

**Company Registration Number: 8466095 (England & Wales)**  
**Registered Charity Number in England & Wales: 1152186**

**VIBRANCE**  
**(A Company Limited by Guarantee)**  
**REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

## **VIBRANCE**

### **CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021**

	<b>Page</b>
Report of the Trustees	1 - 7
Report of the Independent Auditors	8 - 11
Consolidated Statement of Financial Activities	12
Balance Sheet - Group and Charity	13
Consolidated Cash Flow Statement	14
Notes to the Financial Statements	15 - 46

## VIBRANCE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The Board of Trustees of Vibrance presents its Annual Report for the year ended 31 March 2021 in accordance with the provisions of the Companies Act 2006 and the Charities Act 2011. The audited accounts for that year are also presented and comply with the Charity's governing document and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

#### Reference & Administrative Details

Vibrance, formally Redbridge Community Housing Limited, was established in 1989 to provide housing and related services for people in necessitous circumstances and was registered under the Industrial and Provident Society Act 1965, and the Friendly & Industrial & Provident Societies Act 1968 registered number 26874R. On the 28 March 2013 Redbridge Community Housing Limited converted to a charitable company limited by guarantee (company number 08466095) and on the 24 May 2013 it became registered with the Charity Commission of England & Wales (charity number 1152186). On the 5 July 2013 Redbridge Community Housing Limited changed its name to Vibrance.

The principal office of the charity is The Green House, 244-254 Cambridge Heath Road, London, E2 9DA.

The Board of Trustees (who are the company directors for the purpose of company law) who served during the year and at the date of this report are:

I Sim – Chair (term of office ended on 23 July 2022)  
 A Hull – Treasurer Chair (term of office ended on 23 July 2022)  
 M Atkins  
 P Allen – Company Secretary & Chief Executive  
 A Lyons Chair  
 S Ubhi (resigned 28 July 2021)  
 R Bellis  
 C O'Connor (resigned 7 January 2021)  
 J Leznar Treasurer  
 E Richardson  
 A O'Brien (appointed 25 March 2021)  
 A Ghani (appointed 4 January 2022)  
 E Powell (appointed 10 January 2022)

Auditors – Moore Kingston Smith LLP

Barclays Bank PLC provides banking services and funds have been invested with the Charities Aid Foundation.

#### Structure, Governance and Management

Vibrance's objects are to carry on, for the benefit of the community, the business of (a) providing and managing housing and associated facilities and (b) providing services to people who are in need for reason of age, ill health, disability, or other disadvantage including people with a learning disability, people with mental health needs, the frail elderly and other people who have support needs and any other charitable object which may seem by association capable of being conveniently carried out in connection with the above.

In setting our objectives and planning our activities our Board of Trustees has given careful consideration to the Charity Commission's general guidance on public benefit. We achieve this purpose by contracting with Local Authorities, Clinical Commissioning Groups and Joint Commissioning Bodies to provide accommodation together with care or support services for a range of vulnerable adults referred by these authorities who would not otherwise be able to arrange for accommodation and services themselves. We also contract with these authorities as well as Service Users and Carers directly to provide domiciliary care, day services, outreach, support planning and brokerage, where these services enable vulnerable adults to live as independently as possible in the home of their choice.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

Vibrance is governed by a Board of Trustees who commence with a term of office of three years. At the end of this term they can be reappointed for a maximum of two more three-year terms being nine years in total.

A hierarchical team of staff headed by the Chief Executive carries out the day to day running of the organisation.

Trustees follow an induction programme on commencement which includes a period of observing board meetings, visiting Vibrance services and information on the role and responsibilities of a Trustee. Ongoing training opportunities are provided which include an annual development session, annual Strategy Awaydays and opportunities to take part in Vibrance's training programme and attended relevant conferences and briefings. Vibrance has an established system for the ongoing training and development of its Trustees supported by an annual appraisal. Service User Trustees are supported to prepare for and contribute at meetings by an independent advocate.

We have formally adopted the standards of governance as laid out in the *Charity Governance Code for Larger Charities* and progress following the recommendations of the independent Governance Review which was presented to Trustees in July 2018 is strong.

Areas for improvement were:

- Trustees to visit services and meet with service users more
- Skills needed around the Board table are housing, social care, governance and risk
- Stronger succession planning for the Treasurer and Chair

We have actively set about the recruitment of a number of new Trustees with the skills and experience to support Vibrance's aims and objectives going forward and set in train succession planning for the roles of Chair and Treasurer, both of whose term of office will end on 23 July 2022.

### Objectives and Activities

The Board has agreed that our principal aim is to be a values led Third Sector organisation that delivers quality care, support and accommodation services which are sustainable and within or above the requirements of relevant legislation and the terms of our contracts with both public authorities and our service users.

These are our clear statements about who we are and what we do:

#### Who are we?

- We are a social care charity
- We stick to our values
- We provide person-centred support to people who use our services
- We are directed by the people who use our services

#### What are our values?

- **Integrity**  
We will be honest, open and committed to best practice by listening carefully to the people who use and work in our services, and encouraging them to take part
- **Challenging Barriers**  
We will support the people who use and work in our services to challenge the barriers that prevent them achieving individual choice and fulfilment. Our actions will promote equal rights for the people we serve.
- **Pioneering**  
We will remain committed to continuous improvement and ambitious about what we do and will not be afraid to take risks to improve the lives of the people who use our services.

## VIBRANCE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

- **Diversity**  
Valuing diversity is essential and will underpin everything we do. It is an approach that enriches the organisation by valuing each individual's special contribution.
- **Performance**  
We are committed to providing outstanding services directed by the people who use them.

#### Where are we going?

- We will strive to be recognised as outstanding by the people who use all of our services
- The people we support will have better choice and control over their lives
- Our decisions will continue to be directed by the people we support

#### How will we get there?

- To ensure we succeed our Business Plan was made up of 6 Action Plans:
  - **Money and Computers Action Plan**
  - **New Business and Housing Action Plan**
  - **Governance and Risk Action Plan**
  - **People Action Plan**
  - **Quality and Services Action Plan**
  - **Equality, Diversity and Inclusion Action Plan**

Our service users have either a learning disability, or they require mental health services, or they have some other disability or they are elderly. Residents and tenants contribute to the cost of their accommodation-based services and we aim to ensure that these charges do not exceed their state benefit entitlement. Charges are made via consumer contracts arising from a range of placements and contracts with commissioning authorities as well as Service Users directly purchasing their support through Direct Payments, Individual Budgets or Independent Living Fund arrangements. Vibrance is the landlord of five properties and other properties are owned by Registered Social Landlords.

#### **A partnership with Haringey Association for Independent Living (HAIL)**

In November 2018 Vibrance was approached by the CEO and Chair of HAIL with a view to merging with us. Following a period of legal and operational Due Diligence, and a dedicated Board Development session on 27 March 2019 attended by a Partner from Anthony Collins solicitors, the Vibrance Board made a formal offer to the HAIL Board to bring them in as a wholly owned subsidiary and then to fully merge (transfer of assets) at a later date. On 10 July 2019 HAIL was formally registered with the FCA as a subsidiary of Vibrance.

As at 31 March 2021 Vibrance (including HAIL) employed 600 staff (351wte), provided a range of community care services to over 470 Service Users and over 3,000 people accessed our Self-Directed Support Services during the year. We had an annual group turnover (including HAIL) of £15m.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

Including HAIL, we currently manage:

- 18 Registered Care Homes including one registered to provide Nursing Services and three providing residential respite care of which one also provide nursing services.
- 15 Low Support Homes.
- 8 Community based Day Services for adults with a learning disability.
- Two Outreach Services (London & Essex).
- Self-Directed Support Services including, Brokerage & Support Planning, Direct Payments Information Advice & Guidance and Financial Support Services.
- Newham 24 Hour Support Services.
- Vibrance Pathways to Employment currently operates one Community Cafe.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

For the accounting year 2020/21 we retained our Business Plan format, *The Vibrance Big Plan*. The format is easily accessible to our stakeholders laying out where we provide services, who our competitors are, the agreed Outcomes for our Service Users, our key achievements in the last year, some Service User stories, and important tasks that we must keep doing well. The key Outcomes for this period included.

### **Money and Computers Action Plan**

- Our Finance systems are efficient, well run and effectively support Vibrance budget holders
- Our computer systems remain secure and effectively support our services and offices

### **New Business and Housing Action Plan**

- Vibrance is offering services which make a real difference to more service users
- Our properties are well maintained and fit for purpose

### **Governance and Risk Action Plan**

- Our Board and Committees are supporting SMT to run Vibrance in line with our Values
- Our Board and Committees are considering and mitigating for all and every risk

### **People Action Plan**

- We will ensure we have motivated and well-trained staff putting our Values into action every day

### **Quality and Services Action Plan**

- We will ensure all our services are striving to be outstanding and to be constantly improving

### **Equality, Diversity and Inclusion Action Plan**

- Vibrance has up to date information about the make-up of our staff and Service Users
- Vibrance gains and understanding of the particular support needs of different communities within our staff and Service Users
- Vibrance has ongoing dialogue with those communities

## **Achievements & Performance**

During this financial year we are proud that we have managed to achieve the majority of our targets as identified within our Business Plan and made significant progress towards our longer-term objectives. Of these a number of key achievements have been identified:

- We had consistent CQC ratings
- We implemented a Covid Action Plan
- We agree a Haringey Accommodation Strategy
- We achieved an operating surplus
- We opened new services in Barking & Dagenham, Wanstead and Haringey
- We formally reviewed our Risk Management procedures
- We restructured the Finance Team
- We brought in new Trustees, and changed our Chair and Treasurer
- We moved our Head Office to The Green House

In addition, we had to focus a lot of energy into assimilating HAIL Service Users and Staff into the Vibrance group and SMT developed a HAIL Merger Plan to run alongside the Business Plan.

## VIBRANCE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

#### Financial Review

Haringey Association of Independent Living (HAIL) became a wholly owned subsidiary of Vibrance on 10 July 2019 and as such these are consolidated accounts for the group. The value of the gift to Vibrance following the merger and therefore the point of consolidation was £972k.

This was an exceptional year for Vibrance like all adult social care providers due to the impact of the COVID pandemic. As a direct result of the impact of the requirement to close some services during the year income reduced by £1.3m to £14,293,246 (2020 - £15,598,135) being 8%.

The main sources of income for the group for the year derived from accommodation charges to residents and tenants equating to 6% of total incoming resources and revenue from public authorities at 93%.

Resources expended out of general, designated and restricted funds totalled £14.5m and included service development, the costs relating to the move of the Vibrance Head Office and investment in marketing and IT, expected to yield greater return over the medium term, specifically the cost of continuing to promote our services.

The funds of the organisation were invested with Barclays Bank, Natwest and Coutts to ensure the best return on cash balances but which complements our ethical Investment Policy and in accordance with our Investment Strategy which is reviewed annually.

The gain on investments during the year was £121k. The increase of our pensions liability of £820k is directly impacted by increases in RPI & CPI assumptions by the Pensions Trust.

The overall value of funds as at the balance sheet date are £1.5m, asset cover for funds is detailed in Note 23 which provides an analysis of the assets attributable to the various funds. These funds are sufficient to meet the charity's obligations on a fund by fund basis. The key objectives within the Business Plan will be resourced by the annual operating budget and the Service Development Fund.

In 2012/2013 the Board recognised the potential bad debt between Vibrance and its subsidiary Vibrance Pathways to Employment CIC and has made provision totalling £531K against the debt.

#### Reserves Policy

Having reviewed the reserves policy of the organisation it has been agreed by the Audit & Finance Committee that the following should be designated for specific purposes as detailed below, with the remaining funds of the organisation being held in a general reserve in accordance with our reserves target and to ensure the ongoing sustainability and viability of the organisation.

**Employment Reserve** – to cover any future exceptional costs in relation to existing services and central support costs based upon resources expended over the past five years.

**Maintenance, Internal Decorations and Furniture** – To meet costs as specified within the 5 year planned maintenance programme.

**Staff Training** – To meet costs for qualifications and specific training & development as detailed within the annual strategic training programme.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The charities aim is to increase the value of its reserves to achieve the current reserve policy of 3-6 months over the next 3 years by developing new and existing services in accordance with our Development Action Plan and by stringent monitoring of financial performance in accordance with our Business Action Plan.

Restricted funds of the Organisation being £5K are held in regard to capital and restricted grants received from funding authorities in relation to specific physical improvements or developments.

### Plans for Future Periods

We are currently in our 2-year Business Planning cycle running from April 2022 - March 2024. To ensure we succeed our Business Plan is made up of 6 Action Plans:

#### **Money and Computers Action Plan led by the Director of Finance**

- Our Finance systems are efficient, well run and effectively support Vibrance budget holders
- Our computer systems remain secure and effectively support our services and offices

#### **New Business and Housing Action Plan led by the Director of Development and Housing**

- Vibrance is offering services which make a real difference to more service users
- Our properties are well maintained and fit for purpose

#### **Governance and Risk Action Plan led by the Chief Executive**

- Our Board and Committees are supporting SMT to run Vibrance in line with our Values
- Our Board and Committees are considering and mitigating for all and every risk

#### **People Action Plan led by the Director of Corporate Services**

- We will ensure we have motivated and well-trained staff putting our Values into action every day

#### **Quality and Services Action Plan led by the Director of Development**

- We will ensure all our services are striving to be outstanding and to be constantly improving

#### **Equality, Diversity and Inclusion Action Plan led by the Chief Executive**

- Vibrance has up to date information about the make-up of our staff and Service Users
- Vibrance gains and understanding of the particular support needs of different communities within our staff and Service Users
- Vibrance has ingoing dialogue with those communities

The Senior Management Team has established systems in place to analyse and manage major risk factors faced by Vibrance in the course of its activities. All significant risks are identified, considered and reviewed on an ongoing basis along with mitigation measures and appropriate action plans and a Risk Grid is presented as a Standing Item at every Board meeting. The maintenance of a reserves policy, an emergency and contingency planning policy together with other internal audit controls over financial systems and quality assurance controls over operational systems ensures that these risks are minimised.

### Statement of Disclosure to auditors

So far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that they ought to have taken as Trustees in order to make themselves aware of all the relevant audit information and to establish that the charitable company's auditors are aware of that information.

### Auditors

A decision about the re-appointment of Moore Kingston Smith LLP as auditors of the charitable company will be taken at a future Audit and Finance Committee meeting.



## VIBRANCE

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2021**

**Statement of Trustees' Responsibilities**

The Trustees 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 period that 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;
- Comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements;
- State whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on a 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.

The Trustees' Annual Report is approved by the Trustees of the Charity. The Strategic Report, which forms part of the Annual Report, is approved by the Trustees in their capacity as directors of the Charity.

Signed on behalf of the Trustees on 25.1.23



**Paul Allen**  
Company Secretary

CEO/Board Member

**VIBRANCE**  
**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES OF VIBRANCE**  
**FOR THE YEAR ENDED 31 MARCH 2021**

### **Opinion**

We have audited the financial statements of Vibrance ('the parent company') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, the Balance Sheets, the Consolidated Statement of Cash Flows and the related notes to the Consolidated financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company's affairs as at 31 March 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**VIBRANCE**  
**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES OF VIBRANCE**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

**VIBRANCE**  
**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES OF VIBRANCE**  
**FOR THE YEAR ENDED 31 MARCH 2021**

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

**VIBRANCE**  
**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES OF VIBRANCE**  
**FOR THE YEAR ENDED 31 MARCH 2021**

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the company and the company's members as a body, for our work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

**Karen Wardell (Senior Statutory Auditor)**  
**For and on behalf of Moore Kingston Smith LLP**

Chartered Accountants  
Statutory Auditor

*27 January 2023*  
Orbital House  
20 Eastern Road  
Romford  
Essex  
RM1 3PJ

**VIBRANCE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>INCOME FROM:</b>						
Donations	4	-	5,426	-	5,426	986,801
Charitable activities	6	14,231,671	-	-	14,231,671	14,520,269
Other trading activities		43,109	-	-	43,109	52,551
Investment income	5	13,140	-	-	13,140	38,514
<b>Total operating income</b>		<u>14,287,920</u>	<u>5,426</u>	<u>-</u>	<u>14,293,346</u>	<u>15,598,135</u>
<b>EXPENDITURE ON:</b>						
Raising funds		105,789	-	-	105,789	117,025
Charitable activities	7	14,250,767	214,366	814	14,465,947	14,536,329
<b>Total operating expenditure</b>		<u>14,356,556</u>	<u>214,366</u>	<u>814</u>	<u>14,571,736</u>	<u>14,653,354</u>
<b>Net (expenditure)/income</b>		(68,636)	(208,940)	(814)	(278,390)	944,781
Net gains/(losses) on investments		121,413	-	-	121,413	(29,338)
Transfers between funds	22	(238,528)	238,528	-	-	-
<b>Net movement in funds excluding Pension liability</b>		<u>(185,751)</u>	<u>29,588</u>	<u>(814)</u>	<u>(156,977)</u>	<u>915,443</u>
Actuarial (losses)/gains on defined benefit pension scheme	24	(820,416)	-	-	(820,416)	1,269,454
<b>Net Movement in funds</b>		<u>(1,006,167)</u>	<u>29,588</u>	<u>(814)</u>	<u>(977,393)</u>	<u>2,184,897</u>
Total funds brought forward	23	1,642,829	604,911	36,173	2,283,913	99,016
<b>Total funds carried forward</b>	23	<u>636,662</u>	<u>634,499</u>	<u>35,359</u>	<u>1,306,520</u>	<u>2,283,913</u>

The Charity has no recognised gains or losses for the year other than as detailed above.

The net movements in the Charity's funds for the year arise from the Charity's continuing activities.

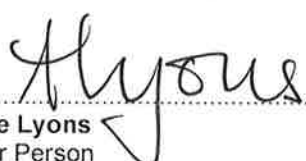
The Notes on pages 15 to 46 form part of these accounts.

**VIBRANCE**  
**BALANCE SHEET – GROUP AND CHARITY**  
**AS AT 31 MARCH 2021**


	Note	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
<b>Fixed assets</b>					
Tangible assets	15	1,685,272	1,732,432	1,658,321	1,678,522
Less: Capital Grant	15	(1,258,310)	(1,266,310)	(1,250,310)	(1,250,310)
Investments	16	968,380	846,743	972,562	972,562
		<u>1,395,342</u>	<u>1,312,865</u>	<u>1,380,573</u>	<u>1,400,774</u>
<b>Current assets</b>					
Stock	17	-	-	-	-
Debtors	19	3,372,460	4,010,474	3,100,853	3,781,917
Cash at bank and in hand		635,325	996,923	290,597	472,484
		<u>4,007,785</u>	<u>5,007,397</u>	<u>3,391,450</u>	<u>4,254,401</u>
<b>Liabilities</b>					
Creditors falling due within one year	20	(2,102,793)	(2,548,277)	(1,424,774)	(1,916,475)
<b>Net current assets</b>		<u>1,904,992</u>	<u>2,459,120</u>	<u>1,966,676</u>	<u>2,337,926</u>
<b>Net assets excluding pension liability</b>		3,300,334	3,771,985	3,347,249	3,738,700
<b>Defined benefit pension liability</b>	24	(1,993,814)	(1,488,072)	(1,839,000)	(1,304,000)
<b>Net assets</b>		<u>1,306,520</u>	<u>2,283,913</u>	<u>1,508,249</u>	<u>2,434,700</u>
<b>Charity funds</b>					
Restricted funds	21	35,359	36,173	3,827	4,641
Unrestricted funds		636,662	1,642,829	1,257,175	2,212,400
Designated funds	22	634,499	604,911	247,247	217,659
<b>Total accumulated funds</b>		<u>1,306,520</u>	<u>2,283,913</u>	<u>1,508,249</u>	<u>2,434,700</u>

A separate Statement of Financial Activities (SOFA) is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of Companies Act 2006. The net movement in funds for the parent charity was a deficit of £926,451 (2020: surplus of £2,335,684).

The financial statements on pages 12-46 were approved by the trustees on 25.1.23 and signed on their behalf by:

  
**Anne Lyons**  
 Chair Person

Company registration number 8466095

  
**Paul Allen**  
 Chief Executive

**VIBRANCE**  
**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	2021 £	2020 £
<b>Net cash flow from operating activities</b>	<b>26</b>	<b>(250,341)</b>	<b>187,606</b>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible fixed assets	(136,028)	(185,111)	
Proceeds from sale of tangible fixed assets	11,855	19,708	
Acquisition of fixed asset investments	(740,747)	(446,440)	
Proceeds from sale of investments	690,040	646,907	
Deposits from/(to) cash held in investments	50,483	(15,407)	
Cash acquired from subsidiary merger	-	494,130	
Interest received	13,140	44,441	
<b>Net cash (outflow)/inflow from investing activities</b>		<b>(111,257)</b>	<b>558,228</b>
<b>(Decrease)/increase in cash</b>	<b>27</b>	<b>(361,598)</b>	<b>745,834</b>



**VIBRANCE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES**

**a) Basis of preparation**

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charitable Company and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

The principal accounting policies adopted in the preparation of the financial statements are set out below.

**b) Going Concern**

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income and the impact of the agreed recovery plan for the defined benefit pension scheme deficit. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

In March 2020 Vibrance like most Social Care Organisations was impacted by COVID-19. The impact has been greatest in our Community Day Services and Respite Services most of which needed to close or reduce provision in line with Government Legislation and Guidance.

In order to support the organisation all of our funding authorities agreed different funding mechanisms which has included moving to block contract funding arrangements with London Borough of Tower Hamlets and London Borough of Waltham Forest and emergency COVID funding grants.

These arrangements in conjunction with the furloughing of some of our community based staff ensured that we had sufficient income in place to sustain these services. During 2021-2022 we saw the gradual reopening of services with all services being back and operational, albeit with a reduction in customer numbers during 2021-2022.

We are forecasting that majority of our services will reach pre COVID levels during 2023-2024 and our turnover should recover accordingly.

The cost of living crisis is having a further impact on our costs of service delivery in particular the cost of utilities and food/consumables. We are negotiating increases with our funding authorities for April 2023 in order to mitigate against this new cost pressure in order to ensure that services remain fully funded and sustainable.

The Board will take a view about any services that are no longer financially viable as part of the 2023-2024 budget setting and will be entering into discussions with relevant funding authorities to seek a resolution.

**VIBRANCE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES (CONTINUED)**

**c) Group financial statements**

These financial statements consolidate the results of the Charity and its wholly owned trading subsidiaries, Vibrance Pathways to Employment Community Interest Company for the whole period and Haringey Association for Independent Living Limited from the merger date of 10 July 2019. A separate Income and Expenditure Account for the Charity itself is shown in note 3 to the accounts.

**d) Income**

Grants, charges and material donations are recognised in the period in which they are receivable. Grants and other income receivable which are for core funding or are of a general nature are analysed as incoming resources from charitable activities in the Statement of Financial Activities.

Grants for the purchase of fixed assets (equipment & furniture) are treated as restricted funds. The assets purchased are capitalised and the depreciation of these assets is allocated to the restricted fund on a yearly basis thereby reducing the restricted fund to Nil over the same period as the asset.

Legacies are accounted for as incoming resources either upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estates that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled and it is virtually certain that the amount of incoming resources is known. Material legacies which have been notified but not recognised as incoming resources in the Statement of Financial Activities are disclosed in a separate note to the accounts with an estimate of the amount receivable.

**e) Expenditure**

Expenditure is recognised on the accruals basis and on the basis that consideration has been received for the expenditure. Salaries and other costs expended in directly providing the main service of the organisation are analysed to charitable activities. Other salaries are allocated to support & governance costs on the basis of the estimated staff time spent on each area. The percentage split arrived at is then used to allocate the costs of running the office and the on-costs of non direct staff between support & governance costs.

**f) Pension costs and other post-retirement benefits**

Vibrance participates in the multi-employer defined benefit Social Housing Pension Scheme (SHPS).

Under defined benefit accounting the Scheme assets are measured at fair value. Scheme liabilities are measured on an actuarial basis using the projected unit credit method and are discounted at appropriate high quality corporate bond rates. The net surplus or deficit is presented separately from other net assets on the Balance Sheet. The current service cost and costs from settlements and curtailments are charged to operating surplus. Past service costs are recognised in the current reporting period. Interest is calculated on the net defined benefit liability. Re-measurements are reported in other comprehensive income. Critical accounting estimates and assumptions: Management's estimate of the defined benefit obligation is based on a number of critical underlying assumptions such as standard rates of inflation, mortality, discount rate and anticipation of future salary increases. Variation in these assumptions may significantly impact the defined benefit obligation amount and the annual defined benefit expenses (as analysed in Note 24).

**VIBRANCE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES (CONTINUED)**

**f) Pension costs and other post-retirement benefits (Continued)**

The subsidiary, Haringey Association for Independent Living Limited, also contributes to a defined benefit scheme operated by The Pensions Trust. As this is a multi-employer scheme the association cannot identify its share of the underlying assets and liabilities belonging to individual participating employees. The pension charge for the year represents the amounts payable to the fund during the year for primary rate contributions as advised by the actuaries.

In addition to primary rate contributions, additional payments are made towards a deficit reduction plan arrangement for this scheme. In accordance with FRS 102 Section 28.11A, this liability is accounted for as a provision, with the resulting expense in the SOFA. Further information is supplied in note 24 to the accounts.

**g) Tangible fixed assets**

Movable assets over £500 are capitalised. Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated	
Freehold buildings	Nil/10 years straight line
Furniture, equipment etc.	3 years straight line
Additions at office leasehold premises	Over the life of the lease
Motor Vehicles	5 years straight line

The Charity received a capital grant from Redbridge & Waltham Forest Health Authority to purchase the freehold properties in the sum of £1,250,310. Vibrance had acquired seven properties (one of which was sold in the year to 31 March 2006 and one sold in 2012/13) where the association currently provides services, with the assistance of capital funds from Redbridge and Waltham Forest Health Authority, to the full value of the properties at the date of acquisition. Vibrance owns the freehold titles, subject to the repayment of capital grants in the event that the properties were disposed of or not used for agreed purposes. The repayment obligations are secured by mortgages over the properties in favour of the Health Authority. The capital funds received have been netted against the cost of the freehold properties as it is believed that this most fairly shows the net book value of the assets. In the circumstances, no depreciation is charged on the freehold buildings.

**h) Stock**

Stock is valued at the lower of cost and net realisable value.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES (continued)**

**i) Financial instruments**

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

**Basic financial instruments**

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

**Derecognition of financial assets**

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

**Classification of financial liabilities**

Financial liabilities are classified according to the substance of the contractual arrangements entered into.

**Basic financial liabilities**

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

**Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**j) Leasing and hire purchase commitments**

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

**k) Accumulated funds**

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the reserves policy as stated in the Trustees' Report.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES (continued)**

**l) Conduit funding**

The group administers funds on behalf of a Statutory Partner as an agent. As agent, the group acts in line with the instructions of the entity that acts as the principal. The group is bound by an agreement and distributes the funds it holds as agent to specified third parties in line with the instructions given by the principal. The funds transferred to the agent remain under the control of the principal and the principal remains responsible for the proper application of those funds.

Funds received by the group as agent are not recognised as an asset in its accounts because the funds are not within its control. Consequently, the receipt of funds as agent is not recognised as income nor is its distribution recognised as the agent's expenditure. The conduit fund balances as at the year end are recognised as creditors.

**m) Investments**

Investments comprise assets held to generate future income and include cash balances. Investments, other than subsidiary undertakings, are shown on the balance sheet at market value at the balance sheet date. The market value has been determined by the Independent Investment Portfolio Manager. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year. Investments in subsidiary undertakings are held on the balance sheet at cost.

**n) Critical accounting estimates and areas of judgement**

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

**Useful economic lives of tangible fixed assets**

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 15 for the carrying amount of the tangible fixed assets and note 1.(g) for the useful economic lives for each class of asset.

**Bad debt provisions**

Provisions for bad debts are made against client debtor balances based on the trustees best estimate of the amounts deemed recoverable.

**Defined benefit pension scheme**

In arriving at amounts due in respect of the pension scheme deficit reduction plan provision, assumptions have been made as to amounts payable annually and the length of the repayment term which depend upon actuarial assumptions, changes to underlying interest rates and discount factors that may vary over time.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**2. LEGAL STATUS OF THE CHARITY**

The Charity is a company limited by guarantee domiciled and incorporated in England and Wales. The registered office is The Green House, 244-254 Cambridge Heath Road, London, E2 9DA.

**3. FINANCIAL ACTIVITIES OF THE CHARITY**

The financial activities shown in the consolidated financial statements includes those of Vibrance and its subsidiaries, Vibrance Pathways to Employment CIC and Haringey Association for Independent Living Limited.

A summary of the financial activities undertaken by Vibrance is set out below:

		<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
Total income		11,251,464	13,300,832
Expenditure on charitable activities		(11,366,915)	(12,233,148)
Expenditure on raising funds		-	-
		<hr/>	<hr/>
Defined Benefit pension liability	24	(115,451)	1,067,684
		(811,000)	1,268,000
		<hr/>	<hr/>
Net movement in funds		(926,451)	2,335,684
Total funds brought forward		2,434,700	99,016
		<hr/>	<hr/>
Total funds carried forward		1,508,249	2,434,700
		<hr/>	<hr/>
Represented by:			
Restricted funds	23	3,827	4,641
Unrestricted funds	23	1,257,175	2,212,400
Designated funds	23	247,247	217,659
		<hr/>	<hr/>
		1,508,249	2,434,700
		<hr/>	<hr/>

These results are after making a provision of £nil (2020: £nil) against the deficit due by the subsidiary undertaking, Vibrance Pathways to Employment CIC. Due to the nature of the subsidiary's activities, the Board considers that this falls within the charitable activities.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**4. VOLUNTARY INCOME**

**Year to 31 March 2021**

	Unrestricted 2021 £	Designated 2021 £	Restricted 2021 £	Total 2021 £
Donations	-	5,426	-	5,426
	-	5,426	-	5,426

**Year to 31 March 2020**

	Unrestricted 2020 £	Designated 2020 £	Restricted 2020 £	Total 2020 £
Donations	-	14,239	-	14,239
Gift of assets received following merger with subsidiary	972,562	-	-	972,562
	972,562	14,239	-	986,801

**5. INVESTMENT INCOME**

**Year to 31 March 2021**

	Unrestricted 2021 £	Designated 2021 £	Restricted 2021 £	Total 2021 £
Investment income	13,140	-	-	13,140
	13,140	-	-	13,140

**Year to 31 March 2020**

	Unrestricted 2020 £	Designated 2020 £	Restricted 2020 £	Total 2020 £
Investment income	38,514	-	-	38,514
	38,514	-	-	38,514

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**6. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted 2021 £	Designated 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Redbridge PCT/ONEL	635,707	-	-	635,707	1,006,977
L.B. Redbridge	3,629,501	-	-	3,629,501	4,132,964
Respite Care	5,486	-	-	5,486	-
Essex County Council	2,482,654	-	-	2,482,654	2,489,739
L.B.W.F.	762,726	-	-	762,726	1,125,723
L.B. Tower Hamlets	526,261	-	-	526,261	714,280
Thurrock County Council	147,820	-	-	147,820	259,145
L.B. Bromley	136,995	-	-	136,995	166,769
Barking & Dagenham HA	-	-	-	-	47,926
L.B. Merton	331,971	-	-	331,971	315,378
L.B. Newham (formerly ILF)	492,201	-	-	492,201	756,299
Southend	169,683	-	-	169,683	252,261
Rent Charges	895,750	-	-	895,750	782,419
Wandsworth	550,566	-	-	550,566	290,759
Haringey	2,374,765	-	-	2,374,765	1,931,049
Other Income	1,089,585	-	-	1,089,585	248,581
	<u>14,231,671</u>	<u>-</u>	<u>-</u>	<u>14,231,671</u>	<u>14,520,269</u>

All income in 2020 related to unrestricted funds.

**7. ANALYSIS OF CHARITABLE EXPENDITURE**

**Year to 31 March 2021**

	Direct Costs 2021 £	Support Costs (See Note 9) 2021 £	Total 2021 £
Accommodation Based	8,243,634	1,692,325	9,935,959
Community Based	2,666,667	483,521	3,150,188
Self Directed Support	1,138,040	241,761	1,379,801
<b>Total</b>	<u>12,048,340</u>	<u>2,417,607</u>	<u>14,465,947</u>

**Year to 31 March 2020**

	Direct Costs 2020 £	Support Costs (See Note 9) 2020 £	Total 2020 £
Accommodation Based	8,029,724	1,743,392	9,773,116
Community Based	3,093,098	498,112	3,591,210
Self Directed Support	922,947	249,056	1,172,003
<b>Total</b>	<u>12,045,769</u>	<u>2,490,560</u>	<u>14,536,329</u>



**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**7. ANALYSIS OF CHARITABLE EXPENDITURE (CONTINUED)**

**Analysis of charitable expenditure by fund category**

**Year to 31 March 2021**

	Unrestricted 2021 £	Designated 2021 £	Restricted 2021 £	Total 2021 £
Accommodation Based	9,785,088	150,056	814	9,935,959
Community Based	3,107,315	42,873	-	3,150,188
Self Directed Support	1,358,364	21,437	-	1,379,801
	<u>14,250,767</u>	<u>214,366</u>	<u>814</u>	<u>14,465,947</u>

**Year to 31 March 2020**

	Unrestricted 2020 £	Designated 2020 £	Restricted 2020 £	Total 2020 £
Accommodation Based	9,523,906	244,210	5,000	9,773,116
Community Based	3,563,945	27,265	-	6,591,210
Self Directed Support	1,111,316	60,687	-	1,172,003
	<u>14,199,167</u>	<u>332,162</u>	<u>5,000</u>	<u>14,536,329</u>

**8. ANALYSIS OF GOVERNANCE COSTS**

	Total 2021 £	Total 2020 £
Trustee meetings	1,357	691
Audit & accountancy fees	122,145	54,200
Legal and professional fees	23,451	26,054
Company secretarial costs	4,425	29,493
Support costs	79,441	75,041
	<u>230,819</u>	<u>185,479</u>

Governance costs for the Group primarily include the costs relating to the Chief Executive plus some other staff and represent the support necessary to deliver the management and reporting requirements for the Board.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**9. ALLOCATION OF SUPPORT COSTS AND OVERHEADS**

**Year to 31 March 2021**

The breakdown of support costs, which were allocated between cost of fundraising and charitable activities on an actual expenditure basis, for the year to 31 March 2021 is shown below.

<b>Cost Type</b>	<b>Fundraising activities 2021 £</b>	<b>Charitable activities 2021 £</b>	<b>Total allocated 2021 £</b>
Staff costs	-	174,334	174,334
Administration	-	4,866	4,866
Premises	-	1,780,543	1,780,543
Travel Costs	-	457,864	457,864
	-	2,417,607	2,417,607

**Year to 31 March 2020**

<b>Cost Type</b>	<b>Fundraising activities 2020 £</b>	<b>Charitable activities 2020 £</b>	<b>Total allocated 2020 £</b>
Staff costs	-	140,628	140,628
Administration	-	28,206	28,206
Premises	-	1,368,333	1,368,333
Travel Costs	-	953,392	953,392
	-	2,490,560	2,490,560

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**9. ALLOCATION OF SUPPORT COSTS AND OVERHEADS (Continued)**

The total support costs including governance costs attributable to charitable activities is then apportioned based on the management charge raised during the year for each activity as shown below:

**Charitable Activity**

	<b>Percentage of Management charge</b>			
	<b>2021 %</b>	<b>2021 £</b>	<b>2020 %</b>	<b>2020 £</b>
Accommodation Based	70	1,692,325	70	1,743,392
Community Based	20	483,521	20	498,112
Self Directed Support	10	241,761	10	249,056
	<u>100</u>	<u>2,417,607</u>	<u>100</u>	<u>2,490,560</u>

**10. ANALYSIS OF STAFF COSTS**

	<b>2021 £</b>	<b>2020 £</b>
Wages and salaries	<b>10,337,252</b>	9,822,494
Social security costs	<b>778,552</b>	756,994
Other pension costs	<b>309,462</b>	307,436
Agency staff	<b>551,241</b>	1,072,544
Redundancy payments	-	75,062
	<u><b>11,976,507</b></u>	<u>12,034,530</u>

The number of employees whose annual emoluments were £60,000 or more were:

	<b>2021 Number</b>	<b>2020 Number</b>
£60,000 - £69,999	<b>1</b>	-
£70,000 - £79,999	<b>3</b>	4
£80,000 - £89,999	-	1
£90,000 - £99,999	<b>1</b>	-

Of the employees whose emoluments exceed £60,000, 5 (2020 - 5) have retirement benefits accruing under a defined contribution pension scheme. Contributions in the year totalled £30,467 (2020 - £28,938).

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**11. NUMBER OF EMPLOYEES**

The average monthly number of employees during the year was:

	<b>2021</b>	2020
	<b>Number</b>	Number
Housing/care services/catering	<b>445</b>	469
Support services	<b>14</b>	12
Management & administration	<b>13</b>	13
	<b>472</b>	494

**12. TRUSTEES AND KEY MANAGEMENT PERSONNEL**

The Trustees received no remuneration during the year (2020 - £nil)

2 trustees were reimbursed expenses of £1,357 (2020 - 1 was reimbursed £691).

The Chief Executive is also a Trustee, although paid by Vibrance as a staff member he received no remuneration in relation to his role as a Trustee.

Key management personnel include the chief executive and senior staff reporting directly to the chief executive. The total employee benefits of the charity's key management personnel were £471,117 (2020: £456,472).

**13. MOVEMENT IN NET FUNDS FOR THE YEAR**

	<b>2021</b>	2020
	<b>£</b>	£
Movement in net funds is stated after charging:		
Auditors remuneration	49,814	30,800
Depreciation	171,333	182,573
Operating lease charge	295,330	271,530
Loss on disposal of fixed assets	-	75,210
Cost of stock recognised as an expense	-	12,135

**14. TAXATION**

The company is a registered charity and no provision is considered necessary for Corporation tax.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**15. TANGIBLE FIXED ASSETS - GROUP**

	Freehold Land and buildings	Furniture, equipment etc.	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2020	2,159,336	944,243	474,404	3,577,983
Additions	97,715	25,763	12,550	136,028
Disposals	-	-	(11,855)	(11,855)
<b>At 31 March 2021</b>	<b>2,257,051</b>	<b>970,006</b>	<b>475,099</b>	<b>3,702,156</b>
<b>Depreciation</b>				
At 1 April 2020	683,721	890,586	271,244	1,845,551
On disposals	-	-	-	-
Charge for the year	63,779	44,205	63,349	171,333
<b>At 31 March 2021</b>	<b>747,500</b>	<b>934,791</b>	<b>334,593</b>	<b>2,016,884</b>
<b>Net book value</b>				
<b>At 31 March 2021</b>	<b>1,509,551</b>	<b>35,215</b>	<b>140,506</b>	<b>1,685,272</b>
<b>At 31 March 2020</b>	<b>1,475,615</b>	<b>53,657</b>	<b>203,160</b>	<b>1,732,432</b>

During a previous year the group received a grant of £80,000 from the London Borough of Tower Hamlets as a contribution towards the development of the Phoenix Blend Cafe in Bell Lane. This grant is being released over the life of the lease to offset part of the depreciation on the development.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**15. TANGIBLE FIXED ASSETS- VIBRANCE (CONTINUED)**

	Freehold Land and buildings	Furniture, equipment etc.	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2020	1,908,024	819,687	474,405	3,202,116
Additions	97,715	25,763	12,550	136,028
Disposals	-	-	(11,855)	(11,855)
<b>At 31 March 2021</b>	<b>2,005,739</b>	<b>845,450</b>	<b>475,100</b>	<b>3,326,289</b>
<b>Depreciation</b>				
At 1 April 2020	484,700	767,650	271,244	1,523,594
On disposals	-	-	-	-
Charge for the year	40,676	40,349	63,349	144,374
<b>At 31 March 2021</b>	<b>525,376</b>	<b>807,999</b>	<b>334,593</b>	<b>1,667,968</b>
<b>Net book value</b>				
<b>At 31 March 2021</b>	<b>1,480,363</b>	<b>37,451</b>	<b>140,507</b>	<b>1,658,321</b>
<b>At 31 March 2020</b>	<b>1,423,324</b>	<b>52,037</b>	<b>203,161</b>	<b>1,678,522</b>

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**16. INVESTMENTS - GROUP**

	<b>2021</b> <b>£</b>	<b>2020</b> <b>£</b>
Market value, brought forward	788,979	-
Assets acquired from merger	-	1,018,784
Additions	740,747	446,440
Disposals	(690,040)	(646,907)
Realised gain	51,525	30,914
Unrealised gain/(loss)	69,888	(60,252)
	<u><b>961,099</b></u>	<u><b>788,979</b></u>
Market value, carried forward		
Cash held as part of portfolio	7,281	57,764
Total investments	<u><u><b>968,380</b></u></u>	<u><u><b>846,743</b></u></u>
Historical cost	<u><u><b>773,480</b></u></u>	<u><u><b>780,537</b></u></u>
Market value analysed by type of investment		
UK fixed interest	496,885	448,664
UK equities	174,353	179,965
Overseas equities	285,907	155,969
Property	3,954	4,381
Cash	7,281	57,764
	<u><u><b>968,380</b></u></u>	<u><u><b>846,743</b></u></u>

**INVESTMENTS - VIBRANCE**

	<b>2021</b> <b>£</b>	<b>2020</b> <b>£</b>
Cost, brought forward	972,562	-
Additions	-	972,562
Disposals	-	-
Cost, carried forward	<u><u><b>972,562</b></u></u>	<u><u><b>972,562</b></u></u>

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

30

**16. INVESTMENTS – VIBRANCE (CONTINUED)**

On 10 July 2019 Haringey Association for Independent Living Limited (HAIL) formally became a wholly owned subsidiary of Vibrance. HAIL is the main provider of services to adults with a Learning Disability living in London Borough of Haringey, its portfolio of services include registered Care, Supported Living, Day Opportunities and Personalisation/Outreach Services. It was agreed by the Trustees of both organisation that this was a positive outcome for both organisations and that a full merger will take place over the next 1-2 years.

The accounts of Haringey Association for Independent Living Limited for the period ended 31 March 2021 are summarised below:

**Summarised balance sheet at 31 March 2021**

	<b>2021</b>	2020
	£	£
Tangible fixed assets	-	-
Investments	968,380	846,743
Current assets	905,751	1,047,226
Current liabilities	(914,145)	(862,774)
Pension scheme liability	(154,814)	(184,072)
	<u><b>805,172</b></u>	<u><b>847,123</b></u>
Represented by:		
General funds	386,380	428,332
Designated funds	387,252	387,252
Restricted funds	31,532	31,532
Share capital	8	7
	<u><b>805,172</b></u>	<u><b>847,123</b></u>

**Summarised statement of financial activities  
for the period ended 31 March 2021**

	<b>2021</b>	2020
	£	£
Income	3,178,305	3,424,425
Expenditure	(3,332,254)	(3,558,664)
Net gains/(losses) on investments	121,413	(40,367)
(Losses)/gains on defined benefit pension scheme	(9,416)	2,000
Deficit for the period	<u><b>(41,952)</b></u>	<u><b>(172,606)</b></u>



**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**16. INVESTMENTS - VIBRANCE (CONTINUED)**

The charitable company has a wholly owned subsidiary undertaking, Vibrance Pathways to Employment CIC 07094318, a Community Interest Company limited by guarantee which was incorporated in the United Kingdom, on 3 December 2009. Its principal activities are to run supported employment opportunities and to offer work placements and opportunities for vulnerable people to seek employment with local employers.

The accounts of Vibrance Pathways to Employment CIC for the period ended 31 March 2021 are summarised below:

<b>Summarised balance sheet at 31 March 2021</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Tangible fixed assets	18,951	37,910
Current assets	13,608	101,300
Current liabilities	(597,430)	(695,091)
	<b>(564,871)</b>	<b>(555,881)</b>
Represented by profit and loss account	<b>(564,871)</b>	<b>(555,881)</b>
<b>Summarised profit and loss account for the period ended 31 March 2021</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Turnover	-	28,316
Cost of sales	-	(12,135)
Administrative expenses	(99,940)	(107,801)
Other income	90,950	57,303
Loss for the period	<b>(8,990)</b>	<b>(34,317)</b>

**17. STOCK**

	<b>Group</b>	<b>Group</b>	<b>Vibrance</b>	<b>Vibrance</b>
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Goods for sale	-	-	-	-

**18. FINANCIAL INSTRUMENTS**

	<b>Group</b>	<b>Group</b>	<b>Vibrance</b>	<b>Vibrance</b>
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Financial assets measured at amortised cost	<b>3,259,576</b>	3,895,643	<b>2,996,279</b>	3,677,284
Financial liabilities measured at amortised cost	<b>1,870,353</b>	2,270,616	<b>1,230,193</b>	1,679,004

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

<b>19. DEBTORS</b>	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Vibrance 2021 £</b>	<b>Vibrance 2020 £</b>
Contract income due	2,291,292	2,827,371	1,870,603	2,370,052
Loans to subsidiary companies	-	-	303,016	395,523
Interest free staff loans	31,430	34,834	31,430	34,834
Other debtors	936,854	1,033,438	791,230	876,875
Prepayments and accrued income	112,884	114,831	104,574	104,633
	<b>3,372,460</b>	<b>4,010,474</b>	<b>3,100,853</b>	<b>3,781,917</b>

Amounts falling due after more than one year:

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Vibrance 2021 £</b>	<b>Vibrance 2020 £</b>
Interest free staff loans	18,018	21,855	18,018	21,855

<b>20. CREDITORS: AMOUNTS FALLING DUE IN ONE YEAR</b>	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Vibrance 2021 £</b>	<b>Vibrance 2020 £</b>
Trade creditors	314,048	351,692	229,816	310,907
Charges- credit balances	221,880	230,828	59,307	49,773
Taxes and social security costs	232,440	277,661	194,581	237,471
Other creditors	912,066	1,233,531	751,556	1,057,444
Accruals and deferred income	250,210	282,416	189,514	260,880
Conduit funds (see below)	172,149	172,149	-	-
	<b>2,102,793</b>	<b>2,548,277</b>	<b>1,424,774</b>	<b>1,916,475</b>

Other creditors includes unpaid pension contributions for the group of £85,456 (2020: £105,812) and for the charity of £59,849 (2020: £80,205).

HAIL administers funds on behalf of Wandsworth Council and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by Wandsworth Council. The movement in conduit funds during the year are as follows:

<b>CONDUIT FUNDS</b>	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Vibrance 2021 £</b>	<b>Vibrance 2020 £</b>
Funds acquired on merger	172,149	173,492	-	-
Funds received	-	-	-	-
Funds disbursed	-	(1,343)	-	-
Balance carried forward	<b>172,149</b>	<b>172,149</b>	<b>-</b>	<b>-</b>

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**21. RESTRICTED FUNDS - GROUP & VIBRANCE**

The income funds include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2020	Movement in funds		Balance at 31 March 2021
	£	Incoming £	Outgoing £	£
Landlord Contribution to office refurbishment	4,641	-	(814)	3,827
<b>Vibrance total restricted funds</b>	4,641	-	(814)	3,827
Mental Health Services	31,532	-	-	31,532
<b>Group total restricted funds</b>	36,173	-	(814)	35,359

The landlord contributed £93,506 in 2009 towards the refurbishment costs at the head office (specifically air conditioning). The refurbishment costs have been capitalised and are being depreciated over the life of the lease (10 years) to designated and restricted funds.

Funds were transferred from Mental Health Support Association when that organisation was closed. The funds are to be used for assisting individuals with mental health problems.

**22. DESIGNATED FUNDS – GROUP AND VIBRANCE**

The income funds include the following designated funds which have been set aside out of unrestricted funds by the Board of Trustees for specific purposes:

	Balance at 1 April 2020	Movement in funds			Balance at 31 March 2021
	£	Incoming £	Outgoing £	Transfers £	£
Employment contracts	56,392	-	(10,076)	38,183	84,499
IT costs/replacement	-	-	(16,320)	16,320	-
Health & safety	5,765	-	(4,521)	-	1,244
Clothing	-	-	(1,982)	1,982	-
Recruitment & health checks	(31,502)	-	(57,491)	88,993	-
Resident participation/welfare	5,100	5,426	(3,011)	9,549	17,064
Furniture replacement	43,380	-	(57,435)	46,434	32,379
Training	36,294	-	(8,717)	-	27,577
Houses maintenance	92,659	-	(23,996)	15,821	84,484
Marketing	(1,588)	-	(11,020)	12,608	-
Legacies	-	-	(3,667)	3,667	-
Advocacy & user involvement	11,159	-	(16,130)	4,971	-
<b>Vibrance total designated funds</b>	217,659	5,426	(214,366)	238,528	247,247

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**22. DESIGNATED FUNDS – GROUP AND VIBRANCE (CONTINUED)**

		Movement in funds			
	Balance at 1 April 2020	Incoming	Outgoing	Transfers	Balance at 31 March 2021
	£	£	£	£	£
<b>Vibrance total designated funds</b>	217,659	5,426	(214,366)	238,528	247,247
Sinking fund/dilapidations	37,252	-	-	-	37,252
Service development	350,000	-	-	-	350,000
<b>Group total designated funds</b>	<u>604,911</u>	<u>5,426</u>	<u>(214,366)</u>	<u>238,528</u>	<u>634,499</u>

Full details of the rationale for each designated fund and the timescales involved are included in the Board Trustees' Report.

The transfers relate to reclassification of funds between designated and unrestricted.

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP**

	General funds £	Restricted funds £	Designated funds £	Total £
Fund balances at 31 March 2021 are represented by:				
Tangible fixed assets	423,135	3,827	-	426,962
Investments	581,128	-	387,252	968,380
Current assets	3,729,006	31,532	247,247	4,007,785
Creditors: amounts falling due within one year	(2,102,793)	-	-	(2,102,793)
Pensions Liability	(1,993,814)	-	-	(1,993,814)
	<u>636,662</u>	<u>35,359</u>	<u>634,499</u>	<u>1,306,520</u>

	General funds £	Restricted funds £	Designated funds £	Total £
Fund balances at 31 March 2020 are represented by:				
Tangible fixed assets	461,481	4,641	-	466,122
Investments	459,491	-	387,252	846,743
Current assets	4,758,206	31,532	217,659	5,007,397
Creditors: amounts falling due within one year	(2,548,277)	-	-	(2,548,277)
Pensions Liability	(1,488,072)	-	-	(1,488,072)
	<u>1,642,829</u>	<u>36,173</u>	<u>604,911</u>	<u>2,283,913</u>

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS – VIBRANCE (CONTINUED)**

	General funds	Restricted funds	Designated funds	Total
	£	£	£	£
Fund balances at 31 March 2021 are represented by:				
Tangible fixed assets	404,184	3,827	-	408,011
Investments	972,562	-	-	972,562
Current assets	3,144,203	-	247,247	3,391,450
Creditors: amounts falling due within one year	(1,424,774)	-	-	(1,424,774)
Pensions Liability	(1,839,000)	-	-	(1,839,000)
	<u>1,257,175</u>	<u>3,827</u>	<u>247,247</u>	<u>1,508,249</u>

	General funds	Restricted funds	Designated funds	Total
	£	£	£	£
Fund balances at 31 March 2020 are represented by:				
Tangible fixed assets	423,571	4,641	-	428,212
Investments	972,562	-	-	972,562
Current assets	4,036,742	-	217,659	4,254,401
Creditors: amounts falling due within one year	(1,916,475)	-	-	(1,916,475)
Pensions Liability	(1,304,000)	-	-	(1,304,000)
	<u>2,212,400</u>	<u>4,641</u>	<u>217,659</u>	<u>2,434,700</u>

**24. PENSIONS**

**Social Housing Pension Scheme**

Vibrance participates in the Social Housing Pension Scheme (the Scheme), a multi-employer scheme which provides benefits to some 500 non-associated employers. The Scheme is a defined benefit scheme in the UK.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The last triennial valuation of the scheme for funding purposes was carried out as at 30 September 2020. This valuation revealed a deficit £1,560m. A new recovery plan replaced the existing recovery plan set at the 2017 valuation. Under this new recovery plan, deficit payments will be payable from April 2022 to March 2028, an additional 18 months after the end date of the existing recovery plan. Annual deficit payments are planned to increase by 5.5% p.a. during this new recovery plan period.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

The scheme is classified as a "last-man standing arrangement". Therefore Vibrance is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the Scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the Scheme.

**PRESENT VALUES OF DEFINED BENEFIT OBLIGATION, FAIR VALUE OF ASSETS AND  
 DEFINED BENEFIT ASSET (LIABILITY)**

	31 March 2021 (£000s)	31 March 2020 (£000s)
Fair value of plan assets	10,652	9,237
Present value of defined benefit obligation	12,491	10,541
Surplus (deficit) in plan	(1,839)	(1,304)
Unrecognised surplus	-	-
Defined benefit asset (liability) to be recognised	(1,839)	(1,304)
Deferred tax	-	-
Net defined benefit asset (liability) to be recognised	(1,839)	(1,304)

**GROUP BALANCE SHEET RECONCILIATION**

Net defined benefit asset (liability) to be recognised – Vibrance (above table)	(1,839)	(1,304)
Net defined benefit asset (liability) to be recognised – HAIL (page 41)	(155)	(184)
Net defined benefit asset (liability) to be recognised - Group	(1,994)	(1,488)

**RECONCILIATION OF THE IMPACT OF THE ASSET CEILING**

	Period ended 31 March 2021 (£000s)
Impact of asset ceiling at start of period	-
Effect of the asset ceiling included in net interest costs	-
Actuarial losses (gains) on asset ceiling	-
Impact of asset ceiling at end of period	-

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED BENEFIT OBLIGATION**

	Period ended 31 March 2021 (£000s)
Defined benefit obligation at start of period	10,541
Current service cost	-
Expenses	13
Interest expense	247
Contribution by plan participants	-
Actuarial losses (gains) due to scheme experience	(107)
Actuarial losses (gains) due to changes in demographic assumptions	-
Actuarial losses (gains) due to changes in financial assumptions	1,911
Benefits paid and expenses	(114)
Liabilities acquired in a business combination	-
Liabilities extinguished on settlements	-
Losses (gains) on curtailments	-
Losses (gains) due to benefit changes	-
Exchange rate changes	-
Defined benefit obligation at end of period	12,491

**RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS**

	Period ended 31 March 2021 (£000s)
Fair value of plan assets at start of period	9,237
Interest Income	220
Experience on plan assets (excluding amounts included in interest income) – gain (loss)	993
Contribution by employers	316
Contributions by plan participants	-
Benefits paid and expenses	(114)
Assets acquired in a business combination	-
Assets extinguished on settlements	-
Exchange rate changes	-
Fair value of plan assets at end of period	10,652

The actual return on the plan assets (including any changes in share of assets) over the period ended 31 March 2021 was £1,214,000

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**DEFINED BENEFIT COSTS RECOGNISED IN STATEMENT OF FINANCIAL ACTIVITIES**

	Period from 1 April 2020 to 31 March 2021 (£000s)
Current service costs	-
Expenses	13
Net interest expense	27
Losses (gains) on business combinations	-
Losses (gains) on settlements	-
Losses (gains) on curtailments	-
Losses (gains) due to benefit changes	-
Defined benefit costs recognised in Statement of Financial Activities	40

**DEFINED BENEFIT COSTS RECOGNISED IN STATEMENT OF FINANCIAL ACTIVITIES**

	Period from 1 April 2020 to 31 March 2021 (£000s)
Experience on plan assets (excluding amounts included in net interest cost) – gain (loss)	993
Experience gains and losses arising on the plan liabilities – gain (loss)	107
Effect of changes in the demographic assumptions underlying the present value of the defined benefit obligation – gain (loss)	-
Effect of changes in the financial assumptions underlying the present value of the defined benefit obligation – gain (loss)	(1,911)
Total actuarial gains and losses (before restriction due to some of the surplus not being Recognisable) benefit obligation – gain (loss)	(811)
Effect of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) benefit obligation – gain (loss)	-
Total amount recognised in Statement of Financial Activities – gain (loss)	(811)



**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**ASSETS**

	31 March 2021 (£000s)	31 March 2020 (£000s)
Global Equity	1,698	1,351
Absolute Return	588	482
Distressed Opportunities	308	178
Credit Relative Value	335	253
Alternative Risk Premia	401	646
Fund of Hedge Funds	1	5
Emerging Markets Debt	430	280
Risk Sharing	388	312
Insurance-Linked Securities	256	284
Property	221	203
Infrastructure	710	687
Private Debt	254	186
Opportunistic Illiquid Credit	271	224
High Yield	319	-
Opportunistic Credit	292	-
Corporate Bond Fund	629	527
Liquid Credit	127	4
Long Lease Property	209	160
Secured Income	443	350
Liability Driven Investment	2,707	3,065
Net Current Assets	65	40
Total assets	10,652	9,237

None of the fair values of the assets shown above include any direct investment in the employers own financial instruments or any property occupied by, or other assets used by, the employer.

**ACTIVE MEMBERS**

	Number	Total earnings (£'000s p.a)	Average Age (unweighted)
Males	5	282	53
Females	9	310	48
Total	14	592	50

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**DEFERRED MEMBERS**

	<b>Number</b>	<b>Pensions (£'000s p.a)</b>	<b>Average Age (unweighted)</b>
Males	16	18	55
Females	65	113	52
Total	81	131	52

**PENSIONERS**

	<b>Number</b>	<b>Pensions (£'000s p.a)</b>	<b>Average Age (unweighted)</b>
Males	15	27	59
Females	27	65	67
Total	42	92	64

**ADDITIONAL INFORMATION ON ASSET GAINS AND LOSSES**

Return on plan assets (excluding amounts included in net interest cost)	124
Impact of changes in share of assets	869
Experience on plan assets (excluding amounts included in net interest cost) – gain (loss)	993

**ADDITIONAL INFORMATION ON EXPERIENCE GAINS AND LOSSES**

Impact of experience arising on plan liabilities excluding the impact of any change in orphan share	111
Impact of change in orphan share	(4)
Experience gains and losses arising on the plan liabilities – gain (loss)	107

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

The subsidiary company, Haringey Association for Independent Living Limited, participates in a multi-employer pension scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore Haringey Association for Independent Living Limited is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

**Deficit contributions**

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

**Deficit contributions**

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

42

**24. PENSIONS (CONTINUED)**

**PRESENT VALUES OF PROVISION**

	<b>31 March 2021 (£000s)</b>	<b>31 March 2020 (£000s)</b>	<b>31 March 2019 (£000s)</b>
Present value of provision	155	184	223

**RECONCILIATION OF OPENING AND CLOSING PROVISIONS**

	<b>Period Ending 31 March 2021 (£000s)</b>	<b>Period Ending 31 March 2020 (£000s)</b>
Provision at start of period	184	223
Unwinding of the discount factor (interest expense)	4	3
Deficit contribution paid	(38)	(37)
Re-measurements - impact of any change in assumptions	5	(5)
Re-measurements - amendments to the contribution schedule	-	-
Provision at end of period	155	184

**INCOME AND EXPENDITURE IMPACT**

	<b>Period Ending 31 March 2021 (£000s)</b>	<b>Period Ending 31 March 2020 (£000s)</b>
Interest expense	4	3
Re-measurements – impact of any change in assumptions	5	(5)
Re-measurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	9	(2)

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**ASSUMPTIONS**

	<b>31 March 2021 % per annum</b>	<b>31 March 2020 % per annum</b>	<b>31 March 2019 % per annum</b>
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between Haringey Association for Independent Living Limited and the scheme at each year end period:

**DEFICIT CONTRIBUTIONS SCHEDULE**

<b>Year ending</b>	<b>31 March 2021 (£000s)</b>	<b>31 March 2020 (£000s)</b>	<b>31 March 2019 (£000s)</b>
Year 1	39	38	37
Year 2	40	39	38
Year 3	42	40	39
Year 4	36	42	40
Year 5	-	36	42
Year 6	-	-	36
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-
Year 11	-	-	-
Year 12	-	-	-
Year 13	-	-	-
Year 14	-	-	-
Year 15	-	-	-
Year 16	-	-	-
Year 17	-	-	-
Year 18	-	-	-
Year 19	-	-	-
Year 20	-	-	-

Haringey Association for Independent Living Limited must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the Haringey Association for Independent Living Limited's balance sheet liability.

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**24. PENSIONS (CONTINUED)**

**Other Pension Schemes**

In accordance with the Pensions Act 2013, at Vibrance's staging date of the 1<sup>st</sup> January 2014 Vibrance auto-enrolled all eligible staff into the SHPS Defined Contribution Scheme. As at the Balance Sheet Date there were 321 active members with Vibrance paying variable contribution rates as follows:

298 Members	3%	Employer Contribution
8 Members	5%	Employer Contribution
15 Members	9%	Employer Contribution
<b>321 Members</b>		

Following TUPE transfers from both Local Government and NHS Vibrance is maintaining contributions into these schemes as follows:

<b>Scheme Name</b>	<b>Number of Active Members</b>	<b>Employer Contribution Rate</b>
Local Government Pension Scheme	2	17.70%
NHS Pension Scheme	9	14.38%

**25. COMMITMENTS UNDER OPERATING LEASES**

At 31 March 2021 the group had annual commitments under non-cancellable operating leases as follows:

	<b>Group</b> <b>2021</b> £	Group 2020 £	<b>Vibrance</b> <b>2021</b> £	Vibrance 2020 £
Within one year	<b>255,847</b>	295,330	<b>202,890</b>	245,088
Between two and five years	<b>463,706</b>	653,233	<b>437,671</b>	622,878
In over five years	<b>404,167</b>	305,556	<b>404,167</b>	305,556
	<b>1,123,720</b>	1,254,119	<b>1,044,728</b>	1,173,522

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**26. RECONCILIATION OF CONSOLIDATED NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES.**

	2021 £	2020 £
Net (expenditure)/income	(977,393)	2,184,897
Depreciation of tangible fixed assets	171,333	182,573
Loss/(profit) on disposal of fixed assets	-	75,210
Net (gain)/loss on investments	(121,413)	29,338
Amortisation of grant	(8,000)	(8,000)
Investment income	(13,140)	(44,441)
Decrease/(increase) in debtors	638,014	(400,159)
Decrease in stocks	-	777
(Decrease)/increase in creditors	(445,484)	446,355
Increase/(decrease) in defined benefit pension liability	505,742	(1,306,382)
Assets acquired following merger	-	(972,562)
	<u>(250,341)</u>	<u>187,606</u>

**27. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS**

	2021 £	2020 £
(Decrease)/increase in cash	(361,598)	745,834
Net bank & cash at 1 April 2020	996,923	251,089
	<u>635,325</u>	<u>996,923</u>
Net bank & cash at 31 March 2021	<u>635,325</u>	<u>996,923</u>

**28. ANALYSIS OF NET CASH BALANCES**

	At 1 April 2020 £	Cash flow £	Non-cash changes £	At 31 March 2021 £
Cash at bank and in hand	996,923	(361,598)	-	635,325
	<u>996,923</u>	<u>(361,598)</u>	<u>-</u>	<u>635,325</u>

**VIBRANCE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**29. RELATED PARTY TRANSACTIONS**

Vibrance has taken exemption under paragraph 33.1A of FRS 102 from disclosing transactions with wholly owned subsidiaries consolidated in these financial statements.

**30. ULTIMATE CONTROLLING PARTY**

The charitable company is under the control of its members. No one member has sufficient voting rights to control the charitable company.