

**Employers' Network for Equality & Inclusion
(A Company Limited by Guarantee)**

Directors' Report and Accounts
for the year ended 31 March 2022

Company number: 04549009
Charity number: 1101366

Independent auditor's report to the members of Employers Network for Equality & Inclusion

Directors

I Adams
C Adeyemi
T Berry
S Churchman
J Crookall
R Kramer
S Portet
D Singh (Chair)
W Smith (Treasurer)

Chief Executive

S Wassmer

Company Secretary

M Davies (appointed 16 August 2021)

Company number

04549009

Charity number

1101366

Registered Office

105 Judd Street
London
WC1H 9NE

Auditor

Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Bankers

NatWest Bank plc
1393 London Road
Norbury
London
SW16 4XF

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4TA

Trustees Report incorporating the Directors' report

For the year ended 31 March 2022

The directors present their annual report and accounts for the year ended 31 March 2021. The Trustees' Report has been prepared in accordance with Part 8 of the Charities Act 2011 and the statement of recommended practice (SORP). It also meets the requirements for a directors' report set out in the Companies Act 2006. The financial statements have been prepared in accordance with the accounting policies set out on pages 14 to 15 of the attached financial statements and comply with the requirements of the Charities SORP (FRS 102).

Objectives and activities

enei is an employer-led initiative to promote the business benefits of a diverse workforce. enei was established to 'promote equality and diversity for the public benefit' and seeks to eliminate discrimination in the workplace as follows:

1. by promoting equality, diversity and inclusion for the public benefit by reducing, preventing and discouraging discrimination and the resulting barriers in both the workforce and wider society;
2. by educating the public, employers and employees about the benefits of diversity and inclusion and promoting changes in attitudes, practice and behaviours amongst employers and the general public; and
3. by relieving unemployment for the public benefit by advocating inclusive employment, allowing individuals to reach their full potential and organisations to understand the benefits of employing diverse talent.

Public benefit

The directors confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

enei is widely regarded as the industry leader in workplace equality, diversity and inclusion, and offers expert information, advice, training, and support to employers at every stage of their equality, diversity and inclusion journey. enei operates within the wider ecosystem around equality, diversity and inclusion, and has multi stakeholder relationships, with individuals and organisations, across Government, the public sector, the private sector and the third sector.

As of 31 March 2022, enei had annual income of £1,895,097 (2021: £1,585,625) for the year then ended.

Review of Activities

The year ended 31 March 2022 has been one of significant change for enei, seeing a step-change in enei's activities and with the following key achievements:

- design of a new three-year rolling strategy, which commenced in FY23, transforming the charity's services and operations to deliver an exceptional customer experience and sustainable growth;
- design of a robust service offering and streamlined membership structure, launched in FY23;
- development of a new website, also launched in FY23;
- changes to the Board to enhance its skillset, including finance, marketing, PR & communications, business development and service design & development;
- restructure of the Commercial and Service Design & Delivery teams to meet the demands of the new strategy and service offering;
- significantly improved financial performance, with respect to increased income and judicious management of expenditure, resulting in higher income levels than historically achieved and a substantial surplus to underpin future growth and sustainability;
- focus on working capital and improvement in outstanding debt position, resulting in a healthy year end cash position;
- ongoing improvements in overall governance and infrastructure, including policies, processes, procedures and systems;
- introduction of the streamlined and renamed enei Inclusivity Excellence Awards, enabling the celebration of individuals and organisations and to amplify their great work;
- ongoing development of member events, introducing new topics and formats, and attracting participants not specifically working in the E, D & I space;
- creation of a new vision, purpose and values, and the ongoing development of a culture of belonging; and

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Trustees Report incorporating the Directors' report

For the year ended 31 March 2022

- introduction and ongoing development of the enei employee experience and a thriving, happy and productive team.

As the pandemic abated and the cost of living crisis ensued, enei has continued to grow, as the importance of employee well-being and belonging remains paramount.

Given the achievements in the year and the significant progress made in the financial performance and position of enei, the directors look forward with confidence to the future.

Member Services

enei's member services differ based on the level of membership and include:

- workplace equality, diversity and inclusion support, advice and guidance, delivered by a team of equality, diversity and inclusion practitioners;
- a wide range of workplace equality, diversity and inclusion online resources, including employer guides, fact sheets, briefing notes, infographics and case studies;
- events covering a variety of workplace equality, diversity and inclusion topics, along with workshops and masterclasses, as well as an annual conference and awards;
- networking events, including sector and topic roundtables;
- workplace equality, diversity and inclusion benchmarking using enei's TIDE (Talent Inclusion & Diversity Evaluation) tool;
- newsletters and member email updates; and
- discounts on training and consultancy services.

Training and Consultancy

enei provides training and consultancy services to both member and non-member organisations at all stages of their equality, diversity and inclusion journeys. In the financial year ended 31 March 2022, the most popular training programs were Unconscious Bias / Conscious Inclusion, Inclusive Leadership and Introduction to Workplace Equality, Diversity and Inclusion, with an increasing interest in Race Inclusion, Inclusive Recruitment and Inclusive Communications. Alongside these, enei has delivered a range of consultancy projects—from designing inclusive recruitment processes and procedures to supporting organisations in developing their equality, diversity and inclusion strategies; and from running listening circles through to helping organisations set up and manage employee resource groups (ERGs).

Events

During the financial year ended 31 March 2022, enei held 49 member events on a range of workplace equality, diversity and inclusion topics, as well as enei's annual Inclusivity Excellence Awards.

Member events were delivered online and included sector-specific round tables and a range of webinars on topical issues. These included race inclusion, well-being and mental health at work, agile and flexible working, LGBTQ+ inclusion and awareness raising around different disabilities. Member events also included a new interview format, with a deep dive into specific topics such as menopause, gender identity and hybrid working, as well as practical workshops on topics such as gender pay gap reporting, increasing participation in equality monitoring and becoming a Disability Confident Leader.

Financial review

The income for the period amounted to £1,895,097 (2021: £1,585,625) and the total expenditure amounted to £1,297,542 (2021: £1,579,234). This resulted in net income of £597,555 (2021: £6,391) before actuarial movements on the defined benefit pension scheme. At the year-end there were unrestricted funds of £967,410 (2020: £366,855) carried forward.

Structure, governance and management

The Charity is governed by its Memorandum and Articles of Association dated 30 September 2002 and most recently amended in June 2017. The directors, who are also the trustees for the purpose of charity law, who served throughout the year are listed on page 2 (above).

Trustees Report incorporating the Directors' report

For the year ended 31 March 2022

Directors

The directors, who served throughout the year except as noted, were as follows:

D Singh (Chair)
C Adeyemi
S Churchman
J Crookall
J McDowell (resigned 12 August 2021)
B Mordsley (resigned 15 September 2021)
D Mortimer (resigned 31 December 2021)
T Phillips (resigned 26 May 2022)
J Rees (resigned 27 July 2022)
I Adams (appointed 23 February 2022)
T Berry (appointed 23 February 2022)
R Kramer (appointed 23 February 2022)
S Portet (appointed 23 February 2022)
W Smith (Treasurer, appointed 23 February 2022)

None of the directors has any beneficial interest in the company. All directors and Core Members who pay the full core subscription fee are members of the company and guarantee to contribute £1 in the event of a winding up.

Both staff and trustees wish to thank the outgoing trustees for their incredible hard work over the years, particularly during the pandemic and this period of significant change for the organisation.

Directors' indemnities

The Company has made qualifying third party indemnity provisions for the benefit of its directors which were made during the year and remain in force at the date of this report.

Recruitment and appointment of directors

enei has a minimum of three directors, including the Chair, with no maximum imposed. The Chair and directors must be elected at the AGM every three years and can only remain in post for a maximum of six years, when they must automatically retire unless the directors agree otherwise, in which case they may be re-elected by the directors to hold office for a maximum of another three years. After this time the director must automatically retire. No director can remain in post for more than nine consecutive years, unless the directors agree otherwise.

Registered Office

On 15 October 2021, the company changed its registered office to:

105 Judd Street
London
WC1H 9NE

How the charity is managed and decisions are made

The Chief Executive, who is responsible to the directors, manages the enei staff team.

The Chief Executive prepares a business plan and budget each year. This outlines key proposed activities for the year for agreement by the directors. During the year, submissions are made for any additional projects for the charity's funds to the directors for approval. The Board meets quarterly or more frequently if required. The Chief Executive is responsible for decision-making within the agreed business plan.

As at 31 March 2021, the enei staff team consisted of 15 members of staff led by the Chief Executive. Fixed term and contract staff provide extra support.

Trustees Report incorporating the Directors' report

For the year ended 31 March 2022

Risk Management, including financial risk management

The directors have assessed the major risks to which the charity is exposed and a risk management strategy, reviewed annually, as a minimum, is in place which they are satisfied is effective and appropriate for the global and national risks identified. The principal risks are considered to be member attrition and continuing to provide an attractive and high-quality service and the Board has established risk management monitoring and mitigation policies to address these risks.

The charity's activities expose it to certain financial risks including credit risk, cash flow risk and liquidity risk. The charity's policy is not to use financial derivatives to manage these risks.

Key management personnel

The key management personnel of the organisation are the trustees and Chief Executive. Trustees are not individually remunerated and are tasked with setting the pay of the Chief Executive.

Reserves policy

enei aims to maintain expendable reserves at a level that will enable the charity to provide for contingencies, withstand periods of poor trading conditions or, in extreme circumstances, to manage a fundamental restructure of the charity's activities. On this basis the Trustees have set a target for expendable reserves representing six months' fixed costs, which in this current financial year is £800,000.

The trustees consider that reserves at this level will provide sufficient funds to support the activities of the charity in the case of urgent need, or to support the orderly closure of the charity in the event that the trustees decide there is no alternative way forward.

In accordance with the guidance issued by the Charity Commission, in formulating this policy, the trustees have taken into account the risks facing the charity and the likelihood of those risks materialising. The major financial risk is considered to be liquidity risk arising from timing differences between the collection of outstanding debtors and the payment of fixed costs. Controls are in place to mitigate this risk.

The balance held as unrestricted funds at 31 March was £967,410 of which £954,535 is regarded as free reserves, after allowing for funds tied up in tangible fixed assets. The current level of reserves exceeds the policy, so the trustees are satisfied that reserves are sufficient to cover the needs of the charity.

Fundraising

enei does not actively undertake fundraising activity.

Future developments

The first year of enei's new three-year rolling strategy commenced on 1 April 2022. This will be a year of investment, building infrastructure and laying foundations for ongoing, sustainable growth. At the centre of the strategy is an expanded service offering that goes far beyond compliance with the Equality Act to helping organisations create cultures of true inclusion and belonging, supporting them at every stage of the inclusion journey. This has been supported by the launch of a streamlined membership offer and new website in July 2022, with new and improved digital content, e-learning courses and events.

Trustees' responsibilities

The trustees (who are also directors of Employers Network for Equality & Inclusion for the purposes of company law) are responsible for preparing the Directors' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the directors 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 of the income and expenditure for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in 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);

Trustees Report incorporating the Directors' report

For the year ended 31 March 2022

- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom 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 charity will continue in operation.

The directors 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 and the Charities Act 2011. 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.

Auditors

Each of the persons who is a director at the date of approval of this report confirms that:

- so far as the directors is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the director has taken all the steps that they ought to have taken as a director to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

A resolution to reappoint Buzzacott LLP as auditors will be proposed at the forthcoming Annual General Meeting.

On behalf of the board of directors

D Singh
Director



Date:

07 / 10 / 2022

Independent auditor's report to the members of Employers Network for Equality & Inclusion

Opinion

We have audited the financial statements of Employers' Network for Equality & Inclusion (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is 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).

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 2022 and of its income and expenditure 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 charitable company 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 charitable company'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.

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 the audit:

Independent auditor's report to the members of Employers Network for Equality & Inclusion

- the information given in the trustees' report, which is also the directors' report 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 trustees' report, which is also the directors' report for the purposes of company law, has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in 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 trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Charities Act 2011, the Companies Act 2011, data protection legislation, anti-bribery, employment, pensions and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Independent auditor's report to the members of Employers Network for Equality & Inclusion

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- tested authorisation controls during substantive testing of expenditure;
- assessed whether judgements and assumptions made were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Edward Finch (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 13 October 2022

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Statement of financial activities
Incorporating the income and expenditure account
For the year ended 31 March 2022

	Notes	All unrestricted funds 2022 £	All unrestricted funds 2021 £
Income from:			
Investments	3	18	69
Charitable activities	4	1,895,079	1,585,556
Total income		1,895,097	1,585,625
Expenditure on:			
Charitable activities	5	1,297,542	1,579,234
Total expenditure		1,297,542	1,579,234
Net income for the year		597,555	6,391
Other recognised gains and losses			
Actuarial gains on defined benefit pension schemes	18	3,000	5,000
Net movement in funds		600,555	11,391
Fund balances at 1 April 2021		366,855	355,464
Fund balances at 31 March 2022		967,410	366,855

All income and expenditure arose on unrestricted activities in 2022 and 2021.

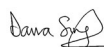
The notes on pages 16 to 25 form part of these financial statements.

Balance sheet
As at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	11		12,875		-
Tangible assets	12		-		4,568
			<hr/>		<hr/>
			12,875		4,568
Current assets					
Debtors	13	369,301		437,987	
Cash at bank and in hand		1,682,573		950,305	
		<hr/>		<hr/>	
		2,051,874		1,388,292	
Creditors: amounts falling due within one year	14	(1,097,339)		(1,023,005)	
		<hr/>		<hr/>	
Net current assets			954,535		365,287
			<hr/>		<hr/>
Net assets excluding pension liability			967,410		369,855
			<hr/>		<hr/>
Defined benefit pension scheme liability	18		-		(3,000)
			<hr/>		<hr/>
Total net assets			967,410		366,855
			<hr/>		<hr/>
Represented by					
Unrestricted funds					
• General funds	15		967,410		369,855
• Pension reserve			-		(3,000)
			<hr/>		<hr/>
			967,410		366,855
			<hr/>		<hr/>

The financial statements were approved by the directors and signed on its behalf by:

D. Singh
Director



Date: 07 / 10 / 2022

Company number: 04549009

The notes on pages 16 to 25 form part of these financial statements.

Statement of cash flows

For the year ended 31 March 2022

	2022 £	2022 £	2021 £	2021 £
Cash flow from operating activities				
Net income	600,555		6,391	
Adjustments for:				
Interest income	(18)		(69)	
Difference between current pension service cost and contributions made	(3,000)		(5,520)	
Finance cost in relation to defined benefit pension	-		11,520	
Depreciation	4,568		4,875	
Decrease in debtors	68,686		144,978	
Increase in creditors	74,334		184,724	
Net cash provided by operating activities		745,125		346,899
Cash flow from investing activities				
Disposal of fixed assets	-		307	
Purchase of intangible assets	(12,875)		-	
Investment income – bank interest	18		69	
Net cash (used in) provided by investing activities		(12,857)		376
Change in cash and cash equivalents in the year		732,268		347,275
Cash and cash equivalents at the beginning of the year		950,305		603,030
Cash and cash equivalents at the end of the year		1,682,573		950,305

No separate reconciliation of net debt has been prepared as there is no difference between the net cash (debt) of the Charity and the cash and cash equivalents.

Notes to the accounts

For the year ended 31 March 2022

1 General information

Employers Network for Equality and Inclusion is a company, limited by guarantee and registered in England and Wales. The registered number is 04549009 and the registered office is 7-14 Great Dover Street, London, SE1 4YR.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

2 Accounting policies

a) *Basis of preparation*

The financial statements have been prepared in accordance with 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), (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in sterling and are rounded to the nearest pound.

The charity constitutes a public benefit entity as defined by FRS 102.

b) *Going concern*

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

In particular, the trustees have considered the considerable financial resources available to the charity, as well as its forecasts and projections, and have taken account of potential pressures on member numbers given the wider economic uncertainty. After making enquiries the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) *Financial Instruments*

enei is party only to 'basic' financial instruments as defined in FRS 102. Financial assets such as cash and debtors are measured at the present value of the amounts receivable, less an allowance for the expected level of doubtful receivables. Financial liabilities such as trade creditors, loans and finance leases are measured at the present value of the obligation.

d) *Income*

Donations, grants and other forms of voluntary income are recognised as income when receivable.

Contract income is recognised in the statement of financial activities at an amount which represents a fair apportionment of the total anticipated income in relation to the project's stage of completion at the balance sheet date. Any amounts recognised but not yet received are included as accrued income within debtors.

Membership subscriptions net of VAT are recognised as income over the period of membership.

e) *Expenditure*

Expenditure is included on an accruals basis, net of recoverable VAT.

Governance costs include costs attributable to the management of the organisation's assets, administration of the organisation and compliance with statutory requirements. These costs are allocated to charitable activities as part of support costs and are apportioned based on staff time.

Notes to the accounts

For the year ended 31 March 2022

2 Accounting policies (continued)

f) *Tangible fixed assets and Depreciation*

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, with a capitalisation threshold of £1,500, as follows:

- Furniture, fixtures and equipment - 33% straight line

g) *Intangible fixed assets and Amortisation*

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided once the asset is brought into use at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, with a capitalisation threshold of £1,500, as follows:

- Website - 20% straight line

h) *Pensions Benefits*

enei is a participant in the Age UK Retirement Benefits scheme, which is a defined benefit scheme. The scheme is closed to new members and future accrual.

The Age UK Retirement Benefits scheme is a funded scheme, and the assets are held separately from those of enei in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in pension costs within charitable activities in the year.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

i) *Operating leases*

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

j) *Taxation*

enei is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

k) *Critical accounting estimates and areas of judgement*

In preparing these financial statements, the directors and management are required to make certain judgements and estimates.

Debtors

Management applies judgement in evaluating the recoverability of debtors and the extent to which they are provided against in the financial statements.

Notes to the accounts

For the year ended 31 March 2022

3 Investment income

	All unrestricted funds 2022 £	All unrestricted funds 2021 £
Interest receivable	18	69

4 Income from charitable activities

	All unrestricted funds 2022 £	All unrestricted funds 2021 £
Membership Subscriptions – enei	1,227,159	1,053,858
Consultancy	664,428	448,888
Event income	3,000	4,700
Government Grants	492	78,110
	1,895,079	1,585,556

5 Total expenditure

Current Year – All unrestricted funds	Staff & Consultants (note 6) £	Other (notes 7 & 8) £	Support Costs £	Total 2022 £
Charitable activities: Membership & consultancy services	748,439	529,459	19,644	1,297,542
Support costs (inc. governance)	11,222	8,422	(19,644)	-
	759,661	537,881	-	1,297,542

Prior Year – All unrestricted funds	Staff & Consultants (note 6) £	Other (notes 7 & 8) £	Support Costs £	Total 2021 £
Charitable activities: Membership & consultancy services	1,090,262	468,995	19,977	1,579,234
Support costs (inc. governance)	11,451	8,526	(19,977)	-
	1,101,713	477,521	-	1,579,234

Notes to the accounts

For the year ended 31 March 2022

6 Staff Costs

Number of employees

The average monthly number of employees during the year was:

	2022 Number 16	2021 Number 19
Membership & consultancy services and support		

Employment & Consultant costs

	All unrestricted funds 2022 £	All unrestricted funds 2021 £
Wages and salaries	668,117	919,990
Social security costs	69,175	79,649
Other pension costs	22,369	22,374
	759,661	1,022,013
Consultants & temporary staff	-	68,179
Total Employment & Consultant costs	759,661	1,090,193

The number of employees whose emoluments fell within the following bands was:

	2022 Number	2021 Number
£60,001 - £70,000	2	-
£90,001 - £100,000	1	1
£130,001 - £140,000	-	1

The total employee benefits including employer's pension contributions of the key management personnel were £257,926 (2021: £299,033).

Redundancy and termination costs in the year totalled £36,806 (2021 £123,519)

Notes to the accounts

For the year ended 31 March 2022

7 Charitable activities – direct costs

	2022 £	2021 £
Other costs relating to charitable activities comprise:		
Direct costs of consulting activities	341,326	218,127
PR consultancy	-	14,992
Promotional material	29,753	28,427
Events and meetings	15,587	9,559
Office and other costs	96,905	57,096
Rent and service charge	14,402	44,216
Staff recruitment, training and travel	31,486	96,578
	529,459	468,995

8 Support – direct costs

	2022 £	2021 £
Other support costs comprise:		
Audit	6,350	6,500
Other costs	2,072	2,026
	8,422	8,526

9 Directors and related party transactions

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year (2021: none). None of the directors were reimbursed expenses in the year (2021: none).

10 Net income before gains and losses

	2022 £	2021 £
These are stated after charging:		
Auditor's remuneration	6,350	6,500
Depreciation	4,568	4,875
Lease expenses:		
Land and buildings	14,402	41,407
Other	-	1,810

Notes to the accounts

For the year ended 31 March 2022

11 Intangible fixed assets

	Website £
Cost	
At 1 April 2021	-
Additions	12,875
At 31 March 2022	<hr/> 12,875
Amortisation	
At 1 April 2021	-
Charge for the year	-
Disposals	-
At 31 March 2022	<hr/> -
Net book value	
At 31 March 2022	<hr/> 12,875
At 1 April 2021	<hr/> -

12 Tangible fixed assets

	Fixtures, fittings and Equipment £
Cost	
At 1 April 2021	13,705
Additions	-
At 31 March 2022	<hr/> 13,705
Depreciation	
At 1 April 2021	9,137
Charge for the year	4,568
Disposals	-
At 31 March 2022	<hr/> 13,705
Net book value	
At 31 March 2022	<hr/> -
At 1 April 2021	<hr/> 4,568

Notes to the accounts

For the year ended 31 March 2022

13 Debtors

	2022 £	2021 £
Subscriptions, conference and event income receivable	346,989	427,888
Prepayments and accrued income	22,312	10,099
	<u>369,301</u>	<u>437,987</u>

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	105,107	7,712
Taxes and social security costs	99,741	127,878
Other creditors	6,035	568
Accruals and deferred income	886,456	886,847
	<u>1,097,339</u>	<u>1,023,005</u>

The charitable company operates a defined contribution pension scheme for the benefit of enrolled employees. The amount shown as other creditors in the note above relates to contributions due by enei to the scheme at the year end.

Deferred income

	2022 £	2021 £
Brought forward at 1 April	673,307	544,842
Deferred in the year	673,364	644,059
Released in the year	(654,391)	(515,594)
	<u>692,280</u>	<u>673,307</u>

Membership subscriptions are recognised over the period of membership. Where this relates to the following financial period, the income is deferred.

Notes to the accounts

For the year ended 31 March 2022

15 Funds analysis

Current Year	At 1 April 2021 £	Income £	Expenditure £	Gains/ (losses) £	At 31 March 2022 £
Unrestricted funds	369,855	1,895,097	(1,297,542)	-	967,410
Pension reserve	(3,000)	-	-	3,000	-
	<u>366,855</u>	<u>1,895,097</u>	<u>(1,297,542)</u>	<u>3,000</u>	<u>967,410</u>
Prior Year	At 1 April 2020 £	Income £	Expenditure £	Gains/ (losses) £	At 31 March 2021 £
Unrestricted funds	357,464	1,585,624	(1,573,233)	-	369,855
Pension reserve	(2,000)	-	(6,000)	5,000	(3,000)
	<u>355,464</u>	<u>1,1585,624</u>	<u>(1,579,233)</u>	<u>5,000</u>	<u>366,855</u>

16 Commitments under operating leases

At 31 March 2022 the charity had the following minimum lease payments under non-cancellable operating leases (all for land and buildings) which fall due as follows:

	Land and buildings	
	2022 £	2021 £
- within one year	10,771	2,375

17 Capital Commitments

At 31 March 2022 the charity had committed £38,625 towards the development of a new website (2021: £nil).

Notes to the accounts

For the year ended 31 March 2022

18 Pension Commitments

The disclosures below are provided in respect of the Age Concern Section of the Age UK Retirement Benefits Scheme ("the Scheme").

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the Scheme. This Section of the Scheme closed to future accrual on 30 November 2008.

A full actuarial valuation of the Scheme was carried out as at 31 March 2019 and the results of this valuation have been updated to 31 March 2021 by a qualified independent actuary. The expected Employer contributions for the year ending 31 March 2022 are £6k. These contributions include an allowance for administration expenses and PPF levies.

The results of the latest funding valuation at 31 March 2019 have been adjusted to the balance sheet date taking account of experience over the period since 31 March 2019, changes in market conditions and differences in the financial and demographic assumptions. The present value of the defined benefit obligation was measured using the Projected Unit Method.

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

	2022 % pa	2021 % pa
Main financial assumptions		
RPI Inflation	3.60	3.10
CPI Inflation	2.80	2.30
Rate of increase in salaries		
Pension increases		
Rate of increase in payment of pre 2006 pensions	3.60	3.10
Rate of increase in payment of post 2006 pensions	2.50	2.50
Discount rate for Scheme liabilities	2.80	2.10

Notes to the accounts

For the year ended 31 March 2022

18 Pension Commitments (continued)

Main demographic assumptions

	2022	2021
	95% of S3P base tables projected by year of birth assuming future improvements in line with CMI 2021 core projections with a long-term rate of improvement of 1.0% pa.	95% of S3P base tables projected by year of birth assuming future improvements in line with CMI 2020 core projections with a long-term rate of improvement of 1.0% pa.
Mortality		
Life expectancy for male currently aged 65	22.1 years (age 87.1)	22.1 years (age 87.1)
Life expectancy for female currently aged 65	24.5 years (age 89.5)	24.4 years (age 89.4)
Life expectancy at 65 for male currently aged 45	23.1 years (age 88.1)	23.1 years (age 88.1)
Life expectancy at 65 for female currently aged 45	25.6 years (age 90.6)	25.6 years (age 90.6)
Cash commutation	Allowance has been made for all members to exchange 80% of the maximum cash allowance available upon retirement.	Allowance has been made for all members to exchange 80% of the maximum cash allowance available upon retirement.

Scheme asset allocation

	2022		2021	
	£000	%	£000	%
Equities	74	16.7%	82	19.3%
Diversified growth fund	55	12.6%	53	12.5%
Infrastructure	42	9.5%	-	0.0%
Matching assets (including Gilts and Bonds)	264	59.9%	280	65.8 %
Cash	6	1.3%	11	2.4%
Total	441	100.0%	426	100.0%

None of the Scheme assets are invested in the Employer's financial instruments or in property occupied by, or other assets used by, the Employer.

Notes to the accounts

For the year ended 31 March 2022

18 Pension Commitments (continued)

Reconciliation of funded status to balance sheet

	2022 £'000	2021 £'000
Fair value of assets	441	426
Present value of funded defined benefit obligations	(412)	(429)
Funded status	29	(3)
Unrecognised asset	(29)	-
Asset/(liability) recognised on the balance sheet	-	(3)
	<hr/>	<hr/>
Present value of unfunded defined benefit obligations	-	-
	<hr/>	<hr/>

Amounts recognised in income statement

	2022 £'000	2021 £'000
Operating cost:		
Administration expenses	2	2
Past service cost (incl. Curtailments)	-	-
Financing cost:		
Interest on net defined benefit liability/(asset)	-	-
	<hr/>	<hr/>
Pension expense recognised in profit and loss	2	2
	<hr/>	<hr/>

Amounts recognised in Other Comprehensive Income (OCI)

	2022 £'000	2021 £'000
Asset gains arising during the year	19	29
Liability gains/(losses) arising during the year	12	(34)
Change in the effect of the asset ceiling	(29)	-
	<hr/>	<hr/>
Total amount recognised in OCI	2	(5)
	<hr/>	<hr/>

Notes to the accounts

For the year ended 31 March 2022

18 Pension Commitments (continued)

Changes to the present value of the defined benefit obligation during the year

	2022 £'000	2021 £'000
Opening defined benefit obligation (DBO)	429	398
Interest expense on DBO	9	9
Actuarial (gains)/losses on Scheme liabilities	(12)	34
Net benefits paid out	(14)	(12)
Past service cost (incl. curtailments)	-	-
	<hr/>	<hr/>
Closing defined benefit obligation	412	429
	<hr/>	<hr/>

Changes to the fair value of Scheme assets during the year

	2022 £'000	2021 £'000
Opening fair value of Scheme assets	426	396
Interest income on Scheme assets	9	9
Gain/(loss) on Scheme assets	19	29
Contributions by the Employer	3	6
Net benefits paid out	(14)	(12)
Administration costs incurred	(2)	(2)
	<hr/>	<hr/>
Closing fair value of Scheme assets	441	426
	<hr/>	<hr/>

Actual return on Scheme assets

	2022 £'000	2021 £'000
Interest income on Scheme assets	9	9
Gain/(loss) on Scheme assets	19	29
	<hr/>	<hr/>
Actual return on Scheme assets	28	38
	<hr/>	<hr/>