PLIAS RESETTLEMENT LTD

England & Wales · Charity number 1119468

Details

Status	Registered
Legal form	Charitable company
Company number	05644439
Registered	2007-06-04
Register	View on the Charity Commission register

Contact

Address	Suite M22 Unimix House Abbey Road Park Royal London
Phone	02088386800
Email	enquiries@pliasresettlement.org.uk
Website	www.pliasresettlement.org.uk

Activities

Objects: 3. THE COMPANY'S OBJECTS ARE:-1. TO PREVENT RE-OFFENDING 2. TO SUPPORT REINTEGRATION AND RESETTLEMENT OF OFFENDERS AND EX-PRISONERS INTO THE COMMUNITY3. TO PROMOTE FAMILY SUPPORT FOR OFFENDERS AND EX-PRISONERS 4. TO SUPPORT THOSE AT RISK OF EXCLUSION IN THE LABOUR MARKET; AND 5. TO PROVIDE EDUCATION AND TRAINING FOR UNEMPLOYED AND EX-PRISONERS.

Activities: To support the resettlement and integration of offenders back into the community, thereby improving their life chances and, future prospects. PLIAS has also extended its services to provide support to women who are victims and survivors of domestic abuse from the African and Caribbean community and women from other minoritised communities.

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Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Barnet
- Brent
- Ealing
- Hammersmith And Fulham
- Harrow

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£439,433	£613,246	-	-
2023-12-31	£659,398	£650,021	£476,312	16
2022-12-31	£742,858	£740,115	£466,935	18
2021-12-31	£800,479	£742,658	£464,192	18
2020-12-31	£814,651	£697,191	£406,371	15

Trustees

Name	Role	Appointed
Jacqueline Hinds	Chair	2023-06-15
Dunstanette Kuti		2024-05-23
Judith Davis		2024-05-23
Kirsty Atek		2024-05-23
Shaun Pascal		2024-05-23

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PLIAS RESETTLEMENT LTD

England & Wales - Charity number 1119468

Accounts

Charity registration number 1119468

Company registration number 05644439 (England and Wales)

PLIAS RESETTLEMENT LTD

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

PEARLMAN ROSE

Chartered Accountants
Suite 1, First Floor
Jack Dash House
2 Lawn House Close
London E14 9YQ

PLIAS RESETTLEMENT LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Management committee	Mrs Jacqueline Hinds (Chair)	
	Mrs Dunstanette Kuti (Treasurer)	*(Appointed 23 May 2024)*
	Mrs Judith Davies	*(Appointed 23 May 2024)*
	Miss Kirst Atek	*(Appointed 23 May 2024)*
	Mr Shaun Pascal	*(Appointed 23 May 2024)*
	Miss Terri Gannon	*(Appointed 23 May 2024 & resigned 11 September 2024)*
	Mr David Truswell	*(Resigned 02 July 2024)*
	Mrs Noreen Muir	*(Resigned 10 June 2024)*
	Me Tajeen Hutton	*(Resigned 31 July 2024)*
Senior management team	Mr Tom Chandler Mrs Norma Hoyte	
Charity number	1119468	
Company number	05644439	
Registered office	Unit 12, Bridge Park Complex Harrow Road Brentfield NW10 0RG	
Site address	Suite 22 Unimax House Abbey Road London NW10 7TR	
Accountants	Pearlman Rose Chartered Accountants Suite 1, First Floor Jack Dash House 2 Lawn House Close London E14 9YQ	
Bankers	HSBC Bank Plc 122 Wembley Park Drive Middlesex London HA9 8HT	

PLIAS RESETTLEMENT LTD

CONTENTS

	Page
Chairman's statement	1 - 2
Trustees' report	3 - 4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Statement of cash flows	8
Notes to the financial statements	9 - 17

PLIAS RESETTLEMENT LTD

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

This year has marked a pivotal period of strategic development and transition for PLIAS. Our Board of Trustees has been fully embedded in their roles—providing clear governance, strategic oversight, and operational support in line with Charity Commission guidelines. Their leadership has not only strengthened our internal structure but also ensured our alignment with evolving organisational priorities.

As part of this evolution, we are preparing for a planned restructure aimed at enhancing our infrastructure and sustaining both day-to-day operations and the introduction of new, future-proofed systems. A key moment in this transition has been the retirement of Norma Hoyte, one of PLIAS's founding members. Norma's vision, dedication, and leadership have been instrumental in shaping the organisation to its current form. We are pleased to mark this moment not only with gratitude but with continuity, as she transitions into a new role as an Advisory Board Member and Consultant, helping to steward PLIAS through this next phase.

Throughout the year, our trustees have taken on greater ownership of key projects, contributing their skills and insight to deepen our impact and prepare for the future. Their commitment has laid strong foundations for the changes ahead.

Community Impact and Project Highlights

This has been a year of continued growth, deepened community engagement, and meaningful partnerships. We have secured major funding from the City Bridge Foundation, Youth Futures Foundation, and others to sustain and expand critical services addressing domestic violence, youth unemployment, and mental health.

The extension of the Neon Project at Northwick Park Hospital and the strengthening of our collaboration with NHS charities reflect the increasing recognition of our work. Meanwhile, the return of the Prison Project at Wormwood Scrubs, the ongoing successes of the "I Am Brent" youth violence intervention programme, NCS (National Careers Service) and CSCS (Construction Skills Certification Scheme), as well as the continued progression of the P&ACT Project and HEPS (Brent Health Education Partnership Service) demonstrates our sustained responsiveness to community needs, especially for those historically underrepresented or underserved.

Our team has grown to meet the demands of these projects, including new staff and volunteers who bring fresh energy and commitment to our work.

Engagement and Advocacy

Last year's **Domestic Homicide Review, Domestic Violence and Abuse & Criminal Justice Summit** was a powerful reminder of the importance of centering survivor voices and driving system-wide change. The emotional and impactful contributions of speakers, panellists, artists, and survivors gave life to often-overlooked narratives and underscored the urgency of our work.

This year, we are planning our second annual Summit, which will focus on **Mental Health through an Equitable Lens.** It will highlight the disparities experienced across domestic abuse, violence, and the criminal justice system; further strengthening our advocacy for systems change. Our partnerships with Brent Council and CVS Brent continue to enhance the reach and influence of these critical initiatives.

Looking Forward

As we plan for the future, our focus is on strengthening our digital infrastructure and improving how we connect with communities. Our recent Trustee and Staff Away Day at QPR's Loftus Road Stadium was an important opportunity to deepen collaboration and shape our strategic direction most notably, progressing the redevelopment of our website.

We are also laying the groundwork for an expanded programme of **CPD-accredited workshops and training** that will support community development, enhance lifelong learning, and strengthen our offer to partner organisations.

CHAIRMAN'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On behalf of the Board, I extend sincere thanks to our funders, partners, staff, volunteers, and service users. Your continued belief in our mission enables us to deliver meaningful, lasting change. Together, we look forward to a future built on equity, opportunity, and resilience.

Here's to continued success, progression and impactful change!

J Hinds

.....

Mrs Jacqueline Hinds
Chairman

Date: 23/9/2025

PLIAS RESETTLEMENT LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report and financial statements for the year ended 31 December 2024.

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

Objectives and activities

To promote for the benefit of the public the resettlement and rehabilitation of offenders and ex-offenders and to help prevent them from re-offending, in particular but not exclusively by encouraging family support and through education and training in order that they may seek alternative routes in life away from crime.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Financial review

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Statement of Trustees' responsibilities

The Trustees, who are also the directors of PLIAS RESETTLEMENT LTD for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

The Trustees' report was approved by the Board of Trustees.

..
Mrs Jacqueline Hinds
Trustee

Date: 23/9/2025

PLIAS RESETTLEMENT LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF PLIAS RESETTLEMENT LTD

I report to the Trustees on my examination of the financial statements of PLIAS RESETTLEMENT LTD (the Charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), 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 that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or

4 the financial statements 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 financial statements 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 financial statements to be reached.

Pearlman Rose

Mohammad Jilani
Independent examiner

Pearlman Rose
Chartered Accountants
Suite 1, First Floor
Jack Dash House
2 Lawn House Close
London
E14 9YQ

Dated: 23 September 2025

PLIAS RESETTLEMENT LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Charitable activities	3	171,855	260,118	431,973	209,685	444,316	654,001
Investments	4	7,460	-	7,460	5,397	-	5,397
Total income		179,315	260,118	439,433	215,082	444,316	659,398
Expenditure on:							
Charitable activities	5	324,063	289,183	613,246	155,067	494,954	650,021
Total expenditure		324,063	289,183	613,246	155,067	494,954	650,021
Net income/(expenditure) and movement in funds		(144,748)	(29,065)	(173,813)	60,015	(50,638)	9,377
Reconciliation of funds:							
Fund balances at 1 January 2024		415,647	60,665	476,312	355,632	111,303	466,935
Fund balances at 31 December 2024		270,899	31,600	302,499	415,647	60,665	476,312

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

PLIAS RESETTLEMENT LTD

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**10**		56,367		64,134
Current assets					
Debtors	**11**	12,151		22,265	
Cash at bank and in hand		376,567		539,888	
		388,718		562,153	
Creditors: amounts falling due within one year	**12**	(142,586)		(149,975)	
Net current assets			246,132		412,178
Total assets less current liabilities			302,499		476,312
The funds of the Charity					
Restricted income funds	**14**		31,600		60,665
Unrestricted funds	**15**		270,899		415,647
			302,499		476,312

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 23/9/2025

J Hinds

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Mrs Jacqueline Hinds

Trustee

Company registration number 05644439 (England and Wales)

PLIAS RESETTLEMENT LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	18		(168,601)		(80,838)
Investing activities					
Purchase of tangible fixed assets		(2,180)		(7,435)	
Investment income received		7,460		5,397	
Net cash generated from/(used in) investing activities			5,280		(2,038)
Net cash generated from financing activities			-		-
Net decrease in cash and cash equivalents			(163,321)		(82,876)
Cash and cash equivalents at beginning of year			539,888		622,764
Cash and cash equivalents at end of year			376,567		539,888

1 Accounting policies

Charity information

PLIAS RESETTLEMENT LTD is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit 12, Bridge Park Complex, Harrow Road, Brentfield, NW10 0RG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The Charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15-20% of cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Limited by guarantee

The charity is a company limited by guarantee and has no share capital.

2 Critical accounting estimates and judgements

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

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

3 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Youth Futures Foundation	-	103,824	103,824	-	144,164	144,164
London Training & Employment	-	-	-	56,794	-	56,794
Prospects Information & Support	159,055	-	159,055	125,363	-	125,363
G4S Family Works	(20,535)	-	(20,535)	-	-	-
London Community Foundation	-	6,833	6,833	-	54,487	54,487
Lloyds Bank Foundation	-	-	-	25,000	-	25,000
Young Brent Foundation	-	16,890	16,890	-	6,094	6,094
Brent Council NCIL	-	11,340	11,340	-	15,350	15,350
AWL	-	-	-	-	40,091	40,091
Pilgrim Trust	-	-	-	-	20,000	20,000
Asian Women's Resources Centre	-	40,853	40,853	-	51,067	51,067
Brent Carers Centre	-	24,228	24,228	-	9,551	9,551
John Lyons Charity	-	39,900	39,900	-	39,900	39,900
Synergy Vision	-	-	-	-	1,000	1,000
Other Income	3,141	-	3,141	1,128	-	1,128
Brunel University	-	-	-	1,400	-	1,400
London North West Healthcare Charity	-	11,250	11,250	-	62,612	62,612
Locality	-	5,000	5,000	-	-	-
First Hung	6,991	-	6,991	-	-	-
Step Up Hub	23,203	-	23,203	-	-	-
	171,855	260,118	431,973	209,685	444,316	654,001

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	7,460	5,397

5 Expenditure on charitable activities

	2024	2023
	£	£
Direct costs		
Share of support and governance costs (see note 6)		
Support	613,246	650,021
Analysis by fund		
Unrestricted funds	324,063	155,067
Restricted funds	289,183	494,954
	613,246	650,021

6 Support costs allocated to activities

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Total 2023
	£	£	£	£
Staff costs	237,194	196,812	434,006	459,066
Rent	11,998	23,290	35,288	41,770
Repairs & maintenance	1,470	2,854	4,324	12,696
Insurance	1,275	2,474	3,749	3,366
Printing, postage & stationery	2,486	4,825	7,311	9,936
Telephone & fax	3,980	7,726	11,706	7,294
Education training & project costs	14,873	33,640	48,513	30,666
Travel & subsistence	1,032	2,003	3,035	3,376
Volunteer expenses	835	1,621	2,456	2,635
Staff welfare	1,010	1,961	2,971	11,765
Governance	47,910	11,977	59,887	67,451
	324,063	289,183	613,246	650,021

Governance costs comprise:	2024	2023
	£	£
Depreciation	9,947	11,318
Accountancy	10,324	3,250
Legal and professional	39,468	41,919
Consultancy	-	10,746
Bank charges	148	218
	59,887	67,451

7 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	-	-
Depreciation of owned tangible fixed assets	9,947	11,318

8 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Administrative	10	14
Management	2	2
Total	12	16

Employment costs	2024	2023
	£	£
Wages and salaries	385,154	409,708
Social security costs	36,560	37,253
Other pension costs	12,292	12,105
	434,006	459,066

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	113,190	115,215

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

10 Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 January 2024	250,424
Additions	2,180
At 31 December 2024	252,604
Depreciation and impairment	
At 1 January 2024	186,290
Depreciation charged in the year	9,947
At 31 December 2024	196,237
Carrying amount	
At 31 December 2024	56,367
At 31 December 2023	64,134

11 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	-	10,213
Other debtors	9,574	9,574
Prepayments and accrued income	2,577	2,478
	12,151	22,265

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	6,088	12,414
Trade creditors	389	421
Other creditors	132,859	132,540
Accruals and deferred income	3,250	4,600
	142,586	149,975

13 Retirement benefit schemes

	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	12,292	12,105

13 Retirement benefit schemes (Continued)

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

14 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
Restricted funds	60,665	260,118	(289,183)	31,600

Previous year:	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
Restricted funds	111,303	444,316	(494,954)	60,665

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	415,647	179,315	(324,063)	270,899

Previous year:	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	355,632	215,082	(155,067)	415,647

16 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	56,367	-	56,367
Current assets/(liabilities)	214,532	31,600	246,132
	270,899	31,600	302,499

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	64,134	-	64,134
Current assets/(liabilities)	351,513	60,665	412,178
	415,647	60,665	476,312

17 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

18 Cash absorbed by operations

	2024 £	2023 £
(Deficit)/surplus for the year	(173,813)	9,377
Adjustments for:		
Investment income recognised in statement of financial activities	(7,460)	(5,397)
Depreciation and impairment of tangible fixed assets	9,947	11,318
Movements in working capital:		
Decrease in debtors	10,114	48,094
(Decrease) in creditors	(7,389)	(144,230)
Cash absorbed by operations	(168,601)	(80,838)

19 Analysis of changes in net funds

The Charity had no material debt during the year.

PLIAS RESETTLEMENT LTD

England & Wales - Charity number 1119468

Accounts

Charity registration number 1119468

Company registration number 05644439 (England and Wales)

PLIAS RESETTLEMENT LTD

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

PEARLMAN ROSE

Chartered Accountants

Suite 1, First Floor

Jack Dash House

2 Lawn House Close

London E14 9YQ

PLIAS RESETTLEMENT LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Management committee	Mrs Jacqueline Hinds (Chair)	*(Appointed 15 June 2023)*
	Mrs Dunstanette Kuti (Treasurer)	*(Appointed 23 May 2024)*
	Mrs Judith Davies	*(Appointed 23 May 2024)*
	Miss Kirst Atek	*(Appointed 23 May 2024)*
	Mr Shaun Pascal	*(Appointed 23 May 2024)*
	Miss Terri Gannon	*(Appointed 23 May 2024 & resigned 11September 2024)*
	Mr David Truswell	*(Resigned 02 Feb 2024)*
	Mrs Noreen Muir	*(Resigned 10 June 2024)*
	Me Tajeen Hutton	*(Resigned 31 July 2024)*
Senior management team	Mr Tom Chandler Ms Norma Hoyte	
Charity number	1119468	
Company number	05644439	
Registered office	Unit 12, Bridge Park Complex Harrow Road Brentfield NW10 0RG	
Site address	Suite 22 Unimax House Abbey Road London NW10 7TR	
Accountants	Pearlman Rose Chartered Accountants Suite 1, First Floor Jack Dash House 2 Lawn House Close London E14 9YQ	
Bankers	HSBC Bank Plc 122 Wembley Park Drive Middlesex London HA9 8HT	

PLIAS RESETTLEMENT LTD

CONTENTS

	Page
Chairman's statement	1
Trustees' report	2 - 3
Independent examiner's report	4
Statement of financial activities	5
Balance sheet	6
Statement of cash flows	7
Notes to the financial statements	8 - 16

PLIAS RESETTLEMENT LTD

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

This year's Annual Report illustrates the dynamic evolution within our organisational infrastructure and showcases the broad enhancement of our service offerings. Through strategic initiatives and dedicated efforts, we have successfully navigated challenges and celebrated substantial achievements.

Strategic Development and Leadership Transition
This year marked an important milestone as we celebrated PLIAS Resettlement's 18th anniversary. Our history of providing essential support and new beginnings has been enriched by the invaluable contributions of outgoing and incoming trustees. We bid farewell to David Truswell, our outgoing Chair, whose strategic foresight and leadership have been instrumental in steering our organisation through phases of significant transformation; his dedication has set a robust foundation for future endeavours.

We also express our deep appreciation to Noreen Muir and Tajean Hutton for their committed service. Their contributions have significantly shaped PLIAS's capacity to impact lives positively. We welcomed five new trustees, whose diverse skills have seamlessly integrated with our mission, enhancing our organisational capabilities and outreach.

Community Impact and Project Highlights
Our projects this year have led to impactful community engagement and substantial service delivery improvements. Notable initiatives such as the Back on Track and Moving On Up projects have directly contributed to reducing re-offending and improving employment outcomes for young black men, reflecting our commitment to addressing systemic challenges and enhancing community well-being.

The Phoenix Back-2-Work and Step-Up projects have also seen remarkable progressions and success, connecting vulnerable individuals with meaningful opportunities and support. These programmes highlight our holistic approach to rehabilitation and community integration, fostering environments where individuals can thrive.

Engagement and Advocacy
We continue to strengthen our community ties through proactive engagement and advocacy. Our involvement in Domestic Homicide Reviews (DHR), particularly highlighted by the tragic case of Denise Keane-Simmons, demonstrates our dedication to improving outcomes and advocating for necessary changes in community wellbeing, safety and support frameworks. Additionally, our collaboration with local authorities and partners like the Mayor of Brent, has enriched our community projects, enabling us to extend our reach and deepen our impact. The support from Cllr Orleen Hylton has been invaluable, and we look forward to continuing this partnership.

Looking Forward
As we announce the upcoming Domestic Homicide Review (DHR), Domestic Violence and Abuse (DVA), & Criminal Justice Summit in November 2024, we are positioned to further our impact and continue our advocacy for those we serve. This event is set to be a pivotal moment in our ongoing efforts to address critical community issues.

The coming year promises new opportunities for innovation, growth and progression. We are poised to leverage the insights gained from our robust data analyses and stringent management, which includes the powerful narratives shared by our clients, to drive future initiatives that will benefit our community profoundly.

As we look to the future, we are inspired by the collective spirit of our, trustees, directors, staff, funders, and stakeholders whose unwavering support and dedication fuel our mission and drive to succeed. Together, we are committed to further build upon on our achievements, whilst continuing to make a positive difference in the lives of those we serve.

J Hinds
.....
Mrs Jacqueline Hinds
Chairman

Date: 10/10/2024

PLIAS RESETTLEMENT LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report and financial statements for the year ended 31 December 2023.

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

Objectives and activities

To promote for the benefit of the public the resettlement and rehabilitation of offenders and ex-offenders and to help prevent them from re-offending, in particular but not exclusively by encouraging family support and through education and training in order that they may seek alternative routes in life away from crime.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Financial review

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Statement of Trustees' responsibilities

The Trustees, who are also the directors of PLIAS RESETTLEMENT LTD for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

Independent examiner

Mohammad Jilani has been re-appointed as independent examiner for the ensuing year.

The Trustees' report was approved by the Board of Trustees.

.....
Mrs Jacqueline Hinds
Trustee

Date: ...10/10/2024.....

PLIAS RESETTLEMENT LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF PLIAS RESETTLEMENT LTD

I report to the Trustees on my examination of the financial statements of PLIAS RESETTLEMENT LTD (the Charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity 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 the Charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity'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 Institute of Chartered Accountants in England and Wales (ICAEW), 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 that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.

.....
Mohammad Jilani
Independent examiner

Pearlman Rose
Chartered Accountants
Suite 1, First Floor
Jack Dash House
2 Lawn House Close
London
E14 9YQ

Dated: 10 October 2024

PLIAS RESETTLEMENT LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Charitable activities	**3**	209,685	444,316	654,001	260,092	482,214	742,306
Investments	**4**	5,397	-	5,397	552	-	552
Total income		215,082	444,316	659,398	260,644	482,214	742,858
Charitable activities	**5**	155,067	494,954	650,021	216,814	523,301	740,115
Net income/(expenditure) and movement in funds		60,015	(50,638)	9,377	43,830	(41,087)	2,743
Reconciliation of funds:							
Fund balances at 1 January 2023		355,632	111,303	466,935	311,802	152,390	464,192
Fund balances at 31 December 2023		415,647	60,665	476,312	355,632	111,303	466,935

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

PLIAS RESETTLEMENT LTD

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	**9**		64,134		68,017
Current assets					
Debtors	**10**	22,265		70,359	
Cash at bank and in hand		539,888		622,764	
		562,153		693,123	
Creditors: amounts falling due within one year	**11**	149,975		294,205	
Net current assets			412,178		398,918
Total assets less current liabilities			476,312		466,935
The funds of the Charity					
Restricted income funds	**12**		60,665		111,303
Unrestricted funds			415,647		355,632
			476,312		466,935

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 10/10/24

J Hinds

Mrs Jacqueline Hinds
Trustee

Company registration number 05644439 (England and Wales)

PLIAS RESETTLEMENT LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash absorbed by operations	**16**		(80,838)		(61,551)
Investing activities					
Purchase of tangible fixed assets		(7,435)		(13,973)	
Investment income received		5,397		552	
Net cash used in investing activities			(2,038)		(13,421)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(82,876)		(74,972)
Cash and cash equivalents at beginning of year			622,764		697,736
Cash and cash equivalents at end of year			539,888		622,764

1 Accounting policies

Charity information

PLIAS RESETTLEMENT LTD is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit 12, Bridge Park Complex, Harrow Road, Brentfield, NW10 0RG.

1.1 Accounting convention

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

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

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

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15-20% of cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Limited by guarantee

The charity is a company limited by guarantee and has no share capital.

2 Critical accounting estimates and judgements

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

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

3 Income from charitable activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Charity Aid Foundation	-	-	-	-	38,413	38,413
A De Mont Legacy	-	-	-	3,913	-	3,913
Youth Futures Foundation	-	144,164	144,164	-	154,651	154,651
London Training & Employment	56,794	-	56,794	107,956	-	107,956
DWP	-	-	-	-	1,536	1,536
Prospects Information & Support	125,363	-	125,363	135,073	-	135,073
G4S Family Works	-	-	-	10,002	-	10,002
London Community Foundation	-	54,487	54,487	-	54,944	54,944
Lloyds Bank Foundation	25,000	-	25,000	2,250	-	2,250
Paddington Development Trust	-	-	-	-	6,000	6,000
Young Brent Foundation	-	6,094	6,094	-	25,907	25,907
Brent Council NCIL	-	15,350	15,350	-	15,350	15,350
AWL	-	40,091	40,091	-	41,675	41,675
Pilgrim Trust	-	20,000	20,000	-	11,350	11,350
Asian Women's Resources Centre	-	51,067	51,067	-	63,158	63,158
GLA Young London	-	-	-	-	5,735	5,735
Brent Carers Centre	-	9,551	9,551	-	13,895	13,895
John Lyons Charity	-	39,900	39,900	-	39,900	39,900
Synergy Vision	-	1,000	1,000	-	2,200	2,200
Track Academy	-	-	-	-	7,500	7,500
Other Income	1,128	-	1,128	898	-	898
Brunel University	1,400	-	1,400	-	-	-
London North West Healthcare Charity	-	62,612	62,612	-	-	-
	209,685	444,316	654,001	260,092	482,214	742,306

4 Income from investments

	Unrestricted funds 2023	Unrestricted funds 2022
	£	£
Interest receivable	5,397	552

5 Expenditure on charitable activities

	2023	2022
	£	£
Direct costs		
Share of support and governance costs (see note 6)		
Support	650,021	740,115
Analysis by fund		
Unrestricted funds	155,067	216,814
Restricted funds	494,954	523,301
	650,021	740,115

6 Support costs allocated to activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Total 2022
	£	£	£	£
Staff costs	86,903	372,163	459,066	556,836
Rent	6,319	35,451	41,770	9,546
Repairs & maintenance	931	11,765	12,696	12,639
Insurance	2,854	512	3,366	3,617
Printing, postage & stationery	5,713	4,223	9,936	11,273
Telephone & fax	6,185	1,109	7,294	7,213
Education training & project costs	6,539	24,127	30,666	25,380
Travel & subsistence	878	2,498	3,376	5,721
Volunteer expenses	2,635	-	2,635	4,550
Staff welfare	10,294	1,471	11,765	12,036
Governance	25,816	41,635	67,451	91,304
	155,067	494,954	650,021	740,115

Governance costs comprise:	2023 £	2022 £
Depreciation	11,318	12,140
Accountancy	3,250	2,900
Legal and professional	41,919	68,515
Consultancy	10,746	7,536
Bank charges	218	213
	67,451	91,304

7 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Administrative	14	16
Management	2	2
Total	16	18

Employment costs	**2023 £**	**2022 £**
Wages and salaries	409,708	498,678
Social security costs	37,253	44,937
Other pension costs	12,105	13,221
	459,066	556,836

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	115,215	113,706

8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

9 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2023	242,989
Additions	7,435
At 31 December 2023	250,424
Depreciation and impairment	
At 1 January 2023	174,972
Depreciation charged in the year	11,318
At 31 December 2023	186,290
Carrying amount	
At 31 December 2023	64,134
At 31 December 2022	68,017

10 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	10,213	58,245
Other debtors	9,574	9,574
Prepayments and accrued income	2,478	2,540
	22,265	70,359

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	12,414	15,589
Trade creditors	421	822
Other creditors	132,540	273,544
Accruals and deferred income	4,600	4,250
	149,975	294,205

12 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
Restricted funds	111,303	444,316	(494,954)	60,665

Previous year:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
Restricted funds	152,390	482,214	(523,301)	111,303

13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	355,632	215,082	(155,067)	415,647

Previous year:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
General funds	311,802	260,644	(216,814)	355,632

14 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 December 2023 are represented by:			
Tangible assets	64,134	-	64,134
Current assets/(liabilities)	351,513	60,665	412,178
	415,647	60,665	476,312

14 Analysis of net assets between funds (Continued)

	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 31 December 2022 are represented by:			
Tangible assets	68,017	-	68,017
Current assets/(liabilities)	287,615	111,303	398,918
	355,632	111,303	466,935

15 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

16 Cash generated from operations

	2023	2022
	£	£
Surplus for the year	9,377	2,743
Adjustments for:		
Investment income recognised in statement of financial activities	(5,397)	(552)
Depreciation and impairment of tangible fixed assets	11,318	12,140
Movements in working capital:		
Decrease/(increase) in debtors	48,094	(64,700)
(Decrease) in creditors	(144,230)	(11,182)
Cash absorbed by operations	(80,838)	(61,551)

17 Analysis of changes in net funds

The Charity had no material debt during the year.

PLIAS RESETTLEMENT LTD

England & Wales - Charity number 1119468

Accounts

COMPANY REGISTRATION NUMBER: 5644439
CHARITY REGISTRATION NUMBER: 1119468

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Unaudited Financial Statements

31 December 2022

PEARLMAN ROSE
Chartered accountants
39-40 Skylines Village
Limeharbour, Docklands
London E14 9TS

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 December 2022

	Page
Trustees' annual report (incorporating the director's report)	1-3
Independent examiner's report to the trustees	4
Statement of financial activities (including income and expenditure account)	5
Statement of financial position	6
Statement of cash flows	7
Notes to the financial statements	8-16

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2022.

Reference and administrative details

Registered charity name	PLIAS RESETTLEMENT LTD
Charity registration number	1119468
Company registration number	5644439
Principal office and registered office	Unit 12, Bridge Park Complex Harrow Road Brentfield NW10 0RG London

The Management Committee

The Management Committee who served the charity during the period were as follows:

Mr David Truswell (Chair)
Mrs Noreen Muir (Treasurer)
Mr Tajean Hutton

Senior Management Team	Ms Norma Hoyte (Company Secretary & Director) Mr Tom Chandler (Director)
Accountants	Pearlman Rose Chartered Accountants 39-40 Skylines Village Limeharbour, Docklands London E14 9TS
Bankers	HSBC Bank Plc 122 Wembley Park Drive Middlesex HA9 8HT

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2022

Yet another challenging year for PLIAS yet we have nevertheless managed to weather the storms (and heatwaves!) with great resilience. The staff as always continue to do a magnificent job despite this year faced with yet another office move! Also, a very trying time this year for both directors with a great deal to work through in this period and important lessons for us all to learn including some important reflection on the way we work at the Board level.

With support from the Charity Aid Foundation (CAF) Resilience Fund we engaged T Atkinson HR Consulting to work on the HR Strategy which will included a Staff Survey, Focus Groups, and individual interviews with members of the management team and the Chair. We are implementing the results of that work to include arrangements for regular HR advisory support through a contracting arrangement and ongoing review of the organisation structure and roles. This includes the previously mentioned re-examination of how we work at board level and recruiting further talent into the board to extend its skill and experience base. Our previous strategic goal of extending our service into Luton has been put aside as in the review by the council.

There have been management challenges during the year that have tested our resources and meant the executive focus has been on preserving continuity of existing commitments. The includes the delivery of the National Careers Contract, Mentoring Project and Youth Services. Nevertheless, we were still able to secure funding to deliver two mental health support projects for young people

With Councillor Orleen Hylton choosing PLIAS as the Mayor's Charity for Brent in the coming year this will be an important opportunity for raising the profile of PLIAS. This coincides with funding support to work with the Black Church Domestic Abuse Forum on raising awareness about domestic abuse and success with the Phoneix PACT project on domestic abuse to create a significant opportunity to extend our role in this work. This is an area we will develop further.

So another tough year that the organisation has risen well to the challenges of, but also recognising that many new changes are on the horizon across the whole organisation over the next couple of years.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2022

Trustees' responsibilities statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserve statement

The trustees have been keen to ensure that PLIAS Resettlement have been able to take advantage of appropriate funding opportunities to undertake its work.

The trustees will continue to maintain levels of reserves sufficiently to cover the charity's obligations in the event of winding up.

Independent examiner

Mohammad Jilani has been re-appointed as independent examiner for the ensuing year.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on ....14.09.2023.... and signed on behalf of the board of trustees by:

D Truswell

.....

D Truswell
Chair of the Board of Trustees

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of PLIAS RESETTLEMENT LTD

Year ended 31 December 2022

I report to the trustees on my examination of the financial statements of PLIAS RESETTLEMENT LTD ('the charity') for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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 charity'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 Institute of Chartered Accountants in England and Wales (ICAEW), 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 charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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.

Pearlman Rose

.....

Mohammad Jilani
Independent Examiner

15 October 2023

.....

Date

Pearlman Rose
Chartered Accountants
39-40 Skylines Village
Limeharbour, Docklands
London
E14 9TS

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 December 2022

	Note	2022 Unrestricted funds £	2022 Restricted funds £	2022 **Total funds** £	2021 Total funds £
Income and endowments					
Charitable activities	**5**	260,092	482,214	**742,306**	800,446
Investment income	**6**	552	–	**552**	33
Total income		260,644	482,214	**742,858**	800,479
Expenditure					
Expenditure on charitable activities	**8**	216,814	523,301	**740,115**	742,658
Total expenditure		216,814	523,301	**740,115**	742,658
Net income and net movement in funds		43,830	(41,087)	**2,743**	57,821
Reconciliation of funds					
Total funds brought forward		311,802	152,390	**464,192**	406,371
Total funds carried forward		355,632	111,303	**466,935**	464,192

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 8 to 16 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Position

31 December 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	**13**		**68,017**	66,184
Current assets				
Debtors	**14**	**70,359**		5,659
Cash at bank and in hand		**622,764**		697,736
		693,123		703,395
Creditors: amounts falling due within one year	**15**	**294,205**		305,387
Net current assets			**398,918**	398,008
Total assets less current liabilities			**466,935**	464,192
Net assets			**466,935**	464,192
Funds of the charity				
Restricted funds			**111,303**	152,390
Unrestricted funds			**355,632**	311,802
Total charity funds	**17**		**466,935**	464,192

For the year ending 31 December 2021 the charity was 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 of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 14.10.2023....., and are signed on behalf of the board by:

D Truswell
Trustee

The notes on pages 8 to 16 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 December 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	**2,743**	57,821
Adjustments for:		
Depreciation of tangible fixed assets	**12,140**	11,679
Other interest receivable and similar income	**(552)**	(33)
Interest payable and similar charges	**213**	134
Changes in:		
Trade and other debtors	**(64,700)**	15,191
Trade and other creditors	**(11,182)**	283,992
Cash generated from operations	**(61,338)**	368,784
Interest paid	**(213)**	(134)
Interest received	**552**	33
Net cash (used in)/from operating activities	**(60,999)**	368,683
Cash flows from investing activities		
Purchase of tangible assets	**(13,973)**	(16,171)
Net cash used in investing activities	**(13,973)**	(16,171)
Net (decrease)/increase in cash and cash equivalents	**(74,972)**	352,512
Cash and cash equivalents at beginning of year	**697,736**	345,224
Cash and cash equivalents at end of year	**622,764**	697,736

The notes on pages 8 to 16 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 12, Bridge Park Complex, Harrow Road, Brentfield, NW10 0RG, London.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- legacy income is recognised when receipt is probable and entitlement is established.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost and are subsequently stated at cost less any accumulated depreciation. Any fixed assets carried at revalued amounts are recorded at the market value at the balance sheet date.

3. Accounting policies *(continued)*

Depreciation

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

Equipment	-	15 - 20% on cost

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is a company limited by guarantee and has no share capital.

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Charity Aid Foundation	–	38,413	**38,413**
A De Mont Legacy	3,913	–	**3,913**
Youth Futures Foundation	–	154,651	**154,651**
LTEN	107,956	–	**107,956**
DWP	–	1,536	**1,536**
Prospects Information & Support	135,073	–	**135,073**
G4S Family Works	10,002	–	**10,002**
London Community Foundation	–	54,944	**54,944**
Lloyds Bank Foundation	2,250	–	**2,250**
Paddington Development Trust	–	6,000	**6,000**
Young Brent Foundation	–	25,907	**25,907**
Brent Council NCIL	–	15,350	**15,350**
Action West London	–	41,675	**41,675**
Pilgrim Trust	–	11,350	**11,350**
Asian Women's Resources Centre	–	63,158	**63,158**
GLA Young London	–	5,735	**5,735**
Brent Carers Centre	–	13,895	**13,895**
John Lyons Charity	–	39,900	**39,900**
Synergy Vision	–	2,200	**2,200**
Track Academy	–	7,500	**7,500**
Other Income	898	–	**898**
	260,092	482,214	**742,306**

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Charity Aid Foundation	–	125,240	**125,240**
Youth Futures Foundation	–	145,349	**145,349**
LTEN	17,680	–	**17,680**
DWP	–	2,387	**2,387**
JRS Grant	–	11,055	**11,055**
Prospects Information & Support	127,710	–	**127,710**
G4S Family Works	104,184	–	**104,184**
London Community Foundation	–	16,200	**16,200**
Lloyds Foundation	25,000	–	**25,000**
Paddington Development Trust	–	24,000	**24,000**
Pilgrim Trust	–	11,350	**11,350**
Young Brent Foundation	–	24,375	**24,375**
Brent Council - Tools4change	–	17,300	**17,300**
Action West London	–	56,000	**56,000**
Asian Women's Resource Centre	–	25,222	**25,222**
GLA Young London	–	64,331	**64,331**
Brent Carers Centre	–	2,448	**2,448**
Other Income	615	–	**615**
	275,189	525,257	**800,446**

6. Investment income

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Interest receivable	552	**552**	33	33

7. Expenditure on charitable activities by activity type

	Unrestricted funds £	Restricted funds £	**Total funds 2022 £**	Total funds 2021 £
Wages & Salaries	46,086	352,107	**398,193**	413,488
Directors remuneration	25,969	87,737	**113,706**	110,562
Employer's NI	4,572	40,365	**44,937**	43,050
Rent payable	9,546	–	**9,546**	9,917
Repairs & maintenance	1,103	11,536	**12,639**	11,591
Insurance	3,617	–	**3,617**	3,048
Printing, postage & stationary	11,273	–	**11,273**	22,409
Telephone & fax	7,213	–	**7,213**	7,445
Education training & Project costs	4,740	20,640	**25,380**	48,429
Travel & subsistence	4,805	916	**5,721**	526
Volunteer expenses	4,550	–	**4,550**	6,285
Staff welfare	12,036	–	**12,036**	10,687
Governance costs	81,304	10,000	**91,304**	55,221
	216,814	523,301	**740,115**	742,658

Governance costs

	2022 £	2021 £
Accountancy fees	**5,600**	5,600
Consultancy fees	**7,536**	8,105
Professional fees	**65,815**	29,704
Bank charges	**213**	134
Depreciation	**12,140**	11,678
	91,304	55,221

8. Net expenditure

Net expenditure is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	**12,140**	11,679

9. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**2,900**	2,900

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	**498,678**	509,825
Social security costs	**44,937**	43,050
Employer contributions to pension plans	**13,221**	14,225
	556,836	567,100

The average head count of employees during the year was 18 (2021: 18). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff - Administration	**16**	16
Number of staff - Management	**2**	2
	18	18

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

12. Tangible fixed assets

	Equipment	**Total**
	£	**£**
Cost		
At 1 January 2022	229,016	**229,016**
Additions	13,973	**13,973**
At 31 December 2022	242,989	**242,989**
Depreciation		
At 1 January 2022	162,832	**162,832**
Charge for the year	12,140	**12,140**
At 31 December 2022	174,972	**174,972**
Carrying amount		
At 31 December 2022	68,017	**68,017**
At 31 December 2021	66,184	66,184

13. Debtors

	2022	2021
	£	£
Trade debtors	**58,245**	–
Other debtors	**12,114**	5,659
	70,359	5,659

14. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	**822**	2,613
Accruals and deferred income	**4,250**	4,250
Social security and other taxes	**284,707**	294,604
Other creditors	**4,426**	3,920
	294,205	305,387

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,221 (2021: £14,225).

16. Analysis of charitable funds

Unrestricted funds

	At 1 January 2022	Income	Expenditure	**At 31 December 2022**
	£	£	£	**£**
General funds	311,802	260,644	(216,814)	**355,632**

	At 1 January 2021	Income	Expenditure	At 31 December 2021
	£	£	£	£
General funds	331,128	275,222	(294,548)	311,802

Restricted funds

	At 1 January 2022 £	Income £	Expenditure £	**At 31 December 2022 £**
Restricted Funds	152,390	482,214	(523,301)	**111,303**

	At 1 January 2021 £	Income £	Expenditure £	At 31 December 2021 £
Restricted Funds	75,243	525,257	(448,110)	152,390

17. Analysis of changes in net debt

	At 1 Jan 2022 £	Cash flows £	**At 31 Dec 2022 £**
Cash at bank and in hand	697,736	(74,972)	**622,764**

PLIAS RESETTLEMENT LTD

England & Wales - Charity number 1119468

Accounts

COMPANY REGISTRATION NUMBER: 5644439
CHARITY REGISTRATION NUMBER: 1119468

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Unaudited Financial Statements

31 December 2021

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Year ended 31 December 2021

	Page
Trustees' annual report (incorporating the director's report)	1-3
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Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2021.

Reference and administrative details

Registered charity name	PLIAS RESETTLEMENT LTD
Charity registration number	1119468
Company registration number	5644439
Principal office and registered office	Unit 12, Bridge Park Complex Harrow Road Brentfield NW10 0RG London

The Management Committee

The Management Committee who served the charity during the period were as follows:

	Mr David Truswell (Chair)
	Mrs Noreen Muir (Treasurer)
	Mr Michael Lazarus (Trustee) (Resigned 16 March 2021)
	Mr Tajean Hutton
Senior Management Team	Ms Norma Hoyte (Company Secretary & Director) Mr Tom Chandler (Director)
Accountants	Pearlman Rose Chartered Accountants 39-40 Skylines Village Limeharbour, Docklands London E14 9TS
Bankers	HSBC Bank Plc 122 Wembley Park Drive Middlesex HA9 8HT

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2021

PLIAS Resettlement is a community based not-for-profit organisation and charity that reduces re-offending by providing support, advice, and guidance to people with criminal convictions. Our services are primarily available to residents of the London Boroughs of Brent and Harrow and other Boroughs in West London.

Our vision is to work collaboratively and constructively through a partnership approach to help make neighbourhoods a safer place for the community. We work towards combating crime, reducing the risks of reoffending, reducing the fear of crime, and supporting alternative choices for individuals who may be at risk of committing crime.

We are guided by a set of principles that characterise the work we do and which inform our approach to leading and developing our people.

- We **Value**: We ensure staff and volunteers are equipped with the skills, expertise and knowledge to effect positive change.
- We **Work Together**: We believe in working with others and building strong partnerships and collaborations to deliver positive change
- We **Listen:** We listen to and learn from clients ensuring their voice is heard and acted upon within the organisation to frame better service delivery. We are committed to continual improvement
- We **Include**: We treat all with respect and dignity, recognising and embracing diversity and supporting all to achieve their goals.
- We **Achieve**: We achieve positive outcomes by delivering quality services that meet the needs of clients in a non-judgemental environment

The last year has seen PLIAS Resettlement continue to successfully build its reputation and influence while growing as an organisation and moving into the new post-pandemic delivery environment. This growth has also been the occasion to recognise the need to take on the challenges of being a larger organisation. We have now moved into our new location in the Ealing area and are beginning to explore further the opportunities provided by the larger premises and our liaison with new local partners.

Tom Chandler achieved a distinction in his MBA which is all the more remarkable for being awarded to a candidate from the not-for- profit sector. As well as congratulating him, we welcome his application of his new knowledge to the future development of the organisation. One of the challenges of being a larger organisation is the need to review our HR functions and we have already begun the process of implementing an HR strategy to take this forward. As a larger organisation we also recognise the need to review and expand our board membership, which I will be taking a lead on with support from existing Trustees and the CEOs.

Services went from strength to strength this year and of particular note is the initiative to write a book giving voice to the experience of women who have experienced domestic violence and coercion supported by the Phoenix PACT project. The book launch in May was an exhilarating event and a testament to the resilience and courage of the contributors. An important reminder to us all of the value of the work we are doing and also the value of finding places and opportunities to speak about and share the work we are doing.

So while not without its challenges it is important to recognise that PLIAS has taken some big and bold steps over the past year and more of the same is planned in the coming 12 months.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2021

Trustees' responsibilities statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserve statement

The trustees have been keen to ensure that PLIAS Resettlement have been able to take advantage of appropriate funding opportunities to undertake its work.

The trustees will continue to maintain levels of reserves sufficiently to cover the charity's obligations in the event of winding up.

Independent examiner

Mohammad Jilani has been re-appointed as independent examiner for the ensuing year.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27/9/22 and signed on behalf of the board of trustees by:

D. Truswell

.....

D Truswell
Chair of the Board of Trustees

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of PLIAS RESETTLEMENT LTD

Year ended 31 December 2021

I report to the trustees on my examination of the financial statements of PLIAS RESETTLEMENT LTD ('the charity') for the year ended 31 December 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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 charity'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 Institute of Chartered Accountants in England and Wales (ICAEW), 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 charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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.

Pearlman Rose

Mohammad Jilani
Independent Examiner

27 September 2022
Date

Pearlman Rose
Chartered Accountants
39-40 Skylines Village
Limeharbour, Docklands
London
E14 9TS

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 December 2021

	Note	Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
Income and endowments					
Charitable activities	5	275,189	525,257	**800,446**	814,402
Investment income	6	33	–	**33**	249
Total income		275,222	525,257	**800,479**	814,651
Expenditure					
Expenditure on charitable activities	8	294,548	448,110	**742,658**	697,191
Total expenditure		294,548	448,110	**742,658**	697,191
Net income and net movement in funds		(19,326)	77,147	**57,821**	117,460
Reconciliation of funds					
Total funds brought forward		331,128	75,243	**406,371**	288,911
Total funds carried forward		311,802	152,390	**464,192**	406,371

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 8 to 16 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Position

31 December 2021

	Note	2021 £	2021 £	2020 £
Fixed assets				
Tangible fixed assets	**13**		**66,184**	61,692
Current assets				
Debtors	**14**	**5,659**		20,850
Cash at bank and in hand		**697,736**		345,224
		703,395		366,074
Creditors: amounts falling due within one year	**15**	**305,387**		21,395
Net current assets			**398,008**	344,679
Total assets less current liabilities			**464,192**	406,371
Net assets			**464,192**	406,371
Funds of the charity				
Restricted funds			**152,390**	75,243
Unrestricted funds			**311,802**	331,128
Total charity funds	**17**		**464,192**	406,371

For the year ending 31 December 2021 the charity was 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 of its financial statements for the year in question in accordance with section 476;

- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 27/9/22, and are signed on behalf of the board by:

D Truswell
Trustee

The notes on pages 8 to 16 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 December 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	**57,821**	117,460
Adjustments for:		
Depreciation of tangible fixed assets	**11,679**	10,887
Other interest receivable and similar income	**(33)**	(249)
Interest payable and similar charges	**134**	494
Accrued expenses	**–**	1,750
Changes in:		
Trade and other debtors	**15,191**	68,135
Trade and other creditors	**283,992**	3,339
Cash generated from operations	**368,784**	201,816
Interest paid	**(134)**	(494)
Interest received	**33**	249
Net cash from operating activities	**368,683**	201,571
Cash flows from investing activities		
Purchase of tangible assets	**(16,171)**	(34,843)
Net cash used in investing activities	**(16,171)**	(34,843)
Net increase in cash and cash equivalents	**352,512**	166,728
Cash and cash equivalents at beginning of year	**345,224**	178,496
Cash and cash equivalents at end of year	**697,736**	345,224

The notes on pages 8 to 16 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 12, Bridge Park Complex, Harrow Road, Brentfield, NW10 0RG, London.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- legacy income is recognised when receipt is probable and entitlement is established.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost and are subsequently stated at cost less any accumulated depreciation. Any fixed assets carried at revalued amounts are recorded at the market value at the balance sheet date.

3. Accounting policies *(continued)*

Depreciation

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

Equipment	-	15 - 20% on cost

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is a company limited by guarantee and has no share capital.

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Charity Aid Foundation	–	125,240	**125,240**
Youth Futures Foundation	–	145,349	**145,349**
LTEN	17,680	–	**17,680**
DWP	–	2,387	**2,387**
JRS Grant	–	11,055	**11,055**
Prospects Information & Support	127,710	–	**127,710**
G4S Family Works	104,184	–	**104,184**
London Community Foundation	–	16,200	**16,200**
Lloyds Foundation	25,000	–	**25,000**
Paddington Development Trust	–	35,350	**35,350**
Young Brent Foundation	–	24,375	**24,375**
Brent Council - Tools4change	–	17,300	**17,300**
Action West London	–	56,000	**56,000**
Asian Women's Resource Centre	–	25,222	**25,222**
GLA Young London	–	64,331	**64,331**
Brent Carers Centre	–	2,448	**2,448**
Other Income	615	–	**615**
	275,189	525,257	**800,446**

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2020 £**
JRS Grant	–	11,075	**11,075**
Prospects Information & Support	216,275	–	**216,275**
G4S Family Works	225,847	–	**225,847**
London Community Foundation	–	103,917	**103,917**
Lloyds Foundation	–	32,800	**32,800**
Paddington Development Trust	10,000	–	**10,000**
GLA Young London	–	42,794	**42,794**
City Bridge Trust	–	19,975	**19,975**
Brunel University	1,160	–	**1,160**
Brent Council - Breaking Barriers Project	–	17,500	**17,500**
Action West London	–	31,000	**31,000**
CHK Foundation	–	45,000	**45,000**
National Lottery	–	19,484	**19,484**
Asian Women's Resource Centre	37,575	–	**37,575**
	490,857	323,545	**814,402**

6. Investment income

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Interest receivable	33	**33**	249	249

7. Expenditure on charitable activities by activity type

	Unrestricted funds £	Restricted funds £	**Total funds 2021 £**	Total funds 2020 £
Wages & Salaries	85,711	327,777	**413,488**	295,466
Directors remuneration	61,287	49,275	**110,562**	129,937
Employer's NI	9,471	33,579	**43,050**	39,729
Rent payable	9,917	–	**9,917**	11,295
Repairs & maintenance	6,204	5,387	**11,591**	5,724
Insurance	3,048	–	**3,048**	2,225
Printing, postage & stationary	21,284	1,125	**22,409**	19,561
Telephone & fax	7,445	–	**7,445**	6,627
Education training & Project costs	18,049	30,380	**48,429**	98,151
Travel & subsistence	367	158	**525**	1,896
Volunteer expenses	6,285	–	**6,285**	3,913
Staff welfare	10,258	429	**10,687**	12,529
Governance costs	55,221	–	**55,221**	70,138
	294,547	448,110	**742,657**	697,191

Governance costs

	2021 £	2020 £
Accountancy fees	**5,600**	5,600
Consultancy fees	**8,105**	32,099
Professional fees	**29,704**	21,058
Bank charges	**134**	494
Depreciation	**11,678**	10,887
	55,221	70,138

8. Net expenditure

Net expenditure is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	**11,679**	10,887

9. Independent examination fees

	2021 £	2020 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**2,900**	2,900

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	**509,825**	412,469
Social security costs	**43,050**	39,729
Employer contributions to pension plans	**14,225**	12,934
	567,100	465,132

The average head count of employees during the year was 18 (2020: 14). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff - Administration	**16**	12
Number of staff - Management	**2**	2
	18	14

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

12. Tangible fixed assets

	Equipment	**Total**
	£	**£**
Cost		
At 1 January 2021	212,845	**212,845**
Additions	16,171	**16,171**
At 31 December 2021	229,016	**229,016**
Depreciation		
At 1 January 2021	151,153	**151,153**
Charge for the year	11,679	**11,679**
At 31 December 2021	162,832	**162,832**
Carrying amount		
At 31 December 2021	66,184	**66,184**
At 31 December 2020	61,692	61,692

13. Debtors

	2021	2020
	£	£
Trade debtors	–	15,355
Other debtors	**5,659**	5,495
	5,659	20,850

14. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**2,613**	8,007
Accruals and deferred income	**4,250**	4,250
Social security and other taxes	**294,604**	4,987
Other creditors	**3,920**	4,151
	305,387	21,395

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £14,225 (2020: £12,934).

16. Analysis of charitable funds

Unrestricted funds

	At 1 January 2021	Income	Expenditure	At 31 December 2021
	£	£	£	£
General funds	331,128	275,222	(294,548)	**311,802**

	At 1 January 2020	Income	Expenditure	At 31 December 2020
	£	£	£	£
General funds	260,661	491,106	(420,639)	331,128

Restricted funds

	At 1 January 2021 £	Income £	Expenditure £	**At 31 December 2021 £**
Restricted Funds	75,243	525,257	(448,110)	**152,390**

	At 1 January 2020 £	Income £	Expenditure £	At 31 December 2020 £
Restricted Funds	28,250	323,545	(276,552)	75,243

17. Analysis of changes in net debt

	At 1 Jan 2021 £	Cash flows £	**At 31 Dec 2021 £**
Cash at bank and in hand	345,224	352,512	**697,736**

PLIAS RESETTLEMENT LTD

England & Wales - Charity number 1119468

Accounts

COMPANY REGISTRATION NUMBER: 5644439
CHARITY REGISTRATION NUMBER: 1119468

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Unaudited Financial Statements

31 December 2020

PEARLMAN ROSE
Chartered accountants
39-40 Skylines Village
Limeharbour, Docklands
London E14 9TS

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 December 2020

	Page
Trustees' annual report (incorporating the director's report)	1-4
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9-17

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2020

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 December 2020.

Reference and administrative details

Registered charity name	PLIAS RESETTLEMENT LTD
Charity registration number	1119468
Company registration number	5644439
Principal office and registered office	Unit 12, Bridge Park Complex Harrow Road Brentfield NW10 0RG London

The Management Committee
The Management Committee who served the charity during the period were as follows:

	Mr David Truswell (Chair)
	Mrs Noreen Muir (Treasurer)
	Mr Michael Lazarus (Trustee)
	Mrs Carol Harrison Read (Resigned 29 September 2020)
	Mr Tajean Hutton
Senior Management Team	Ms Norma Hoyte (Company Secretary & Director) Mr Tom Chandler (Director)
Accountants	Pearlman Rose Chartered Accountants 39-40 Skylines Village Limeharbour, Docklands London E14 9TS
Bankers	HSBC Bank Plc 122 Wembley Park Drive Middlesex HA9 8HT

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2020

Our Vision
Our vision remains to work collaboratively and constructively through a partnership approach to help make neighbourhoods a safer place for the community. We work towards combating crime, reducing the risks of reoffending, reducing the fear of crime and supporting alternative choices for individuals who may be at risk of committing crime.

Our Mission
Our mission is to support the resettlement and integration of offenders back into the community, thereby improving their life chances and future prospects.

Principal activity and review of the business:
PLIAS Resettlement is a third sector organisation specialising in offender/ex-offender rehabilitation. Our overall aim is to reduce the risks of re-offending as defined by the National Offender Management Pathways to increase the confidence of our beneficiaries and help them to make positive and lasting change in their lives.

PLIAS services meet 5 strategic objectives:
- To reduce the risks of re-offending
- To support ex-offender community reintegration/rehabilitation/resettlement
- To support ex-offenders suffering labour market exclusion
- To provide education/training for unemployed ex-prisoners
- To develop/support alternatives to crime/offending for youths identified as 'at risk'

The range of PLIAS services includes:
- Personal development workshops
- Employment information, advice and guidance
- Employer engagement and job search support
- Job application and CV writing workshops
- Interview techniques, motivation and confidence building
- Skills assessment and development including functional skills (literacy, numeracy and IT)
- Housing and benefits advice, guidance and signposting to additional support
- 1:1 mentoring support and advocacy support
- Assistance with mental health issues and alcohol/drug misuse
- Prisoner pre-release support careers information, advice and guidance

PLIAS has been able to make important headway over the last few years, not only in consolidating its financial position in an era of high uncertainty across the voluntary sector, but also its approach to service development and delivery with a focus on quality, innovation and effective support for staff and volunteers as well as the clients the organisation serves. While we cannot be complacent, as the volatile climate that the voluntary sector continues to struggle with shows no signs of abating, this past year has seen some remarkable achievements by PLIAS that have built on the steady focus on development and quality provision. Everyone involved with PLIAS at the staff and voluntary levels are commended for the efforts they have put in.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2020

PLIAS has done some exceptional work during the period of the pandemic, initially in ensuring support could continue to be provided safely to those needing our support on a digital basis and then rapidly and safely reinstating physical support services as the government parameters changed through the evolution of the lockdown arrangements. As always, I deeply appreciate the dedication and commitment of the staff who have not only been responding to these challenges to the services we provide but will all have done this at the same time as managing the pandemic challenges in their own lives and those close to them.

The organisation has also taken on expanded challenges in developing new work with both young people and supporting women from minority communities at risk from domestic abuse. With a move to new premises in the very near future this is likely to be a point of significant change for the organisation. We will be focussing on developing new membership of the Board with a view to supporting the new challenges and revising our organisational strategy. We want to make sure we fully respond to both what we have learned about the important things we value as a result of the pandemic and to changes in the political and policy landscape arising from the pandemic and Brexit implementation.

It has been an incredibly emotionally difficult time for everyone, which I believe is not as well recognised in the broader society as it could be. In the evolving aftermath of the pandemic, we need to be mindful of the fact that this is the first global level disaster many of us have experienced. We will all take time to come to terms with it, rather than rushing to expect everyone to 'get back to normal'.

A very hard year but also one in which people rose to show the very best of themselves. Greatly appreciated.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 December 2020

Trustees' responsibilities statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserve statement
The trustees have been keen to ensure that PLIAS Resettlement have been able to take advantage of appropriate funding opportunities to undertake its work.

The trustees will continue to maintain levels of reserves sufficiently to cover the charity's obligations in the event of winding up.

Independent examiner
Mohammad Jilani has been re-appointed as independent examiner for the ensuing year.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 13.10.2021 and signed on behalf of the board of trustees by:

D Truswell
Chair of the Board of Trustees

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of PLIAS RESETTLEMENT LTD

Year ended 31 December 2020

I report to the trustees on my examination of the financial statements of PLIAS RESETTLEMENT LTD ('the charity') for the year ended 31 December 2020.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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 charity'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 Institute of Chartered Accountants in England and Wales (ICAEW), 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 charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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.

Pearlman Rose

.....

Mohammad Jilani
Independent Examiner

13.10.2021

.....

Date

Pearlman Rose
Chartered Accountants
39-40 Skylines Village
Limeharbour, Docklands
London
E14 9TS

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 December 2020

	Note	Unrestricted funds £	2020 Restricted funds £	Total funds £	2019 Total funds £
Income and endowments					
Charitable activities	5	490,857	323,545	**814,402**	616,970
Investment income	6	249	–	**249**	394
Total income		491,106	323,545	**814,651**	617,364
Expenditure					
Expenditure on charitable activities	8	420,639	276,552	**697,191**	592,917
Total expenditure		420,639	276,552	**697,191**	592,917
Net income and net movement in funds		70,467	46,993	**117,460**	24,447
Reconciliation of funds					
Total funds brought forward		260,661	28,250	**288,911**	264,464
Total funds carried forward		331,128	75,243	**406,371**	288,911

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 9 to 17 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Financial Position

31 December 2020

	Note	2020 £	£	2019 £
Fixed assets				
Tangible fixed assets	13		61,692	37,736
Current assets				
Debtors	14	20,850		88,985
Cash at bank and in hand		345,224		178,496
		366,074		267,481
Creditors: amounts falling due within one year	15	21,395		16,306
Net current assets			344,679	251,175
Total assets less current liabilities			406,371	288,911
Net assets			406,371	288,911
Funds of the charity				
Restricted funds			75,243	28,250
Unrestricted funds			331,128	260,661
Total charity funds	17		406,371	288,911

For the year ending 31 December 2020 the charity was 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 of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 13:10:2021, and are signed on behalf of the board by:

D Truswell
Trustee

The notes on pages 9 to 17 form part of these financial statements.

PLIAS RESETTLEMENT LTD

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 December 2020

	2020 £	2019 £
Cash flows from operating activities		
Net income	**117,460**	24,447
Adjustments for:		
Depreciation of tangible fixed assets	**10,887**	6,659
Other interest receivable and similar income	**(249)**	(394)
Interest payable and similar charges	**494**	577
Accrued expenses	**1,750**	1,150
Changes in:		
Trade and other debtors	**68,135**	(37,451)
Trade and other creditors	**3,339**	2,223
Cash generated from operations	**201,816**	(2,789)
Interest paid	**(494)**	(577)
Interest received	**249**	394
Net cash from/(used in) operating activities	**201,571**	(2,972)
Cash flows from investing activities		
Purchase of tangible assets	**(34,843)**	(24,384)
Net cash used in investing activities	**(34,843)**	(24,384)
Net increase/(decrease) in cash and cash equivalents	**166,728**	(27,356)
Cash and cash equivalents at beginning of year	**178,496**	205,852
Cash and cash equivalents at end of year	**345,224**	178,496

The notes on pages 9 to 17 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 12, Bridge Park Complex, Harrow Road, Brentfield, NW10 0RG, London.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- legacy income is recognised when receipt is probable and entitlement is established.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost and are subsequently stated at cost less any accumulated depreciation. Any fixed assets carried at revalued amounts are recorded at the market value at the balance sheet date.

3. **Accounting policies** *(continued)*

Depreciation

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

Equipment	-	15 - 20% on cost

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is a company limited by guarantee and has no share capital.

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2020 £**
JRS Grant	–	11,075	**11,075**
Prospects Information & Support	216,275	–	**216,275**
G4S Family Works	225,847	–	**225,847**
London Community Foundation	–	103,917	**103,917**
Lloyds Bank Foundation	–	32,800	**32,800**
Paddington Development Trust	10,000	–	**10,000**
Gla Young London	–	42,794	**42,794**
City Bridge Trust	–	19,975	**19,975**
Brunel University	1,160	–	**1,160**
Brent Council - Breaking Barriers Project	–	17,500	**17,500**
Action West London	–	31,000	**31,000**
CHK Foundation	–	45,000	**45,000**
National Lottery	–	19,484	**19,484**
Asian Women's Resource Centre	37,575	–	**37,575**
	490,857	323,545	**814,402**

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2019 £**
Prospects Information & Support	312,557	–	**312,557**
G4S Family Works	170,783	–	**170,783**
Other income	2,525	–	**2,525**
London Community Foundation	–	18,545	**18,545**
Lloyds Bank Foundation	–	25,000	**25,000**
Paddington Development Trust	20,000	–	**20,000**
Gla Young London	36,700	–	**36,700**
Brunel University	2,800	–	**2,800**
Brent Council - Breaking Barriers Project	–	6,375	**6,375**
Action West London	15,000	–	**15,000**
Wormwoods Scrubs	3,960	–	**3,960**
Gift aid	2,725	–	**2,725**
	567,050	49,920	**616,970**

6. Investment income

	Unrestricted Funds £	**Total Funds 2020 £**	Unrestricted Funds £	Total Funds 2019 £
Interest receivable	249	**249**	394	394

7. Expenditure on charitable activities by activity type

	Unrestricted funds	Restricted funds	**Total funds 2020**	Total funds 2019
	£	£	£	£
Wages & salaries	116,282	179,184	295,466	256,358
Directors remuneration	119,417	10,520	129,937	112,990
Employer's NI	22,012	17,717	39,729	32,739
Rent payable	9,465	1,830	11,295	28,701
Repairs & maintenance	5,724	–	5,724	992
Insurance	2,135	90	2,225	1,585
Printing, postage & stationary	10,772	8,789	19,561	14,410
Telephone & fax	6,627	–	6,627	4,694
Education training & Project costs	42,684	55,467	98,151	78,313
Travel & subsistence	1,896	–	1,896	8,112
Volunteer expenses	2,713	1,200	3,913	3,210
Staff welfare	10,774	1,755	12,529	14,321
Governance costs	70,138	–	70,138	36,492
	420,639	276,552	**697,191**	592,917

Governance costs

	2020	2019
	£	£
Accountancy fees	**5,600**	5,200
Consultancy fees	**32,099**	20,919
Professional fees	**21,058**	3,138
Bank charges	**494**	576
Depreciation	**10,887**	6,659
	70,138	36,492

8. Net expenditure

Net expenditure is stated after charging/(crediting):

	2020	2019
	£	£
Depreciation of tangible fixed assets	**10,887**	6,659

9. Independent examination fees

	2020	2019
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**2,900**	2,500

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2020	2019
	£	£
Wages and salaries	**412,469**	357,877
Social security costs	**39,729**	32,739
Employer contributions to pension plans	**12,934**	11,471
	465,132	402,087

The average head count of employees during the year was 11 (2019: 11). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Number of staff - Administration	**9**	9
Number of staff - Management	**2**	2
	11	11

No employee received employee benefits of more than £60,000 during the year (2019: Nil).

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

12. Tangible fixed assets

	Equipment	**Total**
	£	**£**
Cost		
At 1 January 2020	178,002	**178,002**
Additions	34,843	**34,843**
At 31 December 2020	212,845	**212,845**
Depreciation		
At 1 January 2020	140,266	**140,266**
Charge for the year	10,887	**10,887**
At 31 December 2020	151,153	**151,153**
Carrying amount		
At 31 December 2020	61,692	**61,692**
At 31 December 2019	37,736	37,736

13. Debtors

	2020	2019
	£	£
Trade debtors	**15,355**	84,259
Other debtors	**5,495**	4,726
	20,850	88,985

14. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	**8,007**	216
Accruals and deferred income	**4,250**	2,500
Social security and other taxes	**4,987**	10,453
Other creditors	**4,151**	3,137
	21,395	16,306

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,934 (2019: £11,471).

16. Analysis of charitable funds

Unrestricted funds

	At 1 January 2020	Income	Expenditure	At 31 December 2020
	£	£	£	£
General funds	260,661	491,106	(420,639)	**331,128**

	At 1 January 2019	Income	Expenditure	At 31 December 2019
	£	£	£	£
General funds	258,215	567,444	(564,998)	260,661

Restricted funds

	At 1 January 2020 £	Income £	Expenditure £	At 31 December 2020 £
Restricted Funds	28,250	323,545	(276,552)	**75,243**

	At 1 January 2019 £	Income £	Expenditure £	At 31 December 2019 £
Restricted Funds	6,249	49,920	(27,919)	28,250

17. Analysis of changes in net debt

	At 1 Jan 2020 £	Cash flows £	At 31 Dec 2020 £
Cash at bank and in hand	178,496	166,728	**345,224**