

REGISTERED COMPANY NUMBER: 5466965 (England and Wales)

REGISTERED CHARITY NUMBER: 1126353

**REPORT OF THE TRUSTEES AND INDEPENDENTLY EXAMINED
FINANCIAL STATEMENTS FOR THE YEAR ENDED
31st MARCH 2023**

**FOR
BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)**

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)

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FOR THE YEAR ENDED 31st MARCH 2023

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BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2023.

The Board of Trustees made a decision to change the accountants and the independent examiners in February 2024. As a result, these accounts have been prepared and signed off by the newly appointed accountants and the independent examiners, and subsequently approved by the Board in March 2024, and have been resubmitted to Charities Commission, replacing the previously filed version.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC) was incorporated on 20th October 2008 and is a registered charity (number 1126353). Its objects, powers and other constitutional matters are set out in its Constitution dated 22nd August 2008. These financial statements comply with current Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Bringing Unity Back into the Community (BUBIC) creates opportunities for individuals to make changes in their lives. We are committed to creating inclusion and cohesion within our community and wider society. Our work enables individuals to recognise the causes and effects of habitual behaviours and make positive choices to improve their general health and wellbeing. The BUBIC way is to spend time on the streets engaging with individuals that mainstream services often do not engage with and make every contact count.

Public benefit

The Trustees confirm that when reviewing the Charity's activities and devising future programmes, they have referred to the Charity Commission's general guidance on public benefit and complied with their duties under Section 17 of the Charities Act 2011.

All our charitable activities are planned to ensure we deliver public benefit and we continue to place great emphasis on our charitable objects. In particular, the Trustees consider that BUBIC makes a significant contribution to the:

- Provision of support for people who problematically use(d) drugs and support for their family and friends
- Provision of peer support and group sessions, one-to-one support, information and advice on drug treatment
- Provision of information and advice on health and wellbeing
- Advancing education for the benefit of the public by providing work placements and accredited courses

The activities undertaken in 2023 which contribute to our charitable aims are outlined in more detail in the report on our charitable activities during this period, which follows.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

ACHIEVEMENT AND PERFORMANCE

During the period April 2022 and March 2023, we have provided a number of services including:

Our Public Health project which receives £175,532 of funding.

This Haringey-based project provides:

Night Time Outreach Team: This team travel around the Community and visit all the hotspots with reports of drug activity and anti-social behaviour. The Night Outreach team goes out to encourage more isolated people to get support and attend the Night drop-in service.

CLARE group: CLARE is a motivational group geared towards the relationship the individual has with themselves, family members, or friends. It enables them to recognise and gain acceptance of their different emotions and intimacy. This is a topic-based group pertaining to establishing and strengthening relationships through peer support to aid recovery. BUBIC staff complete weekly research on topics to present in the session to provide a bespoke service that meets people's needs. For those people who truly want to commit to attend CLARE, BUBIC provides them with a mobile phone and data so they are able to access sessions on Zoom if they are unable to attend in person.

Live and Direct group: This is a group session which is based on the 'here and now' and focuses on community development. This group enables individuals to access a path to recovery, galvanising them to a reflective mindset through the eyes of their peers. Live and Direct is an open group as well as topic based – it is straight to the point, uncensored and offers a timely truth for individuals who need to express what is going on presently in their lives. The group is conducted not from a clinical perspective but emotional intelligence perspective. This space also affords attendees the opportunity to engage with peers while receiving feedback as well as being in a safe and confidential environment.

Movement from Within group: This is a 12-week closed group. Individuals need to be referred to this group by their key worker or the BUBIC team. This group is aimed at individuals seeking to discover who they are and how they see themselves in society. Attendees coming from a substance misuse background are required to be at least three months abstinent from substances and feel ready to tackle complex life and lifestyle issues. The programme consists of 12 modules spread over 12 weeks and the focus is on identifying issues that may hold the individual back from living a fulfilled life. Two of the tools that are used in this programme are an egg and a mirror. These two components can help an individual identify themselves and empower themselves. Interventions used include developing emotional intelligence, 'Johari Window', and different styles of communication.

Social activities: We offer many opportunities for individuals to undertake social activities with a view to them becoming more engaged with their peers and the local community. Activities include a weekly bike ride to share a light moment and a laugh with peers. The bikes were kindly donated to BUBIC by members of the local community. Outdoor physical activity and team games can reduce the risk of illness, boost mood, and improve symptoms of mental health conditions such as depression and anxiety. During all social activities staff are on hand to provide support, encouragement and a non-judgemental listening ear.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

Our Night Service Project which receives £100,000 of funding.

This is a building-based drop-in service in Haringey. As part of this service staff and volunteers provide peer support groups and a variety of social activities. We offer the opportunity for people to socialise and speak with Peer Supporters that can sign-post them and refer them to relevant services.

It is a safe space for people to stay away from the streets and get support with their substance misuse. The project offers cooking classes, refreshments and hot meals, an opportunity to have a shower and wash clothes, harm reduction advice, naloxone, guest speakers and table top games. Most importantly it offers individuals a chance to talk to peers and be supported in a safe and non-judgemental environment.

Our Rough Sleepers project which receives £78,690 of funding

This project provides additional support and care to those rough sleeping and those who are housed in emergency, temporary or supported accommodation in Haringey.

Our Peer Supporters and Peer Mentors work as part of the Rough Sleeper Project alongside other commissioned services in Haringey. The aim is to engage with individuals with substance misuse issues that live in temporary homeless accommodation. Our Peer Supporters and Peer Mentors offer recovery support, harm minimisation and encourage residents to get into treatment. Our role is to be a link between more isolated/disengaged people and the treatment services. One of the key targets of the project is to make the access to treatment services less onerous.

Our Humankind Project which provides £90,000 of funding as part of their local authority commissioned funding.

This project provides Peer Supporters and Peer Mentors to Haringey Recovery Service who provide individuals in recovery the opportunity to be supported and learn from positive peer role models.

As part of this programme BUBIC provides access to the accredited Gateway Programme.

Gateway Programme

This is an accredited programme that provides learners with training and development activities that lead to them becoming a Peer Supporter. Once they have achieved the certification, they can gain paid employment from BUBIC during which time they can put their new skills into practice. After completing the Peer Support programme and having worked with BUBIC or volunteered within the recovery sector, they are able to progress onto the Peer Mentor programme.

Many people who have come through the Gateway Programme have gained employment with BUBIC and with other drug and alcohol services and many have gone on to undertake further education and training opportunities.

FINANCIAL REVIEW

Total income for the period ending to 31 March 2023 amounted to £394,711 (2022: £382,180) which was grants and donations for which we are very grateful. Total expenditure was £417,474 (2022: £347,819) most of which all were the direct costs of charitable activities and fundraising. BUBIC therefore generated a deficit of £22,763 (2022: surplus of £34,361) in the financial year in question. We will be focusing on increasing revenue income in 2023-24 in line with our strategic plans in order to become more sustainable and ensuring that we can meet the greatly increased demand for our services. We are very grateful for the support and the grants received from the London Borough of Haringey and the Humankind charity.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

Reserves policy

At the end of the financial period under review the unrestricted reserves (general fund) stood at £191,365 (2022: £214,128). The Trustees consider this level of accumulated reserves as a good continuation towards the aim that is to hold reserves which are equivalent between three and six months of operating costs. Thus, in 2023-2024 it is the intention of the Trustees to run BUBIC on the basis of realising a surplus or at least achieving a break-even position.

Investments

Investment powers are governed by the Memorandum and Articles of Association. There are no restrictions on Charity's absolute powers of investment to the extent that any retained funds that arise are dealt with by depositing surpluses with authorised banks.

Pensions

BUBIC does not have any material pension liabilities.

Going Concern

The Trustees have reviewed the financial position of the Charity as at 31 March 2023, together with the budget, income & expenditure account and cash flow statements for the period from 1 April 2023 to 31 March 2024. The Trustees consider that the budget is reasonable and that BUBIC has, and will have, sufficient reserves and cash resources in order to continue as a going concern during that period. For this reason they continue to adopt the going concern basis in preparing the financial statements.

Principle Risks and Uncertainties

The Trustees will actively manage risks to finances, health and safety, reputation and maintenance of operations. The Trustees regularly carry out a strategic overview of risk and ensure that risk is considered in the development of operational policies and procedures and in conduct of specific activities. Formal risk statements will be written to cover particular events as required.

FUTURE PLANS

We aim to spread the BUBIC ethos of peer support across Haringey and the surrounding boroughs. We aim to do this by empowering people to undertake additional qualifications including units in mental wellbeing.

We have been fortunate to be led during the year by our Chief Executive, Lanre Babalola and we continue to be supported by full time and part time staff, volunteers and the community.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 31st May 2005 and registered as a charity on 20th October 2008. The Company was established under a Memorandum of Association which established the object and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

Recruitment and appointment of new Trustees

Under the requirements of the company's Memorandum and Articles of Association the Trustees are elected at the Annual General Meeting.

Appointment of a new Trustee requires unanimous agreement of existing Trustees who will consider the candidate's motives, values and knowledge/skills with the goal of increasing the capability of the Trustees collectively.

Trustees are selected on the basis of the experience, skills and expertise they can bring to further the objectives of BUBIC. They are the ultimate guardians of the ethos and conduct, as well as of the assets, of BUBIC. They are supported by a management team to which is delegated oversight of the day-to-day management of BUBIC and involvement in its daily activities. Certain matters, however, are reserved for decision by the Trustees.

Induction and training of new Trustees

The induction process for new Trustees includes an introduction to policies and procedures of the organisation, and to their own roles and responsibilities (based on those described by the Charity Commission in its publications), as well as a series of meetings with members of staff, and a period of familiarisation with our safeguarding policy, the building and the activities carried on both within it and externally.

Organisational structure

The Board of Trustees delegates the day-to-day work and operation of BUBIC to a small core team of staff, who operate within defined terms of reference and authority. All staff and all volunteers go through appropriate safeguarding and health and safety training.

BUBIC does not tolerate discrimination on the basis of faith, health, gender or ethnicity; under no circumstances do we accept harassment or bullying, besides policies on all these subjects, and we maintain strong policies on the safeguarding of children and vulnerable adults, abusive behaviour and health and safety issues.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company Number

5466965 (England and Wales)

Registered Charity Number

1126353

Registered Office

9 Bruce Grove
Tottenham
London
N17 6RA

Trustees

ADETIMOLE, Abimbola
BAFFOUR AWUAH, Funke, Dr
MORRIS, Marion
PECHEY, Laura, Dr
VILLAIBA, Omar Elias
REID, Stephen O'Neill (resigned 16 September 2023)
SIMMONS-SAFO, Michelle (resigned 26 September 2023)

Chief Executive

Lanre Babalola

Independent Examiner

Additude Ltd
9 Rhapsody Court
Wakeman Road
London
NW10 5DF

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (continued)

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees (who are also the directors of BUBIC for the purposes of company law) are responsible for preparing the Report of the Trustees 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of Trustees on *11 March 2024* and signed on its behalf by:

.....

ADETIMOLE, Abimbola – Chair and Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
BRINGING UNITY BACK INTO THE COMMUNITY FOR THE YEAR ENDED 31ST MARCH 2023**

We report on the accounts of the charity for the year ended 31 March 2023, which are set out on pages 11 to 17.

Respective responsibilities of Trustees and examiner

The Trustees are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of Chartered Institute of Public Finance and Accountancy (CIPFA).

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

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

Basis of independent examiner's report

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

Independent examiner's statement

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

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

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

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



Andi Dollia, CPFA
ADDITUDE LTD
9 Rhapsody Court
Wakeman Road
London
NW10 5DF

Date: 07 March 2024

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2023 (INCORPORATING AN
INCOME AND EXPENDITURE ACCOUNT)**

				2023	2022
		Restricted	Unrestricted	Total	Total
Income from:	Note	£	£	£	£
Charitable activities	3	-	393,347	393,347	382,180
Bank interest		-	1,364	1,364	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		-	394,711	394,711	382,180
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:	4				
Raising funds		-	31,870	31,870	23,683
Charitable activities		-	385,604	385,604	324,136
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		-	417,474	417,474	347,819
		<hr/>	<hr/>	<hr/>	<hr/>
Net income (expenditure)		-	(22,763)	(22,763)	34,361
		<hr/>	<hr/>	<hr/>	<hr/>
Transfers between funds		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds		-	(22,763)	(22,763)	34,361
		<hr/>	<hr/>	<hr/>	<hr/>
Reconciliation of funds:					
Total funds brought forward		-	214,128	214,128	179,767
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		-	191,365	191,365	214,128
		<hr/>	<hr/>	<hr/>	<hr/>

The notes on pages 13 to 17 form part of these financial statements.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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BALANCE SHEET AS OF 31ST MARCH 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible Assets	7	29,388	34,883
Current Assets			
Cash at Bank		167,451	205,740
		167,451	205,740
Creditors: amounts falling due within one year	8	5,474	26,495
Net Current Assets		161,977	179,245
Net Assets	9	191,365	214,128
Funds	10		
Restricted		-	-
Unrestricted		191,365	214,128
Total Funds		191,365	214,128

For the year ended 31 March 2023 the charity was entitled to exemption under section 477 of the Companies Act 2006; and no notice has been deposited under section 476. No members have required the charity to obtain an audit of its accounts for the year in question. The Trustees acknowledge responsibility for: i) Ensuring the charity keeps accounting records which comply with section 386; and ii) Preparing financial statements which give a true and fair view of the state of affairs of the charity as at the year-end in accordance with requirements of section 394 and 395, and which otherwise comply with requirements of the Companies Act 2006 relating to financial statements, so far applicable to the charity. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on *11 March 2024* and signed on their behalf by:

ADETIMOLE, Abimbola – Chair and Trustee

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023

1.ACCOUNTING POLICIES

1.1.General information

BRINGING UNITY BACK INTO THE COMMUNITY is a charity registered with the Charity Commission (charity registration number 1126353).

1.2.Going concern

The Trustees confirm that at the time of approving the financial statements, there are no material uncertainties regarding the Charity's ability to continue in operational existence for the foreseeable future. In arriving at this conclusion the Trustees have taken account of current and anticipated financial performance in the current economic conditions, its business plan and its reserves position. For this reason, the going concern basis continues to be adopted in the preparation of the Charity's financial statements.

1.3.Basis for preparation

The financial statements have been prepared under the historic cost convention unless otherwise stated in the relevant accounting policy notes and in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS) applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise their judgement in the process of applying the accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 2.

1.4.Recognition of outstanding employee benefits

No provision for outstanding holiday pay was made under previous UK Generally Accepted Accounting Principles (GAAP). Under FRS 102 the costs of short-term employee benefits are recognised as a liability and an expense.

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

1.5.Fixed assets

Individual fixed assets costing £2,000 or more are initially recorded at cost.

1.6.Fund accounting

The nature and purpose of each fund is explained in Note 14 to the financial statements.

1.7.Financial instruments

The only financial instruments held by the charity are debtors and creditors. These are categorised as 'basic' in accordance with Section 11 of FRS 102 and are initially recognised at transaction price. These are subsequently measured at their transaction price less any impairment.

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

1.8.Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Donations and gifts are recognised in the statement of financial activities when receivable. Income from government and other 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. Donated services and facilities are included at the value to the charity where this can be quantified. Bank interest is recognised on an accrual basis.

1.9.Expenditure

Expenditure is included in the statement of financial activities on an accruals basis, inclusive of any VAT that cannot be recovered. It is recognised when there is a legal or constructive obligation to pay for it. Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff or resources used on those activities.

1.10.Leases

Rentals applicable to operating leases are charged to the statement of financial activities over the period they are incurred.

2.CRITICAL JUDGEMENTS AND ESTIMATES

No critical judgements have been made by management in applying the charity's accounting policies.

3.INCOME FROM CHARITABLE ACTIVITIES

	Restricted	Unrestricted	2023 Total	2022 Total
	£	£	£	£
London Borough of Haringey	-	347,397	347,397	313,414
Humankind Charity	-	45,950	45,950	67,500
Other	-	-	-	1,266
Total Income from Charitable Activities	-	393,347	393,347	382,180

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	Raising funds £	Charitable activities £	Support Costs £	2023 Total £	2022 Total £
Staff costs (note 5)	24,410	260,372	40,683	325,465	241,011
Recruitment and Training	-	-	4,663	4,663	2,126
Rent and Insurance	-	-	3,642	3,642	3,501
Office Overheads	-	-	18,382	18,382	15,327
Project Expenses	-	32,852	-	32,852	67,026
Ind. Examination fee	-	-	4,200	4,200	5,400
Other Professional fees	-	-	8,222	8,222	5,300
Travel	-	12,806	1,747	14,553	5,112
Depreciation	-	-	5,495	5,495	3,016
	24,410	306,030	87,034	414,474	347,819
Add: allocation of support costs	7,460	79,574	(87,034)	-	-
Total Expenditure	31,870	385,604	-	417,474	347,819

5. STAFF COSTS

Staff costs were as follows:	2023 £	2022 £
Salaries and wages	294,942	221,949
Social security costs	24,619	14,848
Pension contributions	5,904	4,214
	325,465	241,011

The average number of employees during the year was as follows:	2023	2022
Staff numbers expressed as full-time equivalent (FTE)	6.5	6

The number of employees who received emoluments in excess of £60,000 were 1 (2022 – 1).

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

6. TAXATION

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

7. TANGIBLE FIXED ASSETS

	Motor Vehicles	Office equipment	Total
	£	£	£
Cost			
At the start of the year	40,484	1,478	41,962
Additions in the year	-	-	-
Disposals in the year	-	(1,478)	(1,478)
	<hr/>	<hr/>	<hr/>
At the end of the year	40,484	-	40,484
	<hr/>	<hr/>	<hr/>
Depreciation			
At the start of the year	5,926	1,153	7,079
Charge for the year	5,170	325	5,495
Eliminated on disposal	-	(1,478)	(1,478)
	<hr/>	<hr/>	<hr/>
At the end of the year	11,096	-	11,096
	<hr/>	<hr/>	<hr/>
Net book value			
At the end of the year	<hr/> 29,388	<hr/> -	<hr/> 29,388
	<hr/>	<hr/>	<hr/>
At the start of the year	<hr/> 34,558	<hr/> 325	<hr/> 34,883
	<hr/>	<hr/>	<hr/>

8. CREDITORS: AMOUNTS DUE WITHIN 1 YEAR

	2023	2022
	£	£
Taxation and social security	1,274	-
Accruals and provisions	4,200	25,000
Other creditors	-	1,495
	<hr/>	<hr/>
	5,474	26,495
	<hr/>	<hr/>

BRINGING UNITY BACK INTO THE COMMUNITY (BUBIC)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

9.ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	-	29,388	29,388
Net current assets	-	161,977	161,977
Net assets at the end of the year	-	191,365	191,365

10.MOVEMENTS IN FUNDS

	At the start of the year	Incoming resources	Outgoing resources	At the end of the year
		£	£	£
Unrestricted funds:				
General funds	214,128	394,711	417,474	191,365
Total unrestricted funds	214,128	394,711	417,474	191,365
Restricted funds	-	-	-	-
Total funds	214,128	394,711	417,474	191,365

Purposes of funds

General funds: these are available for use at the Trustees ' discretion in furtherance of the objectives of the charity.

11.TRUSTEES' REMUNERATION AND BENEFITS

One of the Trustees, BAFFOUR AWUAH, Funke, Dr was paid the amount of £1,725 (2021 - £975) during the year for services provided to the charity.

There were no other trustees' remuneration or other benefits.

No trustees were reimbursed for expenses in the current or prior year.