

2023/2024



## **E.A.S.E. (Empowering Action & Social Esteem) Ltd** **Annual Report**

Supporting the journey to improved wellbeing

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# Message from the Chair & CEO

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

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

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

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

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

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

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

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

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

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



**Michelle Bailey**  
Chief Executive Officer

**Sharon Ali**  
Chair

# Our vision, mission and values



## Our Vision

A resilient united community



## Our Mission

To improve individual, family and community wellbeing



## Our charitable objectives

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



## Our Values

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



## About us

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

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

## What we do

We provide the following services:

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

# 948

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

# 220

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



# Our impact & achievements 1/5

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

**88%**

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

**72%**

made friends  
with other  
people in my  
community

**96%**

of service users  
felt welcome  
and included

**89%**

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

**79%**

feel less isolated

**88%**

felt safe with us

**77%**

were extremely  
satisfied with  
the support  
received  
from EASE

**76%**

were highly likely  
to recommend  
EASE to others



# Our impact & achievements **2/5**

## Adult services

**72%**

of new registrations  
heard of EASE through  
word of mouth

**18%**

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

**10%**

of new registrations  
were referred by  
another service

## Information and advice

**175**

clients received  
support with finance,  
debts or housing

**£48,060**

The service increased income by  
per year for our clients

**65%**

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

**78%**

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



# Our impact & achievements 3/5

## The Refresh Project

32

Clients received  
counselling through  
our Refresh Project

83%

of Clients were  
extremely  
happy with the  
service they  
had received

75%

of Clients feel  
more confident  
in themselves

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

## The ReWork Project

20

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

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

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

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





# Our impact & achievements 4/5

Physical, creative and wellbeing courses

**147**

adults attended one or more physical, creative or wellbeing courses

**76%**

had gained more emotional management skills

**79%**

more interested in trying new things

**41**

women attended ESOL classes

**67%**

pass rate

**100%**

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

**100%**

of clients had learnt a new skill

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

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

It has enhanced my mobility



# Our impact & achievements 5/5

## Youth Services

**72**

Young people  
attended one or more  
of our 3 youth clubs

**73%**

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

## After school club and holiday schemes

**38**

children attended our  
After School Club

**116**

children attended our  
Holiday Schemes

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

**10**

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

**259**

Parents and Carers

**265**

Children

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

**2643**

times

**68%**

Young people  
reported learning  
skills to reduce  
risky behavior

**76%**

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

**76%**

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

**72%**

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



# Our charity in pictures

**EASE**  
[www.empowering-action.org.uk](http://www.empowering-action.org.uk)





# Thank you to all our funders



JOHN LYON'S CHARITY



**COMMUNITY**  
FUND



CHANGING PLACES  
CHANGING LIVES



Local Trust | **Big Local**



[www.ealing.gov.uk](http://www.ealing.gov.uk)



# **Trustees Annual Report 2023-2024**



# Reference and administrative details

## Directors and Board of Trustees

**Sharon Ali**  
Chair of Trustees/Company Secretary

**Andrew Lee**  
Treasurer/Company Director

**Andrew Brattle**  
Trustee/Company Director

**Barjinderpal Lall**  
Trustee/Company Director

## Accountants

**Fraser +Accountants**  
3 Barossa Place  
PH1 5HG

## Bank

**Lloyds Bank**  
44-45 The Broadway  
London W5 5JU

## Registered office

**Hanwell Community Centre**  
Westcott Crescent  
Hanwell  
London W7 1PD

## Registrations

**Registered charity number**  
1098965

**Registered company number**  
04291837



## Charitable objects

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

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

## Future plans

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

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



# Report of the Trustees Incorporating the directors' report

## Structure, governance and management

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

The Board of 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 rests with the Trustees. The day-to-day management of the charity is delegated to its CEO, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charities aims and objectives. Generally, the charity seeks within 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 £353,182 which was made up of grants, contracts and service delivery income, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £339,174. The balance of funds at the end of the year was £330,248 of which £107,910 is restricted.



# Report of the Trustees

## Incorporating the directors' report

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

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

EASE Trustees report for the year ended 31st March 2024.

The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

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

## Reserves Policy

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

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

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

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



# Report of the Trustees

## Incorporating the directors' report

### Going Concern

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

### Approval

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

24<sup>th</sup> Nov 2024 and signed on its behalf by:



Sharon Ali, Chair of Trustees, EASE Ltd

## Independent Examiner's report to the Trustees

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

### Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

### Basis of independent examiner's report

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

### Independent examiner's statement

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

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

Have not been met; or

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



**Fiona Fraser**  
Chartered Accountant

3 Barossa Place  
Perth, PH1 5HG



## Balance sheet as at 31 March 2024

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

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

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

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

Sharon Ali  
Chair/Secretary



Approved by the board on 27th Nov 2024.

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

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

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



## Cash flow statement for YE 31/3/2024

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



## Notes to the accounts YE 31/3/2024

### 1. Accounting policies

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

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

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

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

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

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

### Expenditure

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

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



## Notes to the accounts YE 31/3/2024

## 2. Debtors

	2024 £	2023 £
Other debtors	640	-

## 3. Creditors: amounts falling due within a year

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

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

## Notes to the accounts YE 31/3/2024

## 4. Analysis of expenditure on restricted charitable activities

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

## 4. Analysis of movements in restricted funds

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



## Notes to the accounts YE 31/3/2024

## 4. Analysis of movements in restricted funds

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

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

## Notes to the accounts YE 31/3/2024

### 5. Analysis of governance, service delivery and support costs

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

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



## Notes to the accounts YE 31/3/2024

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

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

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

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

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

EASE currently employs:

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



## Notes to the accounts YE 31/3/2024

## 7. Analysis of charitable funds

## Analysis of movements in restricted funds

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

## Analysis of movements in restricted funds – previous years

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

Name of restricted fund	Description, nature and purpose of fund	General fund income	£
General Fund	The "free reserves" after allowing for all designated funds.	Various service delivery	£13,810
Designated fund	£51,250 has been transferred from unrestricted funds for continuation of services and support to deliver the strategy	National Lottery Community Fund Uplift Grant BeFriend (consortium grant)	£10,026 £8,724
			<b>£32,560</b>



## Notes to the accounts YE 31/3/2024

### 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.

# Thank you!

**EASE Ltd. (Empowering Action & Social Esteem)**  
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Charity No: 1098965 | Company No: 042091837