

Company No. 05436062
Charity No. 1109639

Likewise Community

Report & Accounts

For the Year Ended 31 March 2022

8 Fairhazel Gardens
London
NW6 3SG

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

The trustees present their report and the financial statements of the charitable company for the year ended 31 March 2022.

The trustees have complied with the duty to have due regard to guidance issued by the Charity Commission.

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name Likewise Community (formerly Holy Cross Centre Trust)

Charity registration number 1109639

Company registration number 05436062

Registered office 8 Fairhazel Gardens, London NW6 3SG

Office address 8 Fairhazel Gardens, London NW6 3SG

Telephone/email 020 7278 4437/ Hugo.Reggiani@likewise.org.uk

Trustees (Directors)

Hilary Wendt	Chair
Emily Graham	
Lisa Clarke	
Katherine Beeching	

Co - Officers

Matt Shephard
Hugo Reggiani

Independent Examiner

Harry Nicolaou FCA
Of Harry Nicolaou & Co
Chartered Accountants
21 Brendon Way, Enfield EN1 2LF

Bankers:

HSBC plc, 31 Euston Road, London NW1 2ST

Solicitors:

Bates, Wells and Braithwaite
Cheapside House a
138 Cheapside
London EC2V 6BB

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 26 April 2005 and registered as a charity on 24 May 2005. The company was established under a Memorandum of Association which defined its objects and powers. It is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1 per member.

Recruitment, selection, induction and training of trustees

The charity trustees (under charity law) are also the directors of the company for the purposes of company law.

The Charity has detailed policies for the recruitment, selection, induction and training of our Trustees.

Contained within the Trustee Handbook are the Likewise Community Codes of Conduct and all policies relating to Trusteeship of the Trust.

Guidance is provided on:

- Introducing the Role of Trusteeship with clearly defined concepts relating to Likewise Community
- A guide to *good* Trusteeship
- A clear model for Trustee Codes of conduct
- Clearly stated rights and responsibilities

The trustees who served in the year were as follows:

Hilary Wendt
Emily Graham
Lisa Clarke
Katherine Beeching

Risk management

The major risks to which the charity is exposed, as identified by the trustees, have been reviewed, and systems or procedures have been established to manage those risks. We continue to invest in our people and are confident in the team we have established.

Organisational structure

The charity is administered by a board of a minimum of three trustees who meet on alternate months. The Trustees are responsible for the strategic policy and direction of the charity. A chief officer or Co - officers are appointed by the trustees to manage the day to day operations of the charity and is assisted by the staff of the charity.

Likewise Community continues to hold volunteering at the centre of its operations. The value of services provided by the 114 volunteers of the charity is not included in these accounts.

OBJECTIVES

The objects of the charity are:

- (a) To relieve need, hardship and distress among people of the Greater London area (hereinafter called "the area").
- (b) To relieve the needs of elderly people living in the area.
- (c) To promote the better care, upbringing and education of children living in the area, and in particular those under the age of five.

The charity has focused its energies and resources on objective (a) since its inception, working with a range of socially excluded people for whom there is no or insufficient provision in the area.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

Feedback shows 92% of people were satisfied with the service, 93% felt they had a good relationship with their key worker, and 78% felt they had achieved what they wanted to achieve in the service,

'Um, now, I just accept that sometimes things are bad, I get unwell, sometimes I feel really anxious, sometimes I feel depressed, I know I'm gonna come out of it with support. I can work through it. That's made a big difference, it really has. In fact, I have not been in the Crisis House for nearly two years. So that is really a big step for me.'

On top of this, qualitative analysis provided a range of outcomes - sustained employment; voluntary opportunities; support through crisis (with two people suggesting they would not be alive without the service); improving relationships with clinical teams; bringing 'colour and purpose' into people's lives; and, most resoundingly, the fact that people felt someone was consistently there for them. In the often complex and unpredictable changes that come with both mental illness and life in general, the 'touchstone' we have provided has been key to both cope with crisis and take advantage of opportunity. Throughout interviews and feedback forms, many outcomes were unpredictable but instrumental to change and appreciated by clients, for example:

- being able to walk the dog alone after four years of either being indoors or being accompanied;
- accompanied;
- going on the tube after decades of avoiding it;
- being able to clean parts of a house after years of hoarding;
- being able to stop feeling the need to 'please' people so much and start taking control of their care;
- being able to sit and talk in a coffee shop despite being 'petrified,' after years of 'trapped' indoors;
- being able to attend Narcotics Anonymous;
- staying out of the hospital or Crisis House for the longest period of time in the last decade;
- confidence; optimism and positivity; friendship.

'Cara' recounted how her visits are usually similar – she and her key worker go shopping together and have a chat. However, as someone who hadn't left the house in three years, this was a significant outcome - 'just getting out' was what mattered to her. It also became apparent that further significant outcomes emerged. Through these visits she had come to get to know the staff at her local shop and was even informed when some of them were leaving so she could say goodbye. The impact of these small, community interactions have recently been found to be significant for wellbeing and belonging. On another occasion, she and her key worker had chanced upon a poster for a writing course - they talked about it, visited together, and Cara is now on her third course at the same community centre. These outcomes were not planned, but emerged through the relationship and played a vital role in Cara's sense of wellbeing.

This support is provided through our Pod model, with each Pod having approximately 20 clients, supported by a Pod Leader, support workers and placement students. Each of these clients will have varying packages of support, ranging from a couple of hours a week up to 8-10 hours, depending on their needs. The Pod Leader works with each client, undertaking the initial assessment, building a relationship and creating a support plan with them. The Pod Leader then gradually introduces others to the relationship, who will start to conduct some of the 1-to-1 visits, with appropriate safeguarding training, procedures and policies in place.

First and foremost, people need to feel accepted for who they are and a sense of belonging to their community. We think this comes through creating relationships, and spaces where people feel safe to be themselves. These relationships and spaces are underpinned by a mutuality of acceptance, learning and doing together. When you are valued as you are, risk, change, and failure become safer - regardless of struggle or mistake, you remain valued and loved. This safety means these difficulties are not things to be afraid or ashamed of, and so can be springboards for change. Everyone involved in a pod - the pod leader, volunteers, clients - is considered a learner, which fundamentally changes the dynamic of the relationship. There is no expert servicing a passive, needy recipient, but rather two learners both engaged in shared experiences in which both are learning and contributing.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

When trusting, accepting relationships are established, people are better able to start *doing*. They can take the kind of action that brings purpose, meaning, and a sense of growth and achievement. The activities and outcomes are not specified in advance— as is typical of many services – whatever is done is a direct result of who that person is, and we work hard to make sure we take the fullness of a person into account and respond to the diversity of the people we work with.

Doing is also pragmatic – where we can do something, we will. Many people have told us how this is often not the case in the services they interact with due to rules, bureaucracy, or tightly-defined practice. We want to support people to take advantage of opportunity in all its diversity – if that means changing a light bulb, attending a karate group, or a spontaneous singalong in the middle of a meeting, we do what we can to let it happen.

Our flexible role is seen as particularly valuable given the range and complexity of services clients are accessing.

Learning programme

Volunteers and placement students are given front-line experience, alongside formal training, comprehensive support and learning structures to develop the skills, emotional intelligence and values needed to engage with difference in society in an inclusive, accepting and relational way.

We are working with around 70 volunteers, including service users running their own community projects; local residents wanting to give something back in their area; and students on placement who contribute large amounts of time (typically 3-5 days a week over 6-9 months) in service of both our work and their studies. Students join us from a wide range of disciplines including psychology, sociology, politics and anthropology – some of them with a pre-established interest in the sector and others who have changed career course part way through their degree.

Our volunteers and placement students are involved in 1-to-1 work with clients, where they can offer a different dynamic and reduce dependency on the Pod Leader. Crucially their involvement, allows the people we work with the opportunity to re-define themselves in a new relationship where they can contribute to a student's learning, opening the possibility for enhancing self-worth.

Our volunteers and placement students also contribute to our Community Hub, providing a wealth of accessible wellbeing activity - walking, baking, reiki, writing and more – and filling a gap in service provision in Camden through our Creative Therapy Programme, with one to one and group Art, Dance Movement and Dramatherapy, provided by our trainee Creative Therapists.

There are three levels of outcome from the learning programme:

- A level of engagement with self. Individuals with more understanding of their own wellbeing, development of self-awareness and emotional intelligence.
- Engagement with people in our community. Meeting difference with acceptance, seeing exclusion and making the move to include, being less afraid and moving beyond our bubbles.
- As a professional in the sector approaching supporting people in a more relational and accepting way.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

Community programme

From its foundation in 1988, Likewise has provided a community meeting place serving its locality, where people can come for support, companionship and feel safe to be themselves. In 2015, we moved into 8 Fairhazel Gardens in Swiss Cottage, our current building. With the building, we took on a contract to deliver Mental Health Day Opportunities, and inherited a foundational community who had attended the building for a number of years. After this contract ended in 2018, we aspired to work with this foundational community to expand the reach of our community programme and transform the space, gradually, into a more open Community Wellbeing Hub.

In 2021-22, emerging from the pandemic we delivered 215 community sessions across 432 hours, with support from 70 volunteers. Having paused these services during the pandemic, we have reviewed what our Community Hub can offer. Since reopening in June 2021, we've experimented with a programme that aims to offer a "menu of participation"; we want the Hub to be a place where anyone who is seeking a sense of belonging can find it, whether that's through finding like-minded people in an activity, meeting new friends in a supported social space, or offering some of their time and energy and co-hosting a space themselves. We hope, through offering a range of free and low-cost activities, we can be a place for people who find it difficult to connect with others to be themselves in a communal space.

We aim for our Community Hub to be a space where people from all walks of life can come to find belonging, human connection and contribute to their community. Locally, we sometimes feel the legacy of the years the building spent as a Mental Health Day Centre - people who live nearby can be wary of coming to the space, seeing it as a place to be avoided, or judging it as inappropriate for them. We are ambitious when it comes to changing this perception, and have been working to create spaces, activities and events where local residents can integrate with our current community members, underpinned by the value that 'everyone has something to learn, everyone has something to teach - everyone has needs, everyone has something to offer'. We hope that, gradually, more and more people will feel able to connect with each other, learn from each other and things that may once have been seen as "weird" or "unusual" become accepted as a normal and valuable part of society.

Through our learning programme, we have developed hundreds of people who, when they come across someone in an emotional crisis, or with poor personal hygiene, or with difficult behaviours, will be able to respond very differently to how they would have prior to their time with Likewise. We want to achieve this through our Community Hub, so that people from our wider local community and our clients can spend time in the same space and learn to respond to each other as they are – with emotional intelligence, acceptance, and as a human to another human.

Creative Therapies

Our creative therapy service is delivered at our community hub by trainees in music, drama, dance, and art therapy. Whilst Likewise is not a therapeutic service itself, we recognise the value of therapeutic spaces and thus creative therapies form an important part of our offer. These one-to-one and group spaces allow individuals to experience a different way of engaging with their wellbeing in an affordable and accessible way.

In 2021/22 we delivered 656 hours of therapeutic support across 98 clients and 472 sessions.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

Independent research conducted by one of the creative therapists reflect a positivity about the service and the impact it is having, the research produced the following findings.

- 88% of referrals are from Services in the Borough of Camden, the rest are from GPs
- The bulk of what we provide is art therapy (69%) but this is dependent upon what placement student or trainees we have
- 75% of clients explored further therapy after Likewise
- 50% score art therapy 10/10, dance and drama therapy had an average score of 8
- 87% of clients felt that Likewise had matched them well with their therapist
- It was identified that both clients and students would like the therapy to last longer than 12 sessions
- Students would also like more communication with the team and broader Likewise Community

Partnership working and influencing the system

Whilst we work hard to support clients in a way that we know works, we are with them for a tiny percentage of their week. We see 1-to-1 clients for an average of two hours a week – during the other 166 hours that week, the impact of the wider health and social care system is profound. From the relentless challenges of housing to the over-stretched mental health services and the short-term nature and restrictive referral criteria of support services, we often find ourselves picking up the pieces of a sprawling, complex network.

This is why we also aim to influence the wider system and community that people live in. We see this as happening in three ways – through the ripple effect of our volunteers and students taking their learning into their professional practice, through our community events that bring people together and through our partnership work with local statutory and charity partners, where we have made significant steps forward during the pandemic.

When the pandemic broke out, the opportunity to do things differently surprised us all, and the vital importance of our networks became clear. Eager to act as swiftly and potently as possible, Camden Council and the local NHS Trust brought together local charities to co-develop a rapid response. Our award-winning success in this has led to us working much more closely with the local NHS and mental health services in trying to transform local services to create a more human and connected experience for local people living with mental ill health.

"Likewise have been a crucial part of our Covid response, and the way you have come together in partnership with the Council, Camden and Islington NHS Foundation Trust and other voluntary and community sector organisations has been exemplary." Jenny Rowlands, Chief Executive, London Borough of Camden.

We have been able to bring in our values, build more human and productive relationships, and start to shape the way the local partners interact and deliver services. We've also found friends who want the same things we want, building alliances with brilliant people and organisations.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

We are now collaboratively leading efforts to use this as a basis for a much wider systemic change through the following two initiatives:

1. Community Mental Health transformation programme

There is a national transformation programme being rolled out across England (April-21 to March-24). We are now officially recognised as one of the key partners driving this project at a local level (Camden). As part of this work, we are co-designing and implementing new neighbourhood-based community teams that are made up of professionals from the local NHS Trust (health), local Council (Social Care) and local VCS (1-1 practical and emotional support and local community partnership development). In every interaction with partners and collective decisions, we bring with us our learning mindset and our approach to relationships.

2. The Resilience Network Alliance

We have secured a contract from Camden Council to continue the work of the Resilience Network Alliance with our partners – Mind, Voiceability and the Advocacy Project. Similarly to the point above, we're bringing to this partnership our set of values and approach, in order to learn with and influence both the local council and our partners in terms of organisational culture, structures and spaces that support frontline workers to manage complexity, with a human approach to relationships.

Diversity, Equity, Inclusion

In terms of demographics, our overall client base is broadly in step with the ethnic diversity of Camden. White ethnic groups are underrepresented compared to the 2011 census data, whilst Asian and Black ethnic groups as proportion of our clients are within 5% of their Camden totals. Additionally, women make up 60% of our clients, and age groups over 40 are much more present in our client base than younger groups. Both of these statistics are unique of our community which are not in line with the averages within Camden. It is also worth bearing in mind that this data can vary between different services.

We have recently revisited our commitment to equity, diversity and inclusion through the intentional focus of a working group formed of staff and students from all areas of our work. We identified the possible scope of this working group as vast and highly aspirational – including work on our organisational beliefs and values, our culture and history, how we resource our work, increasing equity, diversity and inclusion in our own communities, and how we approach discrimination or challenges to equity, diversity and inclusion in our spaces.

In this financial year, we have focused on three priorities:

1. Renewing our core policy and foundational commitments to make sure they align with our hopes for the space and can support the work we want to do in this area;
2. Adapting our recruitment practices with equity, diversity and inclusion at the forefront to improve diversity in our staff body, and equity and inclusion in the application process for our roles;
3. Creating a framework for how we can work with discrimination when it arises in our work, bearing in mind both the complexity of the communities we work with and our commitment to this being a place where everyone (including our staff, students and volunteers) can feel safe to be themselves.

Likewise Community

Report of the Board of Trustees

For the Year Ended 31 March 2022

FINANCE, FINANCIAL REVIEW AND RESERVES POLICY

This year we were able to make savings on the rental of our community hub, building maintenance, and some anticipated staffing costs.

At 31 March 2022 the Charity has free reserves of £432,423 (2021 £421,228).

Our reserves at 31 March 2022 stand at 6.7 months operating expenditure (2021 7.6 months).

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Approved by the Board on 23rd Nov 2022 and signed on its behalf by:

Lisa Clarke
Trustee



Independent Examiner's report to the Trustees of the Likewise Community

I report on the accounts of the company for the year ended 31 March 2022 set out on pages 12 to 22.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011 and regulations made under section 154 of that Act. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

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



Harry Nicolaou FCA
Of Harry Nicolaou and Co Limited
Chartered Accountants
21 Brendon Way,
Enfield,
EN1 2LF



Likewise Community

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2022

	Note	Unrestricted funds	Restricted funds	Total 2022	Total 2021
		£	£	£	£
INCOME from:					
Donations and legacies		40	-	40	100
Charitable activities:					
Grants	2	75,638	153,352	228,990	364,667
Contracts	3	682,739	-	682,739	567,147
Other income		5,590	-	5,590	5,815
Total income		764,007	153,352	917,359	937,729
EXPENDITURE on:					
Charitable activities:					
Hub and Prevention Services		97,518	2,327	99,845	133,814
Community Impact Fund		-	-	-	4,672
Resilience Network		-	-	-	118,017
Support & Connect		289,010	-	289,010	-
LBC Healthy Minds		73,248	-	73,248	76,546
Community Support Services (Floating Support & Community Programme)		270,324	30,379	300,703	317,533
Grants paid to individuals to relieve poverty		-	-	-	1,250
Governance costs		12,929	-	12,929	15,067
Total expenditure	4	743,029	32,706	775,735	666,900
Net income	5	20,978	120,646	141,624	270,829
Transfers between funds	13	-	-	-	-
Net movement in funds		20,978	120,646	141,624	270,829
Reconciliation of funds					
Total funds brought forward		432,212	131,054	563,266	292,437
Estimated Community Support Services income in previous year adjusted to actual income received	a	(9,652)	-	(9,652)	-
Total amended funds brought forward		422,560	131,054	553,614	292,437
Total funds carried forward	13	443,538	251,700	695,238	563,266

Likewise Community

Balance Sheet

Company No. 05436062

As at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	8	11,115	10,984
		<u> </u>	<u> </u>
Current assets			
Debtors	9	325,518	141,122
Cash at bank and in hand		456,934	453,991
		<u>782,452</u>	<u>595,113</u>
Creditors: Amounts falling due within one year	10	<u>(98,330)</u>	<u>(42,831)</u>
Net current assets		<u>684,123</u>	<u>552,282</u>
Net assets	12	<u>695,238</u>	<u>563,266</u>
FUNDS			
Unrestricted funds		443,538	432,212
Restricted funds		251,700	131,054
		<u> </u>	<u> </u>
Total funds	13	<u>695,238</u>	<u>563,266</u>

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

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

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

Approved by the Board on 23/11/22 and signed on its behalf by:

Lisa Clarke
Trustee



Likewise Community

Statement of Cash Flows

As at 31 March 2022

	2022 £	2021 £
Cash flow from operating activities		
Net income/ for the year	141,624	270,829
Decrease in funds brought forward	(9,652)	-
Depreciation of tangible fixed assets	3,705	3,663
(Increase) in debtors	(184,397)	(39,582)
Increase/(decrease) in creditors	55,499	(8,466)
Net cash flow from operating activities	6,779	226,444
Cash flow from investing activities		
Payments to acquire tangible fixed assets	(3,836)	(2,882)
Net cash flow from investing activities	(3,836)	(2,882)
Net increase/(decrease) in cash and cash equivalents	2,943	223,562
Cash and cash equivalents at 1 April 2021	453,991	230,429
Cash and cash equivalents at 31 March 2022	456,934	453,991

Likewise Community

Notes to the Accounts

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

Basis of accounting

The accounts (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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for twelve months from authorising these accounts and have decided that the charity is able to continue as a going concern.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Expenditure recognition

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

All expenditure is accounted for on the accruals basis and is inclusive of VAT.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Costs are allocated to activities on the basis of percentages derived from the budget.

Governance costs, which are included in charitable expenditure, include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Fund accounting

Unrestricted funds are grants, contracts, fees and other incoming resources receivable for the objects of the charity without further specified purpose and are available as general funds.

Restricted funds are grants and other incoming resources which are to be used for specific purposes as specified by the donor. Expenditure which meets this criteria is charged to the fund.

Designated funds are funds set aside out of unrestricted general funds by the trustees for specific future purposes or projects.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Likewise Community

Notes to the Accounts

Accounting policies *continued*

Fixed assets

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets at 25% of net book value per annum, a rate calculated to write off the cost of each asset, less its estimated residual value, over the useful economic life of that asset.

Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Pension costs

The charity contributes to a workplace pension scheme. Pension costs are charged to the SOFA as incurred.

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Likewise Community

Notes to the Accounts

For the Year Ended 31 March 2022

	Unrestricted	Restricted	Total	Total
			2022	2021
2. Grants	£	£	£	£
Lankelly Chase Foundation	-	3,000	3,000	20,000
The National Lottery Community Fund	-	120,000	120,000	165,000
Tudor Trust Fund	75,000	-	75,000	77,000
Covid Support Grants	638	-	638	17,315
Lloyds Bank Foundation	-	30,352	30,352	30,352
Power to Change	-	-	-	55,000
	75,638	153,352	228,990	364,667
3. Contracts	£	£	£	£
LB Camden: 6 - 8 Weeks Prevention Services	121,766	-	121,766	121,766
LB Camden Healthy Minds	105,000	-	105,000	105,000
C&I NHS Foundation Trust: Support & Connect	347,551	-	347,551	-
Mind In Camden: Community Impact Fund	7,800	-	7,800	6,114
Lottery, Lloyds Bank, and self funded: Community support services	100,622	-	100,622	150,821
LB Camden: Hub Day opportunities Services	-	-	-	21,344
Mind In Camden: Resilience Network Project	-	-	-	162,102
	682,739	-	682,739	567,147

Continued

Notes to the Accounts

For the Year Ended 31 March 2022

4. Total expenditure

	Hub Day Opportunity Services	6-8 Weeks Prevention Service	Community Impact Fund	Support and Connect Service	Healthy Minds	Community Support Services	Grants to Individuals	Governance costs	Total 2022	Total 2021
	£	£	£	£	£	£	£	£	£	£
Costs are allocated to activities directly where possible and on percentages based on headcount for those costs which could not be allocated directly (2021 based on percentages derived from the budget)										
Salaries (Note 6)	-	86,549	-	259,701	64,122	273,753	-	6,514	690,639	578,637
Other staffing costs	2,327	1,635	-	1,307	2,212	2,059	-	296	9,836	5,664
Accommodation costs	-	2,999	-	8,998	2,222	7,999	-	331	22,549	24,791
Volunteer costs	-	-	-	-	-	-	-	-	-	4
Insurance	-	653	-	1,958	483	1,740	-	1,018	5,852	6,952
Independent examination fee	-	-	-	-	-	-	-	4,000	4,000	4,500
Consultancy, legal and professional fees	-	1,789	-	5,366	1,325	4,770	-	342	13,592	14,843
Office and other costs	-	3,393	-	10,179	2,514	9,048	-	428	25,562	26,596
Depreciation	-	500	-	1,501	370	1,334	-	-	3,705	3,663
Grants paid to individuals	-	-	-	-	-	-	-	-	-	1,250
	2,327	97,518	-	289,010	73,248	300,703	-	12,929	775,735	666,900

Likewise Community

Notes to the Accounts

For the Year Ended 31 March 2022

5. Net incoming/outgoing resources for the year

	2022	2021
	£	£
This is stated after charging:		
Depreciation	3,705	3,663
Independent examination fees	4,000	4,500

6. Staff costs

	2022	2021
	£	£
Wages and salaries	593,627	495,170
Social security costs	51,080	44,470
Pension costs	45,931	38,997
	690,639	578,637

No employee received emoluments of more than £60,000.

The average number of employees during the period was:

	2022	2021
	No.	No.
Staff employed on permanent contracts	27	19
Staff employed on zero-hours contracts	9	10
	36	29

7. Trustee remuneration

No remuneration was paid to the trustees in their capacity as trustees and no expenses were reimbursed to them (2021 expenses reimbursed to one trustee £720).

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Likewise Community

Notes to the Accounts

For the Year Ended 31 March 2022

8. Tangible fixed assets

	IT/Computer equipment £	Other equipment £	Furniture and fixtures £	Total £
Cost				
At 1 April 2021	43,733	47,297	40,378	131,408
Additions	-	-	3,836	3,836
At 31 March 2022	43,733	47,297	44,214	135,244
Depreciation				
At 1 April 2021	35,953	46,686	37,785	120,424
Charge for the year	1,945	153	1,607	3,705
At 31 March 2022	37,898	46,839	39,392	124,129
Net book value				
At 31 March 2022	5,835	458	4,822	11,115
<i>Net book value</i>				
<i>At 31 March 2021</i>	<i>7,780</i>	<i>611</i>	<i>2,593</i>	<i>10,984</i>

9. Debtors

	2022 £	2021 £
Fees receivable	10,832	72,656
Other debtors	307,879	64,596
Prepayments	6,808	3,870
	325,519	141,122

10. Creditors: amounts falling due within one year

	2022 £	2021 £
Deferred income (note 12)	51,049	1,220
Other creditors and accruals	47,281	41,611
	98,330	42,831

Likewise Community

Notes to the Accounts

For the Year Ended 31 March 2022

11. Deferred income	£
Balance at 1 April 2021	1,220
Amount released to incoming resources	(1,040)
Amount deferred in year	51,049
Balance at 31 March 2022	51,229

Deferred income represents grant and contract income received in advance.

12. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Tangible fixed assets	11,115	-	11,115
Current assets	530,752	251,700	782,452
Current liabilities	(47,101)	(51,229)	(98,330)
Net assets at 31 March 2022	443,538	251,700	695,238

13. Movement in funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2022 £
Unrestricted funds					
General funds	422,560	764,007	(743,029)	-	443,538
	422,560	764,007	(743,029)	-	443,538
Restricted funds					
Lankelly Chase Foundation: Hub Services	-	3,000	(2,327)	-	673
National Lottery and Lloyds Foundation: Community Support Services	121,510	150,352	(30,379)	-	241,483
Individual Grants	9,544	-	-	-	9,544
Total restricted funds	131,054	153,352	(32,706)	-	251,700
Total funds	553,614	917,359	(775,735)	-	695,238

Purposes of restricted funds

- *Community Support Services fund: to deliver high quality, deeply person-centred community care; to influence the social care sector through sharing learning; to explore community ownership; costs towards a Pod Leader to deliver person-centred community care; to deliver social care and mental health services through the Pod Model, weaving one-to-one support, social work training and community activity into one.*
- *Individual grants for the relief of poverty fund: to distribute grants raised for that purpose to individual clients of the St Pancras Refugee Centre.*

14. Related Party Transactions

No related party transactions took place during the year.

Likewise Community

Notes to the Accounts

For the Year Ended 31 March 2022

15. Commitments

Operating lease commitments

The total of future minimum lease payments under non-cancellable operating leases at 31 March 2022 are as follows:

	2022	2021
	£	£
Not later than one year	4,553	4,553
Later than one year but less than five years	4,553	9,107
	<u>9,106</u>	<u>13,660</u>

16. Pension costs

The employer's contribution is 8% of the salaries of eligible staff. The contribution is paid into a workplace pension scheme. Pension costs amounted to £45,931 (2021 £38,997).