

**WARWICKSHIRE COUNSELLING
CENTRE**

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

Charity No. 1137623

Company No. 07223795

Armstrongs Bishop Simmons Limited
Gethin House
36 Bond Street
Nuneaton
CV11 4DA

WARWICKSHIRE COUNSELLING CENTRE
(Company Limited by Guarantee)

Year ended 31 March 2023

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WARWICKSHIRE COUNSELLING CENTRE
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The Trustees present their report and financial statements for the year ended 31 March 2023

Reference and Administrative Information

Charity Name: Warwickshire Counselling Centre trading as Sycamore
Counselling Service

Charity Registration Number: 1137623

Company Registration Number: 07223795

**Registered Office and
Operational Address:** 12 Riversley Road
Nuneaton
Warwickshire
CV11 5QT

Trustees:
Keith Drinkwater
John McKenzie
Emma Williams
Lorna Beedham

Chairperson Keith Drinkwater

Secretary John McKenzie

Treasurer John McKenzie

Manager Carol French

Accountants Armstrongs Bishop Simmons Limited
Chartered Accountants
Gethin House
36 Bond Street
Nuneaton
CV11 4DA

Bankers Lloyds TSB Bank plc
17-23 Coventry Street
Nuneaton
CV11 5TD

Co-op Bank Online

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The Trustees present their report and financial statements for the year ended 31 March 2023

The Trustees of the Warwickshire Counselling Centre have the pleasure of submitting their annual Report and financial statements for the year ended 31 March 2023.

INTRODUCTION

The Warwickshire Counselling Centre is a charitable company limited by guarantee, incorporated on 14th April 2010 and governed by its Articles of Association. The Company is also a Charity registered on 26th August 2010.

This year the Warwickshire Counselling Centre celebrated another year as an incorporated Charity but has actually been operating since 1992. Over the years, the counselling service has expanded to provide counselling for an ever-growing number of local people.

STRUCTURE GOVERNANCE AND MANAGEMENT

We currently have 4 Trustees who met 6 times in the year as a full trustee group in addition to holding an annual general meeting and additional meetings of Chairperson, Treasurer and Manager. All gave their time voluntarily. Between them, the trustees have contributed approximately 80 hours of support without remuneration.

During the year relating to this Report the Trustees who are termed Directors for the purpose of Company law and Trustees for the purpose of Charity law was:

Keith Drinkwater

John McKenzie

Lorna Beedham

Emma Williams

The Trust has established procedures for recruiting prospective Trustees who can only be appointed subject to the approval of the existing trustees. The liability of each trustee in the event of the company being dissolved is limited to such sum (not exceeding £10). The policy and general management are directed by the trustees. The day-to-day management is carried out by the manager Carol French. The Trust has looked at and identified potential managerial risks and has policies and procedures in place with regard to:

- Employees
- Volunteers
- Health and safety
- Financial
- Data protection/GDPR
- Contractual
- Safeguarding

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The Trust has in place the following documents for the appointment of Trustees:

- Application form
- Position description
- Code of conduct
- Conflict of interest policy
- Constitution
- Memorandum and Articles
- Personal Commitment Statement
- Becoming a Director/Trustee information document
- Fit and Proper Persons statement
- Ethos Statement
- Charity Commission Declaration
- Enhanced DBS application
- Agreement
- Induction list

Once again during the year, we have reviewed our policies and have created new policies where a need has been highlighted.

OBJECTIVES

1. To relieve mental, emotional and physical sickness of persons' resident in Warwickshire by the provision of counselling and support for such persons.
2. To advance the education of the public in general on the subject of how better to meet the needs of people with mental, emotional and physical sickness, in such ways as the trustees see fit.

The main purpose of the Warwickshire Counselling Centre is to benefit the community of Nuneaton, Bedworth and the surrounding area by delivering professional therapy services and to preserve professionalism by offering training opportunities and clinical supervision. There is a high prevalence of people with mental health and emotional issues in the area. In order to meet its main objectives, the centre is committed to enabling as many people as possible to access high quality affordable therapy. The charity therefore, endeavours to safeguard the quality of its work by ensuring that it recruits qualified and motivated staff.

We are committed to providing a professional standard of therapy for those with insufficient means to afford it. In view of this, we offer general counselling/therapy to the community regardless of age, gender, ethnicity, sexual orientation or disability on a voluntary donation basis. In furtherance of our charitable objectives, we have endeavoured to maintain the service throughout the pandemic recovery period with all counsellors working back in our centre but offering online and phone counselling to meet client needs. We have engaged in a

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number of projects to support the recovery of people's mental health following the pandemic and this continues to be the case.

Providing affordable counselling relies on the commitment and good will of our therapists who either volunteer their services or work for remuneration below that paid by other providers whether private or public sector.

In a recognised area of deprivation such as Nuneaton and Bedworth, which has some of the most deprived political wards in the county, the trustees are very aware that both old and young are vulnerable to the stresses of everyday life.

During the year, we received 1306 new referrals of which 794 were adults and 512 were children and young people and at least a further 186 clients continued in counselling from the previous year. These figures have increased considerably from the previous year and is reflective of the increase in mental health issues since the pandemic but also due to the cost of living crisis taking a hold. We have continued to receive many additional enquiries from people who live outside of the area and are therefore not eligible for our funding streams. For the clients we have been able to engage with we feel that we have made a difference in their lives by helping them to cope in what has continued for some to be difficult times. The mainstay of our service is our volunteers without whom we would not have been able to get our service back seeing clients face to face and support the people that we have. This includes a strong team of senior volunteer counsellors some of whom have volunteered for us for a number of years. All of our volunteers are a most valued part of our service without whom therapeutic support could not take place.

It had been apparent for a number of years that the agency management structure needed to be strengthened. The Manager was responsible for the management and control of the agency whilst employed for only 30 hours a week (although she did have assistance from some senior Counsellors). After serious consideration and discussion, it was decided to appoint a Deputy Manager also on 30 hours per week for a minimum of 3 years. Following a full recruitment and selection process we were delighted to appoint the former Administrator as Deputy Manager. An Administrator was then recruited separately.

During the year the Acorn Counselling service was unfortunately unable to continue, and that service closed. As a result, two of their trained counsellors and one placement have transferred to this Service.

ACTIVITIES

The activities this year have focused entirely on responding to the therapeutic needs of our community.

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In addition to the clients offered one to one counselling we offered counselling with therapeutic play, Movement Psychotherapy, couples counselling both remotely or face to face. Externally six local primary schools commissioned us to offer counselling face to face for their pupils and a variety of models of therapy were provided to numerous other schools through our involvement in the Early Help provision commissioned through Warwickshire County Council and increasingly through individual schools and organisations funding individuals to access therapy. We employ: a manager and deputy manager who manage all of the projects as well as a team of counsellors, apply for funding and report all outcomes, employ staff and volunteers as well as supporting all placements that see clients in the agency and the day to day running of the charity and its work and premises. They also co-ordinate the assessments and allocation of adult clients and are both employed for 30 hours a week; children's counsellors to work for 30 hours a week funded through Social Impact Fund as well as clinical supervisors who work for us on a sessional basis, and we employ an administrator and a reception supervisor for 20 hours each.

We employ a growing team of children and young people's therapists on a sessional basis to complete our work through the Early Help provision and a team of adult counsellors to fulfil the needs of projects such as our Anger Awareness project funded through the Police and Crime Commissioner, Philip Seccombe; Social Impact Fund which paid for children and young people's counselling in our centre, Innovation Fund offering trauma informed counselling for men who have been signposted through a health professional and who have experienced a trauma, Warwickshire County Council Wellbeing Fund to support local unemployed or unwaged people coming out of the pandemic who have been affected by bereavement, anxiety/depression and job loss.

We have had 8 placement counsellors in training, 8 clinical supervisors and have the services of 8 associate counsellors and 5 reception volunteers. We have opened our service 6 days a week Monday to Friday 9 – 7/8pm and Saturday 9 – 1.

We have continued where possible to offer a programme of in-house training to further develop our team. We continue to provide annual briefings in Safeguarding, Health and Safety and Data Protection/GDPR.

Much time and thought has been given to achieving a reasonably sound financial foundation for the service. Our principal funding sources are currently by way of grants, a contract with Warwickshire County Council, contracts with 8 GP surgeries in the North of the County as well as surgeries from all over Nuneaton and Bedworth: service level agreements with schools and individually invoiced work and donations. We have continued to fund raise when we have been able to.

Several grant applications have been made a number of which have been successful.

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We received continuation funding from the Police and Crime Commissioner, Philip Seccombe, to offer a series of Anger Awareness courses followed by limited individual counselling for the local community of Nuneaton, Bedworth, North Warwickshire and Rugby.

We received funding from Coventry & Warwickshire Integrated Care Board (the ICB) through the Community Mental Health Transformation: VCSE Innovation Fund to offer trauma informed person centred counselling to individuals struggling with their mental health who have been signposted to us from their GP, IAPT, the mental health team or the crisis team. Our focus for this project is primarily to be offering this support to males who do not fit the criteria for NHS services but are struggling with their mental health and need to access support before their mental health declines further and they require more specialist or long-term intervention from the CMHT and other NHS services.

We were awarded funding through the Heart of England Community Foundation (HofE) on behalf of Warwickshire County Council through their Social Impact Fund. The funding was provided to fund sessional children and young people's counsellors to work with children and young people referred/approaching the service for therapy offering a safe space to explore what is happening for them; to introduce strategies identifying ways to help themselves; and to use the skills learnt to put into practice in their lives, increasing confidence and resilience.

We continued a project supported through a grant from Coventry and Warwickshire County Councils Wellbeing Fund to support Adults who have been affected by the pandemic through bereavement, anxiety/depression and job loss which has been a lifeline for many local people.

We are grateful for the continued support of a small number of local organisations/churches and individuals who have continued to support us this year.

The charity has continued to be involved with local groups. Thanks are extended to WCAVA who have helped to keep us informed about local initiatives, funding and training.

The limitations of our present premises remain a real concern and one which the Trustees review at each of their meetings. Unfortunately, no suitable alternative premises became available in the year. The size, location and cost are all significant considerations if/when properties do come on to the market. This is something that we will continue to monitor. We have continued to offer Early Help Provision throughout the year offering therapeutic support face to face in schools and in our centre. We have received 129 referrals.

The demand for "counselling" services (of all kinds) continued to be significant over the year. As reported last year, this includes not only people who are fully qualified counsellors (as ours are) but others with lesser qualifications who are being recruited by different bodies and schools to provide what is generically and sometimes loosely termed counselling.

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This continues to mean that qualified counsellors can now demand much higher rates of pay. Larger national agencies are able to meet these because of the depth and breadth of their resources - which we do not have and are unable to match.

The retention and particularly the recruitment of therapists have continued to be extremely difficult and time consuming for both the Manager and the Deputy Manager. We have continued to experience people who have accepted appointments following a full recruitment process but then withdraw without even starting. The recruitment of replacements then becomes very urgent in order for the agency to meet its obligations to the various funding bodies. Therapists are not easy to find and often the same "pattern" of recruitment, offer, acceptance, withdrawal is repeated many times.

Lacking independent "core" funding means new sources of funding have to be located to keep the agency financially secure. Seeking and making applications for funding are significant and recurring elements of work for both the Manager and Deputy Manager. All applications require a great deal of time and detailed attention whether successful or not.

Funding bodies rightly require proper evaluation of any work which they fund. However, the degree and statistical analysis which they require is often considerable and becoming greater. This applies both during the course of a grant and especially so towards the end of each funding stream. Even more comprehensive information and analyses then have to be supplied.

The agency has always depended heavily upon the commitment and loyalty of its manager and now her deputy. Both have responded unstintingly to the many demands made upon them. However, this has meant that they have each often worked well beyond their contractual hours and have also had to step-in when unexpected situations have arisen and no one else was available. The recruitment and retention issues, the constant need to find new funding sources and submit applications and the growing requirements of funders for evaluative information and statistics are unrelenting. This has continued and become even greater since the Deputy Manager was appointed. These are all on top of their respective responsibilities for the overall management of the agency and ensuring sound administrative systems are in place and functioning well.

In spite of the very many demands and pressures it is great to know that the agency has continued to offer a high quality, ethical and highly respected, independent counselling service.

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The Trustees are satisfied that the charity has continued to achieve its principle purpose in carrying out activities which benefit a specific section of the community, namely providing a counselling service for some of the neediest people in the community. The Trustees are further satisfied that risks arising from its activities have been identified and appropriately managed and that suitable accounting policies have been established and applied consistently over the 12 months ending 31st March 2023.

Financial Review

Overall, the Income for the year was £279,597 with Expenditure of £229,875 giving an overall surplus of £49,722.

Fundraising:

During the year we received grants from:

Police & Crime Commission	10,000
Coventry & Warwickshire County Council	20,562
Innovation Fund	11,538
Warwickshire County Council Social Impact Fund	46,009
	<hr/>
Total	£88,109
	<hr/>
Donations	£22,548
	<hr/>

Principal Funding Sources

Our Total Income for the Year was £279,597 of this £88,109 was restricted. The breakdown is as follows:-

	<u>Amounts</u>	<u>%</u>
Service Agreements	164,485	58.8
Donations & Gifts (incl. tax reclaim)	22,548	8.1
Grants	88,109	31.5
Other Income	4,455	1.6

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Reserves Policy

The Trustees have drawn up a "reserves policy" which outlines how the charity manages and monitors reserves. This policy was reviewed, and it is currently set at 6 months. In any year where a surplus would result in reserves exceeding 6 months, the Trustees are transferring any excess into a designated property fund, with a view to acquiring their own property in the future.

Investment Policies

Warwickshire Counselling Centre doesn't keep very large sums for investment. As a charity providing services most of the monies received are used within a year of receipt. Occasionally restricted grants are received for funding over a number of years. This finance is usually kept within the Lloyds account with the money kept restricted as designated. The trustees will be exploring whether in the coming financial year alternative accounts for restricted and reserve funds should be set up.

Approved by the Trustees and

Signed on their behalf *Keith J. Drinkwater* Date: 4 September 2023
Keith J. Drinkwater
Chair

WARWICKSHIRE COUNSELLING CENTRE
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Year ended 31 March 2023

Independent Examiner's Report to the Trustees of Warwickshire Counselling Centre

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023, which are set out on pages 11 - 20.

Responsibilities and basis of report

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

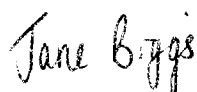
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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

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

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



Mrs J A Biggs, FCCA, CTA,
Armstrongs Bishop Simmons Limited
Chartered Accountants
Gethin House
36 Bond Street
Nuneaton
CV11 4DA

Date: 4 September 2023

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Statement of Financial Activities for the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
Income					
Donations and Gifts	2	22,548	-	22,548	18,502
Other Income		4,455		4,455	7,307
Income from Charitable Activities:					
Grants and Contracts	3	-	88,109	88,109	61,592
Invoiced Work		164,485	-	164,485	133,197
Total Income		191,488	88,109	279,597	220,598
Expenditure					
Expenditure on Charitable Activities	4	140,831	89,044	229,875	191,122
Total Expenditure		140,831	89,044	229,875	191,122
Net Income		50,657	(935)	49,722	29,476
Transfers between funds		(535)	535	-	-
Net movement in funds		50,122	(400)	49,722	29,476
Reconciliation of Funds					
Total funds brought forward		199,323	2,519	201,842	172,366
Total Funds carried forward		249,445	2,119	251,564	201,842

There were no recognised gains or losses in 2023 or 2022 other than those included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the Accounts

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Balance Sheet as at 31 March 2023

	Notes	2023	2022
		£	£
Current Assets			
Debtors	5	15,798	11,885
Cash at Bank and in Hand		262,080	265,974
		<u>277,878</u>	<u>277,859</u>
Creditors			
Amounts falling due within one year	6	26,314	76,017
		<u>26,314</u>	<u>76,017</u>
Net Current Assets		251,564	201,842
		<u>251,564</u>	<u>201,842</u>
NET ASSETS		<u>251,564</u>	<u>201,842</u>
Funds			
Unrestricted Funds			
General Funds	10	118,839	68,717
Designated Funds	10	<u>130,606</u>	<u>130,606</u>
		249,445	199,323
Restricted Funds	10	<u>2,119</u>	<u>2,519</u>
		<u>251,564</u>	<u>201,842</u>

For the year ending 31 March 2023 the company 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 accounts 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 accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP and were approved by the Board on 4 September 2023 and signed on its behalf.

TRUSTEE - Keith Drinkwater
Company registration no: 07223795

The notes on pages 13 to 20 form part of the accounts.

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Notes to the Accounts for the year ended 31 March 2023

1. Summary of significant accounting policies

General information and basis of preparation

Warwickshire Counselling Centre is a company limited by guarantee and registered charity in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to benefit the community of Nuneaton and Bedworth and the surrounding area by delivering professional counselling services and to preserve professionalism by offering training opportunities and clinical supervision.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. The value of services provided by volunteers has not been included.

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Notes to the Accounts for the year ended 31 March 2023

Investment income is included when receivable.

Grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance of performance its recognition is deferred and included in creditors.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets this criteria is charged to the fund.

Unrestricted Funds

These funds are incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Designated Funds

Designated funds are unrestricted funds earmarked by management for a particular purpose.

Resources Expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, including Value Added Tax.

Charitable expenditure comprises those costs incurred by the charity in deliverance of its activities and services for its beneficiaries.

Expenditure which is directly attributable to specific activities has been included in these cost categories. Where costs are attributable to more than one activity, they have been apportioned across the cost categories on a basis consistent with the use of those resources.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of the ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

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Pension costs

The charity provides a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund. Contributions to the scheme are charged to the Statement of Financial Activities as and when incurred.

Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 Donations and grants	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
Sundry Donations	22,548	-	22,548	18,502
	22,548	-	22,548	18,502
3 Grants and Contracts	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
BBC Children In Need	-	-	-	19,846
Police & Crime Commission	-	10,000	10,000	10,000
Orbit	-	-	-	-
Coventry & Warwickshire County Council	-	20,562	20,562	23,983
HTC Pot of Gold Community Grant	-	-	-	1,930
Coventry & Warwickshire Partnership Trust	-	-	-	5,833
Innovation Fund	-	11,538	11,538	-
WCC Social Impact Fund	-	46,009	46,009	-
	-	88,109	88,109	61,592

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Notes to the Accounts for the year ended 31 March 2023

4. Charitable Activities

	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
Salaries and National Insurance	23,096	69,763	92,859	79,496
Employers Pension Contributions	2,086	269	2,355	2,131
Counselling Fees	100,516	5,580	106,096	85,036
Administrator Costs	1,967	-	1,967	1,532
Accommodation Costs	2,345	7,555	9,900	9,900
Room Hire	-	-	-	-
Heat and Light	1,440	-	1,440	1,440
Postage	135	-	135	25
Printing & Stationery	1,644	500	2,144	1,657
Repairs & Maintenance	317	-	317	50
Telephone	700	999	1,699	1,475
Travel and Subsistence	871	-	871	540
Insurance	1,167	1,357	2,524	2,332
Computer Consumables	182	-	182	24
Computer Equipment	2,434	-	2,434	-
Counselling Supervision	-	1,984	1,984	2,075
Staff Training, Conferences, Courses	-	328	328	-
Sundry Expenses	233	-	233	498
Accountancy Charges	1,614	709	2,323	2,827
Professional Fees	-	-	-	-
Bank Charges	84	-	84	84
	140,831	89,044	229,875	191,122

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Notes to the Accounts for the year ended 31 March 2023

5 Debtors	2023	2022
	£	£
Debtors	15,019	11,137
Other Debtors	-	-
Prepayments	779	748
	<u>15,798</u>	<u>11,885</u>
6 Creditors: Amounts falling due within one year	2023	2022
	£	£
Other Creditors	6,061	2,940
Taxation and Social Security	861	861
Accruals and Deferred Income	19,392	72,216
	<u>26,314</u>	<u>76,017</u>
7 Net Movement of Fund for the year is stated after charging:	2023	2022
	£	£
Accountancy	2,323	2,010
Operating Lease Rentals	9,900	9,900
	<u></u>	<u></u>

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Notes to the Accounts for the year ended 31 March 2023

8. Staff Costs

No remuneration was paid to trustees in the year, nor were any trustees expenses reimbursed:

The total remuneration paid to key management personnel was £30,540 (2022 £30,448).

The staff costs were:	2023 £	2022 £
Salaries	91,932	79,179
Employers National Insurance	927	317
Employers Pension Contributions	2,355	2,131
	<hr/>	<hr/>
	95,214	81,627
	<hr/>	<hr/>

The average weekly number of staff employed during the year was as follows: -
total staff was 7 in the year how should it be split

Direct Charitable Work	1.9	1.9
Administrative	2.5	2.1
	<hr/>	<hr/>
	4.4	4.0
	<hr/>	<hr/>

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

9. Analysis of Net Assets between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023
Current Assets	132,536	130,606	14,736	277,878
Current Liabilities	(13,697)	-	(12,617)	(26,314)
	<hr/>	<hr/>	<hr/>	<hr/>
Net Assets at 31 March 2023	118,839	130,606	2,119	251,564
	<hr/>	<hr/>	<hr/>	<hr/>

WARWICKSHIRE COUNSELLING CENTRE
(Company Limited by Guarantee)

Notes to the Accounts for the year ended 31 March 2023

10. Movement in Funds

	At 31 March 2022	Incoming Resources	Resources Expended	Transfers between funds	At 31 March 2023
	£	£	£	£	£
<i>Unrestricted funds:</i>					
General funds	68,717	191,488	(140,831)	(535)	118,839
Designated funds	130,606	-	-	-	130,606
<i>Total unrestricted funds</i>	199,323	191,488	(140,831)	(535)	249,445
<i>Restricted funds</i>					
Police & Crime Commission	-	10,000	(10,048)	48	-
Coventry & Warwickshire County Council	-	20,562	(20,562)	-	-
Innovation Fund	-	11,538	(11,538)	-	-
WCC Social Impact Fund	-	46,009	(46,496)	487	-
Stockingford Pavilion Ladies	2,519	-	(400)	-	2,119
<i>Total restricted funds</i>	2,519	88,109	(89,044)	535	2,119
Total funds	201,842	279,597	(229,875)	-	251,564

Purpose of designated funds:

Reserves over and above the charity's' six months' running costs have been designated to a property fund, with a view to the charity acquiring its own property in the future.

Purpose of restricted funds:

The Police & Crime Commission continuation funding was awarded to us to offer anger awareness courses and limited individual counselling for residents of Rugby, Nuneaton, Bedworth and North Warwickshire.

The grant from Coventry and Warwickshire County Council's Wellbeing Fund has been received to fund support for Adults, Children and young people who have been affected by the pandemic through bereavement, anxiety/depression and job loss.

WARWICKSHIRE COUNSELLING CENTRE
(Company Limited by Guarantee)

Notes to the Accounts for the year ended 31 March 2023

Purpose of restricted funds (continued):

The Innovation Fund has been awarded by NHS Coventry & Warwickshire ICB and was awarded to offer trauma informed counselling for men over the age of 18 who have been referred or signposted by a medical professional.

The Social Impact Fund awarded by Warwickshire County Council Social Impact Fund – Revenue and administered by Heart of England Community Foundation to offer counselling for children and young people being counselled at our centre.

The Stockingford Pavilion Ladies fund has been given to provide counselling services to individuals connected with sport.

11. Pension Commitments

Defined Contribution Scheme

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge represent contributions payable by the company to the fund and amounted to £2,355 (2022 £2,131). At 31 March 2023 contributions amounting to £268 (2022 £nil) were payable to the fund and were included in Other Creditors.