



KAG Advocacy CIO

Annual Report 2021-2022

Charity Reg 1154696

KAG Advocacy CIO
Canbury Works
Unit 6& 7 Canbury Business Centre
Elm Crescent
Kingston upon Thames
KT2 6JU
02085491028
rights@kag.org.uk
www.kagadvocacy.org.uk

KAG Advocacy is supported by our board of trustees:

RF 'Jim' Green	Chair
John Hallett	Treasurer
Kathy Gardner-Brown	
Helen Clarke MBE	
Anne Taylor	
Mike Todd	
Veronica Monroy	
Elangco Balendra	

Thank you to all the staff, volunteers and trustees for their hard work during the year.

Report from the CEO

Another year with restrictions, however this was another year of great work being undertaken. 2022 began with lockdown still in place but this did not deter us from delivering all our projects and some new ones!

During 22 we began a new project called Labyrinth which was to support vulnerable women. In addition a visiting advocacy/ support project was begun at the Royal Star and Garter. Also, for the first time in our history we started a project just for young people aged between 17-25 called Not Just Football.

KAG supported the government Kickstart Scheme where we were able to provide employment for 5 young people who were out of work. This was a very worthwhile scheme and we have managed to recruit some of them.

During the year KAG had our first Crowdfunding campaign which was very successful as we managed to secure match funding. New funding this year enabled us to provide focus groups for the Kingston Bereavement Services as well as providing a new project working with older people in the community.

Our new lines of funding have helped us to deliver new projects and services to vulnerable people and this is important to us as a local charity working with local vulnerable people. Though we have been successful in securing new funding, where our work is paid in arrears this does impact our finances and this is explained further in our Treasurer's Report.

I would like to end the report by saying I am again very proud of all that we have achieved this year and look forward to delivering more projects next year.

It goes without saying none of the great work we do can be done was it not for the hard work, dedication and professionalism of the staff and volunteers. I would like to say thank you to all the staff, volunteers and trustees for their hard work and support.

Sue Boakes

CEO

Report from the Chair

To everyone's relief, the year began with some easing of the Covid-19 lockdown restrictions which enabled KAG's staff and volunteers to recommence visits to our clients albeit with some continuing limitations.

Sue Boakes, the charity's CEO, has worked tirelessly during the year not only in managing the charity on a day-to-day basis but also in submitting grant applications for various advocacy related projects. Her success in many grant applications has allowed us to expand our advocacy services into some essential new areas such as helping young people with job coaching, money advice and budgeting.

Under the government's Kickstart work placement scheme KAG provided 6 months of valuable work experience for 5 young unemployed people. This has been so successful that some of these youngsters have now joined us as KAG staff and they have given us a different perspective of vulnerable client's requirements. Subsequently they have helped to build new services that are complementary to our traditional advocacy services and this has created new opportunities for the charity to broaden its support to a much wider range of clients.

During the year the KAG trustees continued to hold their monthly Management Committee meetings on-line which has proved to be a very effective use of time. In September we were pleased to welcome Veronica Monroy as a new trustee and later, in October, we also welcomed Elangco Balendra to the trustee team.

All this has helped to put the charity's finances on a more stable footing by diversifying both our funding sources and our service offerings which should allow us to gradually reduce our reliance on our RBS overdraft and help to build our reserves to ensure the charity can continue to provide essential services to a much wider range of vulnerable clients.

However, none of this would be possible without the dedication of our talented staff and volunteers, and we thank them for their excellent work during the year.

R F 'Jim' Green
Chair of the Trustees

Report from the Treasurer

The following pages shows the summarised accounts for 2021/22 . The full audited Financial Statements are available from KAG.

During the period covered by this report we were again faced with major disruption due to Covid and its impact on our operations. Despite this we have remained open, often working remotely, to provide services to the community. We continue to seek ways to diversify our income stream and have been successful in deepening our services in neighbouring boroughs and counties. We have also participated in the kick start scheme providing apprenticeships to 2 people and having 4 people under the kick start programme during the year. The detail of the income sources is set out in detail in Note 15 of the full accounts. We have continued to keep costs under constant review and the full benefit of the move to the downsized fully serviced office in Central Kingston is reflected in the accounts.

The total income for the year amounted to £129,028 a small increase over the previous year however this was offset by an increase in costs which in total amounted to £139,317 resulting in a deficit for the year of £10,289. We have once again been fortunate in having the continued support of Royal Bank of Scotland, we continue to work to gradually reduce this overdraft, and this support is in place at least until June 2023.

Employment costs account for over 84% of total expenditure. The financial statements do not include any amount to recognise the time and skills donated by many volunteers who support KAG 's activities and enable us to deliver our services at low cost to the community and the commissioners.

We need to fund the costs of most of our work before receiving payment, however by constant efforts we have again shortened the collection period in respect of invoiced work.

John Hallett
Treasurer

Accounts

KAG ADVOCACY CIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31st MARCH 2022

		M A R C H 2022		MARCH 2021
	Notes	Restricted funds £	Unrestricted funds £	Total Funds Total £
Income and Endowments				
Income from Charitable activities	3	36,568	89,901	126,469
Other trading activities		-	-	-
Income from Investments	4	-	-	-
Donations and Legacies	5	-	2,559	2,559
Other Income		-	-	-
Total		36,568	92,460	129,028
Expenditure				
Expenditure on Raising funds	6	-	10,275	10,275
Fundraising trading		-	-	-
Investment management costs		-	-	-
Expenditure on Charitable activities	7	36,568	92,474	129,042
Other Expenditure		-	-	-
Total		36,568	102,749	139,317
Net income/(expenditure)		-	(10,289)	(10,289)
Transfers				
Transfers between funds		-	-	0
Net income/(expenditure)		-	(10,289)	(10,289)
Total funds brought forward		-	(10,245)	(10,245)
Total funds carried forward		-	(20,534)	(20,534)

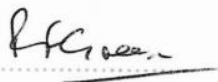
Accounts

BALANCE SHEET AS AT 31ST MARCH 2022

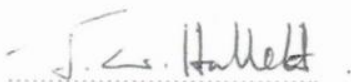
	Notes	MARCH 2022 Total Funds £	MARCH 2021 Total Funds £
Fixed Assets	9	1	1
Current Assets			
Debtors	10	11,215	20,755
Total Current Assets		11,215	20,755
Liabilities			
Creditors: amounts falling due within one year	11	31,750	31,001
Net Current Assets		(20,535)	(10,246)
Total Assets less Liabilities		(20,534)	(10,245)
Funds			
Restricted income funds	13	0	0
Unrestricted income funds	13	(20,534)	(10,245)
Total funds	8	(20,534)	(10,245)

Approved by the Board of Directors on 18 Oct 2022

and signed on its behalf by



RF 'Jim' Green
Chairman



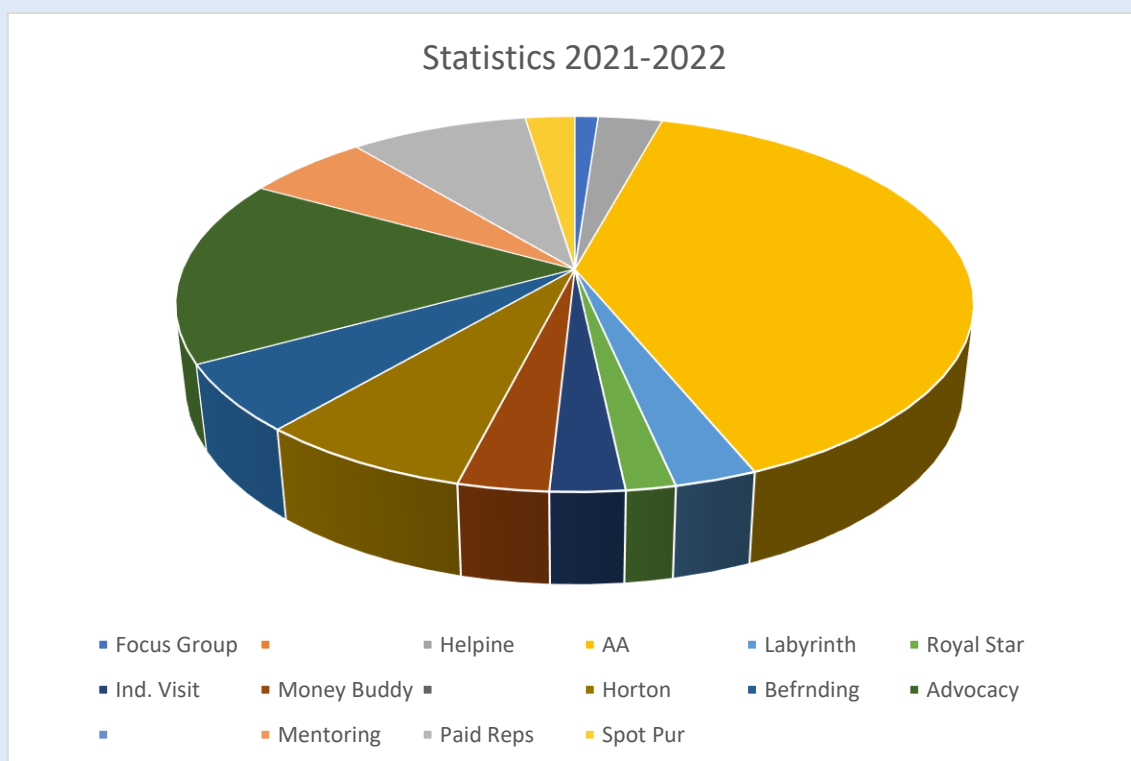
John Hallett

Funders

KAG is supported by the following funders:

Achieving for Children	Royal Borough of Kensington and Chelsea
Age Concern Cheshire	Royal Borough of Kingston upon Thames
Anne Jane Green Trust	Southend Borough Council
Bracknell Forest Council	Walsingham Care
Burke and Niazi	
CAF Grant	
Cambridge House and Talbot	
Central and North West London NHS Trust	
Covid 19 Response	
Crowdfunding and Donations	
Didymus	
ESFA Apprentice Grant	
East Sussex County Council	
Hampshire County Council	
HMCTS	
Kingston Charitable Foundation	
KVA Grants	
London Borough of Croydon	
London Borough of Ealing	
London Borough of Hounslow	
London Borough of Merton	
London Borough of Newham	
London Borough of Sutton	
London Borough of Tower Hamlets	
London Borough of Waltham Forest	
Leicester City Council	
London Learning/ESF	
National Schizophrenia	
Norfolk County Council	
Portsmouth City Council	
Richmond Parish Lands Charity	
Royal Star and Garter	
Solace Women	
Somerset County Council	
Southampton City Council	
Staywell	
West Sussex County Council	

What we have done this year....



Project	Project Description
Community Connectors	Advocacy support on issues such as housing, debt and benefits
Connectivity	Befriending and connecting older isolated people to their local community
Money Buddy	Debt work for all vulnerable groups
Mentoring	Supporting out of work vulnerable people back into work or education
Royal Star and Garter	Advocacy and visiting service in the care home
Independent Visitors	Visiting services to care homes in Elmbridge Area for residents who do not have any family or friends who can visit
Horton Hospital	IMHA and advocacy service at Horton Rehabilitation Centre
Appropriate Adult	Provides an Appropriate Adult to vulnerable detainees whilst in Kingston custody
Role of Personal Representative [Paid Rep]	Provides the independent representation for a person under a DoLS [Deprivation of Liberty Safeguards]
Spot Purchase	Provide advocacy including IMCA, Care Act and IMHA
Helpline	A weekly helpline to provide information and support to vulnerable people
Focus Groups	Focus Groups for vulnerable people to provide feedback on Bereavement Service
Labyrinth	Advocacy and support to vulnerable women

Feedback

Feedback from some of our clients and referrers:

Excellence is difficult to put into words

A place to know there are people willing to help you with your problems and get you the help you need

I'm just writing to express my gratitude for the support and assistance you've been able to give our patient. Their circumstances have much improved as a result of your support and they are in a much calmer and more positive place emotionally.

Overall, the support and professional response we get from KAG is much commended and appreciated. Keep up the good work.

K A G A D V O C A C Y C I O

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

CHARITY NUMBER 1154696

Sloane Winckless & Co Ltd

Chartered Accountants

2 - 4 Stoneleigh Park Road
Epsom
Surrey
KT19 0QT

KAG ADVOCACY CIO

DIRECTORS' ANNUAL REPORT – Year ended 31 March 2022

The trustees are pleased to present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Legal and Administrative Details

Status Charitable Incorporated Organisation registered November 2013
Charity Number 1154696

Principal Address Canbury Works
Units 6+7 Canbury Business Park
Elm Crescent
Kingston upon Thames
KT2 6HU

Directors	RF 'Jim' Green	Chair
	John Hallett	Treasurer
	Kathy Gardner-Brown	
	Anne Taylor	
	Helen Clarke MBE	
	Mike Todd	

Bankers The Royal Bank of Scotland

Richmond branch
23A, The Quadrant
Richmond upon Thames
TW9 1DF

Accountants Sloane Winckless & Co Ltd
Chartered Accountants,
2 - 4 Stoneleigh Park Road,
Epsom,
Surrey
KT19 0QT

The Directors

The directors who served the charity during the year were as follows:-

RF 'Jim' Green	Chair
John Hallett	Treasurer
Kathy Gardner-Brown	
Helen Clarke MBE	
Anne Taylor	
Mike Todd	
Veronica Monroy	
Elangco Balendra [appointed 28/10/21]	

Structure, Governance, and Management

KAG Advocacy CIO (KAG) is governed by a management committee (the committee) comprised of Directors, who are also the Trustees. They are re-elected by rotation at the Annual General Meeting (AGM).

Sue Boakes, CEO, has day to day management of KAG and is involved and consulted on all aspects of KAG's business, as are staff and volunteers.

Potential Directors are sought by open advertisement or by referral having regard to skills requirements for the committee. After initial meetings with the CEO, the Chair and the committee to discuss KAG's activities new Directors are elected by the committee and must seek re-election at the following AGM.

Newly appointed Directors are supplied with induction materials including annual reports and accounts and the Charity Commission guidance on the role of the Trustee.

The management committee meets once every month as a full committee. In addition from time to time it establishes sub committees to look at specific issues – Quality, Personnel, Marketing, User involvement and Branding.

Objects and Activities

The objects of KAG are to promote, protect and uphold the rights and interests of vulnerable individuals. KAG operates from its office in Kingston upon Thames to provide a range of advocacy services in response to various needs. This office also provides the management and administration for KAG and these core costs are funded by management fees from the various projects.

Achievements and Performance

KAG continued to deliver a range of different advocacy services to vulnerable individuals in its catchment area. This was funded by service level agreements.

The services included:

- **General Advocacy-** The service provided short to medium term advocacy support to people with mental health problems in order to help them resolve crisis/complex issues. This involved ensuring that they were fully aware of their rights and provided with all relevant information. This service was provided by both paid and volunteer staff
- **Appropriate Adult Service-** Provided support to vulnerable detainees in Kingston police station's custody suite
- **Relevant Person's Representative-** KAG is commissioned by various local authorities to act as a person's representative whilst their Deprivation of Liberty Safeguards authorisation is in place.
- **Spot Purchase-** KAG is commissioned by local authorities to provide specific statutory advocacy roles such as IMCA and Advocacy under the Care Act. In addition for this period we were sub-contracted by Hestia to provide Advocacy under the Care Act for people living in Hounslow.
- **Specialist Advocacy in Hospitals -** KAG provided a full range of advocacy services including the role of the Independent Mental Health Advocacy at the Horton Rehabilitation Hospital.

KAG also delivered the following projects which were funded by grant making charities.

- **Mentoring**- a project to support vulnerable people back into employment and or education. The support also includes workshops to assist people taking the first steps to work
- **Community Connections**- supporting vulnerable isolated older people in the Kingston area to take a more active role in their community.
- **Benefits**- with funding KAG was able to provide two specific projects, one in Kingston and one in Richmond, to support vulnerable people to apply for universal credit and other welfare benefits.
- **Labyrinth**- specific advocacy and support project to support vulnerable women
- **Independent Visitors**- providing support to residents in care homes who do not have any family or friends to visit. The role is to enable them to feel part of their new community and improve their quality of life.
- **Royal Star and Garter**- providing advocacy, befriending and support to the residents at the Royal Star and Garter
- **Not Just Football**- project to support young adults with mentoring and peer support

Other Income Sources

As an accredited training and assessment centre for the National Advocacy Qualification and the Prince's Trust Qualification, KAG performed these services for other service providers on a fee-paying basis.

KAG has also been part of the government Kickstart scheme where KAG have been funded by the government to employ young people for six months

Human Resources

In total KAG employed **14** staff, some on a part time basis. All staff were managed by the CEO with the support of the Management Committee. Staff meetings were held at regular intervals and staff members were encouraged to participate fully in the business of KAG.

Volunteers

Key to KAG's continued success was the involvement of volunteers in all aspects of its business. During the year about **24** volunteers worked with KAG principally involved in providing Citizen Advocacy, Befriending and the Appropriate Adult Service.

Financial Review

The details are set out in the attached Financial Statements.

Reserve Policy

In the past we have maintained Reserves at a level of approximately 4 months of running costs. However, since 2017/18, in which we have experienced the effects of the expiry and non-renewal of our major contract with Surrey County Council and subsequently the contract with the Royal Borough of Kingston upon Thames, the brought forward reserves have largely been extinguished in managing the transition to our reduced scale of operations. We intend to re-build our reserves to the level of 4 months running costs over the coming years.

Risk Management

The Management Committee and the CEO continue to review the risks to which KAG may be exposed. They implement measures and establish systems to mitigate the effect of those risks where appropriate and this includes reducing overheads.

Future Plans

KAG is looking to extend partnership working to deliver services

KAG is looking to extend the support and services that it can offer vulnerable people and to seek the associated funding

KAG is looking to extend advocacy provision beyond its current operational geographic areas

KAG is looking to develop management systems for full cost recovery

We continue to proactively seek out new funding opportunities to meet identified but unmet needs. New legislation offers opportunities to expand our capabilities and to be awarded new funding.

Statement of Director's Responsibilities

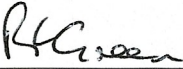
The Directors are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charity SORP; make

judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity at that time and to enable the Directors to ensure that any statement of accounts prepared by them complies with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

DIRECTORS ANNUAL REPORT for year ended 31 March 2022

Approved by the Directors on 18 October 2022

And signed on their behalf by 

CHAIRMAN

K A G ADVOCACY CIO

INDEPENDENT EXAMINER'S REPORT

We report on the financial statements for the year ended 31st March 2022 which are set out on pages ten to sixteen which have been prepared under the historical cost convention.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINERS

The charity's Trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:-

- Examine the accounts (under Section 145 of the 2011 Act);
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5) of the 2011 Act); and
- To state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

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

INDEPENDENT EXAMINERS STATEMENT

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements:-
 - (a) to keep accounting records in accordance with Section 130 of the 2011 Act; and
 - (b) to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

19th October 2022

Sloane Winckless

2-4 Stoneleigh Park Road
Epsom
Surrey KT19 0QT

SLOANE WINCKLESS & CO
Chartered Accountants

KAG ADVOCACY CIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31st MARCH 2022

		M A R C H 2022			MARCH 2021
	Notes	Restricted funds £	Unrestricted funds £	Total Funds Total £	Total Funds Total £
Income and Endowments					
Income from Charitable activities	3	36,568	89,901	126,469	123,081
Other trading activities		-	-	-	-
Income from Investments	4	-	-	-	-
Donations and Legacies	5	-	2,559	2,559	1,195
Other Income		-	-	-	-
Total		36,568	92,460	129,028	124,276
Expenditure					
Expenditure on Raising funds	6	-	10,275	10,275	7,937
Fundraising trading		-	-	-	-
Investment management costs		-	-	-	-
Expenditure on Charitable activities	7	36,568	92,474	129,042	111,266
Other Expenditure		-	-	-	-
Total		36,568	102,749	139,317	119,203
Net income/(expenditure)		-	(10,289)	(10,289)	5,073
Transfers					
Transfers between funds		-	-	0	0
Net income/(expenditure)		-	(10,289)	(10,289)	5,073
Total funds brought forward		-	(10,245)	(10,245)	(15,318)
Total funds carried forward		-	(20,534)	(20,534)	(10,245)

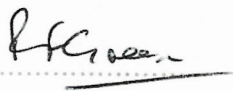
KAG ADVOCACY CIO

BALANCE SHEET AS AT 31ST MARCH 2022

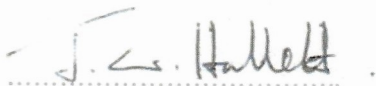
	Notes	MARCH 2022 Total Funds £	MARCH 2021 Total Funds £
Fixed Assets	9	1	1
Current Assets			
Debtors	10	11,215	20,755
Total Current Assets		<u>11,215</u>	<u>20,755</u>
Liabilities			
Creditors: amounts falling due within one year	11	<u>31,750</u>	<u>31,001</u>
Net Current Assets		<u>(20,535)</u>	<u>(10,246)</u>
Total Assets less Liabilities		<u><u>(20,534)</u></u>	<u><u>(10,245)</u></u>
Funds			
Restricted income funds	13	0	0
Unrestricted income funds	13	(20,534)	(10,245)
Total funds	8	<u><u>(20,534)</u></u>	<u><u>(10,245)</u></u>

Approved by the Board of Directors on 18 Oct 2022

and signed on its behalf by



RF 'Jim' Green
Chairman



John Hallett
Treasurer

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

1 Accounting policies

a) The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention. These financial statements have been prepared in have been prepared in compliance with SORP (FRS 102) and the financial standards applicable in the UK and Republic of Ireland.

b) Basis of accounting

Income and expenditure are accounted for on an accruals basis.

Where expenses cover more than one fund they are apportioned.

Voluntary income, namely donations and other income including reimbursement is included in full in the Statement of Financial Activities when received.

Grants are included in full in the Statement of Financial Activities for the year to which they apply.

c) Fixed Assets are for the sole use of the charity in fulfilling its objectives and are capitalised and depreciated. Depreciation is provided to write off the cost of each asset over its estimated useful life, which computer Equipment is three years and fixtures five years. The cost of these assets is transferred to a specific restricted fund where they are depreciated

d) Volunteer help and gifts in kind

The value of any voluntary help and gifts in kind received is not included in the accounts but is described in the report of the trustees.

e) Management and administration

Management and administration costs represent expenditure incurred in managing the charity's activities and in compliance with constitutional and statutory requirements.

f) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds- These are to be used only for specific purposes or areas of operation

Unrestricted Funds-These are income received for the objects of the charity but without a specific purpose

g) In common with many other organisations of our size and nature, we use our accountants to assist with the preparation of financial statements

2 Trustees' remuneration

In accordance with the charity's constitution, the trustees received no remuneration or expenses.

3 Income from Charitable activities

	Restricted	Unrestricted	2022	2021
	funds	funds	Total	Total
	£	£	£	£
Contractual payments and grants	36,568	89,901	126,469	123,081
	<u>36,568</u>	<u>89,901</u>	<u>126,469</u>	<u>123,081</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

5 Donations and Legacies

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Donations and Legacies	-	2,559	2,559	1,195
Total	-	2,559	2,559	1,195

6 Expenditure on Raising funds

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Core Expenditure 10% of Unrestricted expenditure	-	10,275	10,275	7,937
Total	-	10,275	10,275	7,937

7 Expenditure on Charitable activities

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Salaries and National Insurance	34,250	83,036	117,286	92,886
Rent and rates	946	8,514	9,460	15,042
Telephone	15	131	146	870
Volunteer Expenses	-	-	-	1,076
Expenses Claim, Travelling & other	677	6,094	6,771	2,802
Fees, Contract, Publ.&Adv. prom	114	1,024	1,138	1,091
Gas, Lighting and Heating	-	-	-	312
Printing and Stationery	61	551	612	-
Office/Computer Expenses	211	741	952	2,110
Sundry/ Fundraising/ Professional	-	-	-	96
Bank Charges	139	1,258	1,397	1,397
Insurance	83	752	835	835
Accountancy fee	72	648	720	686
Less: 10 % cost of generating voluntary income		(10,275)	(10,275)	(7,937)
Total	36,568	92,474	129,042	111,266

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

8 Movement in Funds

	Fund Balances brought forward	Incoming Resources	Outgoing Resources	Fund Balances carried forward
	£	£	£	£
Funds				
Unrestricted Funds	(10,245)	92,460	102,749	(20,534)
Restricted Funds	0	36,568	36,568	0
Total Funds	<u>(10,245)</u>	<u>129,028</u>	<u>139,317</u>	<u>(20,534)</u>

9 Tangible Fixed Assets

Cost	Computer	Office Equipment	Total
	£	£	£
At 1 April 2021	12,593	7,178	19,771
Additions	-	-	-
Disposals	-	-	-
At 31 March 2022	<u>12,593</u>	<u>7,178</u>	<u>19,771</u>
Depreciation			
At 1 April 2021	12,593	7,177	19,770
Charge for the year	-	-	-
At 31st March 2022	<u>12,593</u>	<u>7,177</u>	<u>19,770</u>
Net book value			
At 31 MARCH 2021	<u>1</u>	<u>1</u>	<u>1</u>
At 31 MARCH 2022	<u>1</u>	<u>1</u>	<u>1</u>

10 Debtors

	2022 £	2021 £
Prepayments and Accrued Income	<u>11,215</u>	<u>20,755</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

11 Creditors- (Amounts falling due within one year)

	2022	2021
	£	£
Other Creditors	4,835	4,614
Bank Overdraft	26,915	26,387
	<u>31,750</u>	<u>31,001</u>

12 Taxation

The charitable company is exempt from corporation tax on its charitable activities.

13 Funds

Unrestricted funds

comprises those funds which the trustees are free to use in accordance with the charitable objects.

Restricted funds

are funds which have been given for particular purposes and projects.

14 Equal Opportunities

KAG Advocacy CIO is committed to Equal Opportunities.

15 Income Analysis

	2022	2021
	£	£
Achieving for Children (AfC)	6,206	158
Age Concern Cheshire	158	-
Bedford Borough Council	-	674
Blackburn with Darwen Borough Council	-	569
Bracknell Forest Council	5,521	2,316
Burke Niazi	175	175
CAF Grant	2,304	5,000
Cambridge House & Talbot	16,510	15,950
Central and North West London NHS Trust (Horton)	863	3,132
City Bridge -Community Connectors	-	9,163
Comic Relief	-	1,000
Covid 19 Response	2,512	-
Crowdfunding	494	-
Derbyshire County Council	-	175
Didymus (Connectivity)	2,000	-
East Sussex County Council	230	710
ESFA Apprentice grant	1,000	835
Hampshire County Council	17,102	4,369
HMCTS	1,082	-
Kingston Charitable Funds	1,000	-
KVA Grants	134	-
L B Camden	-	499
L B Croydon	8,524	10,067
L B Ealing	5,706	1,059
L B Hammersmith and Fulham	-	392
L B Hounslow	3,688	1,889
L B Hounslow / Hestia Housing Support	-	16,398
L B Merton	639	744
L B Newham	551	60
L B Sutton	516	376
L B Tower Hamlets	799	566
L B Waltham Forest	614	228
Leicester City Council	2,160	713
London Catalyst	-	1,494
London Learning/ESF	11,618	15,226
National lottery	-	3,250
National Schizophrenia	85	473
Norfolk County Council	510	426
Portsmouth City Council	686	694
Richmond Parish Lands Charity	3,000	-
Royal Borough of Kensington & Chelsea	2,570	278
Royal Borough of Kingston Upon Thames	5,914	8,512
Royal Star & Garter	280	-
Solace Women (Labyrinth)	800	-
Somerset County Council	731	175
Southampton City Council	1,495	813
Southend Borough Council	27	-
Staywell	1,250	7,500
Wakeham Trust	250	-
Walsingham Care	5,000	3,336
West Sussex County Council	3,173	1,066
Westminster City Council	8,592	2,621
	<u>126,469</u>	<u>123,081</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31st MARCH 2022

16 Employee Resources

The total remuneration paid was as follows:-

	2022 £	2021 £
Salaries and wages	111,663	88,214
Social security costs	5,077	4,054
Pension Contributions	546	618
	<u>117,286</u>	<u>92,886</u>

No employees received emoluments of more than £60,000.

The charity operates a stakeholders pension scheme and makes contributions to this scheme.

K A G A D V O C A C Y C I O

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

CHARITY NUMBER 1154696

Sloane Winckless & Co Ltd

Chartered Accountants

2 - 4 Stoneleigh Park Road
Epsom
Surrey
KT19 0QT

KAG ADVOCACY CIO

DIRECTORS' ANNUAL REPORT – Year ended 31 March 2022

The trustees are pleased to present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Legal and Administrative Details

Status Charitable Incorporated Organisation registered November 2013
Charity Number 1154696

Principal Address Canbury Works
Units 6+7 Canbury Business Park
Elm Crescent
Kingston upon Thames
KT2 6HU

Directors	RF 'Jim' Green	Chair
	John Hallett	Treasurer
	Kathy Gardner-Brown	
	Anne Taylor	
	Helen Clarke MBE	
	Mike Todd	

Bankers The Royal Bank of Scotland

Richmond branch
23A, The Quadrant
Richmond upon Thames
TW9 1DF

Accountants Sloane Winckless & Co Ltd
Chartered Accountants,
2 - 4 Stoneleigh Park Road,
Epsom,
Surrey
KT19 0QT

The Directors

The directors who served the charity during the year were as follows:-

RF 'Jim' Green	Chair
John Hallett	Treasurer
Kathy Gardner-Brown	
Helen Clarke MBE	
Anne Taylor	
Mike Todd	
Veronica Monroy	
Elangco Balendra [appointed 28/10/21]	

Structure, Governance, and Management

KAG Advocacy CIO (KAG) is governed by a management committee (the committee) comprised of Directors, who are also the Trustees. They are re-elected by rotation at the Annual General Meeting (AGM).

Sue Boakes, CEO, has day to day management of KAG and is involved and consulted on all aspects of KAG's business, as are staff and volunteers.

Potential Directors are sought by open advertisement or by referral having regard to skills requirements for the committee. After initial meetings with the CEO, the Chair and the committee to discuss KAG's activities new Directors are elected by the committee and must seek re-election at the following AGM.

Newly appointed Directors are supplied with induction materials including annual reports and accounts and the Charity Commission guidance on the role of the Trustee.

The management committee meets once every month as a full committee. In addition from time to time it establishes sub committees to look at specific issues – Quality, Personnel, Marketing, User involvement and Branding.

Objects and Activities

The objects of KAG are to promote, protect and uphold the rights and interests of vulnerable individuals. KAG operates from its office in Kingston upon Thames to provide a range of advocacy services in response to various needs. This office also provides the management and administration for KAG and these core costs are funded by management fees from the various projects.

Achievements and Performance

KAG continued to deliver a range of different advocacy services to vulnerable individuals in its catchment area. This was funded by service level agreements.

The services included:

- **General Advocacy-** The service provided short to medium term advocacy support to people with mental health problems in order to help them resolve crisis/complex issues. This involved ensuring that they were fully aware of their rights and provided with all relevant information. This service was provided by both paid and volunteer staff
- **Appropriate Adult Service-** Provided support to vulnerable detainees in Kingston police station's custody suite
- **Relevant Person's Representative-** KAG is commissioned by various local authorities to act as a person's representative whilst their Deprivation of Liberty Safeguards authorisation is in place.
- **Spot Purchase-** KAG is commissioned by local authorities to provide specific statutory advocacy roles such as IMCA and Advocacy under the Care Act. In addition for this period we were sub-contracted by Hestia to provide Advocacy under the Care Act for people living in Hounslow.
- **Specialist Advocacy in Hospitals -** KAG provided a full range of advocacy services including the role of the Independent Mental Health Advocacy at the Horton Rehabilitation Hospital.

KAG also delivered the following projects which were funded by grant making charities.

- **Mentoring**- a project to support vulnerable people back into employment and or education. The support also includes workshops to assist people taking the first steps to work
- **Community Connections**- supporting vulnerable isolated older people in the Kingston area to take a more active role in their community.
- **Benefits**- with funding KAG was able to provide two specific projects, one in Kingston and one in Richmond, to support vulnerable people to apply for universal credit and other welfare benefits.
- **Labyrinth**- specific advocacy and support project to support vulnerable women
- **Independent Visitors**- providing support to residents in care homes who do not have any family or friends to visit. The role is to enable them to feel part of their new community and improve their quality of life.
- **Royal Star and Garter**- providing advocacy, befriending and support to the residents at the Royal Star and Garter
- **Not Just Football**- project to support young adults with mentoring and peer support

Other Income Sources

As an accredited training and assessment centre for the National Advocacy Qualification and the Prince's Trust Qualification, KAG performed these services for other service providers on a fee-paying basis.

KAG has also been part of the government Kickstart scheme where KAG have been funded by the government to employ young people for six months

Human Resources

In total KAG employed **14** staff, some on a part time basis. All staff were managed by the CEO with the support of the Management Committee. Staff meetings were held at regular intervals and staff members were encouraged to participate fully in the business of KAG.

Volunteers

Key to KAG's continued success was the involvement of volunteers in all aspects of its business. During the year about **24** volunteers worked with KAG principally involved in providing Citizen Advocacy, Befriending and the Appropriate Adult Service.

Financial Review

The details are set out in the attached Financial Statements.

Reserve Policy

In the past we have maintained Reserves at a level of approximately 4 months of running costs. However, since 2017/18, in which we have experienced the effects of the expiry and non-renewal of our major contract with Surrey County Council and subsequently the contract with the Royal Borough of Kingston upon Thames, the brought forward reserves have largely been extinguished in managing the transition to our reduced scale of operations. We intend to re-build our reserves to the level of 4 months running costs over the coming years.

Risk Management

The Management Committee and the CEO continue to review the risks to which KAG may be exposed. They implement measures and establish systems to mitigate the effect of those risks where appropriate and this includes reducing overheads.

Future Plans

KAG is looking to extend partnership working to deliver services

KAG is looking to extend the support and services that it can offer vulnerable people and to seek the associated funding

KAG is looking to extend advocacy provision beyond its current operational geographic areas

KAG is looking to develop management systems for full cost recovery

We continue to proactively seek out new funding opportunities to meet identified but unmet needs. New legislation offers opportunities to expand our capabilities and to be awarded new funding.

Statement of Director's Responsibilities

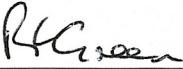
The Directors are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charity SORP; make

judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity at that time and to enable the Directors to ensure that any statement of accounts prepared by them complies with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

DIRECTORS ANNUAL REPORT for year ended 31 March 2022

Approved by the Directors on 18 October 2022

And signed on their behalf by 

CHAIRMAN

K A G ADVOCACY CIO

INDEPENDENT EXAMINER'S REPORT

We report on the financial statements for the year ended 31st March 2022 which are set out on pages ten to sixteen which have been prepared under the historical cost convention.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINERS

The charity's Trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:-

- Examine the accounts (under Section 145 of the 2011 Act);
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5) of the 2011 Act); and
- To state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' REPORT

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

INDEPENDENT EXAMINERS STATEMENT

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements:-
 - (a) to keep accounting records in accordance with Section 130 of the 2011 Act; and
 - (b) to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

19th October 2022

Sloane Winckless

2-4 Stoneleigh Park Road
Epsom
Surrey KT19 0QT

SLOANE WINCKLESS & CO
Chartered Accountants

KAG ADVOCACY CIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31st MARCH 2022

		M A R C H 2022			MARCH 2021
	Notes	Restricted funds £	Unrestricted funds £	Total Funds Total £	Total Funds Total £
Income and Endowments					
Income from Charitable activities	3	36,568	89,901	126,469	123,081
Other trading activities		-	-	-	-
Income from Investments	4	-	-	-	-
Donations and Legacies	5	-	2,559	2,559	1,195
Other Income		-	-	-	-
Total		36,568	92,460	129,028	124,276
Expenditure					
Expenditure on Raising funds	6	-	10,275	10,275	7,937
Fundraising trading		-	-	-	-
Investment management costs		-	-	-	-
Expenditure on Charitable activities	7	36,568	92,474	129,042	111,266
Other Expenditure		-	-	-	-
Total		36,568	102,749	139,317	119,203
Net income/(expenditure)		-	(10,289)	(10,289)	5,073
Transfers					
Transfers between funds		-	-	0	0
Net income/(expenditure)		-	(10,289)	(10,289)	5,073
Total funds brought forward		-	(10,245)	(10,245)	(15,318)
Total funds carried forward		-	(20,534)	(20,534)	(10,245)

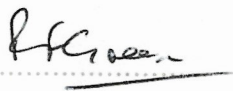
KAG ADVOCACY CIO

BALANCE SHEET AS AT 31ST MARCH 2022

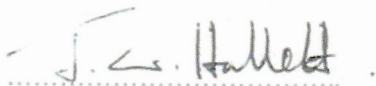
	Notes	MARCH 2022 Total Funds £	MARCH 2021 Total Funds £
Fixed Assets	9	1	1
Current Assets			
Debtors	10	11,215	20,755
Total Current Assets		<u>11,215</u>	<u>20,755</u>
Liabilities			
Creditors: amounts falling due within one year	11	<u>31,750</u>	<u>31,001</u>
Net Current Assets		<u>(20,535)</u>	<u>(10,246)</u>
Total Assets less Liabilities		<u><u>(20,534)</u></u>	<u><u>(10,245)</u></u>
Funds			
Restricted income funds	13	0	0
Unrestricted income funds	13	(20,534)	(10,245)
Total funds	8	<u><u>(20,534)</u></u>	<u><u>(10,245)</u></u>

Approved by the Board of Directors on 18 Oct 2022

and signed on its behalf by



RF 'Jim' Green
Chairman



John Hallett
Treasurer

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

1 Accounting policies

a) The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention. These financial statements have been prepared in have been prepared in compliance with SORP (FRS 102) and the financial standards applicable in the UK and Republic of Ireland.

b) Basis of accounting

Income and expenditure are accounted for on an accruals basis.

Where expenses cover more than one fund they are apportioned.

Voluntary income, namely donations and other income including reimbursement is included in full in the Statement of Financial Activities when received.

Grants are included in full in the Statement of Financial Activities for the year to which they apply.

c) Fixed Assets are for the sole use of the charity in fulfilling its objectives and are capitalised and depreciated. Depreciation is provided to write off the cost of each asset over its estimated useful life, which computer Equipment is three years and fixtures five years. The cost of these assets is transferred to a specific restricted fund where they are depreciated

d) Volunteer help and gifts in kind

The value of any voluntary help and gifts in kind received is not included in the accounts but is described in the report of the trustees.

e) Management and administration

Management and administration costs represent expenditure incurred in managing the charity's activities and in compliance with constitutional and statutory requirements.

f) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds- These are to be used only for specific purposes or areas of operation

Unrestricted Funds-These are income received for the objects of the charity but without a specific purpose

g) In common with many other organisations of our size and nature, we use our accountants to assist with the preparation of financial statements

2 Trustees' remuneration

In accordance with the charity's constitution, the trustees received no remuneration or expenses.

3 Income from Charitable activities

	Restricted	Unrestricted	2022	2021
	funds	funds	Total	Total
	£	£	£	£
Contractual payments and grants	36,568	89,901	126,469	123,081
	<u>36,568</u>	<u>89,901</u>	<u>126,469</u>	<u>123,081</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

5 Donations and Legacies

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Donations and Legacies	-	2,559	2,559	1,195
Total	-	2,559	2,559	1,195

6 Expenditure on Raising funds

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Core Expenditure 10% of Unrestricted expenditure	-	10,275	10,275	7,937
Total	-	10,275	10,275	7,937

7 Expenditure on Charitable activities

	Restricted funds £	Unrestricted funds £	2022 Total £	2021 Total £
Salaries and National Insurance	34,250	83,036	117,286	92,886
Rent and rates	946	8,514	9,460	15,042
Telephone	15	131	146	870
Volunteer Expenses	-	-	-	1,076
Expenses Claim, Travelling & other	677	6,094	6,771	2,802
Fees, Contract, Publ.&Adv. prom	114	1,024	1,138	1,091
Gas, Lighting and Heating	-	-	-	312
Printing and Stationery	61	551	612	-
Office/Computer Expenses	211	741	952	2,110
Sundry/ Fundraising/ Professional	-	-	-	96
Bank Charges	139	1,258	1,397	1,397
Insurance	83	752	835	835
Accountancy fee	72	648	720	686
Less: 10 % cost of generating voluntary income		(10,275)	(10,275)	(7,937)
Total	36,568	92,474	129,042	111,266

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

8 Movement in Funds

	Fund Balances brought forward	Incoming Resources	Outgoing Resources	Fund Balances carried forward
	£	£	£	£
Funds				
Unrestricted Funds	(10,245)	92,460	102,749	(20,534)
Restricted Funds	0	36,568	36,568	0
Total Funds	<u>(10,245)</u>	<u>129,028</u>	<u>139,317</u>	<u>(20,534)</u>

9 Tangible Fixed Assets

Cost	Computer	Office Equipment	Total
	£	£	£
At 1 April 2021	12,593	7,178	19,771
Additions	-	-	-
Disposals	-	-	-
At 31 March 2022	<u>12,593</u>	<u>7,178</u>	<u>19,771</u>
Depreciation			
At 1 April 2021	12,593	7,177	19,770
Charge for the year	-	-	-
At 31st March 2022	<u>12,593</u>	<u>7,177</u>	<u>19,770</u>
Net book value			
At 31 MARCH 2021	<u>1</u>	<u>1</u>	<u>1</u>
At 31 MARCH 2022	<u>1</u>	<u>1</u>	<u>1</u>

10 Debtors

	2022 £	2021 £
Prepayments and Accrued Income	<u>11,215</u>	<u>20,755</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2022

11 Creditors- (Amounts falling due within one year)

	2022	2021
	£	£
Other Creditors	4,835	4,614
Bank Overdraft	26,915	26,387
	<u>31,750</u>	<u>31,001</u>

12 Taxation

The charitable company is exempt from corporation tax on its charitable activities.

13 Funds

Unrestricted funds

comprises those funds which the trustees are free to use in accordance with the charitable objects.

Restricted funds

are funds which have been given for particular purposes and projects.

14 Equal Opportunities

KAG Advocacy CIO is committed to Equal Opportunities.

15 Income Analysis

	2022	2021
	£	£
Achieving for Children (AfC)	6,206	158
Age Concern Cheshire	158	-
Bedford Borough Council	-	674
Blackburn with Darwen Borough Council	-	569
Bracknell Forest Council	5,521	2,316
Burke Niazi	175	175
CAF Grant	2,304	5,000
Cambridge House & Talbot	16,510	15,950
Central and North West London NHS Trust (Horton)	863	3,132
City Bridge -Community Connectors	-	9,163
Comic Relief	-	1,000
Covid 19 Response	2,512	-
Crowdfunding	494	-
Derbyshire County Council	-	175
Didymus (Connectivity)	2,000	-
East Sussex County Council	230	710
ESFA Apprentice grant	1,000	835
Hampshire County Council	17,102	4,369
HMCTS	1,082	-
Kingston Charitable Funds	1,000	-
KVA Grants	134	-
L B Camden	-	499
L B Croydon	8,524	10,067
L B Ealing	5,706	1,059
L B Hammersmith and Fulham	-	392
L B Hounslow	3,688	1,889
L B Hounslow / Hestia Housing Support	-	16,398
L B Merton	639	744
L B Newham	551	60
L B Sutton	516	376
L B Tower Hamlets	799	566
L B Waltham Forest	614	228
Leicester City Council	2,160	713
London Catalyst	-	1,494
London Learning/ESF	11,618	15,226
National lottery	-	3,250
National Schizophrenia	85	473
Norfolk County Council	510	426
Portsmouth City Council	686	694
Richmond Parish Lands Charity	3,000	-
Royal Borough of Kensington & Chelsea	2,570	278
Royal Borough of Kingston Upon Thames	5,914	8,512
Royal Star & Garter	280	-
Solace Women (Labyrinth)	800	-
Somerset County Council	731	175
Southampton City Council	1,495	813
Southend Borough Council	27	-
Staywell	1,250	7,500
Wakeham Trust	250	-
Walsingham Care	5,000	3,336
West Sussex County Council	3,173	1,066
Westminster City Council	8,592	2,621
	<u>126,469</u>	<u>123,081</u>

KAG ADVOCACY CIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31st MARCH 2022

16 Employee Resources

The total remuneration paid was as follows:-

	2022 £	2021 £
Salaries and wages	111,663	88,214
Social security costs	5,077	4,054
Pension Contributions	546	618
	<u>117,286</u>	<u>92,886</u>

No employees received emoluments of more than £60,000.

The charity operates a stakeholders pension scheme and makes contributions to this scheme.