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

REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31<sup>st</sup> 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)



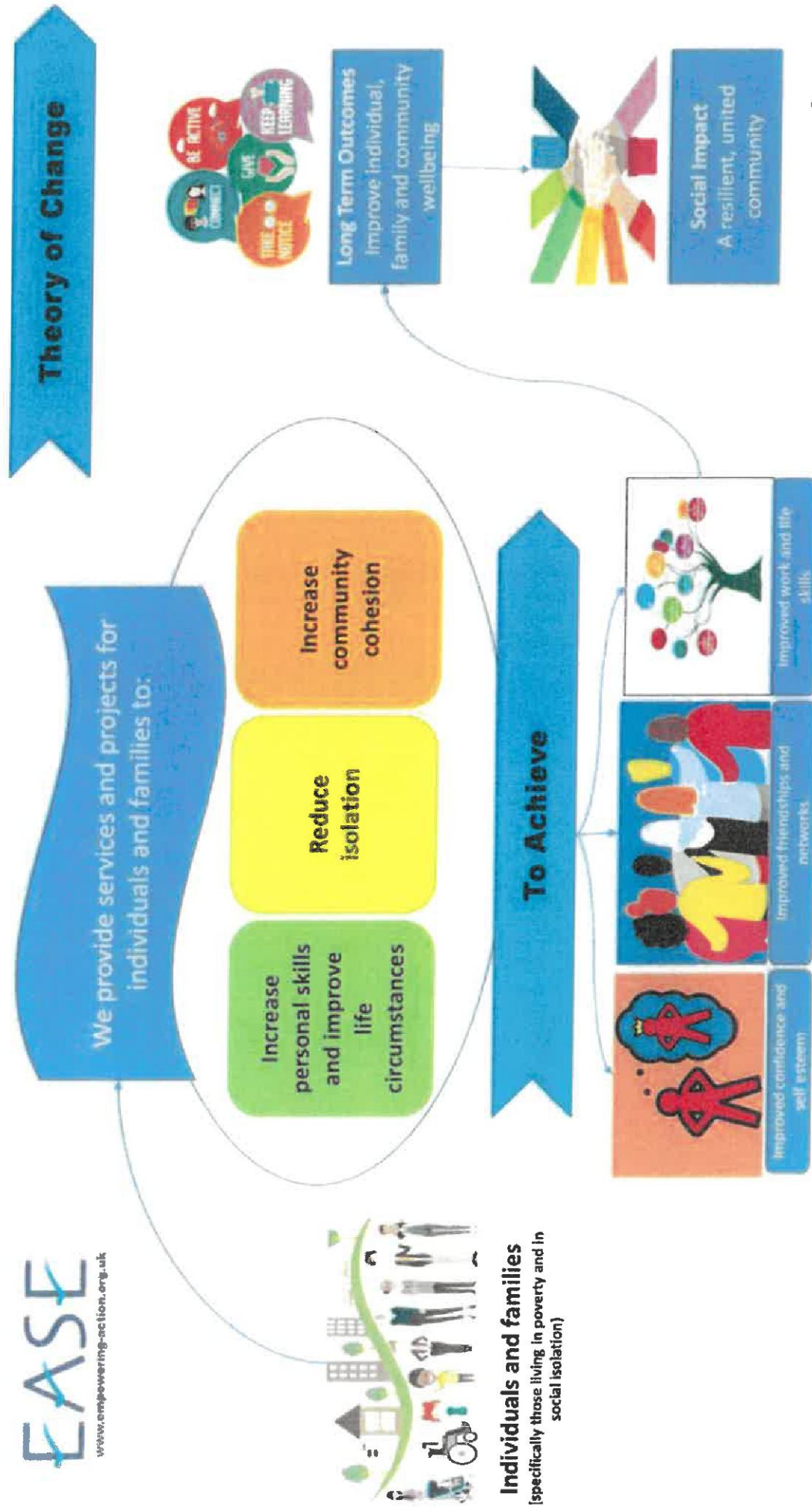
Innovation



Development



Sustainability





# Our Achievements

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

100% of our Adult Service users felt included and welcome

56% of clients attended more than one of our services

99.5% of clients reported the service/activity they attended made a positive difference to them/their family

3% reported they had learnt a new skill

97% felt more empowered to try new activities and services

Our ESOL clients had a 90% pass rate in their final exams

75% of clients attending The Refresh Project stated that they had gained more problem-solving skills

318 new clients registered with EASE and Hamwell Big Local in the last year

55% came to know about EASE from word of mouth  
15% from referrals  
30% from promotional material or search enquiries

A total of 87 young people attended Youth Club this year

83% attending Youth Club felt they had increased their knowledge of Mental Health and this has improved their health and wellbeing

775 parents/carers and children attended Toddler Group sessions this year

**Helped our information and Advice Service users to save income of £125,007.84**

Our new leaflet, outlining EASE and Hamwell Big Local's services, was given out to over 2000 residents in the local area.



## 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





## 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



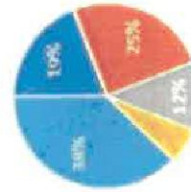
## Our aims

- 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

## Our Year in Review

### E.A.S.E Children and Youth Services

## Youth Club

**Overview**

The Youth Club provides young people with a safe environment where they can socialise with their peers and build friendships. It provides the opportunity to take part in a variety of activities that aim to develop their knowledge, to improve their skills and to develop their confidence. The club is open to all young people who are currently attending school or college. The club is open to all young people who are currently attending school or college. The club is open to all young people who are currently attending school or college.

**Total attendance for the year: 100**

100% of the young people said they felt more confident about their future now they had learnt to manage their money with our 'Money' money management sessions.




## After School Club

**Overview**

Our After School Club gives the children a place they can socialise with their friends while having fun and taking part in a variety of activities like cooking, sports, arts and crafts and much more!

**Achievements**

- 11 Children attended our After School Club
- Total attendance for the year: 100
- 100% said they enjoyed the cooking activities
- 80% said they enjoyed the arts & crafts activities

**Feedback:**

After School Club is great really like the arts and crafts

I love coming here it is the best club ever!






## Holiday Club

**Overview**

The Holiday Club gives the children a place they can have fun with their friends during the holidays as well as learn some new skills and take part in a variety of activities like cooking, arts and crafts, sports activities, local trips and much more.

**Achievements**

- 100% of the children enjoyed the arts & crafts
- 100% of the children enjoyed the cooking activities
- 100% of the children enjoyed the sports activities
- 100% of the children enjoyed the local trips

**Feedback:**

Holiday Club is the greatest thing I have!!

This is the best club ever!

I enjoyed the holiday club very much. I liked the cooking, arts and crafts, sports activities, local trips and much more.







## 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 Conley 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.



## Our Year 8 (April 2022 to March 2023) Achievements:

### Achievements

- Under Hanwell Arts project, outline planning permission for artworks at Copley Woodland and Borden Road was submitted and our commissioned artist created 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 (NCFE 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

## Walk and talk

1 session | 17 Registrations | Total attendances: 17

Completed by going over about Hanwell and Forest Hill area's walking routes.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Yoga

10 x 6-week sessions | 12 Registrations | Total attendances: 140

17 people and running (on road and on a running machine). Whilst the focus was on the 10 x 6-week sessions, the sessions also included support for people with long-term health conditions and people with mental health issues.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Boxing

10 x 6-week sessions | 75 Registrations

Total attendances: 480

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Bunting Course

10 x 6-week sessions | 12 Registrations

Total attendances: 140

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Certificate in Employability Skills

10 x 6-week sessions | 15 Registrations

Total attendances: 140

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Cooking Workshops

10 x 6-week sessions | 15 Registrations

Total attendances: 140

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Hand Sewn Christmas Decoration Workshop

1 session | 15 Registrations | Total attendances: 48

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.



## Creative Art Workshops - Decoupage

1 session | 15 Registrations | Total attendances: 48

17 people happily spent time together, some on foot, some on bikes, some on scooters.

17 people happily spent time together, some on foot, some on bikes, some on scooters.





## Our Year in Review

### Hanwell Big Local Services

#### Pilates

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

"I like the professionalism of the facilitator, the way we adapted the activities to suit each person."

"I enjoyed how friendly and easy going lady the class, very calming!"

"One time there was a slight equipment shortage, but we did it anyway. And it was great to have a local teacher, who I can go back to if needed."

"Marianne was a great teacher. I liked the fact it was local and community based, with local people. Great time, very convenient!"



#### Knit and Natter

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

"I enjoyed connecting with other people, sharing ideas, seeing other people's work."

"A really interesting new project, making a speciality, learning some skills and techniques."

"The facilitator was very helpful."

#### Photography Competition

Local residents participated in the photography competition. There were 3 themes: Harrier People, Harrier Place and Harrier 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, apple sauce, vegetables and talent competition.



#### String Art

4 workshops | 39 Registrations | Total attendances: 51

"It was very relaxing and very well explained. I loved the teacher was very clear and calm and helpful."

"I learned how to do it and met new people. I also enjoyed that I can share that with my daughter. And she loves it."

"I enjoyed the teacher's creativity and the way she explained it. I loved the way she explained it. I loved the way she explained it."

"Thank you so much for an opportunity to learn something new. I always enjoy people doing the same thing with me. I'm really enjoying it. I'm really enjoying it. I'm really enjoying it."

"I really enjoyed the teacher for the first time and I love it. Thank you very much."



#### Sewing Course

Three x 5-week sessions | 18 Registrations | Total attendances: 170

"I enjoyed learning new skills and making a bag. The teacher is very good and explains very well. She makes me feel like I'm not alone."

"I really enjoy my class. I get to meet people and I love sewing that."

"I enjoyed the teacher's creativity and the way she explained it. I loved the way she explained it. I loved the way she explained it."

"It was helpful for me as I've been long to sew and also had a great experience from this sewing course."



# Our Partners and Funders



JOHN LYON'S  
CHARITY



LLOYDS BANK  
FOUNDATION  
England & Wales





## 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 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

### **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 31<sup>st</sup> 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: -

A handwritten signature in black ink, appearing to read 'S Ali', with a stylized flourish at the end.

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

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 31<sup>st</sup> March 2023**

	Notes	2023	2023	2023	2022	2022	2022
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<b>Income form:</b>							
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		-	-	-			
		<u>49,375</u>	<u>275,047</u>	<u>324,422</u>	<u>28,313</u>	<u>182,935</u>	<u>211,248</u>
<b>Expenditure on:</b>							
Charitable activities	4	45,116	210,904	256,020	34,650	159,436	194,086
<b>Total</b>		<u>45,116</u>	<u>210,904</u>	<u>256,020</u>	<u>34,650</u>	<u>159,436</u>	<u>194,086</u>
<b>Net Income/(Expenditure)</b>		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)	(2,990)
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		<u>196,526</u>	<u>108,088</u>	<u>304,614</u>	<u>156,804</u>	<u>77,933</u>	<u>234,737</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 2023**

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



**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.

<b>2.Debtors</b>	<b>2023</b>	<b>2022</b>
Other debtors		2,813
		<hr/>
		2,813
		<hr/>

**2.**

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

**Creditors: amounts falling due within a year**

	<b>2023</b>	<b>2022</b>
3. Accrued income	35,000	63,597
Other creditors	4,133	1,500
	<u>39,133</u>	<u>65,097</u>

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**

	<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	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
	<u>77,114</u>	<u>124,552</u>	<u>9,238</u>		<u>210,904</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		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
	<u>10,820</u>	<u>22,695</u>	<u>2,160</u>	<u>35,675</u>

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

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

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).

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

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
Hanwell Big Local Administrator	1	1	Administrator	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**

General Fund

Designated fund

**Description, nature and purpose of fund**

The “free reserves” after allowing for all designated funds £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	
	<u>34,750</u>



**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	-	76,586	(21,656)	(10,948)	43,982
Community Fund					
<b>Total</b>	<b>77,933</b>	<b>275,047</b>	<b>(210,904)</b>	<b>(33,988)</b>	<b>108,088</b>

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