

CONSTABLE COUNTRY CHILDCARE

CHARITY REGISTRATION NUMBER 1122021

FINANCIAL ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020

THE CONSTABLE COUNTRY CHILDCARE

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name:	Constable Country Childcare
Charity Registered Number:	1122021
Address of Principal Office:	c/o Pengarth, Church Lane, Brantham. Manningtree Essex. CO11 1QD
Trustees:	
The Trustees who served during the year and to the date of this report were:-	
Chairman	Rev'd Canon Stephne van der Toom
Treasurer	Mr Michael JD O'Brien Dr Jane Pavitt Mr James Harward Mrs Hayley Aherne Mrs Gill Mitchell
Clerk to the Charity:	Mr Michael JD O'Brien
Bankers:	Barclays Bank plc; Metro Bank plc
Independent Examiner:	Simon Welling, Certified Accountant Haines Watts, Town Wall House, Balkeme Hill, Colchester, Essex CO3 3AD.

STRUCTURE GOVERNANCE AND MANAGEMENT

- a. **Governing Document**
Constitution dated 21 February, 2017
- b. **Methods adopted for recruitment and appointment of Trustees**
Trustees are appointed in accordance with the Constitution. Some appointments are ex-officio. As vacancies for Trustees arise applications are sought from potential candidates known to the Trustees and other suitable local people. Applicants are then considered by the Trustees and appointments made by resolution of the Trustees and ratified at the Annual meeting.
- c. **Policies and Procedures adopted for the induction and training of Trustees**
New Trustees are briefed by the Clerk and the existing Trustees on the history and activities of the Charity. They are provided with a copy of the Charity Commission publication "The Essential Trustee" detailing their responsibilities and providing guidance on being a Trustee. The new Trustee(s) is/are provided with a copy of the Charity Scheme and the latest independently examined accounts and minutes.
- d. **Organisational Structure of the Charity**
The day-to-day executive management of the Charity is delegated by Trustees to a Management Committee, comprising appropriately qualified individuals. The chairman of that committee is a Trustee, (and the appointed Treasurer). The other members of the Management Committee are the Charity's Group Manager, and Deputy Manager. The Management Committee reports to the Board of Trustees, and may co-opt other suitably qualified individuals from time to time as necessary.
- e. **Related Parties**
There are none
- f. **Statement of Major Risks**
Through the employment of professional advisors, and by delegation of the management of the Charity to appropriately professionally qualified members of the Management Committee, the Trustees seek to ensure that all of the Charity's management and decision making processes take full account of, and comply with relevant legislation and regulatory controls.

CONSTABLE COUNTRY CHILDCARE

ANNUAL REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2020 (CONTINUED)**

OBJECTIVES AND ACTIVITIES

The Objects of the Charity are:

- (1) To provide the necessary facilities for the daily care, recreation and education of children, during school hours, and out of school hours and throughout holidays, in the villages of Brantham and East Bergholt in the county of Suffolk, and in surrounding areas accessible to the facilities provided by the Charity, including and serving the surrounding areas of North Essex, and South Suffolk.
- (2) To advance the education and training of the persons in the provision of such care, education and recreational facilities.
- (3) To achieve all of the above within a caring Christian ethos.

These activities are considered to be for the public benefit and in running the Charity the Trustees have regard for the Charity Commission guidance on public benefit.

Application of Income

All income received, from whatever source, is applied in full to the running of the charity, and to the achievement of the Charity's aims.

ACHIEVEMENTS AND PERFORMANCE

Annual Report:

As Chair of Trustees of Constable Country Childcare, once again I am very happy to report on a challenging but nevertheless, successful year. The year 2020 saw the Charity coping admirably with the awful effects of the Covid 19 pandemic. For many months during lockdown we were pleased to be able to provide childcare for essential workers as we did our very best to follow Government guidelines and meet expectations.

Despite the adverse effects of the pandemic, thanks to the generosity of parents in making a contribution to the Charity, and also to the fact that Government funding was largely maintained at pre-Covid levels, for 2020, total income was only approximately £50,000 lower than the previous year, and only a small deficit of £8,943 was incurred after all transfers to reserves and provisions were met.

Throughout the year our staff worked tirelessly under very difficult circumstances, many were furloughed during the period of my report. The fact that we survived showing such a small deficit is testimony to the efforts of our Staff and Management Team. The generosity of our parents, and the support of the Government enabling survival of the Charity during unprecedented times is very much appreciated. The story of our Charity is, indeed, one of an Early Years provider delivering its mission of excellence in affordable childcare provision, within a caring Christian ethos.

For a number of years we have been operating under pressure at East Bergholt, where the demand for places is greater than our ability to deliver due to lack of space. We have been working on the basis that Suffolk County Council might offer us most of the remaining space available at the Children's Centre. During the financial year this prospect materialised, and during the first half of 2021, following much planning, and effort on the part of Staff and Management, we were able to realise our dream of doubling our space at the setting.

Another aspect of the pandemic saw the Management Team considering the possible impact and threats to the survival of the Charity which might result from loss of a key member of the Management Team. This prompted an interesting, and very beneficial risk assessment, followed by a detailed planning exercise in strategies to cope with the absence of a senior member of the team in the event of accident or illness (however caused). This task has been fully documented, and demonstrates best practice on the part of Management and Trustees in discharging their duties of care to the Charity.

Now that our East Bergholt setting has doubled its space availability, the Management Team has determined that in the next planning cycle our main objective should be consolidation in our current position and configuration, not least due to significant challenges experienced across the sector in recruitment of suitable numbers of qualified staff.

Our Charity is justifiably proud of our OFSTED ratings, with East Bergholt and 2 settings in Brantham rated "Outstanding", our other settings (St Michael's Pre-school, and Stutton Young Explorers) are rated "Good" (with areas rated as Outstanding). We recognise the professionalism of our Management Team, and Staff in those settings.

CONSTABLE COUNTRY CHILDCARE

ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020 (CONTINUED)

ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

Annual Report (continued):

The Trustees delegate the day to day executive management of our Charity to a very capable Management Team chaired by our Treasurer, Michael O'Brien and our settings are under the inspirational leadership of Group Manager, Hayley Aheme, who is ably assisted by her deputy, Karen Mason. The Management Team keep Trustees fully informed at all times of any matters arising, and our continuing success is down to their leadership, and the hard work and dedication of our Staff, now routinely numbering in excess of 55 each month.

Careful budgeting and management of resources has enabled us to expand the Charity's operation, and to continuously update, and upgrade the fabric of our settings and the toys and learning equipment which are vital to our mission, and the Trustees are grateful to all the Staff for their immensely hard work. Trustees and the Management Team are committed to apply the Charity's resources to continue to invest in improved facilities, and seek to recruit and retain skilled and competent staff to facilitate excellence in our service delivery. During 2019 the Trustees approved the setting up of a hardship fund (initially resourced with a general reserve fund of £5,000) and it is intended that the fund be available to alleviate hardship of parents and/or staff. It is further testimony to the caring Christian ethos that has been a founding principle of our Charity since its inception. We are grateful to God to be able to continue to provide this service to the community.

Stephne van der Toorn (Rev Canon)
Chairman of Trustees, Constable Country Childcare
July, 2021

FINANCIAL REVIEW

The Charity's financial position is as set out in the *attached accounts* and is considered satisfactory.

Reserves Policy

The Charity's policy on reserves is to maintain sufficient reserves to enable the Charity to continue to achieve its principal objectives, and to maintain a high level of quality equipment and learning materials, and to maintain a safe and high quality environment for our children's care and learning. It is also necessary to make appropriate provisions for contingencies. During 2016 Trustees made further provision to the New Building fund of £47,000 due to an assessment that resources would be needed in 2017 to complete planned work to develop the Caretaker's former bungalow at the Brooklands Primary School site to provide a fifth setting and administrative headquarters for our charity. The Charity's reserves at the financial year end are in a very healthy state and trustees hope to build on this firm foundation in future years to achieve our continuing goals and mission. In successive years further provision of funding was made to the building fund, due to heavy demand locally for our provision of early Years Childcare, and those resources have been deployed to meet continuing demand for the charity's service provision. It is expected that contributions will be maintained in the future depending on the resources available, and ongoing assessment of future demand.

PLANS FOR FUTURE PERIODS

Following a very busy year (2020) which was challenging due to having to cope with the effects of the Covid 19 pandemic, the Management Team concentrated efforts on sustainability, and consolidating its position with the operation of 5 sites, and planning for a doubling of space availability at the East Bergholt setting (which came to fruition in 2021 as this report is being prepared) The charity's management team is also focused on affordability, and on the quality of the Charity's offering of early Years childcare, and this has been rewarded by the achievement of OFSTED "Outstanding" ratings at 3 settings, and the other two achieving "Good" with "Outstanding" elements. The Management team, with the full backing of the Trustees, continues to seek to collaborate with partners in the field of Early Years education locally, and at regional level, and this collaboration has recently paid off again, in the way that Suffolk County Council has granted the Charity a 25 year lease on almost all of the space at the Cherry Blossom Children's Centre, the site of our East Bergholt setting.

CONSTABLE COUNTRY CHILDCARE CHARITY
ANNUAL REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020 (CONTINUED)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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 Trustees to prepare financial statements for each financial year which give a true and fair view 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 apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed.

The Trustees 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 are responsible for the maintenance and integrity of the Charity and financial information included on the Charity Commissions website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on:

.....21/9/21.....

and signed on their behalf by:

.....
 Rev'd Canon Stephne van der Toorn, Chairman

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF CONSTABLE COUNTRY CHILDCARE
FOR THE YEAR ENDED 31 DECEMBER 2020**

I report to the Trustees on my examination of the accounts of the above charity for the year ended 31 December 2020 as set out on the attached pages 6 to 11.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

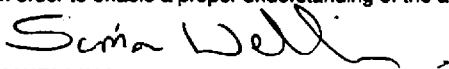
Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- The accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



SIMON WELLING
CERTIFIED ACCOUNTANT
HAINES WATTS
Town Wall House
Balkeme Hill
Colchester
Essex CO3 3AD

21 September 2021

**Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery and Stutton Seals
Summary Financial Statements**

Statement of Financial Activities for the year ended 31 December 2020

	Notes	Unrestricted		Restricted		TOTAL	
		General Fund	New Building Fund	Building Fund			
		2020	2019	2020	2019	2020	2019
		£	£	£	£	£	£
Income & Endowments from:							
Charitable Activities							
Parents Fees		426,622	534,996			426,622	534,996
Early Years Grant Funding		371,406	389,034			371,406	389,034
Other (apprentice) grants		8,620	-			8,620	-
Donations Fund raising & interest earned		527	2,213			527	2,213
Cost of outings/events recovered		73	-			73	-
HMRC covid 19 Furlough funding		69,600	-			69,600	-
Total		876,848	926,243	-	-	876,848	926,243
Expenditure on:							
Charitable Activities							
Wages & Payroll costs	3	549,574	587,572			549,574	587,572
Books & Equipment		40,055	25,339			40,055	25,339
OFSTED & membership/PLA Ins/MPLC Fees		4,632	5,208			4,632	5,208
Rent Rates & Room hire		19,884	19,434			19,884	19,434
Premises Exp/Repair		13,043	15,748			13,043	15,748
Waste disposal			41				41
Uniforms		1,218	497			1,218	497
Promotion, PR and Advertising		3,145	3,467			3,145	3,467
Training		4,721	6,210			4,721	6,210
Electricity & Gas		5,165	5,788			5,165	5,788
Telephone		2,403	2,892			2,403	2,892
Consumables & Food		17,959	27,755			17,959	27,755
Motoring Travel & outings		3,174	3,409			3,174	3,409
Miscellaneous & Petty Cash Exp		1,003	1,120			1,003	1,120
Abortive Capital Expenditure	2	2,946				2,946	
Depreciation of Property	2	15,325	11,877			15,325	11,877
Depreciation of Motor vehicle	2	3,938	5,250			3,938	5,250
Support costs							
Admin Payroll	3	61,163	48,030			61,163	48,030
Sundry Admin costs		6,981	7,642			6,981	7,642
Independent Examination		1,020	1,000			1,020	1,000
Professional fees		6,189	10,136			6,189	10,136
Total		763,538	786,415	-	-	763,538	786,415
Net Income		113,310	139,828	-	-	113,310	139,828
Transfers between funds							
Re Depreciation of Property		15,325	11,877	(9,458)	(8,010)	(5,867)	(5,867)
Re Improvements to Woodlands		-	-	-	-	-	-
Re East Bergholt building aborted expenditure		2,946	-	-	(2,946)	-	-
Re Stutton modular building additions		(120,524)	(51,878)	120,524	51,878	-	-
To New Building Fund		(20,000)	(50,000)	20,000	50,000	-	-
		(122,253)	(80,001)	131,066	95,868	(8,813)	(5,867)
Net Movement in Funds		(8,943)	49,827	131,066	95,868	(8,813)	(5,867)
Fund balances brought forward		264,410	214,583	355,112	259,244	71,598	77,485
Fund balances carried forward		255,467	264,410	486,178	355,112	62,785	71,598

CONSTABLE COUNTRY CHILDCARE

Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery and Stutton Gate

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Balance Sheet as at 31 December 2020

	Notes	General Fund		Unrestricted New Building Fund		Restricted Building Fund		TOTAL	
		2020 £	2019 £	2020 £	2019 £	2020 £	2019 £	2020 £	2019 £
Fixed Assets	2	11,812	15,759	301,178	180,112	62,785	71,528	375,775	277,460
Current Assets									
Debtors	4	62,544	59,228					62,544	59,228
Bank balances		283,680	268,671	188,000	188,000			469,680	463,671
Cash in hand		359	380					359	380
		346,774	347,249	188,000	188,000			691,774	612,249
Less Current Liabilities									
Creditors	5	103,119	88,889					103,119	88,889
Net Current assets		243,655	248,360	188,000	188,000			428,655	413,660
Net Assets		255,467	294,410	489,178	368,112	62,785	71,528	804,430	691,120
Represented By:									
Restricted Fund									
Building Fund						62,785	71,528	62,785	71,528
Unrestricted Funds									
General Fund		255,467	294,410					255,467	294,410
New Building Fund				489,178	368,112			489,178	368,112
		255,467	294,410	489,178	368,112	62,785	71,528	804,430	691,120


Michael JD O'Brien, FPA, RPA, FIAB
..... Honorary Treasurer

Date 1/3/21

CONSTABLE COUNTRY CHILDCARE

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Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery
and Stutton Seals

Summary Financial Statements**Statement of Cash Flows for the year ended 31 December 2020**

	2020 £	2019 £
Cash flows from operating activities		
Net cash provided by operating activities	132,787	95,633
Cash flows used in investing activities		
Purchase of fixed assets	(120,524)	(72,878)
Abortive capital expenditure	2,946	
Change in cash and cash equivalents in the year	15,209	22,755
Cash and cash equivalents at the beginning of the year	454,021	431,266
Cash and cash equivalents at the end of the year	<u>469,230</u>	<u>454,021</u>
Reconciliation of net income to net cash flow from operating activities		
Net income for the year	113,310	139,828
Depreciation charge	19,263	17,127
(Increase)/Decrease in Debtors	(4,316)	5,612
Increase/(Decrease) in Creditors	4,530	(66,934)
Net cash provided by operating activities	<u>132,787</u>	<u>95,633</u>
Analysis of cash and cash equivalents		
Bank balances	468,880	453,671
Cash in hand	350	350
Total cash & cash equivalents	<u>469,230</u>	<u>454,021</u>

CONSTABLE COUNTRY CHILDCARE

Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery and Stutton Seals

Summary Financial Statements

Notes to the Accounts for the year ended 31 December 2020

1 ACCOUNTING POLICIES

a) Basis of Accounting

These Accounts have been prepared using the historical cost accounting rules and they comply with applicable Accounting Standards and Statements of Recommended Practice (SORP FRS102 version).

b) Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the Charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted Funds are only available to be used for the purpose for which they have been received.

c) Going Concern

The accounts are prepared on a going concern basis as there are no material uncertainties about the Charity's ability to continue.

d) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donations and other voluntary income are reflected in the accounts for the period in which they are received. Donations in kind are recognised by the Charity when received except in the case of services provided free or undervalue by voluntary staff or others which are not reflected in the accounts.

e) Expenditure

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

f) Support Costs

The Charity's governance costs are allocated entirely to running of the childcare centres this being the only activity.

g) Fixed Assets

Improvements to Leasehold Property

These improvements are stated at cost.

Depreciation

Improvements to The Institute are depreciated over the term of the lease.

The log cabin is depreciated on a straight line basis over 10 years, this being its estimated useful life.

Improvements to Woodlands are depreciated over the term of the lease.

The modular building at Stutton is depreciated on a straight line basis over 50 years, this being its estimated useful life.

Motor Vehicle

Motor vehicles are stated at cost.

Depreciation

The motor vehicle is depreciated at 25% on a reducing balance basis.

h) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

i) Creditors and Provisions

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

j) Funds & Reserves

Building Fund

The Building Fund is a restricted fund representing funds received specifically to finance the improvements to the Institute and unrestricted funds allocated to that purpose. The fund is maintained as equal to the carrying value of the Improvements to the Leasehold Property at the Institute, the East Bergholt Baby unit and the Log Cabin and a transfer is made to or from the General Fund to achieve this.

General Fund

The General Fund is unrestricted, represents the general income and expenditure of the Charity and is available for the general purposes of the Charity.

CONSTABLE COUNTRY CHILDCARE

Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery and Stutton Seals

Summary Financial Statements

Notes to the Accounts for the year ended 31 December 2020 (continued)

1 ACCOUNTING POLICIES (CONTINUED)

j) Funds & Reserves (continued)

New Building Fund

The New Building Fund represents funds allocated for the acquisition and development of premises for a fourth setting and headquarters for the Charity. It is unrestricted but designated.

2 FIXED ASSETS

Buildings

The Log Cabin is depreciated over 10 years.

The Institute, Church Lane and Rectory Lane, Brantham is occupied under a lease which expires on 23 October 2031 and the improvements are depreciated on a straight line basis over that term.

The East Bergholt baby unit is not yet complete and will not be proceeded with and the cost has been written off as abortive.

The improvements to Woodlands, the former caretakers bungalow at Brooklands School, are depreciated over the 25 year term of the lease.

The Stutton modular building was complete during the year ended 31 December 2020 and is depreciated over 50 years.

	2020					2019
	Log Cabin	Stutton Modular Building	Leasehold Improvements		Total	Total
	£	£	The Institute	East Bergholt Baby Unit	Woodlands	£
Cost			£	£	£	£
Brought Forward	2,510	51,878	99,431	2,946	150,254	307,019
Additions	-	120,524	-	-	-	120,524
Abortive Expenditure				(2,946)		(2,946)
Carried Forward	2,510	172,402	99,431		150,254	424,597
Depreciation						
Brought Forward	1,255		32,034		12,020	45,309
Charge for year	251	3,448	5,616		8,010	15,325
Carried Forward	1,506	3,448	37,650		18,030	60,634
Book Value						
At beginning of year	1,255	51,878	67,397	2,946	138,234	261,710
At end of year	1,004	168,954	61,781		132,224	363,963
Funded by:						
Building Fund	1,004	-	61,781		-	62,785
New Building Fund	-	168,954	-		132,224	301,178
	1,004	168,954	61,781		132,224	363,963

Motor Vehicle

Cost

Brought Forward

Additions

Carried Forward

Depreciation

Brought Forward

Charge for year

Carried Forward

Book Value

At beginning of year

At end of year

	VW Caddy Max	Total	Total
Brought Forward	21,000	21,000	
Additions	-	-	21,000
Carried Forward	21,000	21,000	21,000
Brought Forward	5,250	5,250	
Charge for year	3,938	3,938	5,250
Carried Forward	9,188	9,188	5,250
At beginning of year	15,750	15,750	
At end of year	11,812	11,812	15,750

The motor vehicle is funded by the General Fund.

Total fixed assets

At beginning of year

At end of year

277,460	221,709
375,775	277,460

CONSTABLE COUNTRY CHILDCARE

Incorporating St Michael's with Brooklands Young Explorers, Cherry Blossom Nursery
and Stutton Seals

Summary Financial Statements**Notes to the Accounts for the year ended 31 December 2020 (continued)****3 STAFF COSTS**

The average number of persons employed by the Charity during the year was

55	58
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The aggregate payroll costs of these
persons were:

Salaries & wages	568,499	591,717
Social Security costs	27,507	27,300
Pension costs	14,731	14,585
	<u>610,737</u>	<u>633,602</u>

This total is allocated as follows:

Wages & Payroll costs	549,574	587,572
Admin payroll	61,163	46,030
	<u>610,737</u>	<u>633,602</u>

Trustees Remuneration and Key Management Personnel

Trustees are not remunerated or paid expenses for acting as Trustees.

As provided in the constitution the following Trustees are employed by the Charity in the roles shown:

Their salary and benefits were as follows:

	Salary	Social Security Cost	Pension	Total	Total
Hayley Ahern - Group Leader	75,836	9,257	3,033	88,127	80,877
Michael O'Brien - Management Committee Chairman and Treasurer	15,064	872	603	16,539	15,420

These, together with the deputy group managers are the key management personnel of the Charity.

Total benefits paid to the deputy group managers	14,561	803	582	15,947	46,983
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4 DEBTORS

	2020	2019
Income debtors	55,605	57,152
Other debtors	6,512	1,076
Prepayments	427	
	<u>62,544</u>	<u>58,228</u>

5 CREDITORS

Expenditure creditors	46,167	48,433
Other creditors	1,020	1,000
Deferred Income	55,932	49,156
	<u>103,119</u>	<u>98,589</u>

6 RELATED PARTY TRANSACTIONS

The following related party transactions were carried out during the year:

Mark Ahern, husband of Hayley Ahern, is employed by the charity as are Robert and Bethany Ahern, children of Hayley Ahern, and Mrs Hannah Fraser, sister of Hayley Ahern, their salaries being as follows:

	Salary	Social Security Cost	Pension	Total	Total
Mark Ahern	14,178	959	567	15,705	6,312
Robert Ahern	1,503			1,503	556
Bethany Ahern	4,381	141	139	4,661	2,886
Hannah Fraser	10,216	320	312	10,848	59