

Relationship Works

England & Wales · Charity number 1107679

Details

Other names	RELATE AVON
Status	Registered
Legal form	Charitable company
Company number	05320576
Registered	2005-01-18
Register	View on the Charity Commission register

Contact

Address	Pavilion House Bishop Road Bristol BS7 8LX
Phone	01179428444
Email	enquiries@relationship-works.co.uk
Website	https://relationship-works.co.uk/

Activities

Objects: 1. TO EDUCATE THE PUBLIC CONCERNING THE BENEFITS OF SECURE COUPLE RELATIONSHIPS, MARRIAGE AND FAMILY LIFE IN ORDER TO IMPROVE THE EMOTIONAL, SEXUAL AND SPIRITUAL WELL-BEING OF INDIVIDUALS WHICH IS DERIVED FROM COMMITTED RELATIONSHIPS;2 TO SEEK TO ENHANCE, THE GOOD HEALTH, BOTH MENTAL AND PHYSICAL, OF ADULTS AND CHILDREN BY:2.1 INCREASING PUBLIC AWARENESS OF THE BENEFIT OF COMMITTED COUPLE RELATIONSHIPS, MARRIAGE, AND FAMILY LIFE; AND2.2 WORKING TO PREVENT POVERTY, HARDSHIP AND DISTRESS CAUSED BY THE BREAKDOWN OF SUCH RELATIONSHIPS;3 TO PROVIDE COUNSELLING, ADVICE, EDUCATION, GUIDANCE AND RELIEF TO ADULTS AND/OR CHILDREN IN RELATION TO ANY ASPECT OF CONTEMPORARY LIFE OR WORK WHICH:3.1 MAY PREJUDICE THEIR PHYSICAL OR MENTAL WELL BEING; OR3.2 INFLUENCE, EITHER DIRECTLY OR INDIRECTLY, THEIR PRESENT OR FUTURE FAMILY OR COUPLE RELATIONSHIP;4 TO RELIEVE THOSE IN NEED BY REASON OF YOUTH, AGE, ILL-HEALTH, DISABILITY, FINANCIAL HARDSHIP OR OTHER DISADVANTAGE; AND5 TO PROMOTE RESEARCH INTO ALL OF THE ABOVE OBJECTS AND TO MAKE THE RESULTS AVAILABLE TO THE PUBLIC.

Activities: Relationship CounsellingFamily CounsellingSex TherapyRelate Education and LearningCounselling Children and Young People

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** BATH AND NORTH EAST SOMERSET, CITY OF BRISTOL, NORTH SOMERSET AND SOUTH GLOUCESTERSHIRE.
- Bath And North East Somerset
- Bristol City
- North Somerset
- Somerset
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£876,872	£443,063	£704,653	26
2024-03-31	£369,700	£353,034	-	-
2023-03-31	£284,445	£308,862	-	-
2022-03-31	£316,433	£308,596	-	-
2021-03-31	£293,794	£302,852	-	-

Trustees

Name	Role	Appointed
Anna Callaghan		2025-12-16
Barbara SHUTTLEWORTH		2025-12-16
Ged Drugan		2025-12-16
Grant Lowe		2025-12-16
Maxine Sharman		2025-12-16
Michelle Hill		2025-12-16
TLC: Talk, Listen, Change		2025-12-16

Accounts

RELATE AVON
FINANCIAL STATEMENTS

31 MARCH 2025

Company Registration Number 05320576
Charity Number 1107679

RELATE AVON

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

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RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

Charity Name	Relate Avon	
Company number	05320576	
Charity number	1107679	
Registered office and operational address	133 Cheltenham Road, Bristol, BS6 5RR 0117 942 8444	
Email Address	enquiries@relate-avon.org.uk	
Web Address	www.relate-avon.org.uk	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Paul Traynor	Chair – resigned 7.3.25
	Alice Chapman	Trustee – chair from 7.3.25
	Sue Ashby	Trustee – appointed 7.3.25
	Jennifer Boyle	Trustee – resigned 30.9.24
	Armando Di-Finizio	Trustee – appointed 7.3.25
	Mark Heappey	Trustee – appointed 9.9.24 / resigned 7.3.25
	Allister Liew	Trustee
	Nada Matti-Leighton	Trustee
	Lindsey Quinlan	Trustee
	Michelle Windle	Trustee – appointed 7.3.25
Key Management	Rob Booth	CEO
Bankers	CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4TA	
Independent Examiner	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park, Daventry Road, Bristol BS4 1DQ	

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

Relate Avon

The Trustees present the Report and Accounts for the year ended 31 March 2025 which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative information set out on page 1 forms part of this report. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102). These statements have been prepared in accordance with the accounting policies set out in Note 2 to the financial statements.

Legal Structure, Governance and Management

The charity is constituted as a company limited by guarantee, registered under the Companies Act and its governing document is a Memorandum and Articles of Association under company legislation. Its certificate of incorporation is dated 23 December 2004 and the last amendment to the governing document is dated 23 September 2010.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. The trustees are all individuals.

Recruitment and Appointment of New Trustees

We continue to strengthen our governance by actively recruiting new trustees who bring diverse skills, lived experience, and a shared commitment to supporting healthy relationships in our communities. Trustees are identified using informal and formal networks, and/or through appropriate targeted advertising. Candidates are then interviewed with suitable trustees selected by current trustees. All appointments are put to the members at the AGM.

Induction and Training of New Trustees

New trustees usually:

- Receive an induction pack of documents
- Have an induction training session with the CEO
- Have induction meetings with other trustees as appropriate
- Observe a meeting of the executive committee before joining

Organisational Structure and the Wider Network

Key Management Personnel Remuneration Policy

The day to day running of the charity is undertaken by the CEO who reports to the trustees. The trustees meet formally at least four times a year and are responsible to the members. The Trustees are responsible for strategy, policy and financial oversight of the company. Implementation of this is delegated to the Chief Executive Officer.

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

The Chief Executive Officer is a salaried member of staff. The pay of all staff is reviewed annually by the Trustees. The review considers the appropriate position for the role, performance in the role and affordability (i.e., the financial position of the charity). The last pay increase within the year for all staff took place from 1 April 2024 and reflected increasing living costs and the financial position of the charity.

The charity continues to work collaboratively with other relationship counselling centres around the country, as well as with Family Action (who own the Relate brand) and with local voluntary organisations.

Statement of Purpose

To improve insight and understanding of relationships, and to support and equip people to make changes to improve the quality of their relationships for the benefit of themselves, their family and society.

The Purposes of the Charity as set out in its Governing Documents

To educate the public concerning the benefits of secure couple relationships, marriage and family life in order to improve the emotional, sexual and spiritual well-being of individuals which is derived from committed relationships;

To seek to enhance, the good health, both mental and physical, of adults and children by:

- increasing public awareness of the benefit of committed couple relationships, marriage and family life;
- working to prevent poverty, hardship and distress caused by the breakdown of such relationships;

To provide counselling, advice, education, guidance and relief to adults and/or children in relation to any aspect of contemporary life or work which may:

- prejudice their physical or mental wellbeing; or
- influence, either directly or indirectly, their present or future family or couple relationship;

To relieve those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantage; and

To promote research into all the above objects and to make the results available to the public.

The Main Activities Undertaken in Relation to those Purposes During the Year

Relate Avon undertook the following main activities:

- Relationship counselling
- Sex therapy
- Family counselling
- Training placements for new and experienced counsellors

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

The Main Achievements and Performance of the Charity During the Year **Charitable Activities**

Demand for our services remained strong across all the areas we serve: Bristol, South Gloucestershire, Bath & North East Somerset and North Somerset. We're delighted that during the 12 months we saw 815 cases and had 5,595 appointments, being 11% more counselling sessions than last year (and 31% up on the year before). This growth after a period of disruption and uncertainty is a credit to our CEO and the team.

The majority (91%) of appointments were for relationship counselling with 157 for family counselling and 331 for sex therapy. Overall, some 60% of sessions were provided in person (in our Bristol and Bath premises) with the remaining being online. The percentage of in person sessions continues to increase as we build our capacity for this service in line with demand.

The increased level of appointments reflects both demand (helped by marketing improvements which enable clients to find us) and our increased capacity to meet this demand. We have good staff retention and have taken on new and returning counsellors. This along with processes changes have increased our availability and helped improve the percentage of sessions offered that get filled.

We are proud of our commitment to make counselling accessible and aim never to turn away anyone who would benefit from relationship counselling, even if they can't afford the full cost. Some 19% of our sessions during the year were fully or partially funded. Most of these (963 sessions – an increase of 30% on last year) were subsidised through our client bursary scheme at a cost of £35,755. This was only possible thanks to the generosity of funders and to those clients who were able and prepared to pay above our base fee. We're very grateful for this support but it's clear that access to subsidised counselling is still insufficient for the needs in our community.

During the year we simplified our fee structure (without increasing fees overall) and also conducted research to better understand our clients and their journey through Relate Avon.

The Difference the Charity's Performance During the Year has Made to the Beneficiaries of the Charity and to the Wider Society

Clients come to Relate when they've been struggling, sometimes for a long time. They report that Relate counselling helped them make positive changes and that they're better able to deal with the issues they came about. Many clients feel huge benefits with implications for their wellbeing and also for their partners, families, friendships, work and quality of life.

Here are some comments from clients:

"When we arrived, our marriage was in crisis. X heard us both with compassion, intelligent insight, and even with humour. In doing so she has helped us to gradually remember and re-discover those qualities in our relationship."

"The counsellor I saw was organised, experienced, empathic and kind. I got a lot out of the sessions; they helped me navigate through a very difficult period in my life."

"My partner and I had a great experience with Relate Avon."

"Our counsellor ... was brilliant. We would both definitely recommend Relate couples counselling Bristol to anyone having trouble in their relationship."

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

Personnel

All our trustees are volunteers. There have been some changes in the composition of our executive committee but we remain fortunate that trustees have an impressive range of complementary skills and work well as a team. This is more important than ever as we look ahead to a changing environment, both within Relate nationally and across the counselling world.

We are also fortunate to have a stable but growing team of engaged and committed staff, many who have years of experience with us and great depth of skill. This is the case with our clinical team (counsellors and supervisors) and also with our administrators.

We have continued to invest in training by sponsoring new relationship counsellors on placement with Relate Avon, as well as additional training for existing counsellors in family counselling, sex therapy and supervision.

We also have the services of a few volunteers. Practitioners in training as adult relationship counsellors sometimes work in a voluntary capacity, whilst a small number of trained counsellors offer their time and skills for no pay. In addition, we have a volunteer in our Bath centre who provides reception cover when needed.

I would like to express my thanks to all our volunteers and staff for their care and expertise in providing an excellent service to our clients. I'd also like to thank our trustees (past and present) for giving their time and skills to ensuring Relate Avon retains strong governance.

Premises

For some years the charity has recognised that its Bristol premises (133 Cheltenham Road - owned and occupied since 1988) was increasingly unsuitable for counselling. Access was difficult and the building was in a poor state of repair, and quotes to repair the building suggested that the cost and disruption to services would be prohibitive.

In July 2024 the charity sold 133 Cheltenham Road to developers and purchased a more modern building to become the new centre for Relate counselling in Bristol. The fit out of and move to the new premises (Pavilion House) was a significant operation but eased by the generosity of the purchasers of 133 Cheltenham Road who allowed Relate Avon to continue in occupation for 3 weeks after it had been sold.

The fit out of Pavilion House was funded from proceeds on the sale of 133 Cheltenham Road. This allowed a customised fit out of 5 counselling room, a waiting room and offices. These premises provide a significantly better overall experience for both clients and counsellors

Financial Review

The financial position of the charity at 31 March 2025 and comparatives for the period, as more fully detailed in the accounts, can be summarised as follows:

Total income for the year amounted to £876,872 (previous year £369,700).

Total costs for the year amounted to £443,063 (previous year £353,034).

The surplus for the year was £433,809 (previous year £16,666).

We are pleased with the financial performance of the charity during the year ending 31 March 2025. We wish to draw your attention to the following:

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

- The sale of 133 Cheltenham Road for £510,000. The property was recorded in our accounting records at an historical net book value of £53,644. After expenses associated with the sale this resulted in a profit of £451,141.
- The purchase of Pavilion House for £395,000 which, together with expenses associated with purchase and fit out costs, has been capitalised in the accounts at £438,177.

Excluding the above transactions:

- Total income for the year was £425,731; a rise of 15% on the previous year despite no net increase in our counselling fees.
- The charity recorded a deficit for the year of £17,332. This includes one off costs associated with moving to and fitting out the new premises.

The principle funding sources during the year were fees charged to clients for counselling services. In addition, the charity worked hard to improve its fundraising capacity and successfully raised an additional £37.4k in one off donations and grants, excluding gift aid (previous year £4.8k).

We are very grateful for the support of local and national grant-making trusts, as well as individuals who privately gave money to support our work. We would like to thank the following: The Truemark Trust; The Screwfix Foundation; Quartet Community Foundation; J&M Britton Charitable Foundation; The Langdale Trust; Sir Jules Thorn Charitable Trust; John James Foundation, The Walter Guinness Charitable Trust; The Ray Harris Charitable Trust; and Ian Williams Foundation.

Reserves Policy

The reserves policy outlines the following primary reasons for holding reserves:

- Ensuring the continuity of Relate Avon's activities in the event of any unexpected setbacks.
- Allowing Relate Avon to respond to opportunities and challenges.

The Executive Committee consider that it is appropriate to maintain free reserves (those unrestricted funds which are not invested in fixed assets, designated for a particular purpose or otherwise committed) at a minimum level of 6 months of fixed operating costs. We estimate this to be £125,000 at the present and some £125,075 is retained as unrestricted and undesignated reserves.

Given current uncertainty in respect of our future operating structure (see below), free reserves in excess of this amount (a total of £125,000) have been designated as a Business Transition Fund to facilitate the transition to a new operating model.

Total unrestricted reserves as at 31 March 2025 were £704,653 (2024: £269,844). Some £579,578 of these reserves are designated leaving the previously mentioned amount of £125,075 as unrestricted and undesignated.

Post Balance Sheet Events and Future Developments

As we reported last year, the world of counselling is changing through new business models and online providers, as well as large numbers of private counsellors in an unregulated market, and increased awareness of the benefits of counselling. In addition to these industry changes, Relate is changing.

RELATE AVON

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2025

Relate Avon has been part of a federation of independently managed charities operating under the Relate brand and headed by the national Relate charity. In November 2024 the national Relate charity went into administration and the Relate brand was acquired by Family Action (a UK charity) at the start of 2025. The change in ownership of the Relate brand has meant that the Relate federation has been discontinued and independent members of the federation are, or will be, unable to use the brand.

At Relate Avon we have conducted extensive work to explore and assess how best to meet these changes and continue to meet the demands of clients and serve our charitable objectives. This has included discussions with Family Action.

Following an Executive Committee meeting on 23 July 2025 and in discussion with Family Action, we are conducting a managed exit from the Relate brand with a view to continuing to provide the same high quality counselling services under a new name and brand. The exact timing of our exit is not yet clear but will happen before the end of October 2025.

This change will require Relate Avon to rename, to invest in marketing, and to implement new client management software and processes, along with other more minor changes. Clearly these will require some investment and the board have allocated £125,000 of unrestricted reserves to enable this transition. In addition, we have chosen, along with many previously federated Relate centres, to form a new network: Relationships England & Wales.

Our priority for the next year is to manage these changes as smoothly as possible whilst improving our service to clients. In the longer term we will be looking to build partnerships that will strengthen our service.

Whilst these changes are a response to circumstances outside of our control, we see opportunities in the longer term to develop processes and services that are even more responsive and aligned to local needs.

Risk Management

The Trustees manage major risks through:

- a regular review of the major risks and uncertainties that the charity may face;
- the establishment of policies, systems and procedures to mitigate those risks;
- the implementation of actions designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have identified that the decision to leave the Relate brand presents a range of risks including reduced client volumes and increased costs. These risks may impact the long-term sustainability of the charity and are being addressed through detailed transition planning and the development of a new marketing strategy. The success of these will be closely monitored in line with financial modelling and reserves management.

At the same time, the trustees are mindful that other risks may also impact client volumes and hence income, such as negative publicity and economic factors. The charity endeavours to maintain a high standard of service. Key performance indicators are monitored monthly and variances investigated. A further risk identified is the sudden loss of use of one of our properties. To manage this risk we have insurance, and contingency plans to move counselling online as needed.

RELATE AVON

TRUSTEES’ REPORT

YEAR ENDED 31 MARCH 2025

Funds Received as Agent or Funds Held as Custodian Trustee

There are no assets, classes of assets or categories of assets held on behalf of other entities.

Statement of responsibilities of the Management Committee

The trustees (who are also directors of Relate Avon for the purposes of company law) are responsible for preparing the trustees' 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 charity and of the income and expenditure of the charity for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and any other irregularities.

The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the examiners.

Independent examiners

Joanne Trowbridge of Bristol Community Accountants CIC was appointed as the charitable company’s independent examiner during the year. Joanne Trowbridge is a member of the Association of Accounting Technicians.

Approved by the trustees on and signed on its behalf by:

Signed by:

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Alice Chapman - Director

RELATE AVON

INDEPENDENT EXAMINERS REPORT

YEAR ENDED 31 MARCH 2025

I report on the accounts of the company for the year ended 31st March 2025 which are set out on pages 10 to 20.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

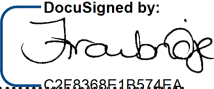
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Accounting Technicians, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joanne Trowbridge MAAT

DocuSigned by:

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25/9/2025

Bristol Community Accountants CIC
 The Park
 Daventry Road
 Knowle Bristol BS4 1DQ

RELATE AVON**STATEMENT OF FINANCIAL ACTIVITIES (Including Income
and Expenditure Account)****YEAR ENDED 31 MARCH 2025**

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	Note	£	£	£	£
Incoming and Endowments from:					
Donations and legacies	3	36,958	22,331	59,289	29,992
Charitable activities	4	358,166	-	358,166	335,299
Other trading activities	5	525	-	525	1,809
Investments	6	7,751	-	7,751	2,600
Other	7	451,141	-	451,141	-
Total Income		854,541	22,331	876,872	369,700
Expenditure On:					
Charitable activities	9	419,732	23,331	443,063	353,034
Total Expenditure		419,732	23,331	443,063	353,034
Net income		434,809	(1,000)	433,809	16,666
Net movement in funds		434,809	(1,000)	433,809	16,666
Total funds brought forward		269,844	1,000	270,844	254,178
Total funds carried forward		704,653	-	704,653	270,844

All of the activities of the charity are classed as continuing

The notes on pages 13 to 20 form part of these financial statements

Details of the allocation of 2024 total funds between unrestricted and restricted are shown in note 20

RELATE AVON**BALANCE SHEET****YEAR ENDED 31 MARCH 2025**

		2025	2024
	Note	£	£
Fixed assets			
Tangible fixed assets	17	442,333	53,644
Current assets			
Debtors	14	5,106	4,134
Cash at bank and in hand		282,202	236,530
<i>Total current assets</i>		<u>287,308</u>	<u>240,664</u>
Creditors : Amounts falling due within one year	15	(24,988)	(23,464)
		<u> </u>	<u> </u>
<i>Net current assets or liabilities</i>		262,320	217,200
Total net assets or liabilities		<u>704,653</u>	<u>270,844</u>
The Funds of the Charity	18		
Restricted funds		-	1,000
Unrestricted funds		704,653	269,844
		<u>704,653</u>	<u>270,844</u>

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

25/9/2025

These financial statements were approved by the trustees on and are signed on their behalf by:

Signed by:


 9C7404AE587441E....
 Alice Chapman - Director

The notes on pages 13 to 20 form part of these financial statements

RELATE AVON**CASH FLOW STATEMENT****YEAR ENDED 31 MARCH 2025**

	2025	2024	
	£	£	
Cash flows from operating activities:			
Net income (expenditure) for the reporting period	433,809	16,666	
<i>Adjustments for:</i>			
Depreciation Charges	733	1,413	
Profit on sale of fixed assets	(397,497)	-	
Dividends, interest and rents from investments	(7,751)	(2,600)	
(Increase) / decrease in debtors	(972)	710	
Increase / (decrease) in creditors	1,524	9,187	
Net cash provided by (used in) operating activities	29,846	25,376	
Cash flows from investing activities			
Dividends, interest and rents from investments	7,751	2,600	
Purchase of tangible assets	(443,066)	-	
Proceeds from sale of tangible fixed assets	451,141	-	
Net cash provided by (used in) investing activities	15,826	2,600	
Change in cash and cash equivalents in the reporting period	45,672	27,976	
Cash and cash equivalents at beginning of the reporting period	236,530	208,554	
Cash and cash equivalents at end of the reporting period	282,202	236,530	
Analysis of changes in net debt			
	At start of year	Cash flows	At end of year
	£	£	£
Cash at bank and in hand	236,530	45,672	282,202
Total cash and cash equivalents	236,530	45,672	282,202
Borrowings due within one year	-	-	-
Borrowings due after one year	-	-	-
Total borrowings	-	-	-
Net (Debt) / Cash	236,530	45,672	282,202

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025**

1 Basis of Preparation

- a) These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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),(effective 1 January 2019) - Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

- b) The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern.
- c) The charity meets the definition of a public benefit entity as defined by FRS 102.

2 Accounting Policies

- a) Income from donations is included in income when these are receivable, except as follows:

- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
- ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

- b) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

- c) Expenditure is allocated where the costs relate directly to that activity. Support costs have been allocated on the basis of the resources used on the particular activity.

- d) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Freehold property - 2% straight line (no depreciation in year of acquisition)

Equipment & machinery - 15% straight line

- e) Unrestricted funds are available to spend on activities that further any of the purposes of the charitable company. Designated funds are unrestricted funds of the charitable company which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company.

- f) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

- g) The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025****Income and Endowments From:**

3 Donations and Legacies	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Donations and gifts from individuals				
Small donations individually less than £1000	3,574	-	3,574	971
Donations	11,497	22,331	33,828	3,831
Gift Aid	21,887	-	21,887	25,190
	<u>36,958</u>	<u>22,331</u>	<u>59,289</u>	<u>29,992</u>

Donations and legacies prior year - all unrestricted

4 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Client contributions	347,363	-	347,363	318,537
Contract income	10,803	-	10,803	16,762
	<u>358,166</u>	<u>-</u>	<u>358,166</u>	<u>335,299</u>

Charitable activities prior year - all unrestricted

5 Other Trading Activities	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Room rental	525	-	525	1,809
	<u>525</u>	<u>-</u>	<u>525</u>	<u>1,809</u>

Other trading activities prior year - all unrestricted

6 Investment Income	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Bank Interest	7,751	-	7,751	2,600
	<u>7,751</u>	<u>-</u>	<u>7,751</u>	<u>2,600</u>

Investment income prior year - all unrestricted

7 Other	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Sale of property	451,141	-	451,141	-
	<u>451,141</u>	<u>-</u>	<u>451,141</u>	<u>-</u>

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

8 Government grants

The charitable company did not receive government grants, to fund charitable activities during the year (2024: £Nil). There are no unfulfilled conditions or contingencies attaching to these grants in the year ended 31 March 2025.

Expenditure on:

9 Analysis of expenditure by activities

	Activities undertaken directly £	Support Costs £	Total Funds 2025 £	Total Funds 2024 £
Relationship Counselling	196,540	199,351	395,891	312,124
Sex Therapy	14,664	13,144	27,808	21,904
Family Counselling	6,532	6,572	13,104	10,331
Training	6,260	-	6,260	8,675
Total Expenditure	223,996	219,067	443,063	353,034

Analysis of direct costs	Relation-ship Counselling £	Sex Therapy £	Family Counselling £	Training £
Wages and salaries	147,215	11,411	4,906	-
Sundries	858	58	28	-
Quality Control - Supervisor salary and costs	28,051	1,849	925	-
Advertising and marketing	4,231	279	139	-
Training	-	-	-	6,260
Membership	16,185	1,067	534	-
	196,540	14,664	6,532	6,260
Direct costs prior year	162,349	12,029	5,394	8,675

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025****Analysis of support costs**

	Relation-ship Counselling £	Sex Therapy £	Family Counselling £	Training £
Employee costs not included in direct costs				
Salaries - administration staff	111,206	7,332	3,666	-
Pension cost - administrative staff	2,665	176	88	-
Premises expenses				
Rent, rates and water charges	15,510	1,023	511	-
Light, heat and power	13,158	868	434	-
Premises repairs and renewals	23,765	1,567	783	-
Property insurance	4,076	269	134	-
Administrative overheads				
Telephone, and internet	5,900	389	195	-
Printing, postage and stationery	661	44	22	-
Sundry expenses	3,448	227	114	-
Computer costs	4,676	308	154	-
Financial Costs				
Bank charges	203	13	7	-
Depreciation	667	44	22	-
Independent Examiner's fee	620	41	20	-
Preparation of statutory accounts	672	44	22	-
Professional fees	12,124	799	400	-
	<u>199,351</u>	<u>13,144</u>	<u>6,572</u>	<u>-</u>
<i>Support costs prior year</i>	<u><u>149,775</u></u>	<u><u>9,875</u></u>	<u><u>4,937</u></u>	<u><u>-</u></u>

10 Net incoming resources for the year

This is stated after charging:

	2025 £	2024 £
Depreciation of owned fixed assets	733	1,413
Independent Examiner's Fees	<u>681</u>	<u>619</u>

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025****11 Staff costs and numbers**

The aggregate payroll costs were:	2025	2024
	£	£
Wages and salaries	347,886	236,930
Social security costs	7,747	3,299
Pension costs	6,123	5,199
	<u>361,756</u>	<u>245,428</u>

No employee received emoluments of more than £60,000 (2024: Nil)

The average head count was 26 staff (2024: 23 staff)

The key management personnel of the charity comprise the trustees and the CEO. Total employee benefits paid to key management personnel during the year were £34,258 (2024: £22,245)

Trustee expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

12 Related party transactions

One of the trustees, Alice Chapman, is the spouse of the CEO, Rob Booth and trustee Armando Di-Finizio, is the spouse of a Relate counsellor. The board is careful that the trustees are excluded from decisions relating to the employment of the both individuals.

There were no other related party transactions during the year (2024: nil)

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

14 Debtors

	2025	2024
	£	£
Prepayments and accrued income	5,106	3,278
Other debtors	-	856
	<u>5,106</u>	<u>4,134</u>

15 Creditors

	2025	2024
	£	£
Trade creditors	4,187	1,538
Tax and social security	4,816	2,982
Accruals and deferred income	15,985	18,944
	<u>24,988</u>	<u>23,464</u>

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025****16 Company limited by guarantee**

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

17 Tangible fixed assets

	Land & Buildings £	Equipment & Machinery £	Fixtures & Fittings	Total £
Cost				
At 1 April 2024	70,660	-	-	70,660
Additions	438,177	1,849	3,040	443,066
Disposals	(70,660)	-	-	(70,660)
At 31 March 2025	<u>438,177</u>	<u>1,849</u>	<u>3,040</u>	<u>443,066</u>
Depreciation				
At 1 April 2024	17,016	-	-	17,016
Disposals	(17,016)	-	-	(17,016)
Charge for the year	-	277	456	733
At 31 March 2025	<u>-</u>	<u>277</u>	<u>456</u>	<u>733</u>
Net book value				
At 31 March 2025	<u>438,177</u>	<u>1,572</u>	<u>2,584</u>	<u>442,333</u>
At 31 March 2024	<u>53,644</u>	<u>-</u>	<u>-</u>	<u>53,644</u>

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025**

18 Movement in funds	At 01-Apr 2024 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2025 £
Restricted funds					
Client bursary fund	1,000	18,000	(19,000)	-	-
Bath premises redecoration fund	-	4,331	(4,331)	-	-
	<u>1,000</u>	<u>22,331</u>	<u>(23,331)</u>	<u>-</u>	<u>-</u>
Unrestricted funds					
General funds	100,000	854,541	(401,244)	(428,222)	125,075
Designated funds					
Bursary fund	116,200	-	(17,755)	(96,200)	2,245
Bristol premises fund	-	-	-	10,000	10,000
Business transition fund	-	-	-	125,000	125,000
Designated asset depreciation	53,644	-	(733)	389,422	442,333
	<u>269,844</u>	<u>854,541</u>	<u>(419,732)</u>	<u>-</u>	<u>704,653</u>
Total funds	<u>270,844</u>	<u>876,872</u>	<u>(443,063)</u>	<u>-</u>	<u>704,653</u>

Purpose of restricted funds

Client bursary fund Funding from the following towards counsellors cost: Sir Jules Thorn Charitable Trust, The Truemark Trust, Walter Guinness Charitable Trust, Ray Harris Charitable Trust, J&M Britton Charitable Foundation, Quartet Community Fund, Langdale Trust and Ian Williams Foundation.

Bath premises redecoration fund Funding from Screwfix Foundation for redecoration of premises.

Purpose of general funds Represents the free reserves available to the charity at the end of the year.

Purpose of designated funds

Bursary fund Established for bursaries for clients, training counsellors, and/or a fund for the development of services.

Bristol premises fund Funds held for future works required to Bristol premises.

Business transition fund To facilitate the transition to a new operating model.

Asset depreciation Represents the value of unrestricted fixed assets held on the balance sheet at year end.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2025**

19 Analysis of net assets between funds	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	-	442,333	-	442,333
Current assets	150,063	137,245	-	287,308
Current liabilities	(24,988)	-	-	(24,988)
	<u>125,075</u>	<u>579,578</u>	<u>-</u>	<u>704,653</u>

Analysis of net assets between funds - prior year

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	-	53,644	-	53,644
Current assets	123,464	116,200	1,000	240,664
Current liabilities	(23,464)	-	-	(23,464)
	<u>100,000</u>	<u>169,844</u>	<u>1,000</u>	<u>270,844</u>

20 Analysis of charitable funds - prior year

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Incoming and Endowments from:			
Donations and legacies	28,792	1,200	29,992
Charitable activities	335,299	-	335,299
Other Trading activities	1,809	-	1,809
Investments	2,600	-	2,600
Total income	<u>368,500</u>	<u>1,200</u>	<u>369,700</u>
Expenditure On:			
Charitable activities	352,674	360	353,034
Total expenditure	<u>352,674</u>	<u>360</u>	<u>353,034</u>
Net Income	15,826	840	16,666
Net movement in funds	15,826	840	16,666
Total funds brought forward	254,018	160	254,178
Total funds carried forward	<u>269,844</u>	<u>1,000</u>	<u>270,844</u>

Accounts

RELATE AVON
FINANCIAL STATEMENTS

31 MARCH 2024

Company Registration Number 05320576
Charity Number 1107679

RELATE AVON

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

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Independent Examiner’s report	7
Statement of financial activities (including income and expenditure account)	8
Balance sheet	9
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RELATE AVON**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS ADVISORS****YEAR ENDED 31 MARCH 2024**

Charity Name	Relate Avon	
Company number	05320576	
Charity number	1107679	
Registered office and operational address	133 Cheltenham Road, Bristol, BS6 5RR 0117 942 8444	
Email address	enquiries@relate-avon.org.uk	
Web address	www.relate-avon.org.uk	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Paul Traynor	Chair – appointed 19.1.23
	Lucy Bell-Reeves	Trustee – resigned 6.12.23
	Jennifer Boyle	Trustee
	Alice Chapman	Trustee
	Allister Liew	Trustee
	Nada Matti-Leighton	Trustee – appointed 6.12.23
	Lindsey Quinlan	Trustee – appointed 3.7.23
	Konstantinos Perdikis	Trustee – resigned 5.7.23
Key Management	Rob Booth	CEO
Bankers	CAF Bank, 25 Kings Hill Avenue, Kings Hill, Kent ME19 4TA Santander, Bridle Road, Bootle, Merseyside L30 4GB Bath Building Society, 15 Queen Square, Bath BA1 2HN Lloyds Bank, 25 Gresham Street, London EC27 7HN United Trust Bank Limited, One Ropemaker Street, London EC2Y 9AW	
Independent Examiners	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park, Daventry Road, Bristol, BS4 1DQ	

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Relate Avon

The Trustees present the Report and Accounts for the year ended 31 March 2024 which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative information set out on page 1 forms part of this report. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102). These statements have been prepared in accordance with the accounting policies set out in Note 2 to the financial statements.

Legal Structure, Governance and Management

The charity is constituted as a company limited by guarantee, registered under the Companies Act and its governing document is a Memorandum and Articles of Association under company legislation.

Its certificate of incorporation is dated 23 December 2004 and the last amendment to the governing document is dated 23 September 2010.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. The trustees are all individuals.

Method of Recruiting and Appointing New Charity Trustees

Trustees are identified using informal and formal networks, and/or through appropriate targeted advertising. Candidates are then interviewed with suitable trustees selected by current trustees.

Trustee Induction and Training

All new trustees:

- Receive an induction pack of documents
- Have an induction training session with the CEO
- Have induction meetings with other trustees as appropriate
- Observe a meeting of the executive committee before joining

Organisational Structure

The day to day running of the company is undertaken by the CEO who reports to the trustees. The trustees meet formally at least four times a year.

The Charity as a Part of a Wider Network

Relate Avon works closely with other Relate centres who are all part of the national Relate Federation; and with local voluntary organisations.

Statement of Purpose

To improve insight and understanding of relationships, and to support and equip people to make changes to improve the quality of their relationships for the benefit of themselves, their family and society.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

The Purposes of the Charity as set out in its Governing Document

To educate the public concerning the benefits of secure couple relationships, marriage and family life in order to improve the emotional, sexual and spiritual well-being of individuals which is derived from committed relationships;

To seek to enhance, the good health, both mental and physical, of adults and children by:

- increasing public awareness of the benefit of committed couple relationships, marriage and family life;
- working to prevent poverty, hardship and distress caused by the breakdown of such relationships;

To provide counselling, advice, education, guidance and relief to adults and/or children in relation to any aspect of contemporary life or work which may:

- prejudice their physical or mental wellbeing; or
- influence, either directly or indirectly, their present or future family or couple relationship;

To relieve those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantage; and

To promote research into all the above objects and to make the results available to the public.

The Main Activities Undertaken in Relation to those Purposes During the Year

Relate Avon undertook the following main activities:

- Relationship counselling
- Sex therapy
- Family counselling
- Working with domestic violence
- Placements for new and experienced counsellors to extend their training

The Contribution of Volunteers During the Year

Practitioners in training as adult relationship counsellors sometimes work in a voluntary capacity. In addition, a small number of trained counsellors offer their time and skills for no pay.

In addition, the trustees provide their time on a voluntary basis. We are grateful for the contribution made by all the volunteers.

The Main Achievements and Performance of the Charity During the Year

Demand for our services remained strong across all of the four local authority areas we serve: Bristol, South Gloucestershire, Bath & North East Somerset and North Somerset. During the 12 months 2,090 clients registered with us which resulted in 621 cases and 5,045 appointments. The majority of appointments were for relationship counselling with 133 family counselling and 501 sex therapy appointments.

This represents an increase of 18% on the previous year. This has been possible by increasing our counselling provision through both recruiting new counsellors and improving some of the employment

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

arrangements with existing counsellors. We have also addressed some process issues which have allowed us to improve the percentage of sessions offered that get filled.

It has also been gratifying to see the return to face-to-face counselling. Covid taught us all the possibilities of online counselling and this remains an important part of our service, but overall more than 50% of sessions are now delivered in person.

Our commitment to ensuring our services are financially accessible to all ensured we delivered 741 reduced cost sessions to 130 cases at a cost of £24,455. Whilst we're proud of this provision it's clear that we could be doing much more. We see both growing demand for our services and increasing constraints on people's ability to pay. To that end we have developed and started implementing a fundraising strategy to specifically fund this provision.

We'd like to thank the following for their support during the year: John James Bristol Foundation; The Big Give Trust and The Battens Charitable Trust.

The Difference the Charity's Performance During the Year has Made to the Beneficiaries of the Charity and to the Wider Society

Clients come to Relate when they've been struggling, sometimes for a long time. They report that Relate counselling helped them make positive changes and that they're better able to deal with the issues they came about. Many clients feel huge benefits with implications for their wellbeing and also for their partners, families, friendships, work and quality of life.

Here are some comments from clients:

"I just wanted you to know that the session you gave me was incredibly helpful and I am truly grateful. You helped me more than you could ever know. You listened to me without making me feel judged ... you planted the seeds for me to believe in myself."

"Relate has allowed me to open the door to emotional communication (with) tools and techniques to help manage my relationships. I feel this has helped my family stay bonded and even my children have commented that we are getting on much better. Thankyou."

"Our Counsellor was perceptive and kind, but not afraid to challenge us where we needed. It proved extremely important and impactful for both of us and helped us hugely."

"I cannot fully express the difference Relate has made to my life - but I have gone from being broken, to feeling like myself again. I couldn't recommend my counsellor highly enough and anyone who has the opportunity to work with her is incredibly lucky."

Chair's Report

The 'new' board of trustees has now completed their first full year with Relate Avon and we are pleased with progress made. Not only has the charity reported a surplus after last year's deficit, but counselling sessions delivered have increased by 18%. However, there's more to do!

We are fortunate that our board members have an impressive range of complementary skills and work well as a team. We have looked to explore and develop a refreshed strategy for Relate Avon. The world of counselling is changing through new business models and online providers, and increased awareness of the benefits. We believe there is considerable unmet demand for Relate Avon's service and that we can (and should) be doing more in line with our charitable mission. Further that long term security and success will be better secured through being a larger organisation.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

To deliver on our strategy we are investing in management, the counselling team and back office functions. This will mean higher expenditure over the coming year as we build the framework for a bigger organisation. We are fortunate that our CEO, Rob Booth has the skills for this challenge: a chartered accountant with considerable charity and business management experience, but also previously a counsellor with Relate Avon for 11 years.

We are also fortunate to have a very stable staff team who are supportive of these changes. I would like to express my thanks to them and volunteers across the administrative and counselling teams for their continued commitment to providing an excellent service to our clients. I'd also like to reiterate my thanks to the Trustees (past and present) for their time and expertise in ensuring Relate Avon retains strong governance and has a bright future.

Financial Review

The financial position of the charity at 31 March 2024 and comparatives for the period, as more fully detailed in the accounts, can be summarised as follows:

Total income for the year amounted to £369,700 (previous year £284,445).

Total costs for the year amounted to £353,034 (previous year £308,862).

The surplus for the year was £16,666 (against a previous year deficit of £24,417).

The Trustees are pleased with the financial performance of the charity during the year ending 31 March 2024. Total income rose by nearly 30% despite there being no increase in our counselling fees. In addition, the charity recorded a surplus of £16,666 as against a deficit in the previous year of £24,417.

Reserves Policy

The reserves policy outlines the following primary reasons for holding reserves:

- Ensuring the continuity of Relate Avon's activities in the event of any unexpected setbacks.
- Allowing Relate Avon to take advantage of any project or fundraising activities that arise.

The Executive Committee consider that it is appropriate to maintain free reserves (those unrestricted funds which are not invested in fixed assets, designated for a particular purpose or otherwise committed) at a minimum level of £100,000. Free reserves in excess of this amount will be designated for bursaries for clients, training counsellors, and/or a fund for the development of services.

The coming year will see the charity investing funds in building a framework for growth, especially in our management team and hopefully resolving long term issues with our Bristol premises. The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Funds Received as Agent or Funds Held as Custodian Trustee

There are no assets, classes of assets or categories of assets held on behalf of other entities.

Statement of responsibilities of the Management Committee

The trustees (who are also directors of Relate Avon for the purposes of company law) are responsible for preparing the trustees' 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).

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

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 charity and of the income and expenditure of the charity for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and any other irregularities.

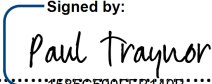
The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the examiners.

Independent examiners

Joanne Trowbridge of Bristol Community Accountants CIC was appointed as the charitable company's independent examiner during the year. Joanne Trowbridge is a member the Association of Accounting Technicians.

12/9/2024

Approved by the trustees on and signed on its behalf by:

Signed by:

.....
Paul Traynor - Director

RELATE AVON**INDEPENDENT EXAMINERS REPORT****YEAR ENDED 31 MARCH 2024**

I report on the accounts of the company for the year ended 31st March 2024 which are set out on pages 8 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

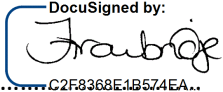
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Accounting Technicians, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joanne Trowbridge MAAT

DocuSigned by:

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12/9/2024

Bristol Community Accountants CIC
 The Park
 Daventry Road
 Knowle Bristol BS4 1DQ

RELATE AVON**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)****YEAR ENDED 31 MARCH 2024**

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
Incoming and Endowments from:					
Donations and legacies	3	28,792	1,200	29,992	20,423
Charitable activities	4	335,299	-	335,299	261,627
Other trading activities	5	1,809	-	1,809	1,800
Investments	6	2,600	-	2,600	595
Total Income		368,500	1,200	369,700	284,445
Expenditure On:					
Charitable activities	8	335,137	360	335,497	305,061
Other	9	17,537	-	17,537	3,801
Total Expenditure		352,674	360	353,034	308,862
Net income		15,826	840	16,666	(24,417)
Net movement in funds		15,826	840	16,666	(24,417)
Total funds brought forward		254,018	160	254,178	278,595
Total funds carried forward		269,844	1,000	270,844	254,178

All of the activities of the charity are classed as continuing

The notes on pages 10 to 15 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

Details of the allocation of 2023 total funds between unrestricted and restricted are shown in note 20

RELATE AVON**BALANCE SHEET****YEAR ENDED 31 MARCH 2024**

		2024	2023
	Note	£	£
Fixed assets			
Tangible fixed assets	17	53,644	55,057
Current assets			
Debtors	14	4,134	4,844
Cash at bank and in hand		236,530	208,554
<i>Total current assets</i>		<u>240,664</u>	<u>213,398</u>
Creditors : Amounts falling due within one year	15	(23,464)	(14,277)
		<u> </u>	<u> </u>
<i>Net current assets or liabilities</i>		217,200	199,121
Total net assets or liabilities		<u><u>270,844</u></u>	<u><u>254,178</u></u>
The Funds of the Charity	18		
Restricted funds		1,000	160
Unrestricted funds		269,844	254,018
		<u><u>270,844</u></u>	<u><u>254,178</u></u>

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

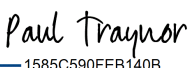
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

12/9/2024

These financial statements were approved by the trustees on and are signed on their behalf by:

Signed by:

 1585C590FEB140B.....

Paul Traynor - Director

The notes on pages 10 to 15 form part of these financial statements

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024**

1 Basis of Preparation

- a) These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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), (effective 1 January 2019) - Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

- b) The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern.
- c) The charity meets the definition of a public benefit entity as defined by FRS 102.

2 Accounting Policies

- a) Income from donations is included in income when these are receivable, except as follows:

- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
- ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

- b) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

- c) Expenditure is allocated where the costs relate directly to that activity. Support costs have been allocated on the basis of the resources used on the particular activity.

- d) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Freehold property - 2% straight line

Equipment & machinery - 15% straight line

- e) Unrestricted funds are available to spend on activities that further any of the purposes of the charitable company. Designated funds are unrestricted funds of the charitable company which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company.

- f) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

- g) The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024****Income and Endowments From:**

3 Donations and Legacies	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Donations and gifts from individuals				
Small donations individually less than £1000	971	-	971	182
Donations	2,631	1,200	3,831	5,000
Gift Aid	25,190	-	25,190	15,241
	<u>28,792</u>	<u>1,200</u>	<u>29,992</u>	<u>20,423</u>

Donations and legacies prior year - all unrestricted

4 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Client contributions	318,537	-	318,537	246,347
Contract income	16,762	-	16,762	15,280
	<u>335,299</u>	<u>-</u>	<u>335,299</u>	<u>261,627</u>

Charitable activities prior year - all unrestricted

5 Other Trading Activities	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Trading activities	1,809	-	1,809	1,800
	<u>1,809</u>	<u>-</u>	<u>1,809</u>	<u>1,800</u>

Other trading activities prior year - all unrestricted

6 Investment Income	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Bank Interest	2,600	-	2,600	595
	<u>2,600</u>	<u>-</u>	<u>2,600</u>	<u>595</u>

Investment income prior year - all unrestricted

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024****7 Government grants**

The charitable company did not receive government grants, to fund charitable activities during the year (2023: £Nil). There are no unfulfilled conditions or contingencies attaching to these grants in the year ended 31 March 2024.

Expenditure on:**8 Charitable Activities - direct costs**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Wages and salaries	123,466	360	123,826	111,740
Sundries	2,991	-	2,991	712
Quality Control - Supervisor salary and costs	31,802	-	31,802	23,413
Advertising and Marketing	4,405	-	4,405	143
Training	8,675	-	8,675	4,098
Membership	16,748	-	16,748	14,007
Sub-total	188,087	360	188,447	154,113
Employee costs not included in direct costs				
Salaries - Administration staff	90,160	-	90,160	100,235
Pension cost - administrative staff	2,007	-	2,007	2,935
Premises expenses				
Rent, Rates and water charges	15,420	-	15,420	14,548
Light, heat and power	9,814	-	9,814	6,457
Premises repairs and renewals	13,548	-	13,548	10,512
Property insurance	2,893	-	2,893	2,897
Sundries	-	-	-	1,338
Administrative overheads				
Telephone, and internet	5,265	-	5,265	4,708
Printing, postage and stationery	495	-	495	521
Sundry expenses	1,300	-	1,300	578
Computer costs	4,596	-	4,596	4,369
Financial Costs				
Bank charges	139	-	139	108
Depreciation	1,413	-	1,413	1,742
	147,050	-	147,050	150,948
Total expenditure	335,137	360	335,497	305,061

Charitable activities prior year - All unrestricted

9 Other

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Independent Examiner's fee	619	-	619	559
Preparation of statutory accounts	671	-	671	586
Professional fees	15,304	-	15,304	2,052
Board meeting costs	943	-	943	604
	17,537	-	17,537	3,801

Other prior year - all unrestricted

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024****10 Net incoming resources for the year**

This is stated after charging:

	2024	2023
	£	£
Depreciation of owned fixed assets	1,413	1,742
Independent Examiner's Fees	619	559
	<u>619</u>	<u>559</u>

11 Staff costs and numbers

The aggregate payroll costs were:

	2024	2023
	£	£
Wages and Salaries	236,930	225,242
Social Security Costs	3,299	5,034
Pension Costs	5,199	6,078
	<u>245,428</u>	<u>236,354</u>

No employee received emoluments of more than £60,000 (2023: Nil)

The average head count was 23 staff (2023: 23 staff)

The key management personnel of the charity comprise the trustees and the General Manager. Total employee benefits paid to key management personnel during the year were £22,245 (2023: £37,613)

Termination package

During the year, the charity agreed a termination packages with one employee. The total amount has been accrued for in the current financial year. The value of the termination payments will be £6,096

Trustee expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil) neither were they reimbursed expenses during the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

12 Related party transactions

One of the trustees, Alice Chapman, is the spouse of the CEO, Rob Booth. The board is careful that she is excluded from decisions relating to the employment of the CEO.

There were no other related party transactions during the year (2023: nil)

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

14 Debtors

	2024	2023
	£	£
Prepayments and accrued income	3,278	4,584
Other debtors	856	260
	<u>4,134</u>	<u>4,844</u>

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024****15 Creditors**

	2024	2023
	£	£
Trade creditors	1,538	927
Tax and social security	2,982	1,961
Accruals and deferred income	18,944	11,389
	<u>23,464</u>	<u>14,277</u>

16 Company limited by guarantee

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

17 Tangible fixed assets

	Land & Buildings	Equipment & Machinery	Total
	£	£	£
Cost			
At 1 April 2023	70,660	27,931	98,591
At 31 March 2024	<u>70,660</u>	<u>27,931</u>	<u>98,591</u>
Depreciation			
At 1 April 2023	15,603	27,931	43,534
Charge for the year	1,413	-	1,413
At 31 March 2024	<u>17,016</u>	<u>27,931</u>	<u>44,947</u>
Net book value			
At 31 March 2024	<u>53,644</u>	<u>-</u>	<u>53,644</u>
At 31 March 2023	<u>55,057</u>	<u>-</u>	<u>55,057</u>

18 Movement in funds

	At 01-Apr 2023	Incoming resources	Outgoing resources	Transfers	At 31-Mar 2024
	£	£	£	£	£
Restricted funds					
Portishead Parish	160	-	(160)	-	-
Client Bursary Fund	-	1,200	(200)	-	1,000
	<u>160</u>	<u>1,200</u>	<u>(360)</u>	<u>-</u>	<u>1,000</u>
Unrestricted funds					
General funds	100,000	368,500	(351,261)	(17,239)	100,000
Designated funds	98,961	-	-	17,239	116,200
Designated asset depreciation	55,057	-	(1,413)	-	53,644
	<u>254,018</u>	<u>368,500</u>	<u>(352,674)</u>	<u>-</u>	<u>269,844</u>
Total funds	<u>254,178</u>	<u>369,700</u>	<u>(353,034)</u>	<u>-</u>	<u>270,844</u>

Purpose of restricted funds

Portishead Parish	Previously provided subsidised counselling sessions for those within the Portishead parish.
Client Bursary Fund	Funding from John James Foundation and Battens Charitable Trust towards counsellors cost.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024**

Purpose of general funds £100,000 represents the free reserves available to the charity at the end of the year.

Purpose of designated funds

Designated fund Established for bursaries for clients, training counsellors, and/or a fund for the development of services

Asset depreciation Represents the value of unrestricted fixed assets held on the balance sheet at year end.

19 Analysis of net assets between funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	53,644	-	-	53,644
Current assets	69,820	169,844	1,000	240,664
Current liabilities	(23,464)	-	-	(23,464)
	<u>100,000</u>	<u>169,844</u>	<u>1,000</u>	<u>270,844</u>

Analysis of net assets between funds - prior year

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	55,057	-	-	55,057
Current assets	59,220	154,018	160	213,398
Current liabilities	(14,277)	-	-	(14,277)
	<u>100,000</u>	<u>154,018</u>	<u>160</u>	<u>254,178</u>

20 Analysis of charitable funds - prior year

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Incoming and Endowments from:			
Donations and legacies	20,423	-	20,423
Charitable activities	261,627	-	261,627
Other Trading activities	1,800	-	1,800
Investments	595	-	595
Total income	<u>284,445</u>	<u>-</u>	<u>284,445</u>
Expenditure On:			
Charitable activities	305,061	-	305,061
Other	3,801	-	3,801
Total expenditure	<u>308,862</u>	<u>-</u>	<u>308,862</u>
Net Income	<u>(24,417)</u>	<u>-</u>	<u>(24,417)</u>
Total funds brought forward	<u>278,435</u>	<u>160</u>	<u>278,595</u>
Total funds carried forward	<u>254,018</u>	<u>160</u>	<u>254,178</u>

Accounts

RELATE AVON
FINANCIAL STATEMENTS

31 MARCH 2023

Company Registration Number 05320576
Charity Number 1107679

RELATE AVON

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

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Independent Examiner’s report	7
Statement of financial activities (including income and expenditure account)	8
Balance sheet	9
Notes to the financial statements	10 to 15

RELATE AVON**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS ADVISORS****YEAR ENDED 31 MARCH 2023**

Charity Name	Relate Avon	
Company number	05320576	
Charity number	1107679	
Registered office and operational address	133 Cheltenham Road, Bristol, BS6 5RR 0117 942 8444	
Email address	info@relate-avon.org.uk	
Web address	www.relate-avon.org.uk	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Jodie Langman	Chair – resigned 7.11.22
	Paul Traynor	Chair – appointed 19.1.23
	Lucy Bell-Reeves	Trustee – appointed 31.1.23
	Jennifer Boyle	Trustee – appointed 31.1.23
	Naomi Bishop Bunn	Trustee – resigned 31.1.23
	Alice Chapman	Trustee – appointed 31.1.23
	Kim Clarke	Trustee – resigned 31.1.23
	Martha Cox	Trustee – resigned 7.11.22
	Matthew Eccles	Trustee – resigned 31.1.23
	Peter Hawkes	Trustee – resigned 31.1.23
	Hannah Holdaway	Trustee – resigned 7.11.22
	Kevin Jordan	Trustee – appointed 24.11.22 resigned 31.1.23
	Peter Laycock	Trustee – resigned 11.1.23
	Allister Liew	Trustee – appointed 31.1.23
	Konstantinos Perdikis	Trustee – resigned 5.07.23
	Lindsey Quinlan	Trustee – appointed 27.06.23
Key Management	Kevin Jordan	General Manager - resigned 31.12.22
	Rob Booth	General Manager - appointed 1.1.23
Bankers	CAF Bank, 25 Kings Hill Avenue, Kings Hill, Kent, ME19 4TA Santander, Bridle Road, Bootle, Merseyside, L30 4GB Bath Building Society, 15 Queen Square, Bath, BA1 2HN Lloyds Bank, 25 Gresham Street, London, EC27 7HN	
Independent Examiners	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park, Daventry Road, Bristol, BS4 1DQ	

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Relate Avon

The Trustees present the Report and Accounts for the year ended 31 March 2023 which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative information set out on page 1 forms part of this report. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102). These statements have been prepared in accordance with the accounting policies set out in Note 2 to the financial statements.

Legal Structure, Governance and Management

The charity is constituted as a company limited by guarantee, registered under the Companies Act and its governing document is a Memorandum and Articles of Association under company legislation.

Its certificate of incorporation is dated 23 December 2004 and the last amendment to the governing document is dated 23 September 2010.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. The trustees are all individuals.

Method of Recruiting and Appointing New Charity Trustees

Trustees are identified using informal and formal networks, and/or through appropriate targeted advertising. Candidates are then interviewed with suitable trustees selected by current trustees.

Trustee Induction and Training

All new trustees will:

- Receive an induction pack of documents
- Have an induction training session with the General Manager
- Have induction meetings with other trustees as appropriate

Organisational Structure

The day to day running of the company is undertaken by the General Manager who reports to the trustees. The trustees meet formally at least four times a year.

The Charity as a Part of a Wider Network

Relate Avon works closely with other Relate centres who are all part of the national Relate Federation; and with local voluntary organisations.

Statement of Purpose

To help people make personal changes which enable them to engage in committed and loving relationships for the benefit of themselves, their family and society.

The Purposes of the Charity as set out in its Governing Document

To educate the public concerning the benefits of secure couple relationships, marriage and family life in order to improve the emotional, sexual and spiritual well-being of individuals which is derived from committed relationships;

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

To seek to enhance, the good health, both mental and physical, of adults and children by:

- increasing public awareness of the benefit of committed couple relationships, marriage and family life;
- working to prevent poverty, hardship and distress caused by the breakdown of such relationships;

To provide counselling, advice, education, guidance and relief to adults and/or children in relation to any aspect of contemporary life or work which may:

- prejudice their physical or mental wellbeing; or
- influence, either directly or indirectly, their present or future family or couple relationship;

To relieve those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantage; and

To promote research into all the above objects and to make the results available to the public.

The Main Activities Undertaken in Relation to those Purposes During the Year

Relate Avon undertook the following main activities:

- Relationship counselling
- Sex therapy
- Family counselling
- Working with domestic violence
- Placements for new and experienced counsellors to extend their training

The Contribution of Volunteers During the Year

Practitioners in training as adult relationship counsellors work in a voluntary capacity. In addition, a small number of trained counsellors offer their time and skills for no pay.

The charity has also benefitted from the volunteer support of a social media specialist and all the Trustees provide their time on a voluntary basis. We are grateful for the contribution made by all the volunteers.

The Main Achievements and Performance of the Charity During the Year

Demand for our services remained strong across all of the four local authority areas we serve: Bristol, South Gloucestershire, Bath & North East Somerset and North Somerset. During the 12 months 1,522 clients registered with us which resulted in 928 cases and 4,270 appointments. The majority of appointments were for relationship counselling with 128 family counselling and 399 sex therapy appointments.

During the year our counselling provision was constrained by a shortage of counselling hours. Whilst we have maintained our existing clinical team (22 counsellors and 3 supervisors) we are now recruiting to increase capacity to meet demand.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

We have been rebuilding our face-to-face counselling provision after covid with some 20% of sessions delivered 'in person' during the year. Although some counselling services are now entirely online, we are seeing increasing demand for face-to-face counselling and expect to deliver around half our sessions this way in the coming year.

Our commitment to ensuring services are financially accessible to all clients was increased with 913 reduced cost sessions offered to 159 cases at a cost of £31,795. We are determined to find further resources to ensure we can expand this service to meet increasing need, often from those who are most vulnerable.

The Difference the Charity's Performance During the Year has Made to the Beneficiaries of the Charity and to the Wider Society

Clients come to Relate when they have problems they're struggling with, sometimes for a long time. They report that Relate counselling helped them make positive changes and that they're better able to deal with the issues they came about. Many clients feel huge benefits with implications for their wellbeing and also for their partners, families, friendships, work and quality of life.

Here are some of their comments from clients:

"I found my Relate counselling incredibly useful."

"It has been a lifeline for our relationship. Our sessions were very empowering (and) our counsellor was very skilled."

"We couldn't have afforded to attend the sessions without the bursary, and it was a true relationship life line. It was our last resort as we had struggled for a few years. Our therapist was so respectful, calm, open, friendly and was really a true joy to work with. I don't think we would have made it without them."

"Neither of us has had any counselling or therapy before and we found the process really helpful and eye-opening. We started to communicate in a different way and to invest some time in our relationship. Our counsellor was excellent, just right for us. It is great to know that relationship counselling is something achievable and accessible for us, when previously it was a daunting unknown."

"Thank you for all you do it is very valuable."

Chair's Report

I joined Relate Avon in January as a new trustee and it's clear it's been a year of both stability and change.

Changes in the counselling market (especially the rise in online counselling) and the previous General Manager's impending retirement brought about a period of reflection for the organisation. It considered whether to be managed directly by Relate National, or to remain as a local, independent charity, albeit affiliated to Relate. Ultimately (and with enthusiastic staff support) we chose to remain independent and I'm confident that that's proving the right decision.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

It meant a new General Manager was recruited, Rob Booth: a counsellor with Relate Avon for 11 years and with considerable charity and business management experience. It also meant an (almost) entirely new board of trustees to give a fresh look at Relate Avon's purpose and strategy, and to steer the organisation to a thriving future. This new board were recruited for a range of skills and with time and motivation to invest. We are still a relatively new team but have made big strides.

Throughout these changes it's gratifying to see that our staff team has remained very stable. We started and ended the year with the same 22 counsellors (including 4 trainees). One administration member of staff retired and we recruited one new one.

As for our service delivery, this declined from last year as we had less available counselling sessions to offer clients. It's clear there's more demand than we're currently meeting and we are starting to address this in the current year: increasing the number of sessions we offer and the number of reduced cost sessions available too.

Finally, I would like to express my thanks to the staff and volunteers across the administrative and counselling teams for their continued commitment to providing an excellent service to our clients. I'd also like to reiterate my thanks to the Trustees (past and present) for their time and expertise in ensuring Relate Avon retains strong governance and has a bright future.

Financial Review

The financial position of the charity at 31 March 2023 and comparatives for the period, as more fully detailed in the accounts, can be summarised as follows:

Total income for the year amounted to £284,445 (previous year £316,433).

Total costs for the year amounted to £308,862 (previous year £308,596).

The deficit for the year was £24,417 (against a previous year surplus of £7,837).

Despite making a loss, the Trustees consider the financial performance of the charity during the year ending 31 March 2023 to have been satisfactory in the circumstances of recovery post-Covid and the management changes. The trustees are currently conducting an in-depth strategic review of which one primary objective is to achieve long-term financial stability for the charity, which they are confident of achieving.

Reserves Policy

The trustees approved a reserves policy which outlined the following primary reasons for holding reserves:

- Ensuring the continuity of Relate Avon's activities in the event of any unexpected setbacks.
- Allowing Relate Avon to take advantage of any project or fundraising activities that arise.

The Executive Committee consider that it is appropriate to maintain free reserves (those unrestricted funds which are not invested in fixed assets, designated for a particular purpose or otherwise committed) at a minimum level of £100,000. Any free reserves in excess of this amount will be designated for bursaries for clients, training counsellors, and/or a fund for the development of the service.

RELATE AVON**TRUSTEES' ANNUAL REPORT****YEAR ENDED 31 MARCH 2023**

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Funds Received as Agent or Funds Held as Custodian Trustee

There are no assets, classes of assets or categories of assets held on behalf of other entities.

Statement of responsibilities of the Management Committee

The trustees (who are also directors of Relate Avon for the purposes of company law) are responsible for preparing the trustees' 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 charity and of the income and expenditure of the charity for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and any other irregularities.

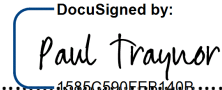
The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the examiners.

Independent examiners

Joanne Trowbridge of Bristol Community Accountants CIC was appointed as the charitable company's independent examiner during the year. Joanne Trowbridge is a member the Association of Accounting Technicians.

29/8/2023

Approved by the trustees on and signed on its behalf by:

DocuSigned by:

4586G500FEB440B.....
 Paul Traynor - Director

RELATE AVON**INDEPENDENT EXAMINERS REPORT****YEAR ENDED 31 MARCH 2023**

I report on the accounts of the company for the year ended 31st March 2023 which are set out on pages 8 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

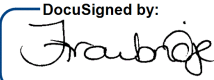
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Accounting Technicians, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joanne Trowbridge MAAT

DocuSigned by:

 G2F8368E1B574EA.....

29/8/2023

Bristol Community Accountants CIC
 The Park
 Daventry Road
 Knowle Bristol BS4 1DQ

RELATE AVON**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)****YEAR ENDED 31 MARCH 2023**

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	Note	£	£	£	£
Incoming and Endowments from:					
Donations and legacies	3	20,423	-	20,423	26,012
Charitable activities	4	261,627	-	261,627	288,577
Other trading activities	5	1,800	-	1,800	1,800
Investments	6	595	-	595	44
Total Income		284,445	-	284,445	316,433
Expenditure On:					
Charitable activities	8	305,061	-	305,061	307,386
Other	9	3,801	-	3,801	1,210
Total Expenditure		308,862	-	308,862	308,596
Net income		(24,417)	-	(24,417)	7,837
Net movement in funds		(24,417)	-	(24,417)	7,837
Total funds brought forward		278,435	160	278,595	270,758
Total funds carried forward		254,018	160	254,178	278,595

All of the activities of the charity are classed as continuing

The notes on pages 10 to 15 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

Details of the allocation of 2022 total funds between unrestricted and restricted are shown in note 20

RELATE AVON**BALANCE SHEET****YEAR ENDED 31 MARCH 2023**

		2023	2022
	Note	£	£
Fixed assets			
Tangible fixed assets	17	55,057	56,798
Current assets			
Debtors	14	4,844	14,013
Cash at bank and in hand		208,554	229,866
<i>Total current assets</i>		<u>213,398</u>	<u>243,879</u>
Creditors : Amounts falling due within one year	15	(14,277)	(22,082)
		<u> </u>	<u> </u>
<i>Net current assets or liabilities</i>		199,121	221,797
Total net assets or liabilities		<u>254,178</u>	<u>278,595</u>
The Funds of the Charity	18		
Restricted funds		160	160
Unrestricted funds		254,018	278,435
		<u>254,178</u>	<u>278,595</u>

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

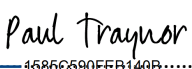
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

29/8/2023

These financial statements were approved by the trustees on and are signed on their behalf by:

DocuSigned by:

 4686C690FEB140B:.....
 Paul Traynor - Director

The notes on pages 10 to 15 form part of these financial statements

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

1 Basis of Preparation

- a) These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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), (effective 1 January 2019) - Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

- b) The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern.
- c) The charity meets the definition of a public benefit entity as defined by FRS 102.

2 Accounting Policies

- a) Income from donations is included in income when these are receivable, except as follows:
- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
 - ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- b) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.
- c) Expenditure is allocated where the costs relate directly to that activity. Support costs have been allocated on the basis of the resources used on the particular activity.
- d) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
- Freehold property - 2% straight line
 - Equipment & machinery - 15% straight line
- e) Unrestricted funds are available to spend on activities that further any of the purposes of the charitable company. Designated funds are unrestricted funds of the charitable company which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company.
- f) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- g) The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****Income and Endowments From:**

3 Donations and Legacies	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Donations and gifts from individuals				
Small donations individually less than £1000	182	-	182	333
Donations	5,000	-	5,000	-
Gift Aid	15,241	-	15,241	14,696
CJRS Grant	-	-	-	10,983
	<u>20,423</u>	<u>-</u>	<u>20,423</u>	<u>26,012</u>

Donations and legacies prior year - all unrestricted

4 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Client contributions	246,347	-	246,347	278,985
Contract income	15,280	-	15,280	9,592
	<u>261,627</u>	<u>-</u>	<u>261,627</u>	<u>288,577</u>

Charitable activities prior year - all unrestricted

5 Other Trading Activities	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Trading activities	1,800	-	1,800	1,800
	<u>1,800</u>	<u>-</u>	<u>1,800</u>	<u>1,800</u>

Other trading activities prior year - all unrestricted

6 Investment Income	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Bank Interest	595	-	595	44
	<u>595</u>	<u>-</u>	<u>595</u>	<u>44</u>

Investment income prior year - all unrestricted

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****7 Government grants**

The charitable company did not receive government grants, to fund charitable activities during the year (2022: £10,983). There are no unfulfilled conditions or contingencies attaching to these grants in the year ended 31 March 2023.

Expenditure on:

8 Charitable Activities - direct costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Wages and salaries	111,740	-	111,740	108,252
Sundries	855	-	855	385
Quality Control - Supervisor salary and costs	23,413	-	23,413	21,628
Training	4,098	-	4,098	5,713
Membership	14,007	-	14,007	15,190
Sub-total	154,113	-	154,113	151,168
Employee costs not included in direct costs				
Salaries - Administration staff	100,235	-	100,235	114,858
Pension cost - administrative staff	2,935	-	2,935	3,129
Premises expenses				
Rent, Rates and water charges	14,548	-	14,548	16,916
Light, heat and power	6,457	-	6,457	2,212
Premises repairs and renewals	10,512	-	10,512	2,006
Property insurance	2,897	-	2,897	3,254
Sundries	1,338	-	1,338	1,286
Administrative overheads				
Telephone, and internet	4,708	-	4,708	4,926
Printing, postage and stationery	521	-	521	557
Sundry expenses	578	-	578	953
Computer costs	4,369	-	4,369	3,874
Financial Costs				
Bank charges	108	-	108	344
Depreciation	1,742	-	1,742	1,903
	150,948	-	150,948	156,218
Total expenditure	305,061	-	305,061	307,386

Charitable activities prior year - All unrestricted

9 Other

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Independent Examiner's fee	559	-	559	509
Preparation of statutory accounts	586	-	586	533
Professional fees	2,052	-	2,052	-
Board meeting costs	604	-	604	168
	3,801	-	3,801	1,210

Other prior year - all unrestricted

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****10 Net incoming resources for the year**

This is stated after charging:

	2023	2022
	£	£
Depreciation of owned fixed assets	1,742	1,903
Independent Examiner's Fees	559	509
	<u>2,301</u>	<u>2,412</u>

11 Staff costs and numbers

The aggregate payroll costs were:

	2023	2022
	£	£
Wages and Salaries	225,242	223,724
Social Security Costs	5,034	4,859
Pension Costs	6,078	5,822
	<u>236,354</u>	<u>234,405</u>

No employee received emoluments of more than £60,000 (2022: Nil)

The average head count was 23 staff (2022: 27 staff)

The key management personnel of the charity comprise the trustees and the General Manager. Total employee benefits paid to key management personnel during the year were £37,613 (2022: £38,210)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

12 Related party transactions

One of the newly appointed trustees, Alice Chapman, is the spouse of the General Manager, Rob Booth. The board is careful that she is excluded from decisions relating to the employment of the General Manager.

There were no other related party transactions during the year (2022: nil)

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

14 Debtors

	2023	2022
	£	£
Prepayments and accrued income	4,584	4,058
Other debtors	260	9,955
	<u>4,844</u>	<u>14,013</u>

15 Creditors

	2023	2022
	£	£
Trade creditors	927	11,875
Tax and social security	1,961	3,186
Accruals and deferred income	11,389	7,021
	<u>14,277</u>	<u>22,082</u>

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****16 Company limited by guarantee**

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

17 Tangible fixed assets

	Land & Buildings £	Equipment & Machinery £	Total £
Cost			
At 1 April 2022	70,660	27,931	98,591
At 31 March 2023	<u>70,660</u>	<u>27,931</u>	<u>98,591</u>
Depreciation			
At 1 April 2022	14,190	27,603	41,793
Charge for the year	1,413	328	1,741
At 31 March 2023	<u>15,603</u>	<u>27,931</u>	<u>43,534</u>
Net book value			
At 31 March 2023	<u>55,057</u>	<u>-</u>	<u>55,057</u>
At 31 March 2022	<u>56,470</u>	<u>328</u>	<u>56,798</u>

18 Movement in funds

	At 01-Apr 2022 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2023 £
Restricted funds					
Portishead Parish	160	-	-	-	160
	<u>160</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>160</u>
Unrestricted funds					
General funds	278,435	284,445	(308,862)	(154,018)	100,000
Designated funds	-	-	-	98,961	98,961
Designated asset depreciation	-	-	-	55,057	55,057
	<u>278,435</u>	<u>284,445</u>	<u>(308,862)</u>	<u>-</u>	<u>254,018</u>
Total funds	<u>278,595</u>	<u>284,445</u>	<u>(308,862)</u>	<u>-</u>	<u>254,178</u>

Purpose of restricted funds

Portishead Parish

Previously provided subsidised counselling sessions for those within the Portishead parish.

Purpose of general funds

£100,000 represents the free reserves available to the charity at the end of the year.

Purpose of designated funds

Designated fund

Established for bursaries for clients, training counsellors, and/or a fund for the development of services

Asset depreciation

Represents the value of unrestricted fixed assets held on the balance sheet at year end.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

19 Analysis of net assets between funds	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds 2023
	£	£	£	£
Tangible fixed assets	55,057	-	-	55,057
Current assets	59,220	154,018	160	213,398
Current liabilities	(14,277)	-	-	(14,277)
	<u>100,000</u>	<u>154,018</u>	<u>160</u>	<u>254,178</u>

Analysis of net assets between funds - prior year

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds 2023
	£	£	£	£
Tangible fixed assets	56,798	-	-	56,798
Current assets	243,719	-	160	243,879
Current liabilities	(22,082)	-	-	(22,082)
	<u>278,435</u>	<u>-</u>	<u>160</u>	<u>278,595</u>

20 Analysis of charitable funds - prior year

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Incoming and Endowments from:			
Donations and legacies	26,012	-	26,012
Charitable activities	288,577	-	288,577
Other Trading activities	1,800	-	1,800
Investments	44	-	44
Total income	<u>316,433</u>	<u>-</u>	<u>316,433</u>
Expenditure On:			
Charitable activities	307,386	-	307,386
Other	1,210	-	1,210
Total expenditure	<u>308,596</u>	<u>-</u>	<u>308,596</u>
Net Income	<u>7,837</u>	<u>-</u>	<u>7,837</u>
Net movement in funds	<u>7,837</u>	<u>-</u>	<u>7,837</u>
Total funds brought forward	<u>270,598</u>	<u>160</u>	<u>270,758</u>
Total funds carried forward	<u>278,435</u>	<u>160</u>	<u>278,595</u>

Accounts

RELATE AVON
FINANCIAL STATEMENTS

31 MARCH 2022

Company Registration Number 05320576
Charity Number 1107679

RELATE AVON

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

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8

Balance sheet

9

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10 to 15

RELATE AVON

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS ADVISORS

YEAR ENDED 31 MARCH 2022

Charity Name	Relate Avon																							
Company number	05320576																							
Charity number	1107679																							
Registered office and operational address	133 Cheltenham Road, Bristol, BS6 5RR 0117 942 8444																							
Email address	info@relate-avon.org.uk																							
Web address	www.relate-avon.org.uk																							
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: <table><tr><td>Jodie Langman</td><td>Chair</td></tr><tr><td>Julie Logan</td><td>resigned 31.08.21</td></tr><tr><td>Nicole Kapel</td><td>Trustee & Treasurer (resigned 17.11.21)</td></tr><tr><td>Hannah Holdaway</td><td>Trustee</td></tr><tr><td>Peter Hawkes</td><td>Trustee</td></tr><tr><td>Peter Leycock</td><td>Trustee</td></tr><tr><td>Naomi Bishop Bunn</td><td>Trustee</td></tr><tr><td>Matthew Eccles</td><td>Trustee</td></tr><tr><td>Martha Cox</td><td>Trustee</td></tr><tr><td>Kim Clarke</td><td>Trustee</td></tr><tr><td>Konstantinos Perdikis</td><td>Trustee</td></tr></table>		Jodie Langman	Chair	Julie Logan	resigned 31.08.21	Nicole Kapel	Trustee & Treasurer (resigned 17.11.21)	Hannah Holdaway	Trustee	Peter Hawkes	Trustee	Peter Leycock	Trustee	Naomi Bishop Bunn	Trustee	Matthew Eccles	Trustee	Martha Cox	Trustee	Kim Clarke	Trustee	Konstantinos Perdikis	Trustee
Jodie Langman	Chair																							
Julie Logan	resigned 31.08.21																							
Nicole Kapel	Trustee & Treasurer (resigned 17.11.21)																							
Hannah Holdaway	Trustee																							
Peter Hawkes	Trustee																							
Peter Leycock	Trustee																							
Naomi Bishop Bunn	Trustee																							
Matthew Eccles	Trustee																							
Martha Cox	Trustee																							
Kim Clarke	Trustee																							
Konstantinos Perdikis	Trustee																							
Key Management Personnel	Kevin Jordan	General Manager																						
Bankers	CAF Bank, 25 Kings Hill Avenue, Kings Hill, Kent, ME19 4TA Santander, Bridle Road, Bootle, Merseyside, L30 4GB Bath Building Society, 15 Queen Square, Bath, BA1 2HN Lloyds Bank, 25 Gresham Street, London, EC27 7HN																							
Independent Examiners	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park, Daventry Road, Bristol, BS4 1DQ																							

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Relate Avon

The Trustees present the Report and Accounts for the year ended 31 March 2022 which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative information set out on page 1 forms part of this report. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102). These statements have been prepared in accordance with the accounting policies set out in Note 2 to the financial statements.

Legal Structure, Governance and Management

The charity is constituted as a company limited by guarantee, registered under the Companies Act and its governing document is a Memorandum and Articles of Association under company legislation.

Its certificate of incorporation is dated 23 December 2004 and the last amendment to the governing document is dated 23 September 2010.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. The trustees are all individuals.

Method of Recruiting and Appointing New Charity Trustees

Trustees are identified either using formal networks in the voluntary sector or using a volunteer recruitment agency (REACH) whose sole function is to recruit trustees for charities. Candidates are then interviewed, and suitable trustees are selected by the current trustees.

Trustee Induction and Training

All new trustees will:

- Receive an induction pack of documents
- Have an induction training session with the General Manager
- Have induction meetings with other trustees as appropriate

Organisational structure

The day to day running of the company is undertaken by the General Manager, Kevin Jordan, who reports to the trustees. The trustees meet formally at least four times a year.

The charity as a part of a wider network.

Relate Avon works closely with the other Relate centres who are all part of the national Relate Federation; and with local voluntary organisations.

Statement of purpose

To help people make those personal changes which enable them to engage in committed and loving relationships for the benefit of themselves, their family and society.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

The purposes of the charity as set out in its governing document

To educate the public concerning the benefits of secure couple relationships, marriage and family life in order to improve the emotional, sexual and spiritual well-being of individuals which is derived from committed relationships;

To seek to enhance, the good health, both mental and physical, of adults and children by:

- increasing public awareness of the benefit of committed couple relationships, marriage and family life;
- working to prevent poverty, hardship and distress caused by the breakdown of such relationships;

To provide counselling, advice, education, guidance and relief to adults and/or children in relation to any aspect of contemporary life or work which may:

- prejudice their physical or mental wellbeing; or
- influence, either directly or indirectly, their present or future family or couple relationship;

To relieve those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantage; and

To promote research into all the above objects and to make the results available to the public.

The main activities undertaken in relation to those purposes during the year

Relate Avon undertook the following main activities:

- relationship counselling
- sex therapy
- family counselling
- working with domestic violence
- learning and education

The contribution of volunteers during the year

All practitioners whilst in training work in a voluntary capacity and a small number are trained counsellors who offer their time and skills for no pay.

The charity has also benefitted from the volunteer support of a social media specialist and all the Trustees provide their time on a voluntary basis. We are grateful for the contribution made by all the volunteers.

The main achievements and performance of the charity during the year

The increasing demand for our services continued from the preceding year (2020-21) into 2021-22 across all of the four local authority areas we serve: Bristol, South Gloucestershire, Bath & North East Somerset and North Somerset.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

During the 12 months 1,692 clients registered with us for 1,039 cases resulting in 4,797 appointments - the majority being for couple counselling.

We were also able to deliver 83 Family sessions and 253 Sex Therapy appointments.

Our clients, administrators and counsellors adapted well to the world of remote working via Zoom or telephone, and we have begun to reintroduce our in-room service in our Bristol and Bath offices.

Our commitment to ensuring services are financially accessible to all clients was continued with 929 reduced cost sessions worth £25,088 being agreed for 147 cases.

The difference the charity's performance during the year has made to the beneficiaries of the charity and to the wider society

Feedback from all clients indicates that 98% of respondents would use Relate Avon again should the need arise and would recommend the service to others.

These are some of their comments:

Couple: *"We really enjoyed working with our counsellor and felt that she really understood us and the issues that we had. I also felt that it really helped having an hour a week where we could really listen to each other in a calm space and felt that the suggestions made were really helpful"*

Individual: *"Outstanding service, although I can only speak for Relate, Bristol. I have had the most amazing experience and E. is a fantastic counsellor!!*

She has got me through some really tough moments, first with separation and in facing divorce and then later on when I needed to return to counselling, she helped me with tricky moments in my pregnancy and in my relationship with my new partner! It has changed my life and I feel confident in myself and with the tools I have been given to move forwards as I transition into parenthood. I have nothing but good things to say about my whole experience! Thank you, thank you, thank you!!!!"

Family: *"Our counsellor was extremely friendly, professional and light hearted which kept things getting too 'heavy'. She was also incisive and enabled the issues to be addressed without the subject matter wandering all over the place. She really was a great mediator and both myself and my daughter were really relaxed and happy with her."*

Chair's report

2021-2022 continued to be a year of change and challenge for Relate Avon, navigating through the pandemic, and the transition to increased and continued remote working. The impact on our administration teams was felt through reduced hours and roles. I'd like to thank the teams for their adaptability throughout this time and wish those who left Relate Avon them all the best for the future. Our future ways of working will continue to be reviewed over the coming year, as we acknowledge the new 'normal' for the charity.

We also lost Board Trustee and Treasurer Nicole Kapel. Nicole introduced increased MI and rigour to the management of the Relate Avon finances and forecasting, which will continue to provide the Board with ongoing oversight and planning assistance. Nicole is yet to be replaced.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Discussion continues regarding the property strategy for Relate Avon. This year, we have taken the decision to close the Weston super Mare as the building is scheduled for redevelopment but remain committed to providing a service to the community of North Somerset. The ability and flexibility of remote working enables us to do this successfully, retaining high quality service and increased availability of our counsellors. The discussions and planning for the future of the Bristol office remain live, as we acknowledge the need to retain a main presence in the City, that is suitable for our clients to receive service and counsellors to provide it.

As we move into 2022, our Centre Manager, Kevin Jordan, has confirmed his decision to retire. He is working with the Board to agree a plan for how Relate Avon moves forward, and we will be communicating with the Members and Staff as the planning for his departure progresses.

Finally, I would like to express my thanks to the staff and volunteers across the administrative and counselling teams for their continued commitment to providing an excellent service to our clients. I'd also like to reiterate my thanks to the Trustees who offer their time and expertise to Relate Avon and ensure we retain strong governance across the operation of our Charity.

Financial Review

The financial position of the charity at 31 March 2022 and comparatives for the period, as more fully detailed in the accounts, can be summarised as follows:

Total income for the year amounted to £316,433 (previous year £293,794).

Total cost for the year amounted to £308,596 (previous year £302,852).

The surplus for the year was £7,837 (previous year, a deficit of £9,058).

The Trustees consider the financial performance of the charity during the year ending 31 March 2022 to have been satisfactory and it is anticipated that this growth will continue.

Reserves policy

The Executive Committee approved a reserves policy which outlined the following primary reasons for holding reserves:

- Ensuring the continuity of Relate Avon's activities in the event of any unexpected setbacks.
- Allowing Relate Avon to take advantage of any project or fundraising activities that arise.

The Executive Committee consider that it is appropriate to maintain free reserves (those unrestricted funds which are not invested in fixed assets, designated for a particular purpose or otherwise committed) at a minimum level of £100,000. Any free reserves in excess of this amount will be designated for bursaries for clients, training counsellors as well as a fund for the development of services.

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Funds received as agent or funds held as custodian trustee

There are no assets, classes of assets or categories of assets held on behalf of other entities.

Statement of responsibilities of the Management Committee

The trustees (who are also directors of Relate Avon for the purposes of company law) are responsible for preparing the trustees' 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 charity and of the income and expenditure of the charity for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 business.

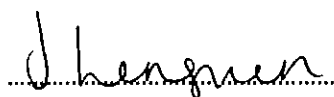
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and any other irregularities.

The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the examiners.

Independent examiners

Joanne Trowbridge of Bristol Community Accountants CIC was appointed as the charitable company's independent examiner during the year. Joanne Trowbridge is a member the Association of Accounting Technicians.

Approved by the trustees on 15/9/22 and signed on its behalf by:



Jodie Langman - Director

RELATE AVON

INDEPENDENT EXAMINERS REPORT

YEAR ENDED 31 MARCH 2022

I report on the accounts of the company for the year ended 31st March 2022 which are set out on pages 8 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

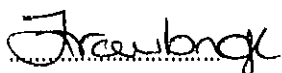
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Accounting Technicians, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

Joanne Trowbridge MAAT



Bristol Community Accountants CIC
The Park
Daventry Road
Knowle Bristol BS4 1DQ

.....21/9/2022

RELATE AVON

BALANCE SHEET

YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	16	56,798	58,701
Current assets			
Debtors	13	14,013	18,370
Cash at bank and In hand		229,866	209,124
<i>Total current assets</i>		243,879	227,494
Creditors : Amounts falling due within one year	14	(22,082)	(15,437)
<i>Net current assets or liabilities</i>		221,797	212,057
<i>Total net assets or liabilities</i>		278,595	270,758
The Funds of the Charly	17		
Restricted funds		160	160
Unrestricted funds			
<i>General funds</i>		278,435	270,598
		278,595	270,758

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

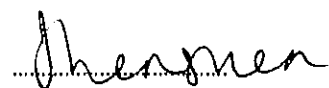
Directors' responsibilities:

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the trustees on 18/9/22 and are signed on their behalf by:



Jodie Langman - Director

The notes on pages 10 to 15 form part of these financial statements

RELATE AVON

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2022

		Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	Note	£	£	£	£
Incoming and Endowments from:					
Donations and legacies	3	26,012	-	26,012	99,594
Charitable activities	4	288,577	-	288,577	192,206
Other trading activities	5	1,800	-	1,800	1,800
Investments	6	44	-	44	194
Total Income		316,433	-	316,433	293,794
Expenditure On:					
Charitable activities	8	307,386	-	307,386	301,905
Other	9	1,210	-	1,210	947
Total Expenditure		308,596	-	308,596	302,852
Net income		7,837	-	7,837	(9,058)
Gross transfers between funds		-	-	-	-
Net movement in funds		7,837	-	7,837	(9,058)
Total funds brought forward		270,598	160	270,758	279,816
Total funds carried forward		278,435	160	278,595	270,758

All of the activities of the charity are classed as continuing

The notes on pages 10 to 15 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

Details of the allocation of 2021 total funds between unrestricted and restricted are shown in note 19

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1 Basis of Preparation

- a) These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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), (effective 1 January 2019) - Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

- b) The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern despite the significant uncertainty caused by the COVID-19 pandemic. Whilst the Trustees expect there to be an impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.
- c) The charity meets the definition of a public benefit entity as defined by FRS 102.

2 Accounting Policies

- a) Income from donations is included in income when these are receivable, except as follows:
- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
 - ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- b) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.
- c) Expenditure is allocated where the costs relate directly to that activity. Support costs have been allocated on the basis of the resources used on the particular activity.
- d) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
- Freehold property - 2% straight line
 - Equipment & machinery - 15% straight line
- e) Unrestricted funds are available to spend on activities that further any of the purposes of the charitable company. Designated funds are unrestricted funds of the charitable company which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company.
- f) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- g) The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Income and Endowments From:

3	Donations and Legacies	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Donations and gifts from Individuals				
	Small donations individually less than £1000	333	-	333	3,286
	Coronavirus support grants	-	-	-	27,801
	Gift Aid	14,696	-	14,696	18,502
	CJRS Grant	10,983	-	10,983	50,005
		<u>26,012</u>	<u>-</u>	<u>26,012</u>	<u>99,594</u>

Donations and legacies prior year - Small donations of £800 and Coronavirus support grants of £13,310 were restricted, all other income unrestricted

4	Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Client contributions	278,985	-	278,985	184,984
	Contract income	9,592	-	9,592	7,222
		<u>288,577</u>	<u>-</u>	<u>288,577</u>	<u>192,206</u>

Charitable activities prior year - all unrestricted

5	Other Trading Activities	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Trading activities	1,800	-	1,800	1,800
		<u>1,800</u>	<u>-</u>	<u>1,800</u>	<u>1,800</u>

Other trading activities prior year - all unrestricted

6	Investment Income	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Bank Interest	44	-	44	194
		<u>44</u>	<u>-</u>	<u>44</u>	<u>194</u>

Investment Income prior year - all unrestricted

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

7 Government grants

The charitable company receives government grants, defined as funding from HMRC CJRS grant to fund charitable activities. The total value of such grants in the period ending 31 March 2022 was £10,983 (2021: £50,005). There are no unfulfilled conditions or contingencies attaching to these grants in the year ended 31 March 2022.

Expenditure on:

8 Charitable Activities - direct costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Wages and salaries	108,252	-	108,252	96,317
Sundries	385	-	385	39
Quality Control - Supervisor salary and costs	21,628	-	21,628	23,529
Training	5,713	-	5,713	1,319
Membership	15,190	-	15,190	13,798
Sub-total	151,168	-	151,168	135,002
Employee costs not included in direct costs				
Salaries - Administration staff	114,858	-	114,858	121,198
Pension cost - administrative staff	3,129	-	3,129	5,655
Premises expenses				
Rent, Rates and water charges	16,916	-	16,916	16,855
Light, heat and power	2,212	-	2,212	3,819
Premises repairs and renewals	2,006	-	2,006	1,899
Property insurance	3,254	-	3,254	2,863
Sundries	1,286	-	1,286	1,077
Administrative overheads				
Telephone, and internet	4,926	-	4,926	4,664
Printing, postage and stationery	557	-	557	1,045
Sundry expenses	953	-	953	1,724
Computer costs	3,874	-	3,874	3,645
Financial Costs				
Bank charges	344	-	344	556
Depreciation	1,903	-	1,903	1,903
	156,218	-	156,218	166,903
Total expenditure	307,386	-	307,386	301,905

Charitable activities - direct costs prior year - wages and salaries £11,390 and administrative overheads £1920 were restricted and all other costs unrestricted

9 Other

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Independent Examiner's fee	509	-	509	479
Preparation of statutory accounts	533	-	533	468
Board meeting costs	168	-	168	-
	1,210	-	1,210	947

Other prior year - all unrestricted

RELATE AVON
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

10 Net incoming resources for the year

This is stated after charging:

	2022	2021
	£	£
Depreciation of owned fixed assets	1,903	1,903
Independent Examiner's Fees	509	479
	<u>2,412</u>	<u>2,382</u>

11 Staff costs and numbers

The aggregate payroll costs were:

	2022	2021
	£	£
Wages and Salaries	223,724	235,322
Social Security Costs	4,859	5,071
Pension Costs	5,822	5,913
	<u>234,405</u>	<u>246,306</u>

No employee received emoluments of more than £60,000 (2021: £Nil)

The average head count was 27 staff (2021: 29 staff)

Total employee benefits paid to key management personnel during the year were £38,210 (2021: £36,936)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

There were no other related party transactions during the year.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Debtors

	2022	2021
	£	£
Trade debtors	-	1,126
Prepayments and accrued income	4,058	4,285
Other debtors	9,955	12,959
	<u>14,013</u>	<u>18,370</u>

14 Creditors

	2022	2021
	£	£
Trade creditors	11,875	11,826
Tax and social security	3,186	2,664
Accruals and deferred income	7,021	947
	<u>22,082</u>	<u>15,437</u>

RELATE AVON
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

15 Company limited by guarantee

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

16 Tangible fixed assets

	Land & Buildings	Equipment & Machinery	Total
	£	£	£
Cost			
At 1 April 2021	70,660	27,931	98,591
At 31 March 2022	<u>70,660</u>	<u>27,931</u>	<u>98,591</u>
Depreciation			
At 1 April 2021	12,777	27,113	39,890
Charge for the year	1,413	490	1,903
At 31 March 2022	<u>14,190</u>	<u>27,603</u>	<u>41,793</u>
Net book value			
At 31 March 2022	<u>56,470</u>	<u>328</u>	<u>56,798</u>
At 31 March 2021	<u>57,883</u>	<u>818</u>	<u>58,701</u>

17 Movement in funds

	At 01-Apr 2021 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2022 £
Restricted funds					
Portishead Parish	160	-	-	-	160
	<u>160</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>160</u>
General funds	<u>270,598</u>	<u>316,433</u>	<u>(308,596)</u>	<u>-</u>	<u>278,435</u>
Total funds	<u>270,758</u>	<u>316,433</u>	<u>(308,596)</u>	<u>-</u>	<u>278,595</u>

Purpose of restricted funds

Portishead Parish

Provide subsidised counselling sessions for those within the Portishead parish.

RELATE AVON**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2022****18 Analysis of net assets between funds**

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Tangible fixed assets	56,798	-	56,798
Current assets	243,719	160	243,879
Current liabilities	(22,082)	-	(22,082)
	<u>278,435</u>	<u>160</u>	<u>278,595</u>

19 Analysis of charitable funds - previous year, as required by paragraph 4.2. of the SORP

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Incoming and Endowments from:			
Donations and legacies	85,424	14,170	99,594
Charitable activities	192,206	-	192,206
Other Trading activities	1,800	-	1,800
Investments	194	-	194
Total income	<u>279,624</u>	<u>14,170</u>	<u>293,794</u>
Expenditure On:			
Charitable activities	288,595	13,310	301,905
Other	947	-	947
Total expenditure	<u>289,542</u>	<u>13,310</u>	<u>302,852</u>
Net Income	(9,918)	860	(9,058)
Net movement in funds	(9,918)	860	(9,058)
Transfer between funds	-	-	-
Total funds brought forward	280,516	(700)	279,816
Total funds carried forward	<u>270,598</u>	<u>160</u>	<u>270,758</u>

Accounts

RELATE AVON
FINANCIAL STATEMENTS

31 MARCH 2021

Company Registration Number 05320576
Charity Number 1107679

RELATE AVON

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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9

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RELATE AVON

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS ADVISORS

YEAR ENDED 31 MARCH 2021

Charity Name	Relate Avon																						
Company number	05320576																						
Charity number	1107679																						
Registered office and operational address	133 Cheltenham Road, Bristol, BS6 5RR 0117 942 8444																						
Email address	info@relate-avon.org.uk																						
Web address	www.relate-avon.org.uk																						
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: <table><tr><td>Julie Logan</td><td>Chair from 24.09.18 until 01.01.21</td></tr><tr><td>Jodie Langman</td><td>(appointed 24.06.20) Chair from 01.01.21</td></tr><tr><td>Hannah Holdaway</td><td>Trustee</td></tr><tr><td>Peter Hawkes</td><td>Trustee</td></tr><tr><td>Peter Leycock</td><td>Trustee</td></tr><tr><td>Naomi Bishop Bunn</td><td>Trustee</td></tr><tr><td>Matthew Eccles</td><td>Trustee</td></tr><tr><td>Martha Cox</td><td>Trustee</td></tr><tr><td>Kim Clarke</td><td>Trustee</td></tr><tr><td>Konstantinos Perdikis</td><td>Trustee</td></tr><tr><td>Nicole Kapel</td><td>Trustee & Treasurer (appointed 22.07.20)</td></tr></table>	Julie Logan	Chair from 24.09.18 until 01.01.21	Jodie Langman	(appointed 24.06.20) Chair from 01.01.21	Hannah Holdaway	Trustee	Peter Hawkes	Trustee	Peter Leycock	Trustee	Naomi Bishop Bunn	Trustee	Matthew Eccles	Trustee	Martha Cox	Trustee	Kim Clarke	Trustee	Konstantinos Perdikis	Trustee	Nicole Kapel	Trustee & Treasurer (appointed 22.07.20)
Julie Logan	Chair from 24.09.18 until 01.01.21																						
Jodie Langman	(appointed 24.06.20) Chair from 01.01.21																						
Hannah Holdaway	Trustee																						
Peter Hawkes	Trustee																						
Peter Leycock	Trustee																						
Naomi Bishop Bunn	Trustee																						
Matthew Eccles	Trustee																						
Martha Cox	Trustee																						
Kim Clarke	Trustee																						
Konstantinos Perdikis	Trustee																						
Nicole Kapel	Trustee & Treasurer (appointed 22.07.20)																						
Key Management Personnel	<table><tr><td>Kevin Jordan</td><td>General Manager</td></tr></table>	Kevin Jordan	General Manager																				
Kevin Jordan	General Manager																						
Bankers	CAF Bank, 25 Kings Hill Avenue, Kings Hill, Kent, ME19 4TA Santander, Bridle Road, Bootle, Merseyside, L30 4GB Bath Building Society, 15 Queen Square, Bath, BA1 2HN Lloyds Bank, 25 Gresham Street, London, EC27 7HN																						
Independent Examiners	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park, Daventry Road, Bristol, BS4 1DQ																						

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Relate Avon

The Trustees present the Report and Accounts for the year ended 31 March 2021 which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative information set out on page 1 forms part of this report. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102). These statements have been prepared in accordance with the accounting policies set out in Note 2 to the financial statements.

Legal Structure, Governance and Management

The charity is constituted as a company limited by guarantee, registered under the Companies Act and its governing document is a Memorandum and Articles of Association under company legislation.

Its certificate of incorporation is dated 23 December 2004 and the last amendment to the governing document is dated 23 September 2010.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. The trustees are all individuals.

Method of Recruiting and Appointing New Charity Trustees

Trustees are identified either using formal networks in the voluntary sector or using a volunteer recruitment agency (REACH) whose sole function is to recruit trustees for charities. Candidates are then interviewed, and suitable trustees are selected by the current trustees.

Trustee Induction and Training

All new trustees will:

- Receive an induction pack of documents
- Have an induction training session with the General Manager
- Have induction meetings with other trustees as appropriate

Organisational structure

The day to day running of the company is undertaken by the General Manager, Kevin Jordan, who reports to the trustees. The trustees meet formally at least four times a year.

The charity as a part of a wider network.

Relate Avon works closely with the other Relate centres who are all part of the national Relate Federation; and with local voluntary organisations.

Statement of purpose

To help people make those personal changes which enable them to engage in committed and loving relationships for the benefit of themselves, their family and society.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The purposes of the charity as set out in its governing document

To educate the public concerning the benefits of secure couple relationships, marriage and family life in order to improve the emotional, sexual and spiritual well-being of individuals which is derived from committed relationships;

To seek to enhance, the good health, both mental and physical, of adults and children by:

- increasing public awareness of the benefit of committed couple relationships, marriage and family life;
- working to prevent poverty, hardship and distress caused by the breakdown of such relationships;

To provide counselling, advice, education, guidance and relief to adults and/or children in relation to any aspect of contemporary life or work which may:

- prejudice their physical or mental wellbeing; or
- influence, either directly or indirectly, their present or future family or couple relationship;

To relieve those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantage; and

To promote research into all the above objects and to make the results available to the public.

The main activities undertaken in relation to those purposes during the year

Relate Avon undertook the following main activities:

- relationship counselling
- sex therapy
- family counselling
- working with domestic violence
- learning and education

The main activities undertaken during the year to further the charity's purpose for public benefit

Relate Avon aims to benefit the public by enhancing their good health, both mental and physical, through the provision of counselling. The counselling is aimed at either preventing relationship breakdown or alleviating the hardship and distress that relationship breakdown causes.

Relate Avon provides a range of high quality services that would otherwise not be available to the public. These include:

- relationship counselling
- sex therapy
- learning and education

All our charitable resources are used to provide the best quality services for the public. We use surpluses and charitable donations to subsidise the cost of our services to the public.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The trustees have had regard to the Charity Commission guidance on public benefit in managing the activities of the charity.

The contribution of volunteers during the year

All practitioners whilst in training work in a voluntary capacity. A small number are trained counsellors who work in a voluntary capacity for which we are most grateful.

The main achievements and performance of the charity during the year

Demand for the services across the three offices of Bristol, Bath and Weston super Mare was reduced during the first half of the year due to COVID-19. By the final quarter demand and activity had returned close to the levels seen prior to the pandemic.

During the 12 months 1,111 clients registered with us for 667 cases resulting in 3,440 appointments - the majority being for couple counselling (3,125).

We were also able to deliver 91 Family sessions and 224 Sex Therapy appointments.

Our commitment to ensuring services are financially accessible to all clients was continued with 624 reduced cost sessions worth £19,560 being agreed for 103 cases.

The difference the charity's performance during the year has made to the beneficiaries of the charity and to the wider society

The COVID-19 pandemic has put relationships under pressure. Individuals, couples and families have found invaluable support from our counsellors and have been helped to navigate the uncertainties, anxieties and relationship stress that so many people have experienced during this time.

Feedback from all clients indicates that 98% of respondents would use Relate Avon again should the need arise and would recommend the service to others.

Chair's report

Relate Avon has conducted all activity this financial year through the COVID-19 pandemic, adapting working practices accordingly. I am incredibly proud of the financial performance stated in the annual accounts, particularly given the 100% transition to a virtual operating model, challenging the counsellors, administration team and our clients.

Relate Avon has benefited throughout this financial year from a number of support grants and government furlough arrangements.

Furthermore, the flexibility some of our team have demonstrated through volunteering to take unpaid holiday has allowed us to control costs accordingly whilst maintaining a strong service to those that have needed it.

The appointment of Nicole Kapel to the Board as Treasurer is a positive step for Relate Avon, with an increased focus on managing the cost base against forecast activity and income over the next

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

financial year. Focus remains on plans to generate increased income over the medium to long term, to further strengthen our financial position.

Thanks to the efforts and flexibility of Relate Avon Manager Kevin Jordan, the counsellors, administration team and the Board of Trustees, we have maintained a well-managed and consistent delivery of service and support to our clients. This has generated a level income stream that we are optimistic will grow over the coming months as face-to-face service can recommence and we can bring staff back to work, both virtually and in person.

Financial Review

The financial position of the charity as at 31 March 2021 and comparatives for the period, as more fully detailed in the accounts, can be summarised as follows:

Total income for the year amounted to £293,794 (previous year £339,108).

Total cost for the year amounted to £302,852 (previous year £342,372).

The deficit for the year was £9,058 (previous year £3,264).

The reduction in income for the year was due to the impacts the COVID-19 pandemic has had on the operations of the charity. The increase in the deficit for the year is positively correlated to the reduction in income. Despite this, the Trustees consider the financial performance of the charity during the year ending 31 March 2021 to have been satisfactory.

Despite the financial performance of the charity diminishing in comparison to prior years, the Trustees are extremely proud of the level of agility and adaptability of the charity staff has demonstrated over the year.

Reserves policy

The Executive Committee approved a reserves policy which outlined the following primary reasons for holding reserves:

- Ensuring the continuity of Relate Avon's activities in the event of any unexpected setbacks.
- Allowing Relate Avon to take advantage of any project or fundraising activities that arise.

The Executive Committee consider that it is appropriate to maintain free reserves (those unrestricted funds which are not invested in fixed assets, designated for a particular purpose or otherwise committed) at a minimum level of £100,000. Any free reserves in excess of this amount will be designated for bursaries for clients, training counsellors as well as a fund for the development of services.

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Funds received as agent or funds held as custodian trustee

There are no assets, classes of assets or categories of assets held on behalf of other entities.

RELATE AVON

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Statement of responsibilities of the Management Committee

The trustees who are also the charity trustees have prepared financial statements for the financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 business.

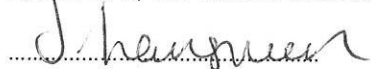
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and any other irregularities.

The trustees confirm that to the best of their knowledge there is no information relevant to the independent examination of which the examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the examiners.

Independent examiners

Joanne Trowbridge of Bristol Community Accountants CIC was appointed as the charitable company's independent examiner during the year. Joanne Trowbridge is a member the Association of Accounting Technicians.

Approved by the trustees on 21st July 2021 and signed on its behalf by:



Jodie Langman - Director

RELATE AVON

INDEPENDENT EXAMINERS REPORT

YEAR ENDED 31 MARCH 2021

I report on the accounts of the company for the year ended 31st March 2021 which are set out on pages 8 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Accounting Technicians, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

Joanne Trowbridge MAAT



Bristol Community Accountants CIC
The Park
Daventry Road
Knowle Bristol BS4 1DQ

7/9/2021

RELATE AVON

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2021

		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	Note	£	£	£	£
Incoming and Endowments from:					
Donations and legacies	3	85,424	14,170	99,594	41,695
Charitable activities	4	192,206	-	192,206	294,937
Other trading activities	5	1,800	-	1,800	1,884
Investments	6	194	-	194	592
Total Income		279,624	14,170	293,794	339,108
Expenditure On:					
Raising funds	7	-	-	-	1,813
Charitable activities	8	288,595	13,310	301,905	338,403
Other	9	947	-	947	2,156
Total Expenditure		289,542	13,310	302,852	342,372
Net income		(9,918)	860	(9,058)	(3,264)
Gross transfers between funds		-	-	-	-
Net movement in funds		(9,918)	860	(9,058)	(3,264)
Total funds brought forward		280,516	(700)	279,816	283,080
Total funds carried forward		270,598	160	270,758	279,816

All of the activities of the charity are classed as continuing

The notes on pages 10 to 15 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

Details of the allocation of 2020 total funds between unrestricted and restricted are shown in note 19

RELATE AVON**BALANCE SHEET****YEAR ENDED 31 MARCH 2021**

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	16	58,701	60,604
Current assets			
Debtors	13	18,370	14,910
Cash at bank and in hand		209,124	220,295
<i>Total current assets</i>		<u>227,494</u>	<u>235,205</u>
Creditors : Amounts falling due within one year	14	(15,437)	(15,993)
<i>Net current assets or liabilities</i>		<u>212,057</u>	<u>219,212</u>
Total net assets or liabilities		<u><u>270,758</u></u>	<u><u>279,816</u></u>
The Funds of the Charity	17		
Restricted funds		160	(700)
Unrestricted funds			
<i>General funds</i>		270,598	280,516
		<u><u>270,758</u></u>	<u><u>279,816</u></u>

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the trustees on 21st July 2021 and are signed on their behalf by:



Jodie Langman - Director

The notes on pages 10 to 15 form part of these financial statements

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1 Basis of Preparation

- a) These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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), (effective 1 January 2019) - Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

- b) The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern despite the significant uncertainty caused by the COVID-19 pandemic. Whilst the Trustees expect there to be an impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.
- c) The charity meets the definition of a public benefit entity as defined by FRS 102.

2 Accounting Policies

- a) Income from donations is included in income when these are receivable, except as follows:
- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
 - ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- b) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.
- c) Expenditure is allocated where the costs relate directly to that activity. Support costs have been allocated on the basis of the resources used on the particular activity.
- d) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
Freehold property - 2% straight line
Equipment & machinery - 15% straight line
- e) Unrestricted funds are available to spend on activities that further any of the purposes of the charitable company. Designated funds are unrestricted funds of the charitable company which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company.
- f) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- g) The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Income and Endowments From:

3 Donations and Legacies	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Donations and gifts from individuals				
Small donations individually less than £1000	2,426	860	3,286	6,109
Donations over £1000	-	-	-	1,500
Coronavirus support grants	14,491	13,310	27,801	-
Gift Aid	18,502	-	18,502	34,086
CJRS Grant	50,005	-	50,005	-
	<u>85,424</u>	<u>14,170</u>	<u>99,594</u>	<u>41,695</u>

Donations and legacies prior year - all unrestricted

4 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Client contributions	184,984	-	184,984	279,782
Contract income	7,222	-	7,222	15,005
Education and learning	-	-	-	150
	<u>192,206</u>	<u>-</u>	<u>192,206</u>	<u>294,937</u>

Charitable activities prior year - all unrestricted

5 Other Trading Activities	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Trading activities	1,800	-	1,800	1,884
	<u>1,800</u>	<u>-</u>	<u>1,800</u>	<u>1,884</u>

Other trading activities prior year - all unrestricted

6 Investment Income	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Bank Interest	194	-	194	592
	<u>194</u>	<u>-</u>	<u>194</u>	<u>592</u>

Investment income prior year - all unrestricted

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Expenditure on:

7 Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Gross wages and salaries - Fundraising activities	-	-	-	1,813

Charitable activities prior year - all unrestricted

8 Charitable Activities - direct costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Wages and salaries	84,927	11,390	96,317	104,333
Sundries	39	-	39	2,798
Quality Control - Supervisor salary and costs	23,529	-	23,529	26,217
Training	1,319	-	1,319	3,352
Membership	13,798	-	13,798	13,594
Sub-total	123,612	11,390	135,002	150,294
Employee costs not included in direct costs				
Salaries - Administration staff	121,198	-	121,198	133,511
Pension cost - administrative staff	5,655	-	5,655	6,910
Premises expenses				
Rent, Rates and water charges	16,855	-	16,855	16,923
Light, heat and power	3,819	-	3,819	6,883
Premises repairs and renewals	1,899	-	1,899	2,995
Property insurance	2,863	-	2,863	2,574
Sundries	1,077	-	1,077	3,695
Administrative overheads				
Telephone, and internet	4,664	-	4,664	2,704
Printing, postage and stationery	795	250	1,045	2,362
Sundry expenses	1,724	-	1,724	2,849
Computer costs	1,975	1,670	3,645	2,598
Financial Costs				
Bank charges	556	-	556	2,202
Depreciation	1,903	-	1,903	1,903
	164,983	1,920	166,903	188,109
Total expenditure	288,595	13,310	301,905	338,403

Charitable activities - direct costs prior year - wages and salaries £700 restricted and all other costs unrestricted

9 Other

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Independent Examiner's fee	479	-	479	479
Preparation of statutory accounts	468	-	468	468
Board meeting costs	-	-	-	1,209
	947	-	947	2,156

Other prior year - all unrestricted

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

10 Net incoming resources for the year

This is stated after charging:

	2021 £	2020 £
Depreciation of owned fixed assets	1,903	1,903
Independent Examiner's Fees	479	479
	<u>2,382</u>	<u>2,382</u>

11 Staff costs and numbers

The aggregate payroll costs were:

	2021 £	2020 £
Wages and Salaries	235,322	258,574
Social Security Costs	5,071	7,786
Pension Costs	5,913	6,040
	<u>246,306</u>	<u>272,400</u>

No employee received emoluments of more than £60,000 (2020: £Nil)

The average head count was 29 staff (2020: 29 staff)

Total employee benefits paid to key management personnel during the year were £36,936 (2020: £38,210)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

There were no other related party transactions during the year.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Debtors

	2021 £	2020 £
Trade debtors	1,126	-
Prepayments and accrued income	4,285	4,265
Other debtors	12,959	10,645
	<u>18,370</u>	<u>14,910</u>

14 Creditors

	2021 £	2020 £
Trade creditors	11,826	12,481
Other creditors		
Tax and social security	2,664	2,565
Accruals and deferred income	947	947
	<u>15,437</u>	<u>15,993</u>

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

15 Company limited by guarantee

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

16 Tangible fixed assets

	Land & Buildings £	Equipment & Machinery £	Total £
Cost			
At 1 April 2020	70,660	27,931	98,591
At 31 March 2021	<u>70,660</u>	<u>27,931</u>	<u>98,591</u>
Depreciation			
At 1 April 2020	11,364	26,623	37,987
Charge for the year	1,413	490	1,903
At 31 March 2021	<u>12,777</u>	<u>27,113</u>	<u>39,890</u>
Net book value			
At 31 March 2021	<u>57,883</u>	<u>818</u>	<u>58,701</u>
At 31 March 2020	<u>59,296</u>	<u>1,308</u>	<u>60,604</u>

17 Movement in funds

	At 01-Apr 2020 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2021 £
Restricted funds					
National Lottery Community Fund	-	8,460	(8,460)	-	-
Quartet Coronavirus Response Fund	-	4,850	(4,850)	-	-
Portishead Parish	(700)	860	-	-	160
	<u>(700)</u>	<u>14,170</u>	<u>(13,310)</u>	<u>-</u>	<u>160</u>
General funds	<u>280,516</u>	<u>279,624</u>	<u>(289,542)</u>	<u>-</u>	<u>270,598</u>
Total funds	<u>279,816</u>	<u>293,794</u>	<u>(302,852)</u>	<u>-</u>	<u>270,758</u>

Purpose of restricted funds

National Lottery Community Fund
 Quartet Coronavirus Response Fund
 Portishead Parish

To provide 200 reduced cost relationship counselling sessions via webcam.
 To provide free relationship counselling services for clients facing financial hardship as a result of the pandemic
 Provide subsidised counselling sessions for those within the Portishead parish.

RELATE AVON

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	58,701	-	58,701
Current assets	227,334	160	227,494
Current liabilities	(15,437)	-	(15,437)
	<u>270,598</u>	<u>160</u>	<u>270,758</u>

19 Analysis of charitable funds - previous year, as required by paragraph 4.2. of the SORP

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Incoming and Endowments from:			
Donations and legacies	41,695	-	41,695
Charitable activities	294,937	-	294,937
Other Trading activities	1,884	-	1,884
Investments	592	-	592
Total income	<u>339,108</u>	<u>-</u>	<u>339,108</u>
Expenditure On:			
Raising Funds	1,813	-	1,813
Charitable activities	337,703	700	338,403
Other	2,156	-	2,156
Total expenditure	<u>341,672</u>	<u>700</u>	<u>342,372</u>
Net Income	(2,564)	(700)	(3,264)
Net movement in funds	(2,564)	(700)	(3,264)
Transfer between funds	-	-	-
Total funds brought forward	283,080	-	283,080
Total funds carried forward	<u>280,516</u>	<u>(700)</u>	<u>279,816</u>