

# **Surrey Minority Ethnic Forum LTD**

2023

Report and Financial Statements

Company Registration No. 8350097  
Registered Charity No. 1153956



for the year ending the 31st March 2023

**Surrey Minority Ethnic Forum**

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for the year ending the 31st March 2023

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**Surrey Minority Ethnic Forum**  
**ANNUAL REPORT OF THE TRUSTEES**  
for the year ending the 31st March 2023

**Reference and Administration Details**

<b>Name of Charity</b>	Surrey Minority Ethnic Forum Ltd
Charity registration number	1153956
Date Registered	25th September 2013
Company Registration No.	8350097
Date registered:	7th January 2013

**Principal Address**

Astolat  
Coniers Way, New Inn Lane  
Burpham  
Guildford  
Surrey  
GU4 7HL

**Names of Trustees/ Directors**

Neelam Devesher DL	Chair
Rajendra Chhetri	
Ajibha Judi Linney MBE	
Thomas Dunkley	Treasurer
Meeta Joshi	
Anita Ho	
Hayet Shahrezaey	
David Munro	
Professor Aftab Ala	Appointed 14 June 2022

**Independent Examiner**

The Accounting Crew Limited

This annual report is prepared to meet the requirements of the directors' report and accounts as required by company law.

## Surrey Minority Ethnic Forum

### ANNUAL REPORT OF THE TRUSTEES (cont'd)

#### Our Charitable Objective

To help black and minoritised ethnic communities of Surrey integrate socially and to help raise their voice on their needs and aspirations. As a race equality charity, SMEF aims to address inequity in all aspects of life including health, housing, employment, education and cultural services.

#### Our Impact

Our recent work on 'voice and representation' brought together over 200 people to report their experience as citizens of Surrey. Needs based assessment workshops on the effect of COVID and cost-of-living crisis were run across Guildford, Woking, Redhill and Camberley. Four themes were discussed i.e., youth issues and education, health, employment and advocacy. New projects and interventions will be developed based on these themes. Final report was shared with system partners.

We organised 'voices heard' event following a racially aggravated hate crime incident in Stanwell in early 2023. We invited members from Black African and Afro-Caribbean communities to discuss their issues. 55 people participated, giving their views on how racism affected their day to day lives and the damaging impact on young people and communities. The event was attended by HM Lord Lieutenant of Surrey and representatives from Surrey Police and Surrey County Council. Final report was shared with Surrey Police and Surrey County Council.

We delivered 9 social impact projects focussing on public policy and services delivery design changes, health (including mental health), domestic abuse, interfaith harmony, social integration, Muslim women and girls' inclusion, community safety and households' financial assistance. We continued to support our member organisations with capacity building, education and training.

Our 'Active Communities – Community Safety' project funded by the Office of the Police & Crime Commissioner is now in its sixth year. The project delivered sessions on domestic abuse and harmful traditional practices. 32 women were made aware of what domestic abuse means, and next steps once reporting abuse to authorities. Drug and alcohol abuse sessions were also delivered where 55 people were provided information on drugs being circulated and consequences of alcoholism and drug addiction. Participants were made aware of the need to speak openly about such issues and how to seek professional help. As part of the project, internet safety for parents and child sexual exploitation awareness workshops were organised. These workshops raised awareness of the dangers of internet misuse, cyber security and how to protect children. 38 people attended these workshops. Sessions on hate crime were delivered to schools as part of this project. These sessions focussed on raising awareness within schools and making young pupils aged 8-11 years aware of what hate crime is, the importance of not tolerating hate-motivated behaviours how to report such behaviours to the authorities. The sessions brought to light that majority of children are unwilling to report such negative behaviours to teachers at schools. A total of 783 children attended these sessions.

Four hate crime panel meetings were hosted and chaired by SMEF chairperson. LGBTQIA2S+, faith, disability and race related hate crimes were discussed where 100 people attended. Hate crime panel meetings provided Surrey Police with an insight to the issues faced by these protected groups, as well as gave protected groups information about how law enforcement is addressing these issues. These meetings are creating trust and understanding between the Police and the protected groups, so that they can work better together.

Our 'Trust' project directly supported survivors of domestic abuse. 63 women and 78 children were offered bespoke service helping them to overcome conflict in their lives.

Our 'Many Hands of Surrey' integration project is in its second year of operations. The project is helping BAME communities integrate within the UK society. This project aims to empower and upskill women, create awareness within the community of a topical issue and give children a sense of belonging and security within schools. 145 women have attended regular drop-in sessions, which helped improve their confidence, communication, volunteering, employment, and IT skills. 107 people attended 'earth day' events, raising awareness on environmental issues. 474 children attended our 'identity and belonging' sessions which raised their confidence, helping them to celebrate diversity and develop a broader view on migration while giving them a sense of being part of the British society.

Minoritised ethnic stakeholder reference group project helped Surrey County Council and system partners re-shape delivery of services and policies in line with the needs and aspirations of Surrey 24% ethnic population. The project is funded by Surrey County Council and commenced in November 2021. During the period April 2022 through March 2023, project delivered on its KPIs as follows:

Stakeholder reference group strategy meetings	8
SCC & system partner meetings/consultations	12
MESRG representations on strategic forums	6
Intra-projects workshops participations	6
Total communities' health champions trained	5
Community health seminars delivered	10
Community fire safety workshops delivered	2
GSP volunteering focus group survey responses	117
National housing policy survey responses	37
Employment & skills research participations	3
Systems knowledge and digital engagement training	5
Young people drug abuse awareness talks	3
Direct payments strategy co-production case studies	9
Third sector participatory consultations	4

Following key system partner consultations have been undertaken so far, under this project:

- Health champions community training

### **Surrey Minority Ethnic Forum**

- Liver disease and community medical research workshops
- Long COVID awareness seminar
- Mental health first aid training sessions
- Local government functioning and departments knowledge-based workshops
- Surrey Fire & Rescue focus group workshops around community and business safety
- Active engagement with SCC digital services
- Periodic group strategy meetings to highlight and discuss social issues facing ethnic minorities in Surrey
- Public policy redesign of employment and skills training opportunities (a joint consultation with Surrey County Council and Revealing Reality)
- Inputs to national housing policy (joint consultation with Epsom & Ewell borough council and GL Hearn)
- Grant distribution policy reshaping for community funding – healthier choices programme (East Surrey Place consultation)
- SCC EDI strategy steering group consultations
- Green Social Prescribing (GSP) volunteering – challenges and opportunities: redesigning engagement approach (SCC consultation)
- Adult Financial Recovery & Early Intervention Strategy (SABP NHS Trust consultation)
- Resident Engagement and Insights (RMI) discovery (SCC relationship management consultation)
- SCC Youth Research Partnership project consultation in collaboration with SCC, Surrey Youth Focus, other third sector partners and NIHR (Kent, Surrey & Sussex)
- Statutory sick pay policy reforms campaign initial scoping with Surrey Coalition of Disabled People and Centre for Progressive Change

The project had an overall direct community reach of 500 people, with indirect reach estimated at 10,000 people.

Our 'health and race' project works with public health professionals and Health Inequalities Task Group at Surrey County Council to raise concerns and feedback from community groups at different forums. This has resulted in professionals being more aware of the needs of the minoritised communities in Surrey. Diabetes and liver health awareness sessions were held where 120 people attended. Our perinatal equity project supports Black and minoritised pregnant women in Woking, Redhill and Stanwell. Regular drop-in sessions delivered by our community development workers aim to improve pregnancy experience and help ensure that the first 1000 days of an ethnic minority child can give them the best chances in life.

Our 'mental health engagement' project is being delivered in partnership with Surrey Coalition of Disabled People and the Independent Mental Health Network. This project is now in its second year and has engaged with 576 people across the county. The project is aimed at early prevention, reducing mental health stigma and improving access to services through co-production. The information cascaded through the project is showing an increased engagement with people from BAME communities with lived experience of mental health. We delivered mental health first aid training to 240 people (50 people attended certified mental health first aid training and 190 people attended mental health events). This training supported our 11 member groups to organise mental health events in their communities. The trainers were able to tailor events according to each community own needs such as language and location. People from ethnic minority communities were made aware of mental health issues and what to do in a mental health first aid situation as well as where to get long term support.

Our 'Surrey Faith Links' project aims to build interfaith harmony and improved relationships across multiple faith organisations and other sectors, particularly local authorities, public services, and voluntary and community groups. 23 Interfaith events were organised which were attended by 1150 people. The project helps create better understanding between people of diverse faiths and improve community cohesion. Surrey Faith Links project took the lead on raising awareness on climate change. 6 events were delivered with 185 people attending. As a result of these events, people developed greater understanding of climate change issues and how to reduce impact. They are also more aware of where to get support.

Our 'Muslim Women and Girls Eco Warriors' project worked with 30 women and girls on regular environmental and nature-based activities. The group engaged with Surrey Wildlife Trust, RHS Wisley Gardens and the Surrey Hills Society. The year-long project culminated in an art project called with RHS Wisley 'Under the Sea' – part of the annual 'House Plant Takeover' event. The result was two large hand-sewn fabric panels of including fish, seaweed, and coral that went on to be displayed in the RHS Wisley's famous glasshouse. The women and girls reported that the activities reduced their isolation and improved their wellbeing.

We have continued to support our 55 membership organisations with capacity building, education and training. Community groups were supported with governance matters, charity registrations, fundraising and engaging with our various projects. We also provided emergency financial assistance to eligible households from Black and minoritised ethnic communities through our membership organisations under the 'household support grant' scheme. Up to GBP 200/- per household were distributed to 136 Black and minoritised ethnic families facing income poverty.

During financial year 2022-23, we have directly impacted the lives of over 5,000 Black and minoritised ethnic people. Following projects are still ongoing:

1. Many Hands of Surrey
2. The Trust
3. Minoritised Ethnic Stakeholder Reference Group
4. Health & Race (including All Age Autism Strategy)
5. Perinatal Equity
6. BAME Mental Health Engagement
7. Surrey Faith Links
8. Household Support Grants.

## Surrey Minority Ethnic Forum

### ANNUAL REPORT OF THE TRUSTEES (cont'd)

#### Financial review

SMEF net funds position increased by 5% year-on-year from GBP 461,722 in financial year 2022 to GBP 484,635 in FY 2023. This comprises of GBP 342,410 of restricted funds and GBP 142,225 of unrestricted funds. SMEF raised a total of GBP 545,035 during the current financial year, compared to GBP 698,437 during previous year. SMEF's total current asset position as at March 31, 2023 is GBP 569,332 compared to previous year current asset balance of GBP 638,157. There is a significant decline in SMEF short term liabilities which are GBP 84,697/- compared to GBP 176,434 last year. This has improved SMEF net assets position significantly.

I would like to take this opportunity to thank all our staff and volunteers for their dedication and commitment to our work. I would also like to thank our members, supporters, donors, board of trustees and especially our funders for their support during the year. I look forward to reiterating the message of race equality for all through our various project activities and front-line advocacy.

Reserves are needed to bridge the gap between the spending and receiving of income to cover unplanned expenditure, and also to provide opportunities for investment in new activities. Our reserves policy gives the ideal range for reserves of between 3 and 12 months operating costs. As at the end of March 2023 this range was £131k-£522k based on the year's performance and so the closing balance of £484k which is within this range.

The principal uncertainties for the continued operation of SMEF are the lack of consistent unrestricted income sources and long term funding security with most grants being given over 1- 3 years.

#### Structure, Governance and Management

The Charity is constituted as a Company limited by Guarantee and is therefore governed by its Memorandum & Articles of Association.

The Directors of the Company are also Trustees of the Charity.

Eligibility for membership of the Charity and membership of the Board of Trustees is governed by the Memorandum & Articles of Association.

There are no restrictions on the operation of the Charity or on its investment powers, other than those imposed by general Charity law.

Trustees are appointed in consultation with the members of SMEF, and given a formal induction by the Chair of the Board.


#### Statement of responsibilities of the Trustees

The Charities and the Companies Acts require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will not continue on that basis.

The Trustees are responsible for maintaining 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 both charity and company law. 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 are also responsible for the contents of the Trustees' report, and the responsibility of the independent examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.



## Surrey Minority Ethnic Forum

### Surrey Minority Ethnic Forum

#### Independent Examiner's Report to the Trustees of Surrey Minority Ethnic Forum

I report on the accounts of the company for the year ended 31st March 2023, which are set out on pages 6 to 11.

#### Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income did not exceed £1 million; and the trustees elected that the financial statements be subject to an independent examination. I am qualified to undertake the examination by being a qualified member and member in practice of the Association of Accounting Technicians.

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

- a) examine the accounts under section 145 of the 2011 Act;
- b) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011; and
- c) to state whether particular matters have come to my attention.

#### Basis of Independent Examiner's report

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

#### Independent Examiner's Statement

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

- a) which give me reasonable cause to believe that in any material respect the requirements
  - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities have not been met, or
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Calhan Andrew Jones (CIMA Dip MA)

The Accounting Crew

**Surrey Minority Ethnic Forum**

**Statement of Financial Activities  
for the year ending the 31st March 2023**  
including the Income and Expenditure account

	<b>Notes</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>2023 Total £</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>2022 Total £</b>
<b>Income from:</b>							
Charitable activities		141,259	393,776	535,035	93,006	605,200	698,206
Donations		10,000	-	10,000	231	-	231
<b>Total</b>		<u>151,259</u>	<u>393,776</u>	<u>545,035</u>	<u>93,237</u>	<u>605,200</u>	<u>698,437</u>
<b>Expenditure on:</b>							
Charitable Activities							
Community engagement and events	2	169,029	353,093	522,122	31,075	376,584	407,659
<b>Total</b>		<u>169,029</u>	<u>353,093</u>	<u>522,122</u>	<u>31,075</u>	<u>376,584</u>	<u>407,659</u>
Net Income/( Expenditure)		<u>(17,771)</u>	<u>40,684</u>	<u>22,913</u>	<u>62,162</u>	<u>228,616</u>	<u>290,778</u>
Transfer between funds		62,379	(62,379)	-	-		
Total Funds brought forward at the 1st April		97,617	364,105	461,722	35,455	135,489	170,944
Total Funds carried forward at the 31st March	5	<u>142,225</u>	<u>342,410</u>	<u>484,635</u>	<u>97,617</u>	<u>364,105</u>	<u>461,722</u>



# Surrey Minority Ethnic Forum

## Balance Sheet at 31st March 2023

	Notes	2023 £	2022 £
<b>Current Assets</b>			
Debtors	6	10,846	124,332
Cash at bank and in hand		<u>558,486</u>	<u>513,825</u>
		569,332	638,157
<b>Liabilities</b>			
Creditors: Amounts falling due within one year	7	84,697	176,434
Creditors: Amounts held on behalf of members	11	<u>-</u>	<u>-</u>
<b>Net Current assets</b>		<u>484,635</u>	<u>461,722</u>
<b>Total Assets less Current Liabilities</b>		<u>484,635</u>	<u>461,722</u>
<b>Total Net Assets</b>		<u>484,635</u>	<u>461,722</u>
<b>The funds of the charity:</b>			
Unrestricted Funds		142,225	97,617
Restricted Funds		<u>342,410</u>	<u>364,105</u>
<b>Total Funds</b>	5	<u>484,635</u>	<u>461,722</u>

The directors are satisfied that for the financial year ended 31<sup>st</sup> March 2022 the charitable company was entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006 and under section 144 of the Charities Act 2011.

Under section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner, whose report appears on page 5.

The director's acknowledge their responsibility for complying with the requirements of the Companies Act 2006 with respect of accounting records and for the preparation of accounts.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008, revised July 2014).

The financial statements were approved by the Board of Trustees on 28 Nov 2023 and were signed on its behalf by:

Thomas Dunkley (Co-Treasurer)

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**Notes to the Financial Statements  
for the year ending the 31st March 2023**

**1. Accounting Policies**

**Basis of Preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (FRSSE), effective April 2008, revised July 2014, and all other applicable accounting standards, as modified by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales (revised July 2014). The accounts have been prepared in accordance with the provisions of the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

**Cash flow exemption**

Exemption has been taken from preparing a cash flow statement on the grounds that the Charity qualifies as a small company.

**Fund Accounting**

**Restricted Funds** is money received which has been earmarked for a specific purpose by the donor or which has been raised by the charity for particular purposes. This includes both specific costs of delivering the work, and a proportion of the overheads costs, which are general administration and office management expenses related to the charity as a whole.

**Unrestricted Funds** is money available for any purpose agreed by the trustees within the general objectives of the charity and which have not been designated for any other purpose.

**Income**

All incoming resources are included in the Statement of Financial Activities where the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

**Expenditure**

All expenditure is accounted for on an accruals basis; which means the date the expense relates to, rather than when the payment was made.

**Measurement of Financial Assets & Liabilities**

All debtors, creditors and financial instruments are measured at amortised cost; which means, the original value less any amounts paid.

**Pension**

SMEF operates an autoenrolment pension scheme with Nest. This benefit is extended to all employees who wish to join. The scheme commenced during 2017/18 in line with our staging date.

**Taxation**

The charity does not incur any corporation tax on its charitable activities.

**VAT**

The charity does not have any income subject to VAT.

**Reserves policy**

Unrestricted reserves are regularly reviewed by the trustees to ensure they are sufficient to meet existing commitments and cover any expenses already committed or in the event that the Charity is wound up.

**2. Analysis of expenditure on charitable activities**

			<b>2023</b>	<b>2022</b>
	Unrestricted	Restricted	Total	Total
Direct expenditure (note 3)	109,273	351,140	460,013	365,501
Support costs (office and admin costs)	48,478	1,952	50,430	40,320
Governance (note 4)	11,279	-	11,279	1,838
<b>Community engagement and events</b>	<b>169,029</b>	<b>353,093</b>	<b>522,122</b>	<b>407,659</b>

Of the total expenditure in 2022/23 £353,093 was restricted funds and £169,029 was unrestricted funds

## Surrey Minority Ethnic Forum

### Notes to the Financial Statements for the year ending the 31st March 2023

			2023	2022
3. Analysis of direct expenditure	Unrestricted	Restricted	Total	Total
Staff costs (note 8)	107,503	276,593	384,096	321,652
Facilitators fees/expenses	273	2,082	2,335	318
Meeting costs	1,497	22,065	23,562	20,115
Grants	-	50,400	50,400	23,415
Other	-	-	-	-
	109,273	351,140	460,413	365,501

#### 4. Governance costs

	2023	2022
Staff costs	10,906	1,465
Independent Examiner's Report	360	360
Annual return	13	13
	11,279	1,838

#### 5. Funds

These represent specific grants from supporters towards various programmes undertaken by Surrey Minority Ethnic Forum. The amounts carried forward

	Balance 1.4.2022 £	Income £	Expenditure £	Transfer between funds £	Balance 31.3.2023 £
<b>Unrestricted Funds</b>	97,617	151,259	169,029	(62,379)	142,225
<b>Restricted Funds</b>					
Office of the Police & Crime Commissioner for Surrey - Active Communities Project	34,001	675	9,182	25,494	-
Community Foundation - Being Ourselves/MWG	952	19,934	21,801		(914)
Community Foundation - Capacity Building	3,556	23,063	4,591		22,028
UK Community Foundations - BAME Infrastructure Fund	66,564	3,000	33,505		36,059
Mixed Funding - Health & Race	117,696	6,563	9,288		114,971
The National Lottery - Many Hands	60,366	95,478	85,682		70,162
Independent Mental Health Network - Mental Health Survey	22,006	43,425	45,303		20,128
Surrey County Council - Household Support	-	44,550	50,259		(5,709)
Health Education England - Community Participatory Action Research Project	37,142	1,030	1,287	36,885	-
Office of the Police & Crime Commissioner for Surrey - SMEF Trust Project	16,826	34,631	39,750		11,708
Surrey County Council - Surrey Faith Links	4,995	27,714	35,150		(2,434)
Let's Create		3,714	4,952		(1,246)
Perinatal Equity		90,000	12,343		77,657
	364,105	393,776	353,093	62,379	342,410
<b>Total Funds</b>	<b>461,722</b>	<b>545,035</b>	<b>522,122</b>	<b>-</b>	<b>484,635</b>

Comparative information for the movement in funds in the previous year is as follows:

	<b>Balance 1.4.2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Balance 31.3.2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted Funds</b>	35,455	93,237	31,075	97,617
<b>Restricted Funds</b>				
Office of the Police & Crime Commissioner for Surrey - Active Communities Project	18,953	28,712	13,664	34,001
Community Foundation - Being Ourselves	952	24,000	24,000	952
Community Foundation - Capacity Building	-	9,431	5,875	3,556
UK Community Foundations - BAME Infrastructure Fund	-	80,500	13,936	66,564
Mixed Funding - Corona Virus Support Fund	3,869	4,655	8,524	-
Mixed Funding - Health & Race	41,510	143,950	67,764	117,696
The National Lottery - Many Hands	66,646	128,589	134,869	60,366
Independent Mental Health Network - Mental Health Survey	3,079	37,400	18,473	22,006
Community Foundation - Telephone Befriending	480	-	480	-
Surrey County Council - Household Support	-	20,000	20,000	-
Health Education England - Community Participatory Action Research Project	-	41,606	4,464	37,142
Office of the Police & Crime Commissioner for Surrey - SMEF Trust Project	-	50,482	33,656	16,826
Surrey County Council - Surrey Faith Links	-	35,875	30,881	4,995
	135,489	605,200	376,584	364,105
<b>Total Funds</b>	<b>382,617</b>	<b>698,437</b>	<b>407,659</b>	<b>461,722</b>

**Surrey Minority Ethnic Forum**

**Notes to the Financial Statements  
for the year ending the 31st March 2023**

**6. Debtors**

	<b>2023</b>	<b>2022</b>
Debtors	<u>10,846</u>	<u>124,324</u>
	<b>10,846</b>	<b>124,324</b>

**7. Creditors - amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
Deferred Income	80,000	165,432
Creditors	4,324	10,651
Accruals	<u>373</u>	<u>360</u>
	<b>84,697</b>	<b>176,443</b>

**8. Staff costs**

	<b>2023</b>	<b>2022</b>
Salaries	353,765	274,732
Employers Pension	16,316	13,508
Employers NI	<u>24,921</u>	<u>19,276</u>
	<b>395,002</b>	<b>307,515</b>

The average Head count in the year **15.9** **15.9**

No employees received emoluments of more than £60,000

**9. Trustee remuneration**

	<b>2023</b>	<b>2022</b>
Reimbursement of trustee travel costs (2022: 2 people)	<u>-</u>	<u>185</u>
	<b>-</b>	<b>185</b>

**10. Related party declaration and conflict of interest**

There were no related party transactions to declare during the financial year 22/23.

