

Company registration number: 04422485
Charity registration number: 1099878

TROS GYNNAL PLANT
Working Name TGP Cymru

**(A company limited by guarantee
and not having a share capital)**

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

Azets Audit Services
Chartered Accountants & Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF23 8AB

TROS GYNNAL PLANT

CONTENTS

Report of the Trustees	1 - 10
Report of the Independent Auditors	11 - 14
Statement of Financial Activities	15
Balance Sheet	16
Statement of Cash Flows	17
Notes to Financial Statements	18 - 38

The following page does not form part of the statutory financial statements

Detailed Income and Expenditure Account	39
---	----

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

OBJECTIVES AND ACTIVITIES & ACHIEVEMENTS AND PERFORMANCE

Tros Gynnal Plant's charitable aims as set out in the Memorandum and Articles of Association are:

1. To relieve children and young people who are in material, physical, mental or emotional need.
2. To promote the sound administration of the law relating to children and young persons.

In 2020/21 Tros Gynnal Plant worked with a total of 4,414 Children and young people, which represents a 25% increase on the previous year.

We also worked with upwards of 794 families including individual parents and carers; a 50% increase on 2019/20.

We delivered the Service Bi-lingually in English and Welsh and in over 20 other languages. Kurdish Sorani, Kurdish Kumanji, Kurdish, Badini, Pashto, Tigrinya, Oromo, Vietnamese, Sudanese Arabic, Arabic, Farsi, Dari, Turkish, Herero, French, Portuguese, Czech, Polish, Russian, Slovak and Spanish.

Throughout the year Tros Gynnal Plant followed the following strategic aims:

1. **STRATEGIC AIM 1.** To establish quality services across Wales and to ensure that Tros Gynnal Plant (TGP) develops as a leading children's charity.
2. **STRATEGIC AIM 2.** To contribute to the development of policy and practice on children's rights issues at local, national and European levels, ensuring the voice of children and young people is heard in the process.
3. **STRATEGIC AIM 3.** To develop training programmes and services which will improve understanding of children's rights issues and contribute to the standardisation, professionalism and quality assurance of advocacy and support services for children and young people.
4. **STRATEGIC AIM 4.** To ensure that Tros Gynnal Plant has sufficient fundraising capacity to maintain and develop its work on behalf of children and young people and become less reliant on public funds.
5. **STRATEGIC AIM 5.** To review and develop the organisation in order to ensure that Tros Gynnal Plant is adequately structured to meet future demands and challenges.

Tros Gynnal Plant carried out the following activities in pursuit of these aims.

How our activities deliver public benefit

The scope of the organisation has developed to cover the following areas of work in line with these aims and in support of vulnerable children, young people and their families. All services are free and provided irrespective of gender, disability, sexual orientation, ethnicity or religion. However, eligibility for the service may be targeted, by agreement with commissioners or funders, at particular groups in a geographical area, for example, looked after children in one county and refugees and asylum-seeking children in another.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

In furtherance of these aims, the Trustees of Tros Gynnal Plant have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's published general and sub-sector guidance concerning the operation of the public benefit requirement under the act.

Policy

Tros Gynnal Plant's Chief Executive Officer is a member of the Children in Wales NGO Directors' Group, working alongside Barnardos, Action for Children, NSPCC, Save the Children and Children in Wales. Tros Gynnal Plant is also a member of the Children in Wales NGO Policy Officer's Group. We remain members of the Ministerial Advisory Group and Cross Party Group on Looked After Children. In these roles we participate in an influencing agenda on behalf of children and young people in dialogue with Senedd Member's and Ministers.

The Chief Executive Officer is the chair of the Children and Family Court Advisory and Support Service (CAFCASS) Management and Performance Committee. This is a public appointment with a seven-year term of office. In addition, Tros Gynnal Plant's senior management team have membership of numerous local and national, voluntary and statutory forums to ensure that service users are enabled to take part in consultations and influence policy in relation to services that affect them.

Independent Statutory Advocacy

Tros Gynnal Plant is the leading independent advocacy provider in Wales, with service level agreements to provide statutory advocacy services in 2 Local Health Boards (LHBs) and 15 Local Authorities (LAs). In March 2021 we lost 2 of these contracts leaving 13 LA contracts going into the next financial year. We also provide specialist advocacy services across the whole of Wales.

The Welsh Government Sustainable Social Services Third Sector Grant came to an end in March 2020 which funded the development of the National Approach to Statutory Advocacy. We were successful in gaining an ongoing contract with Welsh Government to collate the statistics from this initiative.

In January 2021 Tros Gynnal Plant was the first Advocacy Provider in Wales to gain registration and pass an inspection with the Care Inspectorate Wales. This is a result of new legislation which puts an onus on the organisation to comply with regulations and introduce a framework for ensuring quality.

Statutory Advocacy for Looked After Children

We provided statutory advocacy services to 3,810 children young people; almost double that of last year. In addition, we provided the Active Offer to 823 children and young people.

Family Group Meetings/Conferencing.

Last year we conducted a total of 56 Family Group Meetings for Bridgend and Merthyr Tydfil Local Authorities. In January 2021 Welsh Government issued £2million to Local Authorities to develop Family Group conferencing services. We were successful in securing 6 contracts with Bridgend, Merthyr Tydfil, Rhondda Cynnon Taf, Pembrokeshire, Neath/Port Talbot and Ceredigion, and were in negotiation with further local authorities to provide these services into the next financial year

Advocacy in a Health Setting

We have one regional contract to provide advocacy in a health setting in Mid and West Wales. Last year we worked with 162 cyp to raise an issue with their Health Board, including 1 complaint.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

Participation

In November 2020 we engaged a participation officer to conduct a survey which collected the views of 95 children and young people who we had worked with from the start of the Covid-19 pandemic lockdowns in March 2020 until February 2021.

Local Junior Safeguarding Boards (LJCB)

The Local Junior Safeguarding Board Safe Stars part of the Mid and West Wales Regional Group called CADW, are made up of a group of between 20 and 30 children and young people who quickly took their activities online and ran a series of events throughout the year including an open mike event, a residential with a twist and met with a number of professionals to ask them a series of prescribed questions, including the Children's commissioner and the CEO. They were also involved (along with young people from the Team around the Tenancy and the North Wales Advocacy Service) in making a video of the Annual Report 2019/20.

In September 2020 our relationship with the long running "Eat Carrots" Junior Safeguarding Board in Powys ended, as the service was taken in house by the local authority. At the time of transfer it had over 15 active members.

Independent Visitors and Communication Passports

We provided 13 care experienced children and young people with an independent visitor, someone to be their friend and to be there for them. A total of 61 communication passports were created or updated during the year.

Residential Visiting Advocacy RVA.

Last year we delivered Residential Visiting Advocacy services to 23 Independently Run and Local Authority Owned Children's Homes. In September 2020 we set up pilot to provide free Residential Visiting Advocacy to a further 37 homes delivering 87 virtual visits over a 4 month period. This pilot was funded from a Voluntary Services Emergency Funding Grant from WCVA to combat the effects of the Covid-19 pandemic.

Gypsy Roma and Traveller Service – Travelling Ahead

Our Gypsy Roma and Traveller service called Travelling Ahead received 406 new referrals.

In addition, we mentored and supported a young person to become a member of the Welsh Youth Parliament.

The EUSS Service

The EUSS Service, worked with 318 individuals and families. This is an information and advice service for EU Roma families living in Wales to help them obtain settled status following the UK withdrawal from the European Union

Asylum Rights Programme

Our Asylum Rights Programme worked with 135 new advocacy cases. One of these young people became a member of the Welsh Youth Parliament.

Restorative Engagement Veterans Service

The service has developed a new model for working with Veterans suffering PTSD and their Families in partnership with Veterans NHS Wales. The service worked intensively with 14 families.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

Team Around the Tenancy

The Team Around the Tenancy, a service set up with Welsh Government Funding for care experienced young people aged 18-25 who are homeless or at risk of homelessness, worked with 188 young people and delivered 708 1-1 sessions. In addition they undertook 23 Family Group Meetings and delivered 970 well-being sessions.

Awareness Raising and Influencing

In February 2021 the CEO gave evidence to the Senedd Children and Young Peoples Education Committee on the experiences of our services users during the pandemic. The CEO made a plea that, during the next term of the Senedd, a review of the National Approaches to Advocacy be reviewed and that they implement the recommendations of the 'Out of Sight – Out of Rights' research to add a further safeguard to these vulnerable children and young people.

Covid-19 Pandemic Response

This year we followed government advice and all staff continued to work from home. However, we continued to deliver services to the most vulnerable children, young people, families and communities in Wales.

There have been conflicting impacts on the financial situation of TGP for 2021-2022 as a result of the Covid-19 pandemic. We have been able to access some emergency funding to offset the loss of some large contracts in the previous financial year. Also, like many other charities, we have seen a reduction in fundraising income.

We are fully aware that we have not seen the true impact of the Covid-19 pandemic yet and know that it will have lasting implications on the financial environment, and therefore the financial situation of Tros Gynnal Plant going forward. The organisation is primarily reliant on Welsh and Local Government funding, which is also going to be impacted by the ongoing financial climate. The short-term funding that saw us through this year came to an end in March 2021 and we will therefore be projecting a deficit budget for 2021-2022.

As noted in our investment policy TGP Cymru invested £500k of reserves during November 2018. During the final quarter of 2019-20 this investment was monitored closely due to the Covid-19 pandemic and the resulting effect on the stock market. The decision was taken to withdraw half of this investment due to the plummeting value. That said £250k was retained within the investment portfolio and the financial impact on this due to Covid -19 was a loss of £35k, for the year ended 31 March 2020, which has subsequently seen an increase in value of £46K, with the value of the investments at 31 March 2021 at £262,187.

Trustees and Senior Management are reviewing finance generating options, for example the sale of the Head Office building, given the Covid-19 situation has shown that a remote working model is feasible. The Senior Management Group will also be working hard to identify core funding to ensure sustainability of Tros Gynnal Plant and lobbying Welsh Government on the support needed by charities during this difficult time in order to retain a third sector as a whole.

Volunteers

The charity has received the benefit of 13 volunteer independent visitor's time. The Trustees are also volunteers and we are very grateful for their time and expertise.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

FINANCIAL REVIEW

Income for the year was £2.27 million up from £2.18 million in 2020. Expenditure for the year was £2.05m down from £2.09m in 2020. The overall surplus for the year was £247,653 (2020: £326,925), after realised and unrealised losses on investments (£46.6K) and defined benefit pension scheme valuations (£17.2K).

The unrestricted surplus was £36,175 and restricted surplus £211,478.

Principal Funding Sources

Tros Gynnal Plant raised much of its income in 2020/21 through grants from the Welsh Assembly Government, Local Authority Service Level Agreements, trust funds and various other grant funding, including Covid-19 grants. The trustees are determined that Tros Gynnal Plant should continue to develop other forms of income, particularly community and corporate fundraising.

Investment Policy

The policy of holding money on deposit has not produced a significant income because interest rates are low. Trustees reviewed this policy to determine whether a more advantageous return can be achieved whilst continuing to take a low risk, prudent approach. As noted in the Covid-19 Pandemic response.

Tros Gynnal Plant invested £500k of reserves during November 2018 in an investment portfolio. During the final quarter of 2019-2020 this investment was monitored closely due to the Covid-19 pandemic and the resulting effect on the stock market. The decision was taken to withdraw half of this investment due to the plummeting value. That said £250k was retained within the investment portfolio and the financial impact on this due to Covid -19 was a loss of £35k, for the year ended 31 March 2020, which has subsequently seen an increase in value of £46K, with the value of the investments at 31 March 2021 at £262,187.

Reserves Policy

Tros Gynnal Plant has been endeavouring to create a fund of free reserves in line with Charity Commission guidance i.e. a sum sufficient to allow for the winding up of the organisation should that be necessary; this is estimated to be approximately £500,000.

A designated fund of £178,755 (2020: £183,781) has been made for the investment tied up in the charity's head office. As such the free reserves available (excluding the fixed assets, designated funds and pension deficit liability) were £611,599 (2020: £594,493).

Pension Scheme

Tros Gynnal Plant participates in the Scottish Voluntary Sector Pension Scheme (SVSPS). The Committee of the SVSPS decided to close the SVSPS to future accrual of benefit with effect from 1 April 2010.

Tros Gynnal Plant has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan, based on the financial position of the Scheme as at 30 September 2017. Full provision for the agreed deficit payments of £674,000 was provided as a liability in 2017 with the balance reduced by deficit payments made each year, and in this year adjustment made by the pension reflecting amendments made to the contribution schedule (see note 22). The balance at 31 March 2021 is £246,015.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

PLANS FOR THE FUTURE

In January 2021 Welsh Government issued £2million to Local Authorities to develop Family Group conferencing services. We were successful in winning six contracts with Bridgend, Merthyr Tydfil, Rhondda Cynnon Taf, Pembrokeshire, Neath/Port Talbot and Ceredigion and were in negotiation with further local authorities to provide these services into the next financial year. This will allow us to rely less on Advocacy and use our restorative engagement expertise.

The charity shop was closed in April 2020 as it was felt that the business model of using only volunteers to run the shop was no longer viable with the changes in employment law and health and safety requirements. However, we will be planning to develop a new type of charity shop on a sustainable, upcycling and training model which is run by young people.

We continue to follow Welsh Government guidance in response to the Covid-19 Pandemic and encourage staff to work from home where they can. We will be adopting a blended model of allowing staff to work from home and an office base in line with the needs of the organisation.

We are in the process of recruiting trainees from the new UK Government Kick Start Scheme that provides funding to employers to create jobs for 16 to 24 year olds on Universal Credit and are aiming to become a living wage employer.

Tros Gynnal Plant will continue to respond to the needs of our service users and develop new innovative services to meet these needs.

A new 5 year strategic plan is near completion and will be adopted by the trustees in the next financial year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Tros Gynnal Plant is both a registered charity and a company limited by guarantee, governed by its Memorandum and Articles of Association dated 20 August 2003.

Recruitment and Appointment of Trustees

The Tros Gynnal Plant Trustee Board must consist of at least three and not more than 12 members. One third or the nearest number must retire at each AGM – those longest in office retiring first. There is no requirement for a break in service to be able to stand for re-election.

Over the course of the coming year the Trustees intend to continue to expand the membership of the Trustee Board, up to a maximum of 12, in a way which will reflect both the skills and knowledge of the organisation's needs and the diversity of Wales. This will be achieved through targeted advertisements and word of mouth. No Trustees resigned during the year. There are currently 7 trustees.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

Trustee Induction and Training

New trustees receive an induction pack containing the following enclosures:

- Declaration to act as a Trustee
- Skills and knowledge audit form
- Charity Commission CC3 document – The Essential Trustee: What you need to know
- Tros Gynnal Plant background information
- Memorandum and Articles of Association
- Annual report and annual accounts
- Organisational chart
- List of current Trustees
- Minutes of annual and extraordinary general meetings
- Minutes of the last three Trustee Board meetings
- Copies of management accounts prepared since the last audited accounts
- Information regarding the Trustee Board meetings

New Trustees attend induction training sessions with newly appointed members of staff and are also encouraged to visit projects and attend events around Wales.

All Trustees undergo an annual appraisal conducted by the Chair and CEO.

All members of the Trustee Board give their time voluntarily and receive no benefits from the charity. Out of pocket expenses are paid to enable Trustees to attend meetings.

Organisational Structure

The Chief Executive Officer is accountable for the day-to-day management of the organisation and to the Trustee Board, which meets on a quarterly basis.

There are three directorial. The Director of Family Services, Director of Support Services (Both based at Head Office) and the Director of Advocacy based in Mid Wales.

Located in the Head Office are the Finance and HR Manager and the Learning & Development Manager. The Health and Safety responsibilities and an administrative team, with full range of support and administrative functions are also based at the Head Office.

Pay Policy for Senior Staff

The pay of CEO's is reviewed annually and may be increased in accordance with average earnings. In view of the size and nature of the charity, the CEO is benchmarked against pay levels in other organisations of a similar size. The remuneration benchmark is the mid-point of the range paid for similar roles.

Relationship with Related Parties

Tros Gynnal Plant maintains positive relationships with the Welsh Government and a range of local, national and international statutory and voluntary organisations.

Risk Management

Tros Gynnal Plant has created a risk register, which is reviewed regularly by the Trustees. The following main risks have been identified:

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

Financial

The organisation recognises the risks of over dependence on one source of funding from the Welsh Government and those posed by current financial pressures in Wales and the UK, including funding its pension deficit.

It works to overcome these risks by:

- Seeking full cost recovery funding for projects across Wales.
- Increasing charitable fundraising, including the charity shop.
- Developing self-financing training activity.
- Developing a reserve fund in line with Charity Commission recommendations.
- Monitoring income and expenditure and working to budget.

Health and Safety

- Regular Health and Safety inspections, in line with our policy, identify appropriate action to be taken.
- During the year a private Health and Safety consultant continues to advise the organisation.
- Lone working of staff is a risk, subject to a separate Tros Gynnal Plant policy. The organisation uses the Guardian 24 personal security system to overcome this assessed risk.

Employment Law Regulation

Tros Gynnal Plant introduces reviews, and amends procedures to ensure that they are consistent with changes in employment legislation. During 2020/21 we continued to use HR Inform and a private human resources consultant. We use a revised staff handbook and terms and conditions of employment in line with current legislation and good practice. Internal controls to minimise risk include:

- Training for all managers in Recruitment and Selection Policy and Procedures
- Regular staff supervision, appraisal and peer support
- Monthly analysis of financial management information
- Financial controls

The major risks to which the charity is exposed, as identified by the Trustees, have been reviewed and systems and procedures have been established to manage those risks. A Trustee Finance, HR and Policy Sub Group has been established which meets quarterly and reports to the full Trustee Board.

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDING 31 MARCH 2021**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name	Tros Gynnal Plant	
Working Name	TGP Cymru	
Charity Registration Number	1099878	
Company Registration Number	04422485	
Registered Office	12 North Road Cardiff CF10 3DY	
Board of Trustees	Diane Daniel (Chair) Penelope Newman Emma Marshman (Vice Chair) Richard Hibbs (Treasurer) Angharad Price Hugh Russell Laura Kinsey	
Company Secretary	Jacqueline Murphy	
Key Management Personnel	Jacqueline Murphy – Chief Executive Officer Mike Clark – Director Sarah Durant – Director Rhannon Beaumont-Walker - Director	
Solicitors	Hugh James Hodge House 114-116 St Mary Street Cardiff CF10 1DY	Geldards Dumfries House Dumfries Place Cardiff CF10 3ZF
Bankers	Unity Trust Bank Nine Brindley Place Birmingham B1 2HB	
Statutory Auditors	Azets Audit Services Chartered Accountants & Statutory Auditors Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB	
Investment Managers	Brewin Dolphin 5 Callaghan Square Cardiff CF10 5BT	

**TROS GYNNAL PLANT
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The trustees (who are also directors of Tros Gynnal Plant for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company [and the group] and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for maintaining proper accounting records which 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 other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 27 September 2021
and signed on behalf of the Board



.....
Diane Daniel (Chair)

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF TROS GYNNAL PLANT

Opinion

We have audited the financial statements of Tros Gynnal Plant (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF TROS GYNNAL PLANT

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF TROS GYNNAL PLANT

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

**REPORT OF THE INDEPENDENT AUDITORS
TO THE TRUSTEES OF TROS GYNNAL PLANT**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



Sarah Case FCA DChA (Senior Statutory Auditor)

For and on behalf of Azets Audit Services
Chartered Accountants and Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF23 8AB

Date 12-10-2021

TROS GYNNAL PLANT
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total Funds 2020 £
Income and endowments from:					
Donations and legacies	3	41,373	-	41,373	43,753
Charitable activities	4	107,920	2,117,529	2,225,449	2,107,808
Other trading activities	5	-	-	-	22,038
Investments	6	6,180	-	6,180	14,985
Total income and endowments		155,473	2,117,529	2,273,002	2,188,584
Expenditure on:					
Raising funds		5,113	-	5,113	26,677
Charitable activities		160,370	1,889,306	2,049,676	2,071,538
Total expenditure	7	165,483	1,889,306	2,054,789	2,098,215
<i>Net gains/(losses) on investments</i>	12	46,626	-	46,626	(54,359)
<i>Net incoming/(outgoing) resources before transfers</i>	8	36,616	228,223	264,839	36,010
<i>Actuarial adjustment on defined pension scheme</i>	21	(17,186)	-	(17,186)	290,925
Transfers					
Gross transfers between funds	16,17	16,745	(16,745)	-	-
Net movement in funds		36,175	211,478	247,653	326,935
Reconciliation of Funds					
Total funds brought forward	16,17	508,164	283,987	792,151	465,216
Total funds carried forward	17,18	544,339	495,465	1,039,804	792,151

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing operations.

The notes on pages 18 to 38 form part of the financial statements

**TROS GYNNAL PLANT
BALANCE SHEET
AS AT 31 MARCH 2021**

			2021		2020
	Note	£	£	£	£
Fixed assets:					
Tangible assets	11		178,755		183,781
Investments	12		262,186		212,457
			<u>440,941</u>		<u>396,238</u>
Current assets:					
Debtors	13	438,043		226,980	
Cash at bank and in hand		1,037,772		597,646	
		<u>1,475,815</u>		<u>824,626</u>	
Liabilities:					
Creditors - Amounts falling due within one year	14	(671,619)		(193,369)	
Net current assets			804,196		631,257
Total assets less current liabilities			<u>1,245,137</u>		<u>1,027,495</u>
Creditors: Amounts falling due after more than one year	15		(205,333)		(235,344)
Net assets			<u>1,039,804</u>		<u>792,151</u>
The funds of the charity:					
Restricted income fund	16		495,465		283,987
Unrestricted income funds:					
General funds	17	611,599		594,493	
Designated fund – fixed asset reserve	17	178,755		183,781	
Pension reserve	17	(246,015)		(270,110)	
			<u>544,339</u>		<u>508,164</u>
Total charity funds	18		<u>1,039,804</u>		<u>792,151</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

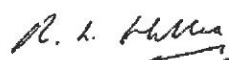
The trustees responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the Board of Trustees on 27 September 2021.



.....
Diane Daniel (Chair)



.....
Richard Hibbs (Treasurer)

The notes on pages 18 to 38 form part of the financial statements

**TROS GYNNAL PLANT
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	2021 £	2020 £
Net cash provided by/(used in) operating activities	25	<u>435,678</u>	<u>(112,816)</u>
<i>Cash flows from investing activities:</i>			
Dividends, interest and rents from investments		6,180	14,985
Purchase of property, plant and equipment		(1,398)	(43,248)
Purchase of investments		(60,770)	(88,410)
Proceeds of disposal of investments		60,436	330,382
Net cash provided by investing activities		<u>4,448</u>	<u>213,709</u>
 Change in cash and cash equivalents in the reporting period		 440,126	 100,893
Cash and cash equivalents at the beginning of the reporting period		597,646	496,753
Cash and cash equivalents at the end of the reporting period	24	<u>1,037,772</u>	<u>597,646</u>

The notes on pages 18 to 38 form part of the financial statements

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information

Tros Gynnal Plant is a private company limited by guarantee incorporated in England and Wales. The registered office is 12 North Road, Cardiff, CF10 3DY

Basis of Preparation

The accounts have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Presentation of the accounts on a going concern basis

The charity reported a net unrestricted inflow of £36,175n for the year, after gains on investments of £46,626. This charity has sufficient free reserves and is monitoring results on a frequent basis. The trustees are of the view that that on this basis the charity is a going concern and there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income recognition policies:

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Membership and training income is recognised in the period to which it relates and any amounts received in advance are deferred in the balance sheet.

Cash donations are recognised on receipt.

Clothing and other items donated for resale through the charity's shop are included as other trading activities when they are sold.

Investment income is included when receivable.

The income and surplus before taxation is attributable to the one principal activity of the charity.

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES (continued)

Resources expended recognition

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly and support costs are apportioned on an appropriate basis e.g. staff time spent on each activity.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 7.

Netting off of income against expenditure

It is not the policy of the charitable company to show incoming resources net of expenditure.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease terms.

Depreciation and Tangible Fixed Assets

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	- 2% on cost
Property improvements	- 5% on cost
Plant and machinery	- 25% on reducing balance
Computer equipment	- 33% on cost

Assets purchased during the year with a cost of under £1,000 are written off in that year.

Taxation

As a registered charity, Tros Gynnal Plant is entitled to the exemption from taxation in respect of Income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES (continued)

Cash at bank and in hand

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

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Gains and losses arising on the disposal of investments and the revaluation to fair value are charged or credited to the statement of financial activities in the year.

The main form of financial risk faced by the charity is the volatility in equity markets and investment markets due to wider economic conditions.

Basic Financial Assets:

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of Tangible Fixed Assets:

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Derecognition of financial assets:

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES (continued)

Basic Financial Liabilities:

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities:

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Fund accounting

The charity has various types of funds for which it is responsible, and which require further disclosure. These are as follows:

Restricted funds are earmarked by the donor for specific purposes. Grant income received to fund capital expenditure is held in restricted reserves. The balance is transferred to unrestricted reserves in future years at the same rates as to match the depreciation charges of the related assets. Revenue funds restricted by the donor are matched against expenditure as appropriate.

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. In addition to expenditure on the principal activities of the charity these funds can be held in order to fund capital expenditure.

Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment or to provide termination benefits.

Redundancy

Any redundancy costs are recognised when the redundancy payments are made to the exiting employee.

Pensions

Tros Gynnal participates in the Pension Trust SVSPS Final Salary Pension Scheme (the "Scheme"). The Scheme is a multi-employer defined benefit scheme. The Scheme is funded and is contracted out of the state scheme. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years the actuary reviews the progress of the Scheme. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the charity. Under the terms of FRS 102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year.

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations	1,083	-	1,083	11,802
Edward Nicholl Fund dividend and interest	40,290	-	40,290	31,951
	<u>41,373</u>	<u>-</u>	<u>41,373</u>	<u>43,753</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Independent care providers	37,669	4,800	42,469	38,405
Revenue grants	68,951	2,112,729	2,181,680	2,068,353
Training	1,300	-	1,300	1,050
	<u>107,920</u>	<u>2,117,529</u>	<u>2,225,449</u>	<u>2,107,808</u>

Analysed by activity:

Revenue grants:				
Advocacy	37,669	1,622,351	1,660,020	1,712,516
Family work	-	282,699	282,699	147,928
Participation	-	50,400	50,400	18,521
Emotional health advocacy	-	12,090	12,090	12,090
Project learning and social care workforce	70,251	3,618	73,869	-
Other grants	-	146,371	146,371	28,161
Gypsy Roma traveller Work	-	-	-	188,592
	<u>107,920</u>	<u>2,117,529</u>	<u>2,225,449</u>	<u>2,107,808</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Shop income	-	-	-	22,038
	<u>-</u>	<u>-</u>	<u>-</u>	<u>22,038</u>

6. INCOME FROM INVESTMENTS

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Dividends and interest	6,180	-	6,180	14,985
	<u>6,180</u>	<u>-</u>	<u>6,180</u>	<u>14,985</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

7. EXPENDITURE

	Basis of allocation	General Advocacy £	Family Work £	Restorative Approaches £	Participation £	Emotional Health £	Training £	Charity Shop £	Fundraising £	Government £	Other grants £	Gypsy Roma Traveller Work £	Total 2021 £	Total 2020 £
Direct costs														
Employment & training costs	Actual	1,090,343	229,260	-	22,537	4,365	-	-	-	-	63,599	-	1,410,104	1,289,783
Project costs	Actual	345,712	57,801	-	11,885	4,402	-	2,769	-	-	44,502	-	467,071	514,050
Premises costs	Actual	7,358	1,576	-	69	45	-	509	-	-	322	-	9,879	19,998
		<u>1,443,413</u>	<u>288,637</u>	<u>-</u>	<u>34,491</u>	<u>8,812</u>	<u>-</u>	<u>3,278</u>	<u>-</u>	<u>-</u>	<u>108,423</u>	<u>-</u>	<u>1,887,054</u>	<u>1,823,831</u>
Support costs allocated to activities														
Employment & training costs	Usage	48,003	36,780	15,154	2,396	271	84	1,187	133	-	-	-	104,008	230,378
Premises costs	Usage	2,649	2,030	836	132	15	5	66	7	-	-	-	5,740	1,944
Legal & prof fees	Usage	1,918	1,470	606	96	11	3	47	5	-	-	-	4,156	8,475
Depreciation	Usage	2,965	2,272	936	148	17	5	73	8	-	-	-	6,424	4,260
Bank charges	Usage	3,273	2,508	1,033	163	19	6	81	9	-	-	-	7,092	829
Investment														
Management fee	Usage	1,419	1,087	448	71	8	3	35	4	-	-	-	3,075	5,073
Audit fees	Usage	-	-	-	-	-	-	-	-	6,900	-	-	6,900	6,900
Grant repayment	Usage	14,003	10,729	4,421	699	79	24	346	39	-	-	-	30,340	16,524
		<u>74,230</u>	<u>56,876</u>	<u>23,434</u>	<u>3,705</u>	<u>420</u>	<u>130</u>	<u>1,835</u>	<u>205</u>	<u>6,900</u>	<u>-</u>	<u>-</u>	<u>167,735</u>	<u>274,383</u>
		<u>1,517,643</u>	<u>345,513</u>	<u>23,434</u>	<u>38,196</u>	<u>9,232</u>	<u>130</u>	<u>5,113</u>	<u>205</u>	<u>6,900</u>	<u>108,423</u>	<u>-</u>	<u>2,054,789</u>	<u>2,098,214</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

8. NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging:

	Total 2021 £	Total 2020 £
Leasing costs	28,943	32,474
Depreciation of owned fixed assets	6,424	4,260
Auditors remuneration	6,900	6,900

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2021 £	2020 £
Wages & salaries	1,465,508	1,421,592
Social security costs	125,244	114,436
Pensions costs	65,840	59,215
Redundancy costs	21,474	9,300
	1,678,066	1,604,543

Number of employees who received employee benefits of more than £60,000 were:

	2021 No	2020 No
£60,000 - £69,999	-	1
	-	1

Number of higher paid employees to whom retirement benefits were accruing:

	2021 No	2020 No
£60,000 - £69,999	-	1
	-	1

The employers' pension contributions for higher paid employees were:

	2021 No	2020 No
£60,000 - £69,999	-	3,213
	-	3,213

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL (continued)

Key management personnel

The total amount paid to key management personnel for their services to the charity during the year totalled £212,391 (2020: £212,420).

Trustee remuneration and related party transactions

No remuneration was paid to the trustees during the year ended 31 March 2021 (2020: none).

Expenses that could have been claimed but were not reimbursed to nil trustees (2020: 6) during the year were as follows:

	Total 2021 £	Total 2020 £
Travel costs reimbursed	<u>-</u>	<u>154</u>

10. STAFF NUMBERS

The average number of employees analysed by function was as follows:

	2021 No	2020 No
Direct	51	57
Support	18	21
	<u>69</u>	<u>78</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

11. TANGIBLE ASSETS

	Freehold property	Property improve ments	Office equipment	Plant & machinery	Total
	£	£	£	£	£
Cost					
At 1 April 2020	212,942	43,248	24,441	11,812	292,443
Additions	-	-	1,398	-	1,398
At 31 March 2021	<u>212,942</u>	<u>43,248</u>	<u>25,839</u>	<u>11,812</u>	<u>293,841</u>
Depreciation					
At 1 April 2020	72,409	-	24,441	11,812	108,662
Charge for the year	4,260	2,164	-	-	6,424
At 31 March 2021	<u>76,669</u>	<u>2,164</u>	<u>24,441</u>	<u>11,812</u>	<u>115,086</u>
Net book value					
31 March 2021	<u>136,273</u>	<u>41,084</u>	<u>1,398</u>	<u>-</u>	<u>178,755</u>
31 March 2020	<u>140,533</u>	<u>43,248</u>	<u>-</u>	<u>-</u>	<u>183,781</u>

12. INVESTMENTS

	2021 £
Market value 1st April 2020	212,457
Additions to investments at cost	60,770
Disposals at carrying value	(60,436)
Net gain/(loss) on revaluation	46,626
Cash account movement	2,769
Market value as at 31 March 2021	<u>262,186</u>
Historical value as at 31 March 2021	<u>239,204</u>

13. DEBTORS

	2021 £	2020 £
Trade debtors	285,144	131,593
Prepayments and accrued income	152,899	95,387
	<u>438,043</u>	<u>226,980</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	39,077	43,512
Social security & other taxes	31,540	30,184
Accruals and deferred income	542,128	68,403
Other creditors	18,192	16,504
Pension deficit contributions	40,682	34,766
	<u>671,619</u>	<u>193,369</u>

Deferred income carried forward for use in 2021/22 amounts to £499,348. The reason for the deferral being, that the conditions to enable the grant to be fully utilised have not been met.

	2021 £	2020 £
Balance as at 1st April	40,600	34,500
Income received in the year	2,225,449	2,107,808
Released to income	<u>(1,816,701)</u>	<u>(2,101,708)</u>
Balance as at 31 March	<u>449,348</u>	<u>40,600</u>

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021 £	2020 £
Pension deficit contributions	205,333	235,344
	<u>205,333</u>	<u>235,344</u>

Pension deficit contributions:

The company participates in a multi-employer pension scheme. The scheme is a defined benefit scheme in the UK, as it is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme it therefore has to account for the scheme as a defined contribution scheme.

The amount recognised in the financial statements is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. See note 22 for further details.

The amounts repayable are as follows:

	2021 £	2020 £
Repayable within one year	40,682	34,766
Repayable within two and five years	179,566	161,158
Repayable in more than five years	25,767	74,186
	<u>246,015</u>	<u>270,110</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

16. RESTRICTED FUNDS

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Redundancy fund	16,745	-	-	(16,745)	-
Projects:					
Asylum Ad hoc	-	1,265	(1,265)	-	-
Big Lottery Voices in a Foreign Land	9,990	-	-	-	9,990
Bridgend FGM	13,357	28,750	(36,912)	-	5,195
Buttle UK	206	-	-	-	206
CAIS Change in Step Innovation Fund	7,000	-	(1,535)	-	5,465
Carmarthen Advocacy	497	-	-	-	497
Ceredigion JLSCB	353	-	-	(225)	128
Conwy TATT	-	26,600	(22,220)	-	4,380
Co-Production grant	2,697	-	-	-	2,697
Cwm Taf Active Offer	2,599	6,510	(2,721)	-	6,388
Cwm Taf Advocacy	-	194,387	(114,667)	-	79,720
Cwm Taf IV Services	-	7,459	(6,843)	-	616
Erasmus	13,098	-	(18,108)	5,010	-
Esme Fairbairn	-	15,500	(13,737)	-	1,763
EU Settlement Scheme Funding	11,911	105,580	(117,491)	-	-
Families First CTAF	-	-	(225)	225	-
Hillside	-	4,800	(1,288)	-	3,512
JRS Furlough	-	3,619	(3,619)	-	-
Mid & West Wales Active Officer	511	-	-	-	511
Mid & West Wales Advocacy	2,080	-	-	-	2,080
Mid & West Wales Health	7,631	12,090	(12,090)	-	7,631
Mid & West Wales IV Services	2,344	9,800	(9,800)	-	2,344
Mid & West Wales Participation	3,268	13,341	(13,341)	-	3,268
Mid and West New advocacy	30,203	343,402	(331,356)	-	42,249
Moondance	-	10,000	(10,000)	-	-
NAPCPM	-	10,000	(3,100)	-	6,900
National Lottery – TATT	-	50,750	(32,506)	-	18,244
North Wales Advocacy – NASA	40,446	394,447	(337,561)	-	97,332
NWCRS Children in Need	1,090	33,914	(22,580)	-	12,424
Parental Advocacy	-	5,250	-	-	5,250
Pembroke Advocacy	85	-	-	-	85
People's Postcode Lottery	-	7,023	(2,232)	-	4,791
Powys Advocacy Service	2,351	-	-	-	2,351
RAFEP	40,810	-	-	-	40,810
RAVFS	16,285	71,107	(87,392)	-	-
Separating Families – Pilot	-	5,000	-	-	5,000
SSSG	630	-	560	-	1,190
Steve Morgan – TATT	-	5,800	(4,848)	-	952

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

16. RESTRICTED FUNDS (continued)

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
TATT	-	128,369	(128,369)	-	-
TATT Ad hoc	-	6,700	(4,355)	-	2,345
Travelling Ahead	21,455	205,096	(189,445)	-	37,106
Travelling Ahead National Forum 2018 – Big Lottery	1,186	6,622	(2,404)	(5,010)	394
Visiting Advocacy Proposal	-	12,000	-	-	12,000
WCVA – ARP	-	18,000	(18,000)	-	-
WCVA – EUSS	-	15,000	(15,000)	-	-
WCVA Participation	-	15,000	(15,000)	-	-
WCVA Participation	-	35,793	(19,884)	-	15,909
WCVA Support Services	-	11,500	(11,163)	-	337
Western Bay Advocacy	32,265	265,666	(247,485)	-	50,446
WG Inclusion ARP	-	31,389	(31,324)	-	65
WG Travelling Ahead	2,894	-	-	-	2,894
	<u>283,987</u>	<u>2,117,529</u>	<u>(1,889,306)</u>	<u>(16,745)</u>	<u>495,465</u>

Redundancy fund

This relates to monies received from the Children's Society to fund potential redundancy payments to staff retained by Tros Gynnal Plant, whose employments were deemed to have continued under TUPE regulations.

Projects

This relates to monies received from grant funders who have specified that the income and expenses associated with the grant must be accounted for separately and any under spends should be repaid to them. Otherwise, the income received has been accounted for as unrestricted funds.

The transfers to the general purpose fund represents projects which have ended and are not repayable to funders.

Transfers to restricted funds represents Tros Gynnal Plant's contribution to the project.

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

16. RESTRICTED FUNDS (continued)

Previous year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
Redundancy fund	16,745	-	-	-	16,745
Projects:					
Big Lottery Voices in a Foreign Land	-	9,990	-	-	9,990
Bridgend FGM	-	34,500	(21,143)	-	13,357
Buttle UK	206	661	(661)	-	206
CAIS Change in Step Innovation Fund	-	7,000	-	-	7,000
Cardiff Social Services FGM	8,048	-	-	(8,048)	-
Carmarthen Advocacy	497	-	-	-	497
Ceredigion JLSCB	353	-	-	-	353
Co-Production grant	10,104	-	-	(7,407)	2,697
Cwm Taf Active Offer	-	12,435	(9,836)	-	2,599
Cwm Taf IV Services	-	234	(234)	-	-
Erasmus	19,081	-	(5,983)	-	13,098
Esme Fairbairn	-	31,413	(37,048)	5,635	-
EU Settlement Scheme Funding	-	84,719	(72,808)	-	11,911
Familles First CTAF	15,540	-	(15,473)	(67)	-
Familles First Single Access Point	1,018	-	(1,018)	-	-
Hillside	9,283	5,196	(1,095)	(13,384)	-
Mid & West Wales Active Officer	511	-	-	-	511
Mid & West Wales Advocacy	2,080	-	-	-	2,080
Mid & West Wales Health	4,526	12,090	(8,985)	-	7,631
Mid & West Wales IV Services	109	10,127	(7,892)	-	2,344
Mid & West Wales Participation	4,327	18,521	(19,580)	-	3,268
North Wales Advocacy – NASA	14,776	394,306	(368,636)	-	40,446
Mid and West New advocacy	10,645	341,984	(322,426)	-	30,203
NWCRS Children in Need	705	29,922	(29,537)	-	1,090
Paul Hamlyn	-	27,500	(33,411)	5,911	-
Pembroke Advocacy	85	-	-	-	85
Powys Advocacy Service	2,351	-	-	-	2,351
RAFEP	40,810	-	-	-	40,810
RAVFS	25,902	85,328	(94,945)	-	16,285
SSSG	7,312	204,665	(211,347)	-	630
Travelling Ahead	15,934	183,962	(178,441)	-	21,455
Travelling Ahead National Forum					
2018 – Big Lottery	1,716	5,760	(6,290)	-	1,186
Visiting Advocacy Proposal	-	16,236	(17,563)	1,327	-
Western Bay Advocacy	31,342	243,527	(242,604)	-	32,265
WG Inclusion ARP	770	32,252	(35,609)	2,587	-
WG Travelling Ahead	400	4,630	(2,136)	-	2,894
	<u>245,176</u>	<u>1,796,958</u>	<u>(1,744,701)</u>	<u>(13,446)</u>	<u>283,987</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

17. UNRESTRICTED FUNDS

	Balance at 1 April 2020 £	Income £	Expenditure £	Gain/Loss on investment /Pension £	Transfers £	Balance at 31 March 2021 £
Unrestricted						
General funds	594,493	155,473	(206,764)	46,626	21,771	611,599
Designated funds	183,781	-	-	-	(5,026)	178,755
Pension fund	(270,110)	-	41,281	(17,186)	-	(246,015)
Total unrestricted	<u>508,164</u>	<u>155,473</u>	<u>(165,483)</u>	<u>29,440</u>	<u>16,745</u>	<u>544,339</u>

Designated funds

This relates to the freehold property at 12 North Street, Cardiff which is used as an administration base and office equipment. These reserves are no longer available to the trustees for the daily operations of the charity and as such have been set aside as a designated fund.

Previous year

	Balance at 1 April 2019 £	Income £	Expenditure £	Gain/Loss on investment /Pension £	Transfers £	Balance at 31 March 2020 £
Unrestricted						
General funds	678,247	391,626	(395,479)	(54,359)	(25,542)	594,493
Designated funds	144,793	-	-	-	38,988	183,781
Pension fund	(603,000)	-	41,965	290,925	-	(270,110)
Total unrestricted	<u>220,040</u>	<u>391,626</u>	<u>(353,514)</u>	<u>236,566</u>	<u>13,446</u>	<u>508,164</u>

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible fixed assets	-	178,755	-	178,755
Investments	262,186	-	-	262,186
Net current assets	308,731	-	495,465	804,196
Long term pension liability	(205,333)	-	-	(205,333)
	<u>365,584</u>	<u>178,755</u>	<u>495,465</u>	<u>1,039,804</u>

Previous year

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2020 £
Tangible fixed assets	-	183,781	-	183,781
Investments	212,457	-	-	212,457
Net current assets	347,270	-	283,987	631,257
Long term pension liability	(235,344)	-	-	(235,344)
	<u>324,383</u>	<u>183,781</u>	<u>283,987</u>	<u>792,151</u>

19. FINANCIAL INSTRUMENTS

	2021 £	2020 £
Carrying amount of financial assets		
Investments measured at fair value	262,186	212,457
	<u>262,186</u>	<u>212,457</u>

20. LIABILITY OF MEMBERS

The charity is limited by guarantee, not having any share capital, the word limited being omitted from its name pursuant to a licence from the Department of Trade. Each member of the company is liable to a maximum of £1 in the event of the winding up of the charity and is not entitled to any share in the assets of the company. At 31 March 2021 there were 6 members of the charity.

21. OPERATING LEASING COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
<i>Expiring:</i>		
Less than one year	4,800	20,437
Between two and five years	19,200	-
Greater than five years	4,800	-
	<u>28,800</u>	<u>20,437</u>

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

22. PENSION SCHEME

TPT Retirement Solution – Scottish Voluntary Sector Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 102 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2017. This actuarial valuation was certified on 19 December 2018 and showed assets of £120.0m, liabilities of £145.9m and a deficit of £25.9m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

Deficit Contributions

From 1 April 2019 to 30 September 2026:	£1,404,638 per annum (payable monthly and increasing by 3% each year on 1 st April)
From 1 April 2019 to 31 March 2027:	£136,701 per annum (payable monthly and increasing by 3% each year on 1 st April)

The contributions to 30 September 2027 are in respect of those employers that have agreed concessions (both past and present) with the Trustee.

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

22. PENSION SCHEME (continued)

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £88.2m, liabilities of £122.1m and a deficit of £33.9m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions

From 1 April 2016 to 31 October 2029:	£1,323,116 per annum (payable monthly and increasing by 3% each year on 1 st April)
From 1 April 2016 to 30 September 2031:	£292,376 per annum (payable monthly and increasing by 3% each year on 1 st April)
From 1 April 2016 to 30 September 2031:	£37,475 per annum (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Values of Provision

	31 March 2021 (£s)	31 March 2020 (£s)	31 March 2019 (£s)
Present value of provision	246,015	270,110	315,839

Reconciliation of Opening and Closing Provisions

	Year Ending 31 March 2021 (£s)	Year Ending 31 March 2020 (£s)
Provision at start of period	270,110	315,839
Unwinding of the discount factor (interest expense)	6,365	4,293
Deficit contribution paid	(41,534)	(40,325)
Remeasurements - impact of any change in assumptions	11,074	(9,697)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	246,015	270,110

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

22. PENSION SCHEME (continued)

Income and Expenditure Impact

	Year Ending 31 March 2021 (£s)	Year Ending 31 March 2020 (£s)
Interest expense	6,365	4,293
Remeasurements – impact of any change in assumptions	11,074	(9,697)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

2019 figures have been restated to reflect amendments to the contribution schedule. This has been reflected in the 2020 accounts.

Assumptions

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.86	2.57	1.46

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contributions Schedule

Year ending	31 March 2021 (£s)	31 March 2020 (£s)	31 March 2019 (£s)
Year 1	42,780	41,534	40,325
Year 2	44,064	42,780	41,534
Year 3	45,386	44,064	42,780
Year 4	46,747	45,386	44,064
Year 5	48,150	46,747	45,386
Year 6	24,797	48,150	46,747
Year 7		24,797	48,150
Year 8		-	24,797

**TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

22. PENSION SCHEME (continued)

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

23. THE CHILDREN'S SOCIETY WELSH ENDOWMENTS – THE EDWARD NICHOLL TRUST

The charity benefits from an endowment fund, The Edward Nicholl Trust, established with monies from the Children's Society. The fund is held by a third party and a proportion of the income from the fund will be unrestricted income to Tros Gynnal Plant.

24. RELATED PARTY TRANSACTIONS

There were no related party transactions that occurred in the current or previous year.

25. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income/(expenditure) for the reporting period	247,653	326,935
<i>Adjustments for:</i>		
Depreciation charges	6,424	4,260
Dividends, interest and rents from investments	(6,180)	(14,985)
Fair value (gains)/losses on investments	(49,395)	54,359
(Increase)/decrease in debtors	(211,063)	(144,032)
Increase/(decrease) in creditors	448,239	(339,353)
Net cash provided by/(used in) operating activities	435,678	(112,816)
Analysis of Cash and Cash Equivalents		
Cash in hand	1,037,772	597,646
Total Cash and Cash Equivalents	1,037,772	597,646

TROS GYNNAL PLANT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

26. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Income and endowments from:			
Donations and legacies	43,753	-	43,753
Charitable activities	310,850	1,796,958	2,107,808
Other trading activities	22,038	-	22,038
Investments	14,985	-	14,985
Total income and endowments	391,626	1,796,958	2,188,584
Expenditure on:			
Raising funds	26,677	-	26,677
Charitable activities	326,837	1,744,701	2,071,538
Total expenditure	353,514	1,744,701	2,098,215
<i>Net gains/(losses) on investments</i>	<i>(54,359)</i>	<i>-</i>	<i>(54,359)</i>
Net incoming/(outgoing) resources before transfers	(16,247)	52,257	36,010
<i>Actuarial adjustment on defined pension scheme</i>	<i>290,925</i>	<i>-</i>	<i>290,925</i>
Transfers			
Gross transfers between funds	13,446	(13,446)	-
Net movement in funds	288,124	38,811	326,935
Reconciliation of Funds			
Total funds brought forward	220,040	245,176	465,216
Total funds carried forward	508,164	283,987	792,151

**TROS GYNNAL PLANT
DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2020**

	2020	2020	2020	2020
	£	£	£	£
Income:				
Project grants received	2,181,680		2,068,353	
Shop sales	-		22,038	
Independent care providers	42,469		38,405	
Donations received	1,083		11,802	
Training	1,300		1,050	
		2,226,532		2,141,648
Interest Received				
Edward Nicholl Fund Interest		40,290		31,951
Interest		6,180		14,985
		2,273,002		2,188,584
Expenditure:				
Wages	1,471,284		1,421,938	
Social security	125,244		114,436	
Pension fund costs	65,840		59,215	
Redundancy costs	21,474		9,300	
Direct project costs	72,986		117,616	
Telephone	41,885		34,794	
Printing postage & stationery	29,128		21,758	
Recruitment	3,428		4,058	
Insurance	9,790		7,667	
Travel & hotel	1,570		111,949	
Motor expenses	-		1,076	
Volunteer expenses	564		843	
Personal Guardian Licences/CRB checks	3,745		3,264	
Repairs & renewals	13,735		16,751	
Resource costs	1,790		1,603	
Welfare cleaning & sundries	1,676		3,448	
Welsh translation	11,023		10,561	
Auditors remuneration	10,696		10,277	
Professional fees	360		5,098	
Computer software and replacements	55,534		45,535	
Bad debt	1,625		-	
Advertising	2,700		-	
Subscriptions	874		4,008	
Training costs	15,146		4,734	
Rent	40,281		50,581	
Rates & water	2,182		3,562	
Light & heat	3,298		7,457	
Bank charges	7,092		829	
Grant repayment	30,340		16,524	
Investment fees	3,075		5,073	
Depreciation - Freehold property	6,424		4,260	
Investment losses/(gain)	(46,626)		54,359	
Pension Scheme movement	17,186		(290,925)	
		(2,025,349)		(1,861,649)
Net operating surplus/(deficit)		247,653		326,935

This page does not form part of the statutory financial statements

