed expenses during the year (2021: Nil). No charity trustee received payments for professional or other services supplied to the charity (2021: Nil).

EASE currently employs:

Full time	2022	2021	Part time	2022	2021
Managing Director	1	1	Youth Manager	1	1
Family Support and Services Worker	1	1	Youth Workers	2	2
Hanwell Big Local Administrator	1	1	Children's Centre Administrator	1	1
	3	3		4	4

7. **Analysis of charitable funds**

Analysis of movements in unrestricted funds

	Balance 1 April 2022	Income	Expenditure	Transfers	Balance 31 March 2022
General Fund	112,525	28,313	(34,650)	7,941	114,129
Designated Fund	22,675			20,000	42,675
Total	135,200	28,313	(34,650)	27,941	156,804

Analysis of movements in unrestricted funds – previous years

	Balance 1 April 2020	Income	Expenditure	Transfers	Balance 31 March 2021
General Fund	114,977	1,665	(31,532)	27,415	112,525
Designated Fund	16,000			6,675	22,675
Total	130,977	1,665	(31,532)	34,090	135,200

Name of unrestricted fund	Description, nature and purpose of fund
General Fund	The "free reserves" after allowing for all designated funds
Designated fund	£20,000 has been transferred from unrestricted funds for continuation of services

General fund income

Lloyds Foundation	25,000
Arnold Clarke	1,000
Albert Hunt Trust	2,000
Donations	313
	28,313

Analysis of movements in restricted funds

	Balance 1 April 2021	Income	Expenditure	Transfers	Balance 31 March 2022
Hanwell Big Local	51,137	72,947	(92,430)	(6,828)	24,826
Children's Centre	4,215	60,800	(41,837)	(16,700)	6,478
Youth Fund	19,130	14,188	(21,979)		11,339
John Lyons		35,000			35,000
John Lyons Mutual Aid	2,177		(1,887)		290
Ealing Emergency Fund	1,878		(1,303)	(575)	
Total	78,537	182,935	(159,436)	(24,103)	77,933

Analysis of movements in restricted funds

	Balance 1 April 2020	Income	Expenditure	Transfers	Balance 31 March 2021
Hanwell Big Local	21,170	101,380	(64,839)	(6,574)	51,137
Children's Centre	8,525	60,800	(43,410)	(21,700)	4,215
Youth Fund	29,750	3,003	(13,487)	(136)	19,130
John Lyons	5,553		(5,689)	136	
John Lyons Mutual Aid		5,000	(2,823)		2,177
Ealing Emergency Fund		5,000	(3,122)		1,878
City Bridge Trust		9,100	(9,099)	(1)	
Total	64,998	184,283	(142,469)	(28,275)	78,537

Name of restricted fund	Description, nature and purpose of fund
Hanwell Big Local (Local Trust)	A 10-year community project, managed by the local community of partnership member
John Lyons	A 3-year grant to provide weekly youth clubs on three local estates
Youth Fund	
• Heathrow Community Trust	A Grant towards EASE youth provision
• The Charity of William Hobbayne	A Grant towards life skills workshops for young people
• The Vintners Company	A Grant towards running 3 youth clubs on three local estates
• Children's Centre (London Borough of Ealing)	A contract from the Local Authority to deliver Copley Close children's Centre contract

8. **Related party transactions:** There have been no related party transactions during the financial period

9. **Going Concern:** The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fulfill its obligations. The Trustees have considered the going concern assumption and there are no material uncertainties about the charity's ability to continue as a going concern.

EASE EMPOWERING ACTION AND SOCIAL ESTEEM LIMITED

England & Wales - Charity number 1098965

Accounts

Registered number
4291837

E.A.S.E.(Empowering Action and Social Esteem) Limited

Report and Accounts

31 March 2021

E.A.S.E.(Empowering Action and Social Esteem) Limited
Company Information

Directors

Sharon Ali (Chair/Company Secretary)
Andrew Lee (Treasurer)
Andrew Brattle
Barjinderpal Lall

Accountants
Fraser + Accountants
3 Barossa Place
PH1 5HG

Bankers
Lloyds TSB
Ealing Branch (309282)

Registered office
Hanwell Community Centre
Westcott Crescent
Hanwell
London
W7 1PD

Registered number
4291837

Registered charity number
1098965

Message from the Chair

It gives me great pleasure to introduce the Annual Report and Accounts in which EASE has continued to provide a welcoming and valued service to our community for the 20th year.

Although I have been on EASE's Trustee board for many years, I was voted in as the new Chair in October 2020 and look forward to seeing EASE through its next few years of service delivery. We also welcomed a new Trustee, Andrew Lee, a local resident, who has taken on the role of Treasurer.

As Chair I passionately believe in EASE's focus on community cohesion and ensuring communities are provided with the support, they need to ensure better outcomes in their lives.

2020-2021 was a year like no other and we continue, to feel the profound effects this has had on people's lives. During these extremely worrying times for all, I wanted to thank all our team for their resilience, flexibility, and dedication that they have all shown to EASE and each other. It has been an intense time, with several rapid developments and changes, that we have all had to adapt to and work in line with.

Knowing that the communities we serve are often neglected in a crisis and are more likely to be impacted by the negative effects of COVID-19, EASE jumped into action immediately adapting its pre-planned services. There is more detail about what we delivered and who we served in the following pages. I would like to offer a special thank you to the members of the community who registered as volunteers, offering their time to do food shops, befriending beneficiaries and deliver food parcels and medication because of the pandemic.

The pandemic threw our entire strategy and fundraising plans into disarray, but we adapted. Whilst there is no strategy on earth that could have equipped us for the overwhelming impact of COVID-19, we, as many other Charities, evolved to withstand the highly uncertain future. We are spending 2021-2022 revising our strategy and fundraising plans to ensure we can meet the emerging needs of our community. I would like to thank my fellow Trustees for providing stable and capable governance and showing tremendous commitment to our community.

We are also extremely grateful to our funders who have been flexible and allowed us to adapt our services to meet the urgent needs of the community whilst our team follow government guidelines. Our thanks go to the Hanwell Big Local (Local Trust), London Borough of Ealing Early Years, Ealing's crisis response team, City Bridge Trust, John Lyons, and Heathrow Community Trust for their generous and continued support.

We are extremely proud of our diverse community of North Hanwell which has approximately 11,030 households. We also welcome beneficiaries from across the London Borough of Ealing. I would also like to express our thanks to our community who we deliver services to for recognising EASE as the go to place if you need support or help.

Signed

Sharon Ali, Chair of Trustees

Trustees Annual Report (including Strategic Report)

EASE is both a registered charity and a company limited by guarantee. The Trustees are also non-executive Directors of the Company. As such this report represents both a Directors and Trustee ' report for the purposes of compliance.

About EASE

Vision

E.A.S.E. (Empowering Action & Social Esteem) Ltd aims to inspire, empower, enable, and support personal and community development through skills, knowledge, diversity, and raising community resilience.

Mission

Our mission is to deliver services and activities to support families and individuals. We will support our beneficiaries through a range of services to empower them and their families to make improvements in their life circumstances and raise resilience.

Values

- Always Compassionate
- Making it happen
- Be Ambitious
- The Community at our heart

Our Funders and Contracts:

Children's Centre: EASE has held the Children's Centre contract since 2010 under the name Copley Close Children's Centre. We provide various services for families with children under 5. April 2020 saw a boroughwide 25% cut in children's centre funding.

Local Trust: Hanwell Big Local (HBL) is a 10-year community project with a £1m funding pot, covering the Cuckoo, Gurnell, High Lane and Copley estates and surrounding roads. It is led by residents who have volunteered to work on the project (the Partnership). EASE is the Local Trusted Organisation for Hanwell Big Local. EASE is responsible for project management, administering the financial funds, coordinating meetings, administration and contact with the Local Trust. 2020/2021 is year 6 of the programme. Each year, the Partnership submit a plan with a budget. If this budget and plan is agreed Local Trust provide the funding for the year. Any underspend gets paid back to Local Trust but is held in the pot to be drawn down another time.

Heathrow Community Trust: match fund EASE and HBL's Youth Provision gang prevention workshops and after school club.

Trustees Annual Report (including Strategic Report)

City Bridge Trust: awarded EASE funding during the first lockdown to provide emergency food support and equipment to enable effective working from home.

Ealing Emergency Fund: provided funding for EASE/HBL Mutual Aid group and to assist with supporting volunteers and crisis response work and support their referrals.

John Lyons: was applied for on behalf of Ealing Mutual Aid group who supported residents and coordinated services across the Borough to ensure support for Ealing residents.

Objectives and Activities for Public Benefit

The objects of the charity as set out in the Memorandum and Articles of Associations are (to):

"To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship or distress by reason of their social or economic circumstances".

To achieve its objectives the organisation does the following: -

- Foster innovative services to meet the needs of vulnerable socially excluded children, young people, and adults within our community
- Provides a friendly and safe environment offering support and guidance
- To support our beneficiaries and families through our various services to raise resilience
- To deliver on contracts and grants that fit the objects of our Charity

Achievements and Performance

Highlights from EASE's services to the community in 2020-2021 were informed by the Vision, Mission and Values as well as keeping an eye on local data trends and listening to what the community needs, especially considering COVD.

Services at a glance:

Revised outcomes for 2020/2021 based on Covid 19.

Infrastructure and internal

To ensure staff and/or team and volunteers are supported and receive mental health training whilst working from home.

To ensure regular 1:1, informal check-ins and team meetings continued online.

To continue to deliver our grants and contracts in line with the funder's expectations and charity objectives. This was achieved by ensuring regular contact with funders agreeing working differently whilst still meeting our outcomes.

E.A.S.E.(Empowering Action and Social Esteem) Limited
Independent Examiner's Report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2021 which are set out on pages 5 and 6.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act)) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act);
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

1) which gives me reasonable cause to believe that in any material respect the requirements

   - to keep accounting records in accordance with section 130 of the Charities Act; and
   - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth
PH1 5HG

Trustees Annual Report (including Strategic Report)

Services

Information and Support: One to one sessions with our Family support and services worker to assist families and individuals who have financial struggles. We provide practical help, such as advice, assistance with form filling when applying for the correct benefits, arranging payment plans with providers to decrease debt and food support. EASE also, where a client is unable to do so, makes telephone calls with the beneficiaries to resolve financial situations by supporting them to use the online reporting and applications systems put in place by the Local Authority. Despite the office being closed most of the year, we are proud to have supported 136 beneficiaries with 580 appointments.

Health: EASE delivered online healthy eating courses allowing families to create healthy recipes on a budget during lockdown. A total of 23 parents and children participated in the 4-week course.

Online Under 25 Stay and Play: Stay and play is run by qualified early years workers and was held online giving parents under 25 support with child development, parenting and financial guidance. EASE also offers advocacy support where there may be social care involvement. A total of 8 families joined the online sessions.

Online First Aid for under 5's: Two first aid courses were provided for parents aimed at first aid for babies and children. This was to ensure parents/carers felt confident administering first aid in an emergency. This was incredibly important during lockdown periods where families were at home more. 31 families attended the sessions.

Keep In Touch Calls: EASE kept in regular telephone contact during lockdown with our most vulnerable beneficiaries to ensure we met and supported any emerging needs. EASE kept in touch with 92 beneficiaries and made 651 calls.

EASE and HBL Mutual Aid work (funded by Children's Centres, Hanwell Big Local, Ealing Emergency Fund and City Bridge Trust)

Food support during lockdown was what our community most needed and EASE responded effectively receiving referrals from Ealing Together led by the Council.

Foodbank vouchers issued: 161 families and individuals were issued a total of 970 foodbank vouchers.

Volunteers: EASE engaged 28 volunteers to support with delivering food parcels, medication, and befriending.

Food parcels delivered: 356 food parcels were delivered to 67 beneficiaries who were shielding and not receiving food parcels.

Support for children and young people: 100 vouchers were given to local primary and secondary schools to issue to families in receipt of free school meals.

Trustees Annual Report (including Strategic Report)

Youth Provision: The service changed during COVID to online, outdoors (when allowed) and weekly 1:1 telephone mentoring sessions.

18 young people attended online sessions with a total of 164 attendances. 54 online sessions were delivered in total.

17 young people were mentored throughout the year using goal setting action plans.

65% of beneficiaries accessing EASE services identified as BAME.

Hanwell Big Local Services

The Partnership (of local residents) agreed and delivered:

Online workshops including:

- Christmas decoration
- Mindfulness and stress management
- Yoga classes
- Meditation workshops
- Cooking workshops
- Christmas wreath making
- After school club
- Arts and crafts holiday scheme workshops
- Funded laptops for free school meals children/young people
- Distribution of outdoor activity packs
    - Bird feeder packs
    - Copley woodland was maintained
    - Mother's Day herbal packs
    - Bath bombs packs
    - Summer holidays packs

Structure, Governance and Management

EASE (Empowering Action and Social Esteem) Ltd is a charity and company limited by guarantee. The organisation is registered with the Charity Commission and Companies House. The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Trustee board currently comprises of four elected Trustees, with a plan of recruiting more Trustees within the next year. The ultimate responsibility for the governance of EASE Ltd rests with the Trustees. The day-to-day management of the charity is delegated to its Managing Director, Michelle Bailey.

Trustees Annual Report (including Strategic Report)

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities 'aims and objectives. Generally, the charity seeks within it trustee membership:

- Local knowledge of the area in which the charity operates
- Strong understanding of the services we offer and the Beneficiaries we support
- Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and any other regularities.

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

Trustees Annual Report (including Strategic Report)

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss. They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities

Financial Review

In this financial year, EASE has raised an income of £185,948 which was made up of grants and contracts and £1665 from local donations. Expenditure for the same period was £174,001. The net figure for all restricted and unrestricted funds shows a surplus of £213,737.

Our grants and contract income received were:

1. Local Trust £95,189
2. Children's Centre Contract £60,800
3. Heathrow Community Fund £6191
4. City Bridge Trust £9,100
5. Ealing Emergency Fund £5,000
6. John Lyons Mutual Aid £5,000 (on behalf of Ealing Mutual Aid Group)
7. Youth Funds £3003

EASE Trustees report for the year ended 31st March 2021. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

E.A.S.E.(Empowering Action and Social Esteem) Limited
Balance Sheet
as at 31 March 2021

	Notes		2021 £		2020 £
Current assets					
Stocks		-		-	
Debtors	2	500		30,400	
Cash at bank and in hand		214,017		343,309	
		214,517		373,709	
Current liabilities	3	(780)		(177,734)	
Net current assets			213,737		195,975
Total assets less current liabilities			213,737		195,975
Net assets			213,737		195,975
Represented by funds					
Unrestricted funds	7		135,200		130,977
Restricted funds	7		78,537		64,998
			213,737		195,975

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Sharon Ali
Chair

Andrew Lee
Treasurer

Approved by the board on 19 May 2021

Trustees Annual Report (including Strategic Report)

Reserves Policy

The Trustees review the reserves policy of the charity on a regular basis. At the end of the financial year the unrestricted reserves totaled £135,200 and restricted reserves totaled £78,537.

Funds have been designated from unrestricted reserves to the sum of £22,776. This is to make up for some of the shortfall of the Children's Centre funding cuts and supplement the carried forward funding for EASE Youth project to ensure continuity of service to our beneficiaries due to the inability to fundraise in the year.

Ease's policy is to maintain free reserves that at any time cover its operating expenses for at least six months, with an upper limit of twelve months. 'Free reserves" are defined as unrestricted funds. The projected annual operating expenditure for 2021-2022 is projected at £250,000. The reserves policy therefore requires the charity to hold somewhere between £125,000 and £250,000 in free reserves. The current level of reserves is 6.5 months of expenditure, which the Trustees feel is appropriate bearing in mind the current uncertainty regarding COVID-19 and the repercussions of the pandemic on contracts and grants. This will continue to be reviewed at each trustee board meeting and not just on an annual basis.

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on 19th May 2021 and signed on its behalf by: -

Sharon Ali, Chair of Trustees, EASE (Empowering Action & Social Esteem) Ltd.

E.A.S.E.(Empowering Action and Social Esteem) Limited
Company limited by guarantee
Statement of financial activities
for the year ended 31 March 2021

	Notes	2021	2021	2021	2020	2020	2020
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income form:							
Charitable activities (grants and contracts)		-	178,092	178,092	24,422	270,492	294,914
Heathrow Community Trust match funding			6,191	6,191			
Other income		1,665	-	1,665	68	13,998	14,066
Interest		-	-	-			
		1,665	184,283	185,948	24,490	284,490	308,980
Expenditure on:							
Charitable activities	4	31,532	142,469	174,001	40,891	223,592	264,483
				-			-
Total		31,532	142,469	174,001	40,891	223,592	264,483
Net Income/(Expenditure)		(29,867)	41,814	11,947	(16,401)	60,898	44,497
Core contribution costs		28,275	(28,275)	-	20,000	(20,000)	-
LTO costs		3,296		3,296		(79,036)	(79,036)
Project management costs		2,519		2,519			
Balances brought forward 1 April 2020		130,977	64,998	195,975	127,378	103,136	230,514
Transfer of unrestricted funds		-		-			
Balances carried forward 31 March 2021		135,200	78,537	213,737	130,977	64,998	195,975

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006.

All the activities referred to above are continuing activities.

All movements in the charity's funds during the year are reflected through the statement of financial activities.

E.A.S.E.(Empowering Action and Social Esteem) Limited
Cash Flow Statement
for the year ended 31 March 2021

	2021 £	2020 £
Cash generated from operations		
Operating profit	17,762	44,497
Reconciliation to cash generated from operations:		
Decrease in debtors	29,900	2,444
(Decrease)/increase in creditors	(176,954)	14,992
	(129,292)	61,933
Net (decrease)/increase in cash	(129,292)	61,933
Cash at bank and in hand less overdrafts at 1 April	343,309	281,376
Cash at bank and in hand less overdrafts at 31 March	214,017	343,309
Consisting of:		
Cash at bank and in hand	214,017	343,309
Overdrafts	-	-
	214,017	343,309

E.A.S.E.(Empowering Action and Social Esteem) Limited
Notes to the Accounts
for the year ended 31 March 2021

1 Accounting policies

Basis of preparation
The accounts have been prepared in accordance with the 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 Republicc of Ireland (FRS 102), effective 1 January 2015 (Charities SORP FRS 102), the Financial Reporting Standard applicable In the UK and Republic of Ireland (FRS102). The Venture Community Association meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical

Income recognition policy
Income is included in the SOFA when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder, Income is only deferred when the Charity must fufil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors
Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax
The Company is not registered for VAT and accordingly, where applicable, all expenditure is inclusive of VAT.

Funds
Unrestricted funds are those funds which can be used at the Trustees' discretion, Restricted funds are those funds whose purposes have restricted by the donor. Designated funds are those funds which have been earmarked by the trustees for specfic purposes.

Allocation of Overhead and Support Costs
Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time, The allocation of overhead and support costs is analysed in note 2. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Charitable Activities
Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are shown in note 5.

2 Debtors

	2021	2020
	£	£
Other debtors	500	30,400
	500	30,400

3 Creditors: amounts falling due within one year

	2021	2020
	£	£
Accrued income	-	93,859
Funds repaid to Hanwell Big Local	-	79,036
Other creditors	780	4,839
	780	177,734

4 Analysis of expenditure on charitable activities

	Direct project costs	Staff costs	Support costs	Goverance costs	Total
Big Local	22,708	42,043	88		64,839
John Lyons	-	5,689			5,689
Children's Centre	1,523	41,887			43,410
Youth Fund		13,059	428		13,487
City Bridge Trust	5,099	4,000	-		9,099
John Lyons Mutual Aid	2,823				2,823
Ealing Emergency Fund	1,088	2,034			3,122
	33,241	108,712	516	-	142,469

5 Analysis of governance and support costs

The Trustees initially identifies the costs of its support functions. It then identifies those costs which relate to the goverance function, Having identified its goverance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	Support	Governance	Total
Premises costs		4,244		4,244
Staff costs	6,675			6,675
Training		3,967		3,967
Postage and stationery		3,762		3,762
Telephone/Internet		1,542		1,542
Computers		5,765		5,765
Professional fees			3,400	3,400
Administration		2,177		2,177
	6,675	21,457	3,400	31,532

6 Analysis of staff costs, trustee remuneration and the cost of key management personnel

	2021	2020
Salaries and wages	110,919	119,934
Social security costs	4,468	7,084
	115,387	127,018

No employees had employee benefits in excess of £60,000 (2020:£nil).

The charity trustees were not paid or received any other benefits from employment within the company in the year (2020:£nil) neither were they reimbursed expenses during the year (2020:£nil). No charity trustee received payments for professional or other services supplied to the charity (2020:£nil).

EASE currently employs:	2021	2020
Full time		
Managing Director	1	1
Family Support Worker	1	1
Hanwell Big Local Administrator	1	1
	3	3
Part time		
Youth Manager (part-time)	1	1
Youth Workers (part-time)	2	2
Childrens Centre Administrator (part-time)	1	1
	4	4

7 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance 1 April 2020	Income	Expenditure	Transfers	Balance 31 March 2021
General fund	114,977	1,665	(31,532)	27,415	112,525
Designated fund	16,000			6,675	22,675
Total	130,977	1,665	(31,532)	34,090	135,200

Analysis of movements in unrestricted funds - previous years

	Balance 1 April 2019	Income	Expenditure	Transfers	Balance 31 March 2020
General fund	111,378	24,490	(40,891)	20,000	114,977
Designated fund	16,000				16,000
Total	127,378	24,490	(40,891)	20,000	130,977

Name of unrestricted fund	**Description, nature and purposes of fund**
General fund	The 'free reserves' after allowing for all designated funds.
Designated funds	£6,675 has been transferred from unrestricted funds for continuation of services

Analysis of movements in restricted funds

	Balance 1 April 2020	Income	Expenditure	Transfers	Balance 31 March 2021
Hanwell Big Local	21,170	101,380	(64,839)	(6,574)	51,137
John Lyons	5,553	-	(5,689)	136	-
Childrens Centre	8,525	60,800	(43,410)	(21,700)	4,215
Youth Fund	29,750	3,003	(13,487)	(136)	19,130
City Bridge Trust	-	9,100	(9,099)	(1)	-
John Lyons Mutual Aid	-	5,000	(2,823)		2,177
Ealing Emergency Fund	-	5,000	(3,122)		1,878
	64,998	184,283	(142,469)	(28,275)	78,537

Analysis of movements in restricted funds

	Balance 1 April 2019	Income	Expenditure	Funds returned	Balance 31 March 2020
Hanwell Big Local	48,108	155,796	(103,698)	(79,036)	21,170
John Lyons	18,081	35,000	(47,528)		5,553
Childrens Centre	8,430	80,000	(79,905)		8,525
Youth Fund	28,517	3,000	(1,767)		29,750
Heathrow Community Fund	-	10,694	(10,694)		-
	103,136	284,490	(243,592)	(79,036)	64,998

Name of restricted fund	Description, nature and purposes of fund
Hanwell Big Local	A 10 year community project funded by The Local Trust. The project is managed by a partnership of local residents.
John Lyons	3 year grant funding, ending this year, to provide youth services to the local community
Childrens Centre	A contract from Early Help Department at the Local Authority to work with families with children under 5
Youth Fund	Bought forward funds to provide 3 youth clubs for local young people
City Bridge Trust	Awarded funding during the first lockdown to provide emergency food support and equipment to enable effective working from home.
John Lyons Mutual Aid	Was applied for on behalf of Ealing Mutual Aid group who supported and co-ordinated residents across the Borough access support.
Ealing Emergency Fund	provided funding for EASE/HBL Mutual Aid group and to assist with supporting volunteers and crisis response work.

8 Related party transactions

There have been no related party transactions during the financial period.

9 Going concern

The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fufil its obligations. The trustees have considered the going concern assumption and there are no material uncertainities' about the charity's ability to continue as a going concern.