



**REPORT AND FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 31<sup>st</sup> March 2022**

**Company number: 04291837**  
**Registered charity number: 1098965**

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**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 31<sup>st</sup> March 2022. EASE has continued to provide welcoming valued services and activities to our community for the 21<sup>st</sup> 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**

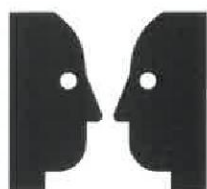
**Due to COVID, services ran from June 2021 to March 2022**



## 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



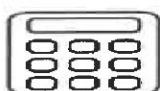
EASE provided food support for 790  
individuals and families and issued  
1165 foodbank vouchers

#### 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 difference 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 wellbeing
- 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 difference 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

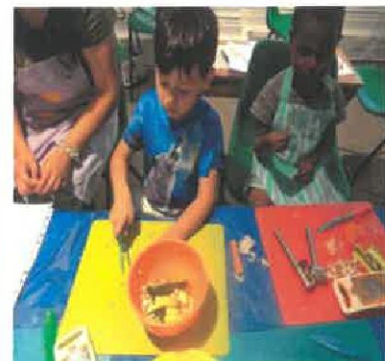
**6 families participated in this workshop**

## 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



## Trustees Annual Report (including Strategic Report)

### 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.



## Trustees Annual Report (including Strategic Report)

**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.



## Trustees Annual Report (including Strategic Report)

- 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 Trustees 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 its 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.

## Trustees Annual Report (including Strategic Report)

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 31<sup>st</sup> 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 6<sup>th</sup> 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 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 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
<b>Current assets</b>			
Stocks		–	–
Debtors	2	2,813	500
Cash at bank and in hand		297,021	214,017
		299,834	214,517.00
<b>Current liabilities</b>	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
<b>Represented by funds</b>			
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

Approved by the board on 6th July 2022

Andrew Lee  
Treasurer

**E.A.S.E. (Empowering Action & Social Esteem) Ltd****Company limited by guarantee****Statement of Financial Activities****For the year ended 31<sup>st</sup> March 2022**

	Notes	2022	2022	2022	2021	2021	2021
		7 Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<b>Income form:</b>							
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		-	-	-			
		<u>28,313</u>	<u>182,935</u>	<u>211,248</u>	<u>1,665</u>	<u>184,283</u>	<u>185,948</u>
<b>Expenditure on:</b>							
Charitable activities	4	34,650	159,436	194,086	31,532	142,469	174,001
<b>Total</b>		<u>34,650</u>	<u>159,436</u>	<u>194,086</u>	<u>31,532</u>	<u>142,469</u>	<u>174,001</u>
<b>Net Income/(Expenditure)</b>		(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		<u>156,804</u>	<u>77,933</u>	<u>234,737</u>	<u>135,200</u>	<u>78,537</u>	<u>213,737</u>

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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Cash generated from operations</b>		
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
	<u>83,004</u>	<u>29,383</u>
 <b>Net increase in cash</b>	 83,004	 29,383
Cash at bank and in hand less overdrafts at 1 April	<u>214,017</u>	<u>184,634</u>
<b>Cash at bank and in hand less overdrafts at 31 March</b>	<u>297,021</u>	<u>214,017</u>
 Consisting of:		
Cash at bank and in hand	297,021	214,017
Overdrafts	<u>-</u>	<u>-</u>
	<u>297,021</u>	<u>214,017</u>



**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
	<u>2,813</u>	<u>500</u>

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

<b>Creditors: amounts falling due within a year</b>	<b>2022</b>	<b>2021</b>
Accrued income	63,597	
Other creditors	1,500	780
	<u>65,097</u>	<u>780</u>

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**

	<b>Direct Project Costs</b>	<b>Project Delivery staff costs</b>	<b>Support costs</b>	<b>Governance costs</b>	<b>Total</b>
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
	<u>57,321</u>	<u>98,155</u>	<u>3,960</u>		<u>159,436</u>

- 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.

	<b>Staff costs</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
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
	<u>13,047</u>	<u>18,497</u>	<u>1,500</u>	<u>33,044</u>

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

	<b>2022</b>	<b>2021</b>
Salaries and wages	106,640	110,919
Social security costs	4,562	4,468
	<u>111,202</u>	<u>115,387</u>

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).

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

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
<b>Total</b>	<b>135,200</b>	<b>28,313</b>	<b>(34,650)</b>	<b>27,941</b>	<b>156,804</b>

**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
<b>Total</b>	<b>130,977</b>	<b>1,665</b>	<b>(31,532)</b>	<b>34,090</b>	<b>135,200</b>

**Name of unrestricted fund**

General Fund

Designated fund

**Description, nature and purpose of fund**

The "free reserves" after allowing for all designated funds £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
	<u>28,313</u>

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

**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)	
<b>Total</b>	<b>78,537</b>	<b>182,935</b>	<b>(159,436)</b>	<b>(24,103)</b>	<b>77,933</b>

**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)	
<b>Total</b>	<b>64,998</b>	<b>184,283</b>	<b>(142,469)</b>	<b>(28,275)</b>	<b>78,537</b>

<b>Name of restricted fund</b>	<b>Description, nature and purpose of fund</b>
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.