FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales · Charity number 1154989

Details

Other names	FAVERSHAM COUNSELLING SERVICE
Status	Registered
Legal form	Charitable company
Company number	08287687
Registered	2013-12-12
Register	View on the Charity Commission register

Contact

Address	79 Tonbridge Road Hildenborough Tonbridge Kent TN11 9BH
Phone	01795591019
Email	enquiries@fcskent.org
Website	www.fcskent.org

Activities

Objects: 1) PREVENT AND RELIEVE SICKNESS AND DISTRESS THROUGH THE PROVISION OF PROFESSIONAL COUNSELLING; AND 2) TO ADVANCE EDUCATION AND TRAINING FOR COUNSELLORS WITH A VIEW TO RAISING THE STANDARDS OF COUNSELLING FOR THE BENEFIT OF THE COMMUNITY.

Activities: A PROFESSIONAL AND CONFIDENTIAL COUNSELLING SERVICE FOR PROVIDING HELP AND SUPPORT TO INDIVIDUALS AND COUPLES EXPERIENCING PERSONAL, EMOTIONAL OR RELATIONSHIP PROBLEMS. PEOPLE HAVE COME FROM ALL WALKS OF LIFE SEEKING AN IMPARTIAL, UNDERSTANDING PERSON WITH WHOM THEY CAN SHARE AND EXPLORE THEIR FEELINGS, THOUGHTS AND BEHAVIOURS IN A SAFE, CONFIDENTIAL AND NON-JUDGEMENTAL WAY.

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Classification

- **How:** Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- Kent

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£163,123	£352,429	-	-
2024-03-31	£1,923,661	£1,866,292	£324,359	48
2023-03-31	£1,560,495	£1,623,415	£267,014	46
2022-03-31	£1,475,649	£1,430,846	£330,959	39
2020-12-31	£824,669	£721,962	£284,213	14

Trustees

Name	Role	Appointed
Kate Walker	Chair	2021-03-29
David John Williams		2023-05-01
Guy William Addington		2023-05-01

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FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales - Charity number 1154989

Accounts

REGISTERED COMPANY NUMBER: 08287687 (England and Wales)
REGISTERED CHARITY NUMBER: 1154989

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

FOR

FAVERSHAM COUNSELLING SERVICE LIMITED

FAVERSHAM COUNSELLING SERVICE LIMITED

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For the year ended 31 March 2025

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FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES
For the year ended 31 March 2025

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 April 2024 to 31 March 2025. This report is also the directors' report. 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 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Faversham Counselling Service's (FCS) vision is to ensure that those requiring talking therapies can access them at the time of need in Faversham and the surrounding areas.

b. Objectives

In setting objectives and planning for activities, the Trustees have considered general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Our mission

Our mission is to enable ease of access in the provision of NICE-approved Talking Therapies in and across Kent and Medway.

We aim to:

- Develop FCS to ensure that we are one of Kent's leading charities for counselling and psychological therapies, including accreditation by the BACP (British Association for Counselling & Psychotherapy)
- Provide NICE-approved, evidenced based talking therapies

Our values

Our work is guided and informed by our commitment to:

- Working with those that come to us for therapy
- Listening to our clients by continuously working with client feedback, enabling opinions to be heard and improve outcomes for patients
- Striving towards true inclusiveness
- Working in partnership, so that we can support our clients fully
- Improving access to high quality Talking Therapies

Realising our vision

Our strategic goals are:

1. Excellence in service
2. Excellence in psychological therapy
3. Excellence in client recovery
4. Removing stigma

c. Main Activities

FCS ceased delivering NHS Talking Therapies following the transfer of services to a new provider in April 2024. Since then, we have focused on providing high-quality talking therapies and support to private, corporate, and subsidised clients. This allowed us to continue to deliver accessible mental health services in line with our charitable objectives remaining responsive to the needs of our communities.

d. Activities for Achieving Objectives

FCS started 30 years ago as a charity based in Faversham. In that time, it has grown and, although we remain within Faversham, the catchment area for our work is throughout Kent.

FCS is an accredited service provider with the British Association of Counsellors and Psychotherapy (BACP) service, and we feel confident with the standards we have set ourselves whilst striving to improve the services we deliver to all clients.

Why do people come for counselling?

The most common reasons patients access FCS include common mental health issues such as depression and anxiety. However, we also see many referrals from patients who have many other diagnosed mental health disorders, for example, patients with Post Traumatic Stress Disorder, Borderline Personality Disorder and Bipolar Disorder.

FCS works across a wide range of issues, including:

- Phobias
- Self-harm
- Bereavement
- Relationship counselling
- Anxiety
- Depression
- Poor self esteem
- Obsessive-Compulsive Disorder
- Trauma

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The Charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1154989). The charitable company was incorporated on 9 November 2012.

The principal objects of the Charity are set out on page 1 of the Trustees' Report. There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

New Trustees are elected and co-opted by the Board of Trustees under the terms of the Articles of Association.

c. Policies Adopted for the Induction and Training of Trustees

All new Trustees are provided with an induction upon election. Training needs are kept under review by the Trustees and carried out as required.

d. Organisational Structure and Decision Making

The Board of Trustees meet through a formal meeting structure which is attended by members of the FCS Senior Management Team which include the Chief Executive Officer, Clinical Director, and Head of Finance. During the year the Chief Executive Officer left and, in line with the reduced size of the organisation the Clinical Director took on additional responsibilities as Acting Chief Executive Officer. The trustees also meet on an informal basis with the team when required between board meetings.

The Charity is organised in such a way that Trustees meet regularly to manage its affairs whilst day-to-day responsibility is delegated to the Acting Chief Executive Officer and team.

e. Arrangements for setting pay and remuneration

Historically, as an NHS provider, clinical and support staff salaries were aligned with NHS Agenda for Change pay bands. Remuneration for the management team was set below equivalent NHS roles to reflect both the charity's operational scale and its charitable status.

Within the charity's current service provision, we are required to consider our available budget. For new posts or amendments, advice from our HR consultant and internal trustee review is sought to ensure compensation remains fair and appropriate.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

During the year to 31 March 2025, income decreased to £163,123 (2024: £1,923,661) whilst expenditure decreased to £352,429 (2024: £1,866,292). The overall deficit for the period was £189,306 (2024: surplus of £57,345) demonstrating the significant effect of transition from being a NHS contract provider.

The majority of the deficit for the period is movement in unrestricted funds of £187,810 (2024: surplus of £185,294), the balance being the movement of £1,496 (2024: £127,949) on restricted funds.

The balance of funds carried forward is £135,053 (2024 £324,359). Our reserves allowed us to continue to provide high quality services in line with NICE and BACP registration offering. These reserves do not fund the deficit going forward and the life of the charity is likely limited as we do not want to compromise the quality of the services provided which would require significant additional funding.

b. Review of Charitable Activities

FCS is committed to meeting the needs of the community and over the 12 months has been focused on providing high quality services for our patients.

Clinical Director Annual Report

Accreditation & Expertise:
Existing levels of accreditation for the service continue, with FCS maintaining its corporate accreditation with the British Association of Counselling Psychotherapists (BACP) and requiring individuals (regardless of modality) to have achieved the required level of accreditation specific to their modalities and in accordance with the relevant accrediting body.

This is demonstratable, our fully trained workforce of therapists working under the BACP Service Accreditation Scheme and its Ethical Guidelines for Good Working Practice, as well as the BABCP (British Association of Behavioural and Cognitive Psychotherapists), UKCP and other recognised accreditation bodies.

Specific Treatment Offers & Revenue Creating Activities:
We retained a small core of therapists and contracted certain modalities to accredited sessional staff as an expansion to our skills pool where it was considered this would be better for the client. This also allowed us to expand our scope and offering to corporates where we hoped that work could be found to help produce surplus to support the charitable offerings.

Treatment Offers (Individual & Corporate):
We will strive to maintain a work force that is capable of offering treatment for a majority of commonly occurring mental health presentations currently available from NHS talking therapies providers, whilst also facilitating scope to provide training and clinical support for individuals or corporate organisations with more specific needs. Focuses of treatment will include:

Individuals:
- Depression/Low Mood/Adjustment
- Relationships
- Self-Improvement
- Anxiety
- Specific Phobias
- Trauma
- Acute Stress Reactions
- Post Traumatic Stress Disorder
- Relapse Prevention/Maintaining Progress
- Long Term Conditions

Corporate:
- Individual Counselling
- Mediation
- Resilience and Boundaries (group training)
- Individual & Group Supervision
- Bespoke Training Packages (group training)

Available Treatment Modalities will include:
- Dynamic Interpersonal Therapists (DIT)
- Cognitive Behaviour Therapists (CBT Therapists)
- Psychological Therapists
- Eye Movement Desensitization Therapists (EMDR)
- Couples Therapists
- Assessments
- Integrative Counsellors

Workforce & Clinical Governance

Although FCS consists of a smaller number of full-time clinicians than before the removal of the NHS contract, the need for clinical guidance, risk management and supervision remain a necessary priority, with a Clinical Director being responsible for supplying a majority of these.

Senior Clinician: One Therapist acts as a senior therapist, possessing appropriate levels of experience to offer limited support to the clinical director in the discharging of their responsibilities.

Clinicians: The clinical staff that were not TUPE'ed with the NHS stayed with the organisation providing the needed capacity for the services provided.

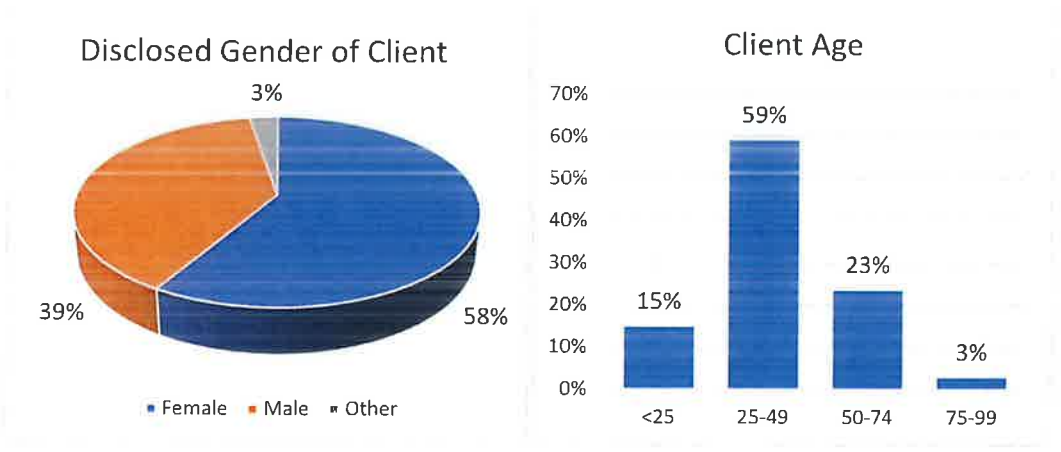
Sessional Clinicians: Sessional therapists are available providing additional capacity and modalities to our service offering.

Student Counsellors: No new student counsellors were employed during the year.

Outcomes and Efficacy of Treatment

FCS offers treatment to Individuals who self refer and also provide groups and individual treatments to other organisations.

74% of our clients which approach us directly and seen were subsidised with the following demographic information is based on distinct clients seen in the period;



Clients continue to receive assessment and subsequent treatment offers well within our services advertised and promised timeframes.

No complaints have arisen from any stake holders with over 90% of clients completing agreement treatment plans (e.g. very low dropout rate compared to KPI's of similar services). Anecdotal evidence suggests that FCS has not experienced similar levels of decreased referrals in comparison to individual/sole traders and similar, and other larger services in the last quarter.

Our largest contracted work is Livewell group for Porchlight. FCS continues to achieves the required KPI's required by the contract with no operational or clinical issues.

FINANCIAL REVIEW

a. Going Concern

The surplus generated in the final period of the NHS contract and flexible support of remaining staff has allowed the charity to continue to provide services at a significantly reduced level, with the ambition to create a sustainable business model.

We have been unable to secure new funding and reserves at year end were such that the Trustees could no longer hold the expectation that the charitable company has adequate resources to continue in excess of 12 months.

The decision was made that to maintain the high clinical standards we would expect was not sustainable within the budget constraints and plan was implemented to cease trading cleanly fulfilling its financial obligations to the best of its knowledge.

All client work will cease on the 5th December 2025 and staff made redundant.

b. Reserves Policy

FCS's documented policy was to maintain free reserves of £80,000, a requirement for positive net current assets on the balance sheet and a minimum of £15,000 in cash deposits.

At the year end, the charity held total funds of £135,053 (2024: £324,359) of which unrestricted general funds were £133,414 (2024: £331,224). Restricted funds of £1,639 (2024: £3,135) are detailed later in the financial statements.

Total free reserves of the charity, being general funds less the net book value of fixed assets amounts to £131,321 (2024: £306,062). This met the policy and funds will be used to allow the charity to run down fulfilling its financial commitments.

c. Financial risk management objectives and policies

The Trustees and Management have been unable to generate funding or a self supporting business model post NHS transfer. Currently working through a planned closure there is a specific risk that the assumptions in the close down model are wrong and that funds will be exhausted before all commitments are settled although currently it is in line with expectations.

The Trustees have overall responsibility for the system of internal control, whilst the day-to-day management is delegated to the Acting CEO and the Senior Management Team. Relevant controls are designed by senior management to allow effective and efficient operations, including financial reporting and compliance with laws and regulations. The Trustees acknowledge that such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

There are regular reviews and updates of policies and procedures, and appropriate legal or professional advice is sought and followed as appropriate. Any significant exceptions from approved policies and procedures are reported to the Trustees.

PLANS FOR THE FUTURE

The decision was made that to maintain the high clinical standards we would expect was not sustainable within the budget constraints.

The plan is therefore a closedown which fulfils the financial obligations of the organisation and a process is in place which sees all client work ceasing on the 5th December 2025 and staff made redundant.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08287687 (England and Wales)

Registered Charity number
1154989

Registered office
The Alexander Centre
17 Preston Street
Faversham
Kent
ME13 8NZ

Trustees
Kate Walker
Guy Addington
David Williams
Brigid Ferarrio

Directors
Kate Walker
Guy Addington
David Williams
Brigid Ferarrio

Chief Executive Officer
Michelle Ford (resigned 9 May 2025)

Independent Examiners
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of Faversham Counselling Service Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the situation of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

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

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

Report of the Trustees approved by order of the board of Trustees, as the company directors, on 30 October 2025 and signed on the board's behalf by:

.....
Chair – Kate Walker

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FAVERSHAM COUNSELLING SERVICE LIMITED

Independent examiner's report to the trustees of Faversham Counselling Service Limited

I report to the charity trustees on my examination of the accounts of Faversham Counselling Service Limited (the charitable company) for the year ended 31 March 2025.

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

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charitable company's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

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

As stated in note 1 of the financial statements, the charitable company will cease trading on 5 December 2025. As such the financial statements have been prepared on a basis other than the going concern basis.

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

Paul Chewter FCA

Hilden Park Accountants Limited
Hilden Park House
79 Tonbridge Road
Hildenborough
Tonbridge
Kent
TN11 9BH

Date: 6 November 2025

FAVERSHAM COUNSELLING SERVICE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2025

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/25	31/03/24	**31/03/25**	31/03/24	**31/03/25**	31/03/24
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	**463**	2,832	**16,472**	19,950	**16,935**	22,782
Charitable activities	**3**	**136,420**	1,470,240	**5,000**	427,648	**141,420**	1,897,888
Investments	**4**	**4,768**	2,991	**-**	-	**4,768**	2,991
Total income		**141,651**	1,476,063	**21,472**	447,598	**163,123**	1,923,661
Expenditure on:							
Charitable activities	**5**	**329,461**	1,290,745	**22,968**	575,547	**352,429**	1,866,292
Total expenditure		**329,461**	1,290,745	**22,968**	575,547	**352,429**	1,866,292
Gain/(loss) on investments		-	(24)	-	-	-	(24)
Net income/(expenditure)		**(187,810)**	185,294	**(1,496)**	(127,949)	**(189,306)**	57,345
Transfers between funds		-	-	-	-	-	-
Net movement in funds	**15**	**(187,810)**	185,294	**(1,496)**	(127,949)	**(189,306)**	57,345
Reconciliation of funds:							
Total funds brought forward		**321,224**	135,930	**3,135**	131,084	**324,359**	267,014
Total funds carried forward		**133,414**	321,224	**1,639**	3,135	**135,053**	324,359

The notes form part of these financial statements

BALANCE SHEET
For the year ended 31 March 2025

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/25	31/03/24	**31/03/25**	31/03/24	**31/03/25**	31/03/24
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	11	**2,093**	15,162	-	-	**2,093**	15,162
		2,093	15,162	-	-	**2,093**	15,162
CURRENT ASSETS							
Debtors	12	**8,239**	37,603	-	-	**8,239**	37,603
Cash at bank and in hand		**138,860**	332,284	**1,639**	3,135	**140,499**	335,419
		147,099	369,887	**1,639**	3,135	**148,738**	373,022
CREDITORS							
Amounts falling due within one year	13	**(15,778)**	(63,825)	-	-	**(15,778)**	(63,825)
NET CURRENT ASSETS		**131,321**	306,062	**1,639**	3,135	**132,960**	309,197
TOTAL ASSETS LESS CURRENT LIABILITIES		**133,414**	321,224	**1,639**	3,135	**135,053**	324,359
NET ASSETS		**133,414**	321,224	**1,639**	3,135	**135,053**	324,359
FUNDS	15						
Unrestricted funds		**133,414**	321,224	-	-	**133,414**	321,224
Restricted funds		-	-	**1,639**	3,135	**1,639**	3,135
TOTAL FUNDS		**133,414**	321,224	**1,639**	3,135	**135,053**	324,359

For the year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 30 October 2025 and were signed on its behalf by:

.....
Chair – Kate Walker

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED

CASH FLOW STATEMENT
For the year ended 31 March 2025

	Notes	**Year Ended 31.03.25** £	Year Ended 31.03.24 £
Cash flows (used in)/from operating activities			
Cash generated from operations	**17**	**(201,888)**	143,239
Net cash (used in)/from operating activities		**(201,888)**	143,239
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(1,067)
Proceeds from sale of tangible fixed assets		2,200	5,475
Proceeds from sale of fixed asset investments		-	19,507
Interest received		4,768	2,991
Net cash used in investing activities		**6,968**	26,906
Change in cash and cash equivalents in the reporting period		**(194,920)**	170,145
Cash and cash equivalents at the beginning of the reporting period		**335,419**	165,274
Cash and cash equivalents at the end of the reporting period		**140,499**	335,419

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Faversham Counselling Service Limited is a private charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 7 of the report of the Trustees. The nature of the charity's operations and principal activities is the provision of professional counselling.

The financial statements of the charitable company, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

The Trustees acknowledge that at year end the level of reserves was insufficient to sustain service delivery without securing additional funding or undertaking significant restructuring. Consequently, at the Board meeting held in July 25, it was resolved to prepare for closure to ensure that, in the absence of new contracts or grants, the organisation would retain adequate resources to meet all outstanding liabilities. The financial statements have been prepared on a basis other than that of the going concern basis. The fixed assets have been reviewed and given these were still in use at the balance sheet and continued to be used after the reporting period no impairment adjustment is necessary. No provision has been made for future costs of terminating the entity unless such costs were committed at the reporting date.

Income
NHS contract income is recognised when the charity is able to charge for the services provided under their contracts and as recognised by the IAPT system. Income received in advance of the services being provided is included as deferred income.

Income from donations and grants is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

When donors specify that donations and grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in income of restricted funds when receivable.

Investment income is included when receivable and the amount can be measured reliably by the company, this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure
Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

The charity has only one charitable activity to which direct and support costs are allocated. Staff costs are allocated between direct and support costs on the basis of the staff members' job roles.

Support costs are those functions that assist the work of the charity but do not directly relate to the charitable activities and include governance costs.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for the particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £200 or more are capitalised at cost. 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:

Computer equipment	Straight line over 3 years

Financial instruments
The charity only has financial instruments which qualify as basis financial instruments. Short term basic financial instruments are initially recognised at transaction value and subsequently at amortised cost

Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2025	31/03/2024	**31/03/2025**	31/03/2024	**31/03/2025**	31/03/2024
	£	£	**£**	£	**£**	£
Kent Community Foundation	**-**	-	**5,000**	-	**5,000**	-
NHS IAPT Training and support	**-**	-	**-**	15,000	**-**	15,000
NHS Project funding	**-**	-	**-**	4,950	**-**	4,950
The Joy Seed Fund	**-**	-	**9,982**	-	**9,982**	-
Swale Borough Council	**-**	-	**350**	-	**350**	-
Other donations	**463**	2,832	**1,140**	-	**1,603**	2,832
Total	**463**	2,832	**16,472**	19,950	**16,935**	22,782

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2025	31/03/2024	**31/03/2025**	31/03/2024	**31/03/2025**	31/03/2024
	£	£	**£**	£	**£**	£
NHS income	-	1,349,375	-	402,513	-	1,751,888
Other income	**136,420**	120,865	**5,000**	25,135	**141,420**	146,000
Total	**136,420**	1,470,240	**5,000**	427,648	**141,420**	1,897,888

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2025	31/03/2024	**31/03/2025**	31/03/2024	**31/03/2025**	31/03/2024
	£	£	**£**	£	**£**	£
Investment income	**4,768**	2,991	**-**	-	**4,768**	2,991
Total	**4,768**	2,991	**-**	-	**4,768**	2,991

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2025	31/03/2024	**31/03/2025**	31/03/2024	**31/03/2025**	31/03/2024
	£	£	**£**	£	**£**	£
Counselling services	**98,747**	868,020	**230,714**	422,725	**329,461**	1,290,745
Total	**98,747**	868,020	**230,714**	422,725	**329,461**	1,290,745

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2025	31/03/2024	**31/03/2025**	31/03/2024	**31/03/2025**	31/03/2024
	£	£	**£**	£	**£**	£
Counselling services	**18,467**	548,412	**4,501**	27,135	**22,968**	575,547
Total	**18,467**	548,412	**4,501**	27,135	**22,968**	575,547

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/03/2025	31/03/2024
	£	£
Staff costs	**103,802**	1,353,891
Therapy costs	**7,858**	37,226
Room hire	**5,554**	25,315
Total	**117,214**	1,416,432

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/03/2025	31/03/2024
	£	£
Staff costs	**195,393**	263,027
Other staff costs	**591**	19,802
Depreciation	**10,679**	17,947
Profit on sale of tangible fixed assets	**190**	(56)
Insurance	**3,423**	6,105
Telephone	**659**	8,214
Postage and stationery	**85**	5,037
Advertising	**3,513**	6,523
Other costs	**104**	383
Travel	**244**	3,957
IT expenses	**12,341**	76,276
Accountancy and bookkeeping	**1,016**	3,361
Legal and professional fees	**304**	11,835
Consultants	**2,575**	11,522
Repairs and maintenance	**19**	296
Cleaning	**33**	4,996
Subscriptions	**789**	921
Bad debts	**195**	574
Bank charges	**62**	140
Governance costs	**3,000**	9,000
Total	**235,215**	449,860

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2025 nor the period ended 31 March 2024.

Trustees' expenses
There were no Trustees' expenses paid for the year ended 31 March 2025 nor the period ended 31 March 2024.

9. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/03/2025	Year ended 31/03/2024
	£	£
Depreciation	**10,679**	17,947
Auditors' remuneration for audit services	**-**	9,000
Auditors' remuneration for non-audit services	**-**	3,361
Independent examination fee	**3,000**	-
Independent examiners' accountancy fees	**1,016**	-
Profit on disposal of fixed assets	**190**	(56)
Operating lease rentals	**1,152**	13,600

10. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year ended 31/03/2025	Year ended 31/03/2024
	£	£
Wages and salaries	266,634	1,446,759
Social security costs	27,067	139,524
Other pension costs	5,494	30,635
	299,195	1,616,918

The average monthly number of employees during the period was as follows:

	Year ended 31/03/2025	Year ended 31/03/2024
	8	48

The total employment benefits including employer pension contributions of the key management personnel was £79,435 (2024: £87,738)

1 employee received emoluments in excess of £60,000 (2024: 1 employee in excess of £70,000)

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Totals £
COST		
At 1 April 2024	**40,414**	**40,414**
Disposals	**(25,114)**	**(25,114)**
At 31 March 2025	**15,300**	**15,300**
DEPRECIATION		
At 1 April 2024	**25,252**	**25,252**
Charge for period	**10,679**	**10,679**
Eliminated on disposal	**(22,724)**	**(22,724)**
At 31 March 2025	**13,207**	**13,207**
NET BOOK VALUE		
At 31 March 2025	**2,093**	**2,093**
At 31 March 2024	15,162	15,162

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	**5,297**	34,134
Prepayments	**2,942**	3,469
	8,239	37,603

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	3,955	12,129
Social security and other taxes	6,899	32,576
Other creditors	1,074	6,608
Accruals	3,850	12,512
	15,778	63,825

The deferred income movement in the year is as follows:

	2025	2024
	£	£
Income deferred from the previous year	-	74,210
Released to the statement of financial activities	-	(74,210)
Arising during the current year:		
Grants and donations required to be spent in future periods	-	-
Balance at 31 March 2025	-	-

14. OPERATING LEASE COMMITMENTS

Minimum lease payments under operating leases fall due as follows:

	2025	2024
	£	£
Net obligations repayable:		
Within one year	-	576
Between one and five years	-	-
	-	576

15. MOVEMENT IN FUNDS

	At 01/04/2024 £	Net movement in funds £	At 31/03/2025 £
Unrestricted funds			
General fund	321,224	(187,810)	**133,414**
Restricted funds	3,135	(1,496)	**1,639**
TOTAL FUNDS	324,359	(189,306)	135,053

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**141,651**	**(329,461)**	-	**(187,810)**
Restricted funds				
Carers' Support East Kent	-	**(615)**	-	**(615)**
PCIT – Parkinson's	-	**(2,520)**	-	**(2,520)**
NIHR Applied Research	**5,000**	**(5,000)**	-	-
Kent Community Foundation	**5,000**	**(3,361)**	-	**1,639**
Swale Borough Council	**350**	**(350)**	-	-
The Joy Seed Fund	**9,982**	**(9,982)**	-	-
Penny Theatre Fundraising Event donations	**1,140**	**(1,140)**	-	-
	21,472	**(22,968)**	-	**(1,496)**
TOTAL FUNDS	**163,123**	**(352,429)**	-	**(189,306)**

15. MOVEMENT IN FUNDS (continued)

Comparatives for movement in funds

	At 01/04/2023 £	Net movement in funds £	At 31/03/2024 £
Unrestricted funds			
General fund	135,930	185,294	321,224
Restricted funds			
Outreach Worker and Graduate Psychologist salary support	131,084	(127,949)	3,135
TOTAL FUNDS	267,014	57,345	324,359

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,476,063	(1,290,745)	(24)	185,294
Restricted funds				
HIT and PWP salary support	402,513	(402,513)	-	-
Outreach Worker and Graduate Psychologist salary support	-	(77,396)	-	(77,396)
IAPT Innovation training	-	(27,464)	-	(27,464)
NHS TT Innovation	-	(26,000)	-	(26,000)
NHS IAPT training and support	15,000	(15,000)	-	-
NHS Project	4,950	(4,950)	-	-
Dover District Council Community Fund	-	(224)	-	(224)
Carers' Support East Kent	2,160	(1,545)	-	615
PCIT Parkinson's	8,040	(5,520)	-	2,520
MacMillan Cancer Care	14,935	(14,935)	-	-
	447,598	(575,547)	-	(127,949)
TOTAL FUNDS	1,923,661	(1,866,292)	(24)	57,345

16. RESTRICTED FUNDS

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

	Movement in funds				
	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Carers' Support East Kent	615	-	(615)	-	-
PCIT – Parkinson's	2,520	-	(2,520)	-	-
NIHR Applied Research	-	5,000	(5,000)	-	-
Kent Community Foundation	-	5,000	(3,361)	-	1,639
Swale Borough Council	-	350	(350)	-	-
The Joy Seed Fund	-	9,982	(9,982)	-	-
Penny Theatre Fundraising Event donations	-	1,140	(1,140)	-	-
	3,135	21,472	(22,968)	-	1,639

Carers' Support East Kent – Sessional treatment funding specifically to provide treatment to carers who are referred by Carers' Support.

PCIT – Parkinson's - Sessional treatment funding specifically to provide treatment to members who are referred by PCIT.

NIHR Applied Research Collaboration – A grant received from a NHS hosted initiative carrying out research across Kent Surrey and Sussex. It enabled an investigation and report on how young people want to be consulted when it comes to their mental health in a context to encourage 14-16 year olds to seek help when needed.

Kent Community Foundation – Funding received to assist with reestablishing our services for adults struggling with mental health issues post NHS contract withdrawal.

Swale Borough Council – A members grant received to fund drop in group sessions held in a supported housing community assisting the over 55's with mental health strategies.

The Joy Seed Fund – Funding was received for projects providing 6 week mental health support programs for groups both online and in person at Sheerness and Sittingbourne.

Penny Theatre Fundraising Event - A music event held at the Penny Theatre where venue, bands and staff time were given free of charge to raise money to support treatment. Donations were received in advance as well as from those attending on the day and from a raffle run with gifts received from local business.

17. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Year ended 31/03/2025 £	Year ended 31/03/2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	**(189,306)**	57,345
Adjustments for:		
Depreciation charges	**10,679**	17,947
Interest received	**(4,768)**	(2,991)
Loss on fixed asset investments	**-**	24
Loss/(gain) on disposal of fixed assets	**190**	(56)
Decrease in debtors	**29,364**	171,858
Decrease in creditors	**(48,047)**	(100,888)
Net cash provided by operations	**(201,888)**	143,239

18. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/04/2024 £	Cash flow £	At 31/03/2025 £
Net cash			
Cash at bank and in hand	335,419	**(194,920)**	**140,499**
Total	335,419	(194,920)	**140,499**

19. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2025 or the year ended 31 March 2024.

20. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £1,074 (2024: £6,608).

FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales - Charity number 1154989

Accounts

REGISTERED COMPANY NUMBER: 08287687 (England and Wales)
REGISTERED CHARITY NUMBER: 1154989

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

FOR

FAVERSHAM COUNSELLING SERVICE LIMITED

FAVERSHAM COUNSELLING SERVICE LIMITED

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For the year ended 31 March 2024

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FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES
For the year ended 31 March 2024

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 April 2023 to 31 March 2024. This report is also the directors' report. 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 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Faversham Counselling Service's (FCS) vision is to ensure that those requiring talking therapies can access them at the time of need in Faversham and the surrounding areas.

b. Objectives

In setting objectives and planning for activities, the Trustees have considered general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Our mission

Our mission is to enable ease of access in the provision of NICE-approved Talking Therapies in and across Kent and Medway.

We aim to:

- Develop FCS to ensure that we are one of Kent's leading charities for counselling and psychological therapies, including accreditation by the BACP (British Association for Counselling & Psychotherapy)
- Provide NICE-approved, evidenced based talking therapies

Our values

Our work is guided and informed by our commitment to:

- Working with those that come to us for therapy
- Listening to our clients by continuously working with client feedback, enabling opinions to be heard and improve outcomes for patients
- Striving towards true inclusiveness
- Working in partnership, so that we can support our clients fully
- Improving access to high quality Talking Therapies

Realising our vision

Our strategic goals are:

1. Excellence in service
2. Excellence in psychological therapy
3. Excellence in client recovery
4. Removing stigma

c. Main Activities

FCS primarily worked with the NHS providing free NHS Talking Therapies to all those living within Swale and surrounding areas and with the University Medical Centre to provide the same services to all those living within Canterbury and surrounding areas. However, from April 2024, NHS services were transferred to a new provider and the charity will therefore focus on our private, corporate and subsidised clients providing talking therapies and support in line with our registered charitable objectives.

d. Activities for Achieving Objectives

FCS started 30 years ago as a charity based in Faversham. In that time, it has grown and, although we remain within Faversham, the catchment area for our work is Kent.

FCS is an accredited service provider with the British Association of Counsellors and Psychotherapy (BACP) service, and we feel confident with the standards we have set ourselves and strive to improve the services we deliver to all clients.

Why do people come for counselling?

The most common reasons patients access FCS include common mental health issues such as depression and anxiety. However, we also see many referrals from patients who have many other diagnosed mental health disorders, for example, patients with Post Traumatic Stress Disorder, Borderline Personality Disorder and Bipolar Disorder.

FCS works across a wide range of issues, including:

- Phobias
- Self-harm
- Bereavement
- Relationship counselling
- Anxiety
- Depression
- Poor self esteem
- Obsessive-Compulsive Disorder
- Trauma

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The Charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1154989). The charitable company was incorporated on 9 November 2012.

The principal objects of the Charity are set out on page 1 of the Trustees' Report. There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

New Trustees are elected and co-opted by the Board of Trustees under the terms of the Articles of Association.

c. Policies Adopted for the Induction and Training of Trustees

All new Trustees are provided with an induction upon election. Training needs are kept under review by the Trustees and carried out as required.

d. Organisational Structure and Decision Making

The Board of Trustees meet through a formal meeting structure which is attended by members of the FCS Senior Management Team which includes the Chief Executive Officer, Clinical Director, and Head of Finance.

The Trustees also meet with the Chief Executive Officer and Clinical Director on an informal basis when required between board meetings.

The Charity is organised in such a way that Trustees meet regularly to manage its affairs whilst day-to-day responsibility is delegated to the Chief Executive Officer and Executive team.

e. Arrangements for setting pay and remuneration

As primarily an NHS provider, clinical and support staff are matched to the NHS Agenda for Change pay bands for their roles. These rates are published and adjusted annually and are implemented once the board approves.

The remuneration levels for the management team are set below those of equivalent NHS roles to reflect both the organization's operational scale and its status as a charity. Salaries are determined based on market forces and the organization's budgetary constraints at the time of recruitment. Periodic benchmarking is conducted, drawing on both external assessments from our HR consultant and internal evaluations by the trustees to ensure fair and competitive compensation.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

During the year to 31 March 2024, income increased to £1,923,661 (2023: £1,560,495) with an increased expenditure of £1,866,292 (2023: £1,623,415). The overall surplus for the period was £57,345 (2023: Deficit £63,945).

The surplus for the period for unrestricted funds was £185,294 (2023: £143,279 Deficit) demonstrating our results were better than the headline income & expenditure figures suggest.

The difference is explained by the SORP disclosure of restricted funds. With the end of the NHS contract, SORP disclosures of NHS funds to be spent on supporting NHS Talking Therapies staff in the future reduced to zero (2023: £130,860). Other restricted fund income disclosed in advance was £3,135 (2023 £224).

Our primary source of funds during the year was NHS Contracts for the provision of NHS Talking Therapies services and the development of related staff. We were again able to deliver an increase in activity and, with the support of the ICB provide training to a greater number of Therapists which was core to the success of the financial year.

b. Review of Charitable Activities

FCS is committed to meeting the needs of the community and over the 12 months has been focused on providing high quality services for our patients.

Clinical Director Annual Report

FCS has a fully trained workforce of therapists working under the BACP (British Association for Counselling & Psychotherapy) Service Accreditation Scheme and its Ethical Guidelines for Good Working Practice, as well as the BABCP (British Association of Behavioural and Cognitive Psychotherapists), UKCP and other recognised accreditation bodies. We provided expanded opportunities and experience to NHS Talking Therapies trainee therapists increasing again the number of trainees supported to previous year.

Responding to the required changes in service provision, and the scheduled end of the NHS Talking Therapies contract, it will be necessary to create and sustain a workforce that enables continuity of existing individual treatment offers as well as expansion of capacity to respond to desired increase in demand for individual treatment offers.

Additionally, we will need to expand upon our scope to offer treatment and training to corporate clients. Increased individual treatment provision and additional corporate services will form the basis of the main focus of business for FCS following the winding down of the NHS Talking Therapies contract.

Accreditation & Expertise:
Existing levels of accreditation both on an individual and service level will continue, with FCS planning to maintain its accreditation with the British Association of Counselling Psychotherapists (BACP) and requiring individuals (regardless of modality) to have achieved the required level of accreditation specific to their modalities and in accordance with the relevant accrediting body.

Specific Treatment Offers & Revenue Creating Activities:
Whilst maintaining the required clinical standards, our service will need to be ready and able to review its current treatment offers for both subsidised and private clients to maximise productivity, whilst locating increased corporate activity.

Treatment Offers (Individual & Corporate):

We will strive to maintain a work force that is capable of offering treatment for a majority of commonly occurring mental health presentations currently available from NHS talking therapies providers, whilst also facilitating scope to provide training and clinical support for individuals or corporate organisations with more specific needs. Focuses of treatment will include:

Individuals:
- Depression/Low Mood/Adjustment
- Relationships
- Self-Improvement
- Anxiety
- Specific Phobias
- Trauma
- Acute Stress Reactions
- Post Traumatic Stress Disorder
- Relapse Prevention/Maintaining Progress
- Long Term Conditions

Corporate:
- Individual Counselling
- Mediation
- Resilience and Boundaries (group training)
- Individual & Group Supervision
- Bespoke Training Packages (group training)

Available Treatment Modalities will include:

- Dynamic Interpersonal Therapists (DIT)
- Cognitive Behaviour Therapists (CBT Therapists)
- Psychological Therapists
- Eye Movement Desensitization Therapists (EMDR)
- Couples Therapists
- Assessments
- Integrative Counsellors

Workforce & Clinical Governance (Post NHS Talking Therapies)

Although FCS will initially consist of a smaller number of full-time clinicians, the need for clinical guidance, risk management and supervision remain a necessary priority, with a Clinical Director being initially responsible for supplying a majority of these.

Senior Clinician: An existing team member has been identified as possessing appropriate levels of experience to offer limited support to the clinical director in the discharging of their responsibilities.

Current Employed Clinicians: It is hoped that existing clinicians will continue within their roles, allowing suitable capacity for expected initial levels of demand.

Sessional Clinicians: Achieving a workforce that is appropriate both in terms of clinical expertise and able to provide capacity for the required future demand of the service, will require the capacity that remaining employed clinicians offer, to be augmented with sessional clinicians when demand arises. Informal discussions with prospective sessional clinicians, suggests that FCS should not experience any issues in locating personnel who are both clinically appropriate and also motivated to join or rejoin FCS.

Student Counsellors: FCS has previously offered student counsellors opportunities to complete their accreditation by volunteering in our Subsidised Counselling Service provided at a discounted rate. We would hope to revisit this as part of the FCS expansion.

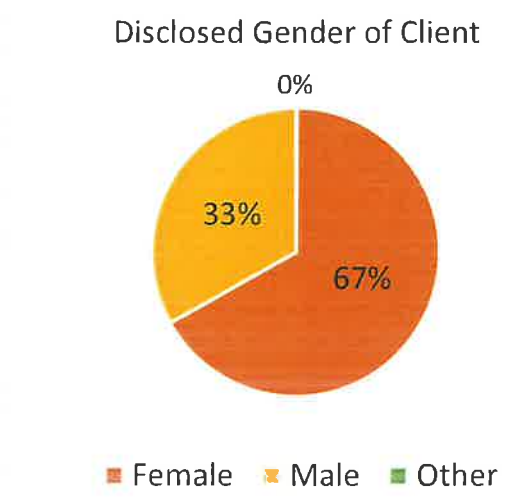
Outcomes and Efficacy of Treatment

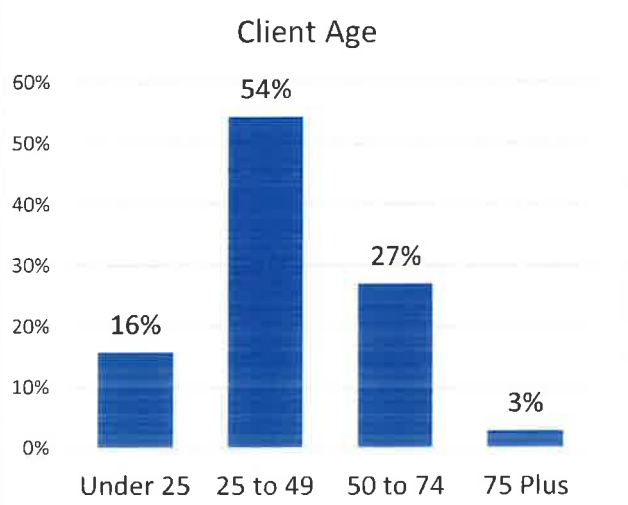
Despite the complexity created with the transfer of the NHS Talking Therapies contract, our recovery rates continued to be steady and within the expectations of our targets. In excess 18,000 NHS sessions were offered as FCS continued to deliver its contractual KPI's which are reported and reviewed through a robust reporting structure maintained by regular positive performance meetings with the ICB.

With a move away from the reporting standards specific to NHS Talking Therapies services, FCS explored the use of its previous, NHS orientated, patient management system. A new system was identified which provides the necessary infrastructure for record keeping and facilitates analysis of outcomes relating to clinical efficacy, risk reporting and productivity whist providing a significant cost reduction. Historic patient data related to our NHS Talking Therapies service, as required to provide subject access requests is retained in a read only access licence to the prior system.

Our Non-NHS activity volumes grew significantly during the year with an average of more than 200 sessions offered each month, doubling the turnover on the prior year. Outcomes for these activities are managed and assessed in different ways from our internal management review processes to dual recording into partners own patient management systems. Outcomes for the private and subsidised work tend to better in comparison to NHS results with better attendance recorded and lower rates of failure to attend. This expanding area of work is key to the success of the organisation going forward.

The following demographic information is based on distinct clients seen in the period;





FINANCIAL REVIEW

a. Going Concern

Last year the expectation was for the Charity to cease trading shortly after the transfer of the NHS contract to the new provider at the 31 March 2024. The surplus generated in the final period of the NHS contract and flexible support of remaining staff has allowed the charity to continue to provide services at a significantly reduced level, with the ambition to create a sustainable business model.

Reserves at year end were such that the Trustees had a reasonable expectation that the charitable company has adequate resources to continue in excess of 12 months so chose to continue operating with a deficit budget and adopted the going concern basis in preparing these financial statements.

In order to keep the financial position under review, regular management accounts are produced and made available to the Board, whilst the Head of Finance and CEO meet frequently to discuss any developments. If any negative issues were to be identified during these processes, remedial action would be taken with the goal to continue to fund operations and meet our charitable objectives or cleanly cease trading.

b. Reserves Policy

FCS's documented policy was to maintain free reserves of £186,000, a requirement for positive net current assets on the balance sheet and a minimum of £15,000 in cash deposits.

At the year end, the charity held total funds of £324,359 (2023: £267,014) of which unrestricted general funds were £185,294 (2023: £135,930). Restricted funds of £3,135 (2023: £131,084) are detailed later in the financial statements.

Total free reserves of the charity, being general funds less the net book value of fixed assets amounts to £306,062 (2023: £98,469). This fell short of the reserve policy which was changed after year end to £80,0000 in line with the reduction in the organisation size, turnover and workforce.

c. Financial risk management objectives and policies

In excess of 90% of income was received from the NHS and the significant risks with the end of the contract and TUPE transfer of the majority of staff were successfully managed. A deficit budget has been set for the future of the charity, based on limited reserves built during the final period of the NHS contract. Despite doubling the non-NHS income during the year, further growth or additional funding is required to create a self-sustainable business model.

The Trustees have overall responsibility for the system of internal control, whilst the day-to-day management is delegated to the CEO and the Senior Management Team. Relevant controls are designed by senior management to allow effective and efficient operations, including financial reporting and compliance with laws and regulations. The Trustees acknowledge that such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

There are regular reviews and updates of policies and procedures, and appropriate legal or professional advice is sought and followed as appropriate. Any significant exceptions from approved policies and procedures are reported to the Trustees.

PLANS FOR THE FUTURE

Last year it was anticipated that FCS would cease all work with the end of the NHS Talking Therapies contract which it was originally formed to serve. The reserves held and surplus generated presented the opportunity to continue to meet, at a reduced size, the charitable objectives.

A deficit budget has been set, with growth sought to develop a sustainable future capitalising on the reputation built during the period as the NHS service provider. Growth in private treatment volumes and the more commercial corporate work is sought, along with additional external funding to support the subsidised offerings.

Careful monitoring of the financial position is maintained and a reserve policy set to ensure an alternative path can be taken if the desired growth is not achieved.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08287687 (England and Wales)

Registered Charity number
1154989

Registered office
10 Gatefield Lane
Faversham
Kent
ME13 8NX

Trustees
Louise Molton (resigned 15 June 2023)
Kate Walker
Guy Addington (appointed 1 May 2023)
David Williams (appointed 1 May 2023)
Alexandru Padureanu (appointed 1 May 2023 and resigned 28 September 2023)
Brigid Ferarrio (appointed 1 May 2023)

Directors
Louise Molton (resigned 15 June 2023)
Kate Walker
Guy Addington (appointed 1 May 2023)
David Williams (appointed 1 May 2023)
Alexandru Padureanu (appointed 1 May 2023 and resigned 28 September 2023)
Brigid Ferarrio (appointed 1 May 2023)

Chief Executive Officer
Michelle Ford

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of Faversham Counselling Service Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the situation of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

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

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

As far as the Trustees are aware:

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

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees approved by order of the board of Trustees, as the company directors, on 4 December 2024 and signed on the board's behalf by:

.....
Chair – Kate Walker

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FAVERSHAM COUNSELLING SERVICE LIMITED

Opinion
We have audited the financial statements of Faversham Counselling Service Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its 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; and
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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.

Material uncertainty related to going concern
We draw attention to Note 1 of the financial statements, which discusses the charitable company's ability to continue as a going concern. The note explains that while the charitable company has sufficient resources to operate for the next twelve months, it is currently working with a planned deficit budget whilst management review changes required. This and factors described in the financial review, create a level of uncertainty that may impact the charitable company's ability to continue as a going concern in its current form. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, including the Trustees' report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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.

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 during 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken during the audit:
- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the company and its environment obtained during the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 charitable 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 charitable 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 charitable 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant which have a direct material effect on the amounts and disclosures in the financial statements are the Companies Act 2006, the Charities Act 2011 and Charities SORP FRS102.

We also identified other laws and regulations which do not have a direct effect on the amounts and disclosures in the financial statements, but which compliance is fundamental to the entity's operations including Employment Law, Health and Safety Law, Data Protections Laws (including UK General Data Protection Regulation (GDPR) and compliance with the British Association for Counselling and Psychotherapy regulations and enquires were made with management regarding procedures in place to ensure compliance.

Having reviewed the laws and regulations applicable to the charitable company, we designed and performed audit procedures to obtain sufficient appropriate evidence. Specifically, we:

- Assigned an engagement team to the audit that collectively had the appropriate competence, capabilities, and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquired with management on any non-compliance with laws and regulations.
- Reviewed the legal expense accounts and legal correspondence to identify potential litigation or claims involving the entity.
- Reviewed internal policies and procedures and external guidance.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement and fraud and in doing so:
- Considered whether there were areas of the financial statements particularly susceptible to fraud and enquired with management as to any known or suspected instances of fraud and their assessment of fraud risk.
- Considered whether management have incentives and opportunities to manipulate financial results and determined the key audit risks related to completeness of income, management override of controls and restricted funds.
- The risk of management override of controls has been reviewed and audited, including through testing journal entries, accounting estimates and other adjustments for appropriateness. Furthermore, analytical procedures were undertaken to identify any unusual or unexpected relationships and transactions and the rationale behind these was investigated.
- The risk of completeness of income has been reviewed and audited, including through substantive testing, along with a review of the appropriateness of the accounting policy concerning income recognition and completing detailed cut off testing either side of the balance sheet date.
- Designed and performed audit procedures to obtain sufficient appropriate evidence including substantive testing in relation to restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement; however, the inherent limitations of audit procedures means that there remains a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, override of controls, forgery, collusion, omission, or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Chewter FCA
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 16 December 2024

Note:

The maintenance and integrity of the company's website is the responsibility of the Trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

FAVERSHAM COUNSELLING SERVICE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2024

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/24	31/03/23	**31/03/24**	31/03/23	**31/03/24**	31/03/23
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	**2,832**	-	**19,950**	171,684	**22,782**	171,684
Charitable activities	**3**	**1,470,240**	1,085,773	**427,648**	302,183	**1,897,888**	1,387,956
Investments	**4**	**2,991**	855	**-**	-	**2,991**	855
Total income		**1,476,063**	1,086,628	**447,598**	473,867	**1,923,661**	1,560,495
Expenditure on:							
Charitable activities	**5**	**1,290,745**	1,230,262	**575,547**	393,153	**1,866,292**	1,623,415
Total expenditure		**1,290,745**	1,230,262	**575,547**	393,153	**1,866,292**	1,623,415
Gain/(loss) on investments		**(24)**	(1,025)	**-**	-	**(24)**	(1,025)
Net income/(expenditure)		**185,294**	(144,659)	**(127,949)**	80,714	**57,345**	(63,945)
Transfers between funds		**-**	1,380	**-**	(1,380)	**-**	-
Net movement in funds		**185,294**	(143,279)	**(127,949)**	79,334	**57,345**	(63,945)
Reconciliation of funds:							
Total funds brought forward		**135,930**	279,209	**131,084**	51,750	**267,014**	330,959
Total funds carried forward		**321,224**	135,930	**3,135**	131,084	**324,359**	267,014

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED - REGISTERED NUMBER 08287687

BALANCE SHEET
For the year ended 31 March 2024

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/24	31/03/23	31/03/24	31/03/23	31/03/24	31/03/23
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	12	**15,162**	37,461	-	-	**15,162**	37,461
Investments	13	-	19,531	-	-	-	19,531
		15,162	56,992	-	-	**15,162**	56,992
CURRENT ASSETS							
Debtors	14	**37,603**	209,461	-	-	**37,603**	209,461
Cash at bank and in hand		**332,284**	34,190	**3,135**	131,084	**335,419**	165,274
		369,887	243,651	**3,135**	131,084	**373,022**	374,735
CREDITORS							
Amounts falling due within one year	15	**(63,825)**	(164,713)	-	-	**(63,825)**	(164,713)
NET CURRENT ASSETS		**306,062**	78,938	**3,135**	131,084	**309,197**	210,022
TOTAL ASSETS LESS CURRENT LIABILITIES		**321,224**	135,930	**3,135**	131,084	**324,359**	267,014
NET ASSETS		**321,224**	135,930	**3,135**	131,084	**324,359**	267,014
FUNDS	17						
Unrestricted funds		**321,224**	135,930	-	-	**321,224**	135,930
Restricted funds		-	-	**3,135**	131,084	**3,135**	131,084
TOTAL FUNDS		**321,224**	135,930	**3,135**	131,084	**324,359**	267,014

The financial statements were approved by the Board of Trustees and authorised for issue on 4 December 2024 and were signed on its behalf by:

Chair – Kate Walker

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED

CASH FLOW STATEMENT
For the year ended 31 March 2024

	Notes	**Year Ended 31.03.24** £	Year Ended 31.03.23 £
Cash flows (used in)/from operating activities			
Cash generated from operations	**19**	**143,239**	84,464
Net cash (used in)/from operating activities		**143,239**	84,464
Cash flows from investing activities			
Purchase of tangible fixed assets		**(1,067)**	(35,208)
Proceeds from sale of tangible fixed assets		**5,475**	-
Proceeds from sale of fixed asset investments		**19,507**	-
Interest received		**2,991**	855
Net cash used in investing activities		**26,906**	(34,353)
Change in cash and cash equivalents in the reporting period		**170,145**	50,111
Cash and cash equivalents at the beginning of the reporting period		**165,274**	115,163
Cash and cash equivalents at the end of the reporting period		**335,419**	165,274

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Faversham Counselling Service Limited is a private charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 10 of the report of the Trustees. The nature of the charity's operations and principal activities is the provision of professional counselling.

The financial statements of the charitable company, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

Going concern
Reserves at year end were such that the Trustees had a reasonable expectation that the charitable company has adequate resources to continue in excess of 12 months so chose to continue operating with a planned deficit budget and adopted the going basis in preparing these financial statements whilst management review changes required.

Income
NHS contract income is recognised when the charity is able to charge for the services provided under their contracts and as recognised by the IAPT system. Income received in advance of the services being provided is included as deferred income.

Income from donations and grants is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

When donors specify that donations and grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in income of restricted funds when receivable.

Investment income is included when receivable and the amount can be measured reliably by the company, this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure
Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

The charity has only one charitable activity to which direct and support costs are allocated. Staff costs are allocated between direct and support costs on the basis of the staff members' job roles.

Support costs are those functions that assist the work of the charity but do not directly relate to the charitable activities and include governance costs.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for the particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £200 or more are capitalised at cost. 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:

Fixtures and fittings	25% straight line
Computer equipment	Straight line over 3 years

Fixed asset investments
Fixed asset investments are initially recognised at transaction price excluding transaction costs, and therefore are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities.

Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2024	31/03/2023	**31/03/2024**	31/03/2023	**31/03/2024**	31/03/2023
	£	£	**£**	£	**£**	£
Kent and Medway CCG	-	-	-	100,787	-	100,787
NHS TT Innovation	-	-	-	26,000	-	26,000
Kent Community Foundation	-	-	-	10,000	-	10,000
NHS IAPT Training and support	-	-	**15,000**	32,120	**15,000**	32,120
NHS Project funding	-	-	**4,950**	-	**4,950**	-
Dover District Council Community Fund	-	-	-	1,102	-	1,102
Swale Borough Council Committee Funding	-	-	-	1,675	-	1,675
Other donations	**2,832**	-	-	-	**2,832**	-
Total	**2,832**	-	**19,950**	171,684	**22,782**	171,684

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2024	31/03/2023	**31/03/2024**	31/03/2023	**31/03/2024**	31/03/2023
	£	£	**£**	£	**£**	£
NHS income	**1,349,375**	1,028,105	**402,513**	289,406	**1,751,888**	1,317,511
Other income	**120,865**	57,668	**25,135**	12,777	**146,000**	70,445
Total	**1,470,240**	1,085,773	**427,648**	302,183	**1,897,888**	1,387,956

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2024	31/03/2023	**31/03/2024**	31/03/2023	**31/03/2024**	31/03/2023
	£	£	**£**	£	**£**	£
Investment income	**2,991**	855	-	-	**2,991**	855
Total	**2,991**	855	-	-	**2,991**	855

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2024	31/03/2023	**31/03/2024**	31/03/2023	**31/03/2024**	31/03/2023
	£	£	**£**	£	**£**	£
Counselling services	**868,020**	801,029	**422,725**	429,233	**1,290,745**	1,230,262
Total	**868,020**	801,029	**422,725**	429,233	**1,290,745**	1,230,262

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2024	31/03/2023	**31/03/2024**	31/03/2023	**31/03/2024**	31/03/2023
	£	£	**£**	£	**£**	£
Employment costs	**548,412**	377,324	**27,135**	15,829	**575,547**	393,153
Total	**548,412**	377,324	**27,135**	15,829	**575,547**	393,153

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/03/2024	31/03/2023
	£	£
Staff costs	**1,353,891**	1,131,141
Counsellors	**37,226**	22,547
Room hire	**25,315**	24,665
Total	**1,416,432**	1,178,353

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/03/2024	31/03/2023
	£	£
Staff costs	**263,027**	275,450
Other staff costs	**19,802**	20,509
Depreciation	**17,947**	13,934
Profit on sale of tangible fixed assets	**(56)**	-
Insurance	**6,105**	4,471
Telephone	**8,214**	9,940
Postage and stationery	**5,037**	7,802
Advertising	**6,523**	7,322
Other costs	**383**	1,818
Travel	**3,957**	1,994
IT expenses	**76,276**	58,833
Accountancy and bookkeeping	**3,361**	6,826
Legal and professional fees	**11,835**	9,092
Consultants	**11,522**	11,956
Repairs and maintenance	**296**	1,245
Cleaning	**4,996**	3,156
Subscriptions	**921**	776
Bad debts	**574**	838
Bank charges	**140**	100
Governance costs	**9,000**	9,000
Total	**449,860**	445,062

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2024 nor the period ended 31 March 2023.

Trustees' expenses
There were no Trustees' expenses paid for the year ended 31 March 2024 nor the period ended 31 March 2023.

9. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/03/2024	Year ended 31/03/2023
	£	£
Depreciation	**17,947**	13,934
Auditors' remuneration for audit services	**9,000**	9,000
Auditors' remuneration for non-audit services	**3,361**	6,826
Profit on disposal of fixed assets	**(56)**	-
Operating lease rentals	**13,600**	13,500

10. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year ended 31/03/2024	Year ended 31/03/2023
	£	£
Wages and salaries	**1,446,759**	1,264,789
Social security costs	**139,524**	117,429
Other pension costs	**30,635**	24,373
	1,616,918	1,406,591

The average monthly number of employees during the period was as follows:

Year ended 31/03/2024	Year ended 31/03/2023
48	46

The total employment benefits including employer pension contributions of the key management personnel was £87,738 (2023: £79,939)

1 employee received emoluments in excess of £70,000 (2023: 1 employee in excess of £60,000)

11. AUDITOR'S REMUNERATION

The auditor's remuneration of £9,000 (2023: £9,000) related solely to the audit with additional work being undertaken of £3,361 (2023: £6,826) in relation to other accountancy services.

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2023	**4,629**	**54,856**	**59,485**
Additions	**-**	**1,067**	**1,067**
Disposals	**(4,629)**	**(15,509)**	**(20,138)**
At 31 March 2024	**-**	**40,414**	**40,414**
DEPRECIATION			
At 1 April 2023	**3,630**	**18,394**	**22,024**
Charge for period	**999**	**16,948**	**17,947**
Eliminated on disposal	**(4,629)**	**(10,090)**	**(14,719)**
At 31 March 2024	**-**	**25,252**	**25,252**
NET BOOK VALUE			
At 31 March 2024	**-**	**15,162**	**15,162**
At 31 March 2023	999	36,462	37,461

13. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 April 2023	19,531
Disposals	(19,507)
Valuation changes	(24)
At 31 March 2024	-
NET BOOK VALUE	
At 31 March 2024	
At 31 March 2023	19,531

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	34,134	180,399
Accrued income	-	1,920
Prepayments	3,469	27,142
	37,603	209,461

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	12,129	46,321
Social security and other taxes	32,576	27,271
Other creditors	6,608	4,905
Deferred income	-	74,210
Accruals	12,512	12,006
	63,825	164,713

The deferred income movement in the year is as follows:

	2024	2023
	£	£
Income deferred from the previous year	74,210	-
Released to the statement of financial activities	(74,210)	-
Arising during the current year:		
Grants and donations required to be spent in future periods	-	74,210
Balance at 31 March 2024	-	74,210

16. OPERATING LEASE COMMITMENTS

Minimum lease payments under operating leases fall due as follows:

	2024	2023
	£	£
Net obligations repayable:		
Within one year	576	13,600
Between one and five years	-	15,867
	576	29,467

17. MOVEMENT IN FUNDS

	At 01/04/2023 £	Net movement in funds £	At 31/03/2024 £
Unrestricted funds			
General fund	135,930	185,294	**321,224**
Restricted funds	131,084	(127,949)	**3,135**
TOTAL FUNDS	267,014	57,345	324,359

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**1,476,063**	**(1,290,745)**	**(24)**	**185,294**
Restricted funds				
HIT and PWP salary support	**402,513**	**(402,513)**	-	-
Outreach Worker and Graduate Psychologist salary support	-	**(77,396)**	-	**(77,396)**
IAPT Innovation training	-	**(27,464)**	-	**(27,464)**
NHS TT Innovation	-	**(26,000)**	-	**(26,000)**
NHS IAPT training and support	**15,000**	**(15,000)**	-	-
NHS Project	**4,950**	**(4,950)**	-	-
Dover District Council Community Fund	-	**(224)**	-	**(224)**
Carers' Support East Kent	**2,160**	**(1,545)**	-	**615**
PCIT Parkinson's	**8,040**	**(5,520)**	-	**2,520**
MacMillian Cancer Care	**14,935**	**(14,935)**	-	-
	447,598	**(575,547)**	-	**(127,949)**
TOTAL FUNDS	**1,923,661**	**(1,866,292)**	**(24)**	**57,345**

17. MOVEMENT IN FUNDS (continued)

Comparatives for movement in funds

	At 01/01/2022 £	Net movement in funds £	At 31/03/2023 £
Unrestricted funds			
General fund	279,209	(143,279)	135,930
Restricted funds			
Outreach Worker and Graduate Psychologist salary support	51,750	79,334	131,084
TOTAL FUNDS	330,959	(63,945)	267,014

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,086,628	(1,228,882)	(1,025)	(143,279)
Restricted funds				
HIT and PWP salary support	302,183	(302,183)	-	-
Outreach Worker and Graduate Psychologist salary support	100,787	(75,141)	-	25,646
Kent Community Digital Inclusion Fund	10,000	(10,000)	-	-
IAPT Innovation training	32,120	(4,656)	-	27,464
NHS TT Innovation	26,000	-	-	26,000
Dover District Council Community Fund	1,102	(878)	-	224
Swale Borough Council Committee Funding	1,675	(1,675)	-	-
	473,867	(394,533)	-	79,334
TOTAL FUNDS	1,560,495	(1,623,415)	(1,025)	(63,945)

18. RESTRICTED FUNDS

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

	Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
HIT and PWP trainee salary support	-	402,513	(402,513)	-	-
Outreach Worker and Graduate Psychologist salary support	77,396	-	(77,396)	-	-
NHS IAPT Innovation training	27,464	-	(27,464)	-	-
NHS TT Innovation	26,000	-	(26,000)	-	-
NHS IAPT training and support	-	15,000	(15,000)	-	-
NHS Project		4,950	(4,950)	-	-
Dover District Council Community Fund	224	-	(224)	-	-
Carers' Support East Kent	-	2,160	(1,545)	-	615
PCIT – Parkinson's	-	8,040	(5,520)	-	2,520
MacMillan Cancer Care	-	14,935	(14,935)	-	-
	131,084	447,598	(575,547)	-	3,135

HIT and PWP trainee salary support – NHS funding from both Health Education England and Kent and Medway ICB for salaries and support costs of the HIT (High Intensity Training) and PWP (Psychological Wellbeing Practitioner) trainees.

Outreach Worker and Graduate Psychologist salary support – NHS funding from the Kent and Medway ICB for the salaries and support costs of the Outreach Worker and Graduate Psychologist.

NHS IAPT Innovation training – Funding was received to provide additional education, training, and support to IAPT trainee and qualified therapists.

NHS TT Innovation – Funding was received to promote retention, expansion and development of the NHS Talking Therapies workforce, assisting the development of supervision and support mechanisms.

NHS IAPT training and support – Additional funding received to support the NHS talking therapies service to assist retention during service change.

18. RESTRICTED FUNDS CONTINUED

NHS Project - This funding supported a collaborative investigation and report into young people's engagement with NHS talking therapies services and promotion of the same.

Dover District Council Community Fund – this funding was received to provide group sessions in Dover designed to destigmatise mental health conditions and increase inclusivity through training and the development of free activities.

Carers' Support East Kent – Sessional treatment funding received in the period to specifically to provide treatment to carers who are referred by Carers' Support.

PCIT – Parkinson's - Sessional treatment funding received in the period to specifically to provide treatment to members who are referred by PCIT.

MacMillan Cancer Care - Funding received specifically to provide group education and counselling to MacMillian patients.

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Year ended 31/03/2024 £	Year ended 31/03/2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	**57,345**	(63,945)
Adjustments for:		
Depreciation charges	**17,947**	13,934
Interest received	**(2,991)**	(855)
(Gain)/loss on fixed asset investments	**24**	1,025
Loss on disposal of fixed assets	**(56)**	-
Increase in debtors	**171,858**	19,278
(Decrease)/increase in creditors	**(100,888)**	115,027
Net cash provided by operations	**143,239**	84,464

20. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/04/2023 £	Cash flow £	At 31/03/2024 £
Net cash			
Cash at bank and in hand	165,274	**170,145**	**335,419**
Total	165,274	**170,145**	**335,419**

21. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2024 or the year ended 31 March 2023.

22. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £6,608 (2023: £4,905).

FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales - Charity number 1154989

Accounts

RREGISTERED COMPANY NUMBER: 08287687 (England and Wales)
RREGISTERED CHARITY NUMBER: 1154989

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FOR

FAVERSHAM COUNSELLING SERVICE LIMITED

FAVERSHAM COUNSELLING SERVICE LIMITED

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For the year ended 31 March 2023

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FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES
For the year ended 31 March 2023

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 April 2022 to 31 March 2023. This report is also the directors' report. 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 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Faversham Counselling Service's (FCS) vision is to ensure that those requiring talking therapies can access them at the time of need in Faversham and the surrounding areas.

b. Objectives

In setting objectives and planning for activities, the Trustees have considered general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

Our mission

Our mission is to enable ease of access in the provision of NICE-approved talking therapies in across Kent and Medway

We aim to:

- Develop FCS to ensure that we are one of Kent's leading charities for counselling and psychological therapies, including accreditation by the BACP (British Association for Counselling & Psychotherapy) (British Association for Counselling & Psychotherapy).
- Provide NICE-approved, evidenced based talking therapies; and
- Develop our student counsellors to enable long term therapy at a low cost for those that require it.

Our values

Our work is guided and informed by our commitment to:

- Working with those that come to us for therapy
- Listening to our clients by continuously working with client feedback, enabling voices to be heard
- Striving towards true inclusiveness
- Working in partnership, so that we can support our clients fully
- Ensuring everyone has access to high quality talking therapies

Realising our vision

Our strategic goals are:

1. Excellence in service
2. Excellence in psychological therapy
3. Excellence in client recovery
4. Removing stigma
5. Data collection

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c. Main Activities

FCS works with the NHS providing free Improving Access to Psychological Therapies ("IAPT") to all those living within Swale and surrounding areas. We also hold a contract with the University Medical Centre to provide the same NHS IAPT service to all those living within Canterbury and surrounding areas.

We work with trainee counsellors to enable then to advance in practice by gaining practical experience and the required therapeutic hours as counsellors to qualify. This programme allows the students to have comprehensive practical training whilst the students are also trained to understand patient management programmes. FCS has also updated its CPD programme to widen what is available in terms of subject matter for both the IAPT therapists as well as those who work in other parts of the organisation.

There are also private and low-cost therapies sessions to non-NHS referred clients, called FCS Faversham Counselling Services.

d. Activities for Achieving Objectives

FCS started 30 years ago as a charity based in Faversham. In that time, it has grown and, although we remain within Faversham, the catchment area for our work is Kent.

IAPT constitutes much of our work. We gather information from our service user's feedback, as well as feedback from our various stakeholder groups, on a continuous basis. It is important to us that we deliver high quality services to all our clients and that this is regularly reviewed, and services are developed to meet the changing demands of all stakeholder groups.

Our IAPT work is fully compliant to the IAPT Handbook with the continuation and ongoing commitment to the training of both High Intensity Therapists (HIT) and Psychological Wellbeing Practitioners (PWP).

FCS is an accredited service provider with the British Association of Counsellors and Psychotherapy (BACP) service, and we feel confident with the standards we have set ourselves and strive to improve the services we deliver to all clients.

Why do people come for counselling?

The most common reasons patients access FCS include common mental health issues such as depression and anxiety. However, we also see many referrals from patients who have many other diagnosed mental health disorders, for example, patients with Post Traumatic Stress Disorder, Borderline Personality Disorder and Bipolar Disorder.

FCS works across a wide range of issues, including:

- Phobias
- Self-harm
- Bereavement
- Relationship counselling
- Anxiety
- Depression
- Poor self esteem
- Obsessive-Compulsive Disorder
- Trauma

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The Charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1154989). The charitable company was incorporated on 9 November 2012.

The principal objects of the Charity are set out on page 1 of the Trustees' Report. There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

New Trustees are elected and co-opted by the Board of Trustees under the terms of the Articles of Association.

c. Policies Adopted for the Induction and Training of Trustees

All new Trustees are provided with an induction upon election. Training needs are kept under review by the Trustees and carried out as required.

d. Organisational Structure and Decision Making

The Board of Trustees meet through a formal meeting structure which is attended by members of the FCS Senior Management Team which includes the Chief Executive Officer, Clinical Director, and Head of Finance.

The Trustees also meet with the Chief Executive Officer and Clinical Director on an informal basis when required between board meetings.

The Charity is organised in such a way that Trustees meet regularly to manage its affairs whilst day-to-day responsibility is delegated to the Chief Executive Officer and Executive team.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

During the year to 31 March 2023 income increased to £1,560,495 (2022: £1,475,649) which was exceeded by the increased expenditure of £1,623,415 (2022: £1,430,846). The overall deficit for the period was £63,945 (2022: Surplus £46,746).

These results are improved by the disclosure rules of the charity SORP and include amounts in the income which are carried forward. £130,860 (2022: £51,750) of restricted funds to be spent on the salaries of NHS Talking Therapies support roles, and for training of clinical staff are disclosed in these accounts.

The deficit for the period for unrestricted funds was £143,279 (2022: £5,004).

(It should be noted that the 2022 comparatives above relate to 15-month period up to 31 March 2022)

Our primary source of funds remained NHS Contracts for the provision of NHS Talking Therapies services and the development of related staff. In line with many other similar providers, the year has again been challenging. Whilst we were able to deliver an increase in activity above NHS contract requirements to improve service provision, this impacted our financial performance.

b. Review of Charitable Activities

FCS is committed to meeting the needs of the community and over the 12 months has been focused on providing high quality services for our patients.

THOSE WHO WORK WITH FCS TALKING THERAPIES - IAPT:

FCS has a fully trained workforce of therapists working under the BACP (British Association for Counselling & Psychotherapy) Service Accreditation Scheme and its Ethical Guidelines for Good Working Practice, as well as the BABCP (British Association of Behavioural and Cognitive Psychotherapists), UKCP and other recognised accreditation bodies.

Clinical Director Annual Report

Structure of NHS Workforce

Our NHS IAPT service entered into the recruitment process for a fourth cohort of trainees for both High Intensity CBT (Cognitive Behaviour Therapy) Therapists and Low Intensity PWP Practitioners. We partner with Canterbury Christchurch University for the HIT CBT therapist training, and with Surrey University for the PWP course.

We have a split of modalities across the service reflecting the IAPT Manual and the NICE approved treatment protocols:

- Dynamic Interpersonal Therapists (DIT)
- Cognitive Behaviour Therapists (CBT Therapists)
- Psychological Therapists
- Eye Movement Desensitization Therapists (EMDR)
- Couples Therapists
- Psychological Wellbeing Practitioners (PWP's).

We work to the stepped care model of NHS delivery and our High intensity Therapists offer Step 3 treatments whilst our PWP's offer Step 2.

We have started to deliver Step 2 psycho-educational groups and Step 3 therapy groups. We offer a Step 2 online mindfulness programme and signpost our clients to different resources whilst they are on a wait list, as well as offering them the online mindfulness as an early intervention.

- **Structure of Non-NHS Workforce**

Our non-NHS service, which includes corporate and private work has grown over the past year, and we continue to market this side of the service. We employee a full-time lead and a number of employed counsellors supplemented by sessional counsellors when required. Student Counsellors are offered opportunities to complete their accreditation by volunteering in our Core Counselling Service provided at a discounted rate.

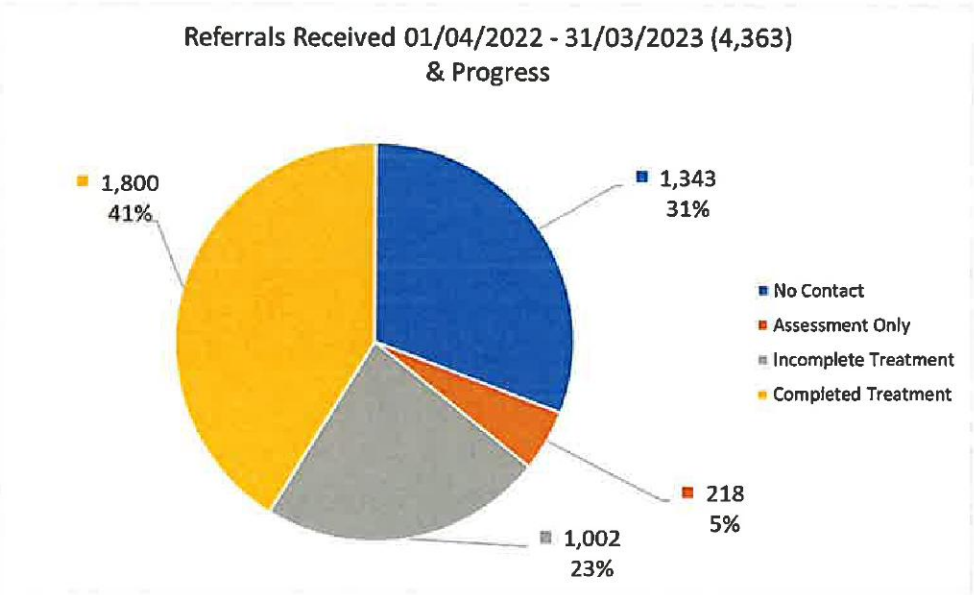
- **Outcomes**

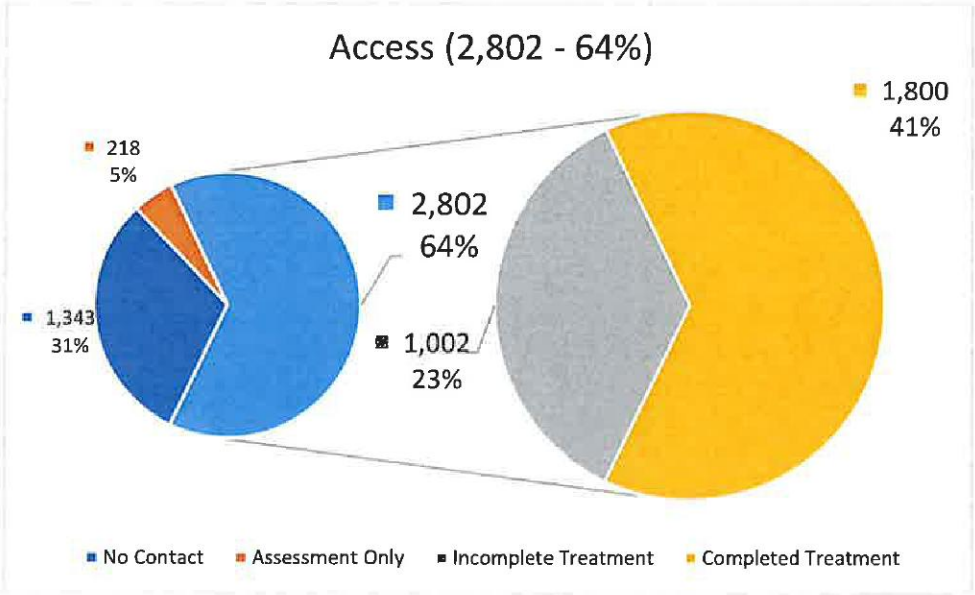
Our NHS recovery rates have been steady over the past year and are within the expectations of our targets. FCS continues to deliver its contractual KPI's which are reported and reviewed through a robust reporting structure maintained by regular positive performance meetings with the ICB.

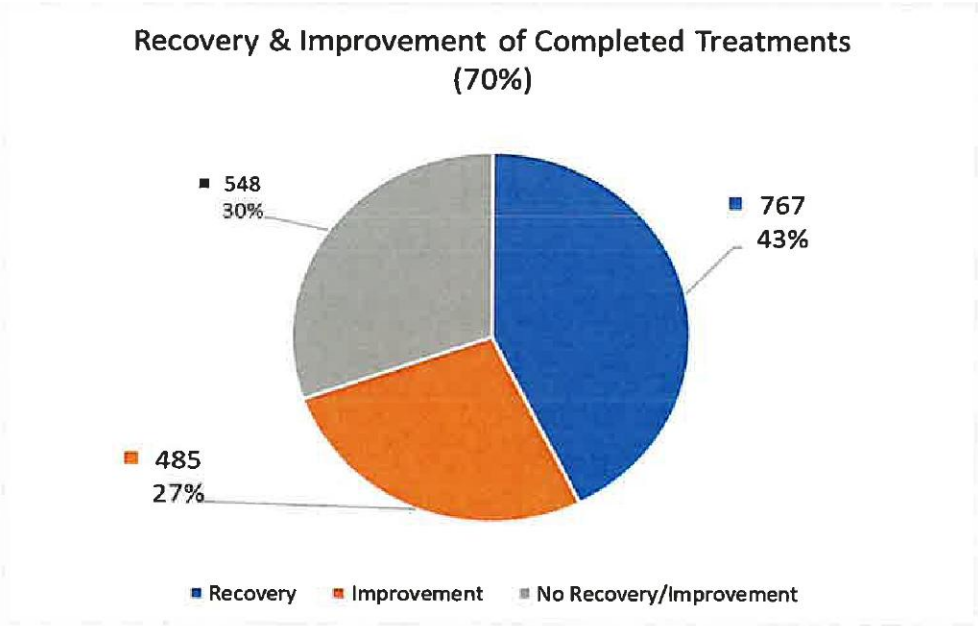
The year showed significant growth (over 50%) in our NHS referral numbers, enabling us to help many more individuals.

Similarly, our supported core, private and corporate activity grew providing individuals an alternative to NHS treatment, all be it incidental to the NHS activity.

The charts shown below detail the NHS activity for the year;




Access (2,802 - 64%)
1,800
41%
218
5%
2,802
64%
1,343
31%
1,002
23%
No Contact
Assessment Only
Incomplete Treatment
Completed Treatment


Recovery & Improvement of Completed Treatments
(70%)
548
30%
767
43%
485
27%
Recovery
Improvement
No Recovery/Improvement

FINANCIAL REVIEW

a. Going Concern

The Trustees are aware that the NHS contract procurement took place after the accounting period and the new contract has been awarded to an organisation which does not wish to work with FCS. This significantly affects the Charities' ability to continue beyond 31 March 2024 after which the contract is transferred. A decision was made in November 2023 that the expectation was for the Charity to cease trading shortly after the transfer. The accounts have been prepared with this in mind and includes fixed assets in use at the 31 March 2023, which will be written down to zero in the following year.

In order to keep the financial position under review, regular management accounts are produced and made available to the Board, whilst the Head of Finance and CEO meet frequently to discuss any developments. If any negative issues were to be identified during these processes, remedial action would be taken to ensure we continued to fund operations and meet our charitable objectives.

b. Reserves Policy

FCS's documented policy was to maintain free reserves of £186,000, a requirement for positive net current assets on the balance sheet and a minimum of £15,000 in cash deposits.

At the year end, the charity held total funds of £267,014 (2022: £330,959) of which unrestricted general funds were £135,930 (2022: £279,209). Restricted funds of £131,084 (2022: £51,750) are detailed later in the financial statements.

Total free reserves of the charity, being general funds less the net book value of fixed assets amounts to £98,469 (2022: £263,022). This falls short of the reserve policy which remained an ambition to achieve if the improvements that had been driven by a change in financial control could stem the structural losses. Maintaining technical solvency took priority over-achieving this target.

c. Financial risk management objectives and policies

Within excess of 95% of income coming from the NHS and HEE, failure to retain support from these organisations would create significant financial difficulties. Regular and close communication with the ICB to ensure continued support of the NHS talking therapies workforce have secured this to the end of the contract period where many of the staff are subject to TUPE.

The Trustees have overall responsibility for the system of internal control, whilst the day-to-day management is delegated to the CEO and the Senior Management Team. Relevant controls are designed by senior management to allow effective and efficient operations, including financial reporting and compliance with laws and regulations. The Trustees acknowledge that such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can only provide reasonable and not absolute assurance against material misstatement or loss.

There are regular reviews and updates of policies and procedures, and appropriate legal or professional advice is sought and followed as appropriate. Any significant exceptions from approved policies and procedures are reported to the Trustees.

PLANS FOR FUTURE PERIODS

After the year end, the local NHS ICB issued a retender for NHS Talking Therapies across Kent and Medway with contracts put out for procurement. The financial criteria requirements prevented us from bidding. We were partnered with two larger organisations as delivery partners but unfortunately the winning bidder chose not to partner with us. With this as the outcome, all NHS work will be transferred to the successful organisation with affect from 1st April 2024 with TUPE regulations being applicable.

The ICB has shown their continued willingness to support FCS to the end of the contract on 31 March 2024. The significantly smaller number of clinical staff and work in relation to our expanded private, affordable, and corporate services are expected to be transferred to another local charity in the same sector.

FCS Ltd will cease all work with the end of the NHS Talking Therapies contract which we were originally formed to serve.

CLOSURE STATEMENT

Following the recent announcement of the Talking Therapies Services across Kent and Medway being provided from 1st April 2024 by Vita Health Care, The Board of Trustees at FCS has had to carefully consider the future of FCS, due to the impact of the loss of the NHS Talking Therapies contract.

After over 30 years of dedicated service and commitment to our mission, we find ourselves at a juncture where continued operations are no longer sustainable. The Board of Trustees has made the difficult decision to close FCS on 31 March 2024. This decision comes after an extensive review of our financial position, ongoing operational challenges, and the evolving landscape of mental health support across Kent and Medway. We recognise the positive impact FCS has had on the community, and it is with a heavy heart that we have made this decision.

We acknowledge the dedicated efforts of our staff, volunteers, and supporters who have contributed to the success of FCS over the years. The commitment has been instrumental in achieving our mission, and for that, we extend our deepest gratitude.

As we wind down operations, our Executive Team will work diligently to ensure a responsible and transparent conclusion to our activities.

We understand that this news may evoke some difficult emotions, and we appreciate your ongoing support and understanding during this challenging time. Whilst our organisational journey may be ending, we encourage you to continue advocating for mental health awareness and support across Kent and Medway. We assure you that you will have the full support of the Executive Team as we work towards our closure.

We hope that our mission and values will continue to be upheld by other dedicated organisations in the community in the future.

Thank you once again for your support and understanding during this challenging time.

With heartfelt appreciation,

FCS Chair, Board of Trustees and CEO

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08287687 (England and Wales)

Registered Charity number
1154989

Registered office
10 Gatefield Lane
Faversham
Kent
ME13 8NX

Trustees
Louise Molton (resigned 15 June 2023)
Peter Gingell, Treasurer (resigned 30 November 2022)
Satish Mathur, Chair (resigned 31 October 2022)
Kate Walker
Ron Hoile (resigned 14 October 2022)
Guy Addington (appointed 1 May 2023)
David Williams (appointed 1 May 2023)
Alexandru Padureanu (appointed 1 May 2023 and resigned 28 September 2023)
Brigid Ferarrio (appointed 1 May 2023)

Directors
Louise Molton (resigned 15 June 2023)
Peter Gingell, Treasurer (resigned 30 November 2022)
Satish Mathur, Chair (resigned 31 October 2022)
Kate Walker
Ron Hoile (resigned on 14 October 2022)
Guy Addington (appointed 1 May 2023)
David Williams (appointed 1 May 2023)
Alexandru Padureanu (appointed 1 May 2023 and resigned 28 September 2023)
Brigid Ferarrio (appointed 1 May 2023)

Chief Executive Officer
Michelle Ford

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of Faversham Counselling Service Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the situation of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

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

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

As far as the Trustees are aware:

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

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees approved by order of the board of Trustees, as the company directors, on ...18th December 2023.....
and signed on the board's behalf by:

Trustee – Kate Walker

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FAVERSHAM COUNSELLING SERVICE LIMITED

Opinion

We have audited the financial statements of Faversham Counselling Service Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its 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; and
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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.

Emphasis of matter

We draw attention to Note 1 to the financial statements which explains that the directors intend to liquidate the company and therefore do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than going concern as described in Note 1. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the annual report, including the Trustees' report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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.

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 during 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken during the audit:
- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.
In the light of the knowledge and understanding of the company and its environment obtained during the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 charitable 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 charitable 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 charitable 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant which have a direct material effect on the amounts and disclosures in the financial statements are the Companies Act 2006, the Charities Act 2011 and Charities SORP FRS102.

We also identified other laws and regulations which do not have a direct effect on the amounts and disclosures in the financial statements, but which compliance is fundamental to the entity's operations including Employment Law, Health and Safety Law, Data Protections Laws (including UK General Data Protection Regulation (GDPR) and compliance with the British Association for Counselling and Psychotherapy regulations and enquires were made with management regarding procedures in place to ensure compliance.

Having reviewed the laws and regulations applicable to the charitable company, we designed and performed audit procedures to obtain sufficient appropriate evidence. Specifically, we:

- Assigned an engagement team to the audit that collectively had the appropriate competence, capabilities, and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquired with management on any non-compliance with laws and regulations.
- Reviewed the legal expense accounts and legal correspondence to identify potential litigation or claims involving the entity.
- Reviewed internal policies and procedures and external guidance.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement and fraud and in doing so:
- Considered whether there were areas of the financial statements particularly susceptible to fraud and enquired with management as to any known or suspected instances of fraud and their assessment of fraud risk.
- Considered whether management have incentives and opportunities to manipulate financial results and determined the key audit risks related to completeness of income, management override of controls, recoverability of debtors, completeness of creditors and restricted funds.
- The risk of management override of controls has been reviewed and audited, including through testing journal entries, accounting estimates and other adjustments for appropriateness. Furthermore, analytical procedures were undertaken to identify any unusual or unexpected relationships and transactions and the rationale behind these was investigated.
- The risk of completeness of income has been reviewed and audited, including through substantive testing, along with a review of the appropriateness of the accounting policy concerning income recognition and completing detailed cut off testing either side of the balance sheet date.
- Designed and performed audit procedures to obtain sufficient appropriate evidence including substantive testing in relation to the recoverability of debtors, completeness of creditors and restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement; however, the inherent limitations of audit procedures means that there remains a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, override of controls, forgery, collusion, omission, or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Chewter FCA (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 20 DECEMBER 2023

Note:

The maintenance and integrity of the company's website is the responsibility of the Trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

FAVERSHAM COUNSELLING SERVICE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2023

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/23	31/03/22	**31/03/23**	31/03/22	**31/03/23**	31/03/22
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	-	-	**171,684**	69,000	**171,684**	69,000
Charitable activities	**3**	**1,085,773**	871,965	**302,183**	533,954	**1,387,956**	1,405,919
Investments	**4**	**855**	730	-	-	**855**	730
Total incoming resources		1,086,628	872,695	**473,867**	602,954	**1,560,495**	1,475,649
Expenditure on:							
Charitable activities	**5**	**1,230,262**	879,642	**393,153**	551,204	**1,623,415**	1,430,846
Total expenditure		**1,230,262**	879,642	**393,153**	551,204	**1,623,415**	1,430,846
Gain/(loss) on investments		**(1,025)**	1,943	-	-	**(1,025)**	1,943
Net income/(expenditure)		**(144,659)**	(5,004)	**80,714**	51,750	**(63,945)**	46,746
Transfers between funds		**1,380**	-	**(1,380)**	-	-	-
Net movement in funds		**(143,279)**	(5,004)	**79,334**	51,750	**(63,945)**	46,746
Reconciliation of funds:							
Total funds brought forward		**279,209**	284,213	**51,750**	-	**330,959**	284,213
Total funds carried forward		**135,930**	279,209	**131,084**	51,750	**267,014**	330,959

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED - REGISTERED NUMBER 08287687

BALANCE SHEET
For the year ended 31 March 2023

	Note	Unrestricted Funds 31/03/23 £	Unrestricted Funds 31/03/22 £	Restricted Funds 31/03/23 £	Restricted Funds 31/03/22 £	Total Funds 31/03/23 £	Total Funds 31/03/22 £
FIXED ASSETS							
Tangible assets	12	**37,461**	16,187	-	-	**37,461**	16,187
Investments	13	**19,531**	20,556	-	-	**19,531**	20,556
		56,992	36,743	-	-	**56,992**	36,743
CURRENT ASSETS							
Debtors	14	**209,461**	228,739	-	-	**209,461**	228,739
Cash at bank and in hand		**34,190**	63,413	**131,084**	51,750	**165,274**	115,163
		243,651	292,152	**131,084**	51,750	**374,735**	343,902
CREDITORS							
Amounts falling due within one year	15	**(164,713)**	(49,686)	-	-	**(164,713)**	(49,686)
NET CURRENT ASSETS		**78,938**	242,466	**131,084**	51,750	**210,022**	294,216
TOTAL ASSETS LESS CURRENT LIABILITIES		**135,930**	279,209	**131,084**	51,750	**267,014**	330,959
NET ASSETS		**135,930**	279,209	**131,084**	51,750	**267,014**	330,959
FUNDS	17						
Unrestricted funds		**135,930**	279,209	-	-	**135,930**	279,209
Restricted funds		-	-	**131,084**	51,750	**131,084**	51,750
TOTAL FUNDS		**135,930**	279,209	**131,084**	51,750	**267,014**	330,959

The financial statements were approved by the Board of Trustees and authorised for issue on 18th December 2023 and were signed on its behalf by:

Trustee – Kate Walker

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED

CASH FLOW STATEMENT
For the year ended 31 March 2023

	Notes	**Year Ended 31.03.23** £	Year Ended 31.03.22 £
Cash flows (used in)/from operating activities			
Cash generated from operations	**19**	**84,464**	(87,296)
Net cash (used in)/from operating activities		**84,464**	(87,296)
Cash flows from investing activities			
Purchase of tangible fixed assets		**(35,208)**	(15,541)
Interest received		**855**	730
Net cash used in investing activities		**(34,353)**	(14,811)
Change in cash and cash equivalents in the reporting period		**50,111**	(102,107)
Cash and cash equivalents at the beginning of the reporting period		**115,163**	217,270
Cash and cash equivalents at the end of the reporting period		**165,274**	115,163

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Faversham Counselling Service Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 10 of the report of the Trustees. The nature of the charity's operations and principal activities is the provision of professional counselling.

The financial statements of the charitable company, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The NHS contract procurement took place after the reporting period, and the new contract has been awarded to an organisation which does not wish to work with Faversham Counselling Service Limited. Therefore, the current contract will end on 31 March 2024 and be transferred to such organisation. As such the Trustees have made the decision to liquidate the entity shorter after the transfer of the contract. The financial statements have been prepared on a basis other than that of the going concern basis. The fixed assets have been reviewed and given these were still in use at the balance sheet date and continued to be used after the reporting period no impairment adjustment is necessary. No provision has been made for the future costs of terminating the entity unless such costs were committed at the reporting date.

Income
NHS contract income is recognised when the charity is able to charge for the services provided under their contracts and as recognised by the IAPT system. Income received in advance of the services being provided is included as deferred income.

Income from donations and grants is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

When donors specify that donations and grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in income of restricted funds when receivable.

Investment income is included when receivable and the amount can be measured reliably by the company, this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure
Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

The charity has only one charitable activity to which direct and support costs are allocated. Staff costs are allocated between direct and support costs on the basis of the staff members' job roles.

Support costs are those functions that assist the work of the charity but do not directly relate to the charitable activities and include governance costs.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for the particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £200 or more are capitalised at cost. 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:

Fixtures and fittings	25% straight line
Computer equipment	Straight line over 3 years

Fixed asset investments
Fixed asset investments are initially recognised at transaction price excluding transaction costs, and therefore are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities.

Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2023	31/03/2022	**31/03/2023**	31/03/2022	**31/03/2023**	31/03/2022
	£	£	**£**	£	**£**	£
Kent and Medway CCG	**-**	-	**100,787**	69,000	**100,787**	69,000
NHS TT Innovation	**-**	-	**26,000**	-	**26,000**	-
Kent Community Foundation	**-**	-	**10,000**	-	**10,000**	-
NHS IAPT Training			**32,120**	-	**32,120**	-
Dover District Council Community Fund	**-**	-	**1,102**	-	**1,102**	-
Swale Borough Council Committee Funding	**-**	-	**1,675**	-	**1,675**	-
Total	**-**	-	**171,684**	69,000	**171,684**	69,000

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2023	31/03/2022	**31/03/2023**	31/03/2022	**31/03/2023**	31/03/2022
	£	£	**£**	£	**£**	£
Counselling services	**1,085,773**	871,965	**302,183**	533,954	**1,387,956**	1,405,919
Total	**1,085,773**	871,965	**302,183**	533,954	**1,387,956**	1,405,919

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2023	31/03/2022	**31/03/2023**	31/03/2022	**31/03/2023**	31/03/2022
	£	£	**£**	£	**£**	£
Investment income	**855**	730	-	-	**855**	730
Total	**855**	730	-	-	**855**	730

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2023	31/03/2022	**31/03/2023**	31/03/2022	**31/03/2023**	31/03/2022
	£	£	**£**	£	**£**	£
Counselling services	**801,029**	496,734	**429,233**	382,908	**1,230,262**	879,642
Total	**801,029**	496,734	**429,233**	382,908	**1,230,262**	879,642

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Direct costs (Note 6)		Support Costs (Note 7)		Total	
	31/03/2023	31/03/2022	**31/03/2023**	31/03/2022	**31/03/2023**	31/03/2022
	£	£	**£**	£	**£**	£
Employment costs	**377,324**	551,204	**15,829**	-	**393,153**	551,204
Total	**377,324**	551,204	**15,829**	-	**393,153**	551,204

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/03/2023	31/03/2022
	£	£
Staff costs	**1,131,141**	924,613
Counsellors	**22,547**	99,285
Room hire	**24,665**	24,040
Total	**1,178,353**	1,047,938

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/03/2023	31/03/2022
	£	£
Staff costs	**275,450**	167,135
Other staff costs	**20,509**	-
Depreciation	**13,934**	4,099
Loss on sale of tangible fixed assets	**-**	3,689
Insurance	**4,471**	3,044
Telephone	**9,940**	10,343
Postage and stationery	**7,802**	4,440
Advertising	**7,322**	4,159
Other costs	**1,818**	9,179
Travel	**1,994**	255
IT expenses	**58,833**	49,533
Accountancy and bookkeeping	**6,826**	13,340
Legal and professional fees	**9,092**	15,367
Director of Services management fees	**-**	63,408
Consultants	**11,956**	22,085
Repairs and maintenance	**1,245**	488
Cleaning	**3,156**	2,108
Subscriptions	**776**	1,081
Bad debts	**838**	-
Bank charges	**100**	155
Governance costs	**9,000**	9,000
Total	**445,062**	382,908

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2023 nor the period ended 31 March 2022.

Trustees' expenses
There were no Trustees' expenses paid for the year ended 31 March 2023 nor the period ended 31 March 2022.

9. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/03/2023	Period ended 31/03/2022
	£	£
Depreciation	**13,934**	4,099
Auditors' remuneration for audit services	**9,000**	9,000
Auditors' remuneration for non-audit services	**6,826**	13,340
Loss on disposal of fixed assets	**-**	3,689
Operating lease rentals	**13,500**	15,992

10. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year ended 31/03/2023	Period ended 31/03/2022
	£	£
Wages and salaries	**1,264,789**	987,011
Social security costs	**117,429**	85,819
Other pension costs	**24,373**	18,918
	1,406,591	1,091,748

The average monthly number of employees during the period was as follows:

Year ended 31/03/2023	Period ended 31/03/2022
46	39

The total employment benefits including employer pension contributions of the key management personnel was £79,939 (2022: £8,243)

1 employee received emoluments in excess of £60,000. (2022: none)

11. AUDITOR'S REMUNERATION

The auditor's remuneration of £9,000 (2022: £9,000) related solely to the audit with additional work being undertaken of £6,826 (2022: £13,340) in relation to other accountancy services.

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022	**3,827**	**25,945**	**29,772**
Additions	**802**	**34,406**	**35,208**
Disposals	**-**	**(5,495)**	**(5,495)**
At 31 March 2023	**4,629**	**54,856**	**59,485**
DEPRECIATION			
At 1 April 2022	**3,029**	**10,556**	**13,585**
Charge for period	**601**	**13,333**	**13,934**
Eliminated on disposal	**-**	**(5,495)**	**(5,495)**
At 31 March 2023	**3,630**	**18,394**	**22,024**
NET BOOK VALUE			
At 31 March 2023	**999**	**36,462**	**37,461**
At 31 March 2022	798	15,389	16,187

13. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 April 2022	20,556
Revaluations	(1,025)
At 31 March 2023	**19,531**
NET BOOK VALUE	
At 31 March 2023	**19,531**
At 31 March 2022	20,556

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	180,399	-
Accrued income	1,920	219,307
Prepayments	27,142	9,432
	209,461	228,739

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	46,321	12,500
Social security and other taxes	27,271	22,565
Other creditors	4,905	4,016
Deferred income	74,210	-
Accruals	12,006	10,605
	164,713	49,686

16. OPERATING LEASE COMMITMENTS

Minimum lease payments under operating leases fall due as follows:

	2023	2022
	£	£
Net obligations repayable:		
Within one year	13,600	2,167
Between one and five years	15,867	-
	29,467	2,167

17. MOVEMENT IN FUNDS

	At 1/04/2022 £	Net movement in funds £	At 31/03/2023 £
Unrestricted funds			
General fund	**279,209**	**(143,279)**	**135,930**
Restricted funds			
Outreach Worker and Graduate Psychologist salary support	**51,750**	**79,334**	**131,084**
TOTAL FUNDS	**330,959**	**(63,945)**	**267,014**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**1,086,628**	**(1,228,882)**	**(1,025)**	**(143,279)**
Restricted funds				
HIT and PWP salary support	**302,183**	**(302,183)**	**-**	**-**
Outreach Worker and Graduate Psychologist salary support	**100,787**	**(75,141)**	**-**	**25,646**
Kent Community Digital Inclusion Fund	**10,000**	**(10,000)**	**-**	**-**
IAPT Innovation training	**32,120**	**(4,656)**	**-**	**27,464**
NHS TT Innovation	**26,000**	**-**	**-**	**26,000**
Dover District Council Community Fund	**1,102**	**(878)**	**-**	**224**
Swale Borough Council Committee Funding	**1,675**	**(1,675)**	**-**	**-**
	473,867	**(394,533)**	**-**	**79,334**
TOTAL FUNDS	**1,560,495**	**(1,623,415)**	**(1,025)**	**(63,945)**

17. MOVEMENT IN FUNDS (continued)

Comparatives for movement in funds

	At 1/01/2021 £	Net movement in funds £	At 31/03/2022 £
Unrestricted funds			
General fund	284,213	(5,004)	279,209
Restricted funds			
Outreach Worker and Graduate Psychologist salary support	-	51,750	51,750
TOTAL FUNDS	284,213	46,746	330,959

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**872,695**	**(879,642)**	**1,943**	**(5,004)**
Restricted funds				
HIT and PWP salary support	**533,954**	**(533,954)**	-	-
Outreach Worker and Graduate Psychologist salary support	**69,000**	**(17,250)**	-	**51,750**
	602,954	**(551,204)**	-	**51,750**
TOTAL FUNDS	**1,475,649**	**(1,430,846)**	**1,943**	**46,746**

18. RESTRICTED FUNDS

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

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
HIT and PWP trainee salary support	-	302,183	(302,183)	-	-
Outreach Worker and Graduate Psychologist salary support	51,750	100,787	(75,141)	-	77,396
NHS IAPT Innovation training	-	32,120	(4,656)	-	27,464
NHS TT Innovation	-	26,000	-	-	26,000
Kent Community Digital Inclusion Fund	-	10,000	(8,620)	(1,380)	-
Dover District Council Community Fund	-	1,102	(878)	-	224
Swale Borough Council Committee Funding	-	1,675	(1,675)	-	-
	51,750	473,867	(393,153)	(1,380)	131,084

HIT and PWP trainee salary support – this funding was received from both Health Education England and Kent and Medway CCG to fund the salaries and support costs of the HIT (High Intensity Training) and PWP (Psychological Wellbeing Practitioner) trainees.

Outreach Worker and Graduate Psychologist salary support – this funding was received from the Kent and Medway CCG for the salaries and support costs of the Outreach Worker and Graduate Psychologist. £77,396 of the funding received relates to the 12-month period after these accounts to 31 March 2024.

NHS IAPT Innovation training – this funding was received to provide additional education, training, and support to IAPT trainee and qualified therapists.

NHS TT Innovation – this funding was received to promote retention, expansion and development of the NHS Talking Therapies workforce, assisting the development of supervision and support mechanisms.

Kent Community Digital Inclusion Fund – this funding was received to develop, measure and report on a programme of additional Virtual Reality sessions, particularly aimed at improving the clinical results of the 17-25 age group.

18. RESTRICTED FUNDS CONTINUED

Dover District Council Community Fund – this funding was received to provide group sessions in Dover designed to destigmatise mental health conditions and increase inclusivity through training and the development of free activities.

Swale Borough Council Committee Funding – this funding was received in partnership with Faversham Umbrella Centre and was targeted to provide subsidised therapy sessions supporting sessions offered below cost.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Year ended 31/03/2023 £	Period ended 31/03/2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	**(63,945)**	46,746
Adjustments for:		
Depreciation charges	**13,934**	4,099
Interest received	**(855)**	(730)
(Gain)/loss on fixed asset investments	**1,025**	(1,943)
Loss on disposal of fixed assets	**-**	3,689
Increase in debtors	**19,278**	(128,025)
(Decrease)/increase in creditors	**115,027**	(11,132)
Net cash provided by operations	**84,464**	(87,296)

20. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/04/2022 £	Cash flow £	At 31/03/2023 £
Net cash			
Cash at bank and in hand	**115,163**	**50,111**	**165,274**
Total	**115,163**	**50,111**	**165,274**

21. RELATED PARTY TRANSACTIONS

During the period payments were made totalling £nil (2022: £58,631) for management services from Cloak & Dagger Limited, a company for whom Sarah Pearce, former managing director of Faversham Counselling Service Limited is the sole director. No amounts were outstanding at 31 March 2023 or 31 March 2022.

During the period payments were made totalling £nil (2022: £17,208) for management services provided by Michelle Ford, the CEO of Faversham Counselling Service Limited. No amounts were outstanding at 31 March 2023 or 31 March 2022.

22. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £4,905(2022: £3,412).

FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales - Charity number 1154989

Accounts

REGISTERED COMPANY NUMBER: 08287687 (England and Wales)
REGISTERED CHARITY NUMBER: 1154989

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MARCH 2022

FOR

FAVERSHAM COUNSELLING SERVICE LIMITED

FAVERSHAM COUNSELLING SERVICE LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Period Ended 31 March 2022

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REPORT OF THE TRUSTEES
For The Period Ended 31 March 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 January 2021 to 31 March 2022. This report is also the directors' report. 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 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Faversham Counselling Service's (FCS) vision is to ensure that those requiring talking therapies can access them at the time of need in Faversham and the surrounding areas.

Our mission

Our mission is to enable ease of access in the provision of NICE-approved talking therapies in Faversham and the surrounding areas.

We aim to:

- Develop FCS to ensure that we are one of Kent's leading charities for counselling and psychological therapies, including accreditation by the BACP;
- Provide NICE-approved, evidenced based talking therapies; and
- Develop our student counsellors to enable long term therapy at a low cost for those that require it.

Our values

Our work is guided and informed by our commitment to:

- Working with those that come to us for therapy
- Listening to our clients by continuously working with client feedback, enabling voices to be heard
- Striving towards true inclusiveness
- Working in partnership, so that we can support our clients fully
- Ensuring everyone has access to high quality talking therapies

Realising our vision

Our strategic goals are:

1. Excellence in service
2. Excellence in psychological therapy
3. Excellence in client recovery
4. Removing stigma
5. Data collection

b. Objectives

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

c. Main Activities

FCS works with the NHS providing free Improving Access to Psychological Therapies ("IAPT") to all those living within Swale and surrounding areas. We also hold a contract with the University Medical Centre to provide the same NHS IAPT service to all those living within Canterbury and surrounding areas.

We work with trainee counsellors to enable then to advance in practice by gaining practical experience and the required therapeutic hours as counsellors to qualify. This programme allows the students to have comprehensive practical training whilst the students are also trained to understand patient management programmes. FCS has also updated its CPD programme to widen what is available in terms of subject matter for both the IAPT therapists as well as those who work in other parts of the organisation.

There are also private and low-cost therapies sessions to non-NHS referred clients, called FCS Faversham Counselling Services.

d. Activities for Achieving Objectives

FCS started 30 years ago as a charity based in Faversham. In that time, it has grown and, although we remain within Faversham, the catchment area for our work is Kent.

IAPT constitutes much of our work. We gather information from our service user's feedback, as well as feedback from our various stakeholder groups, on a continuous basis. It is important to us that we deliver high quality services to all our clients and that this is regularly reviewed, and services are developed to meet the changing demands of all stakeholder groups.

Our IAPT work is fully compliant to the IAPT Handbook with the continuation and ongoing commitment to the training of both High Intensity Therapists (HIT) and Psychological Wellbeing Practitioners (PWP).

FCS is an accredited service provider with the British Association of Counsellors and Psychotherapy (BACP) service, and we feel confident with the standards we have set ourselves and strive to improve the services we deliver to all clients.

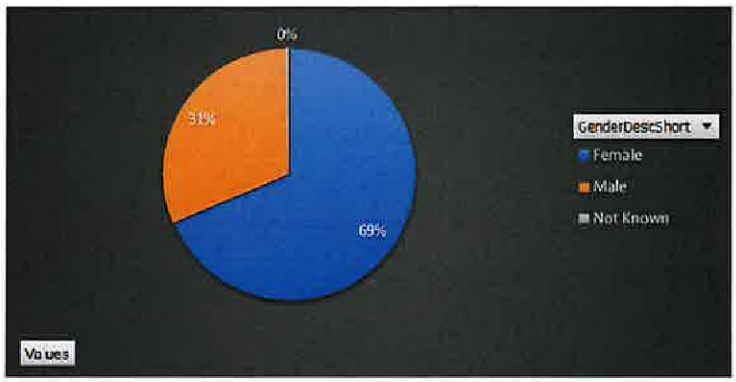
Who uses the service?

Despite COVID-19 and the impact that it has had on society, the statistics below reflect positively for FCSTT (FCS Talking Therapies) and our service users.

Demographics of referrals received in the IAPT Service from 1.1.2021- 3.03.22

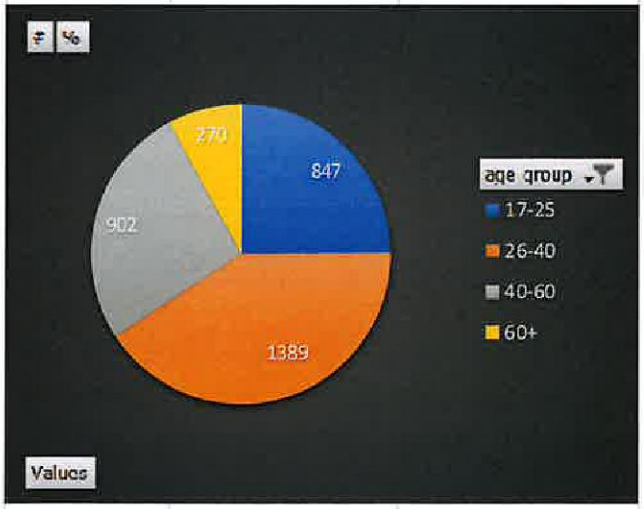
GENDER

	#	%
Female	2350	68.55%
Male	1065	31.07%
Not Known	13	0.38%
Grand Total	**3428**	**100.00%**



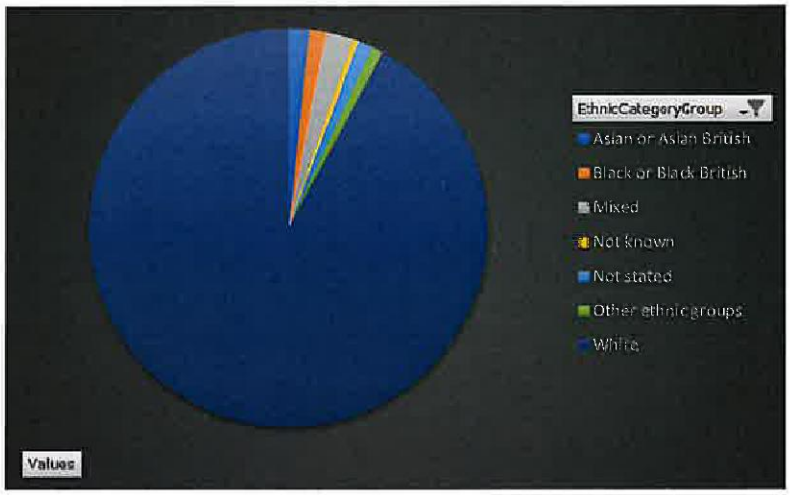
AGE

	#	%
17-25	847	24.85%
26-40	1389	40.76%
40-60	902	26.47%
60+	270	7.92%
Grand Total	**3408**	**100.00%**

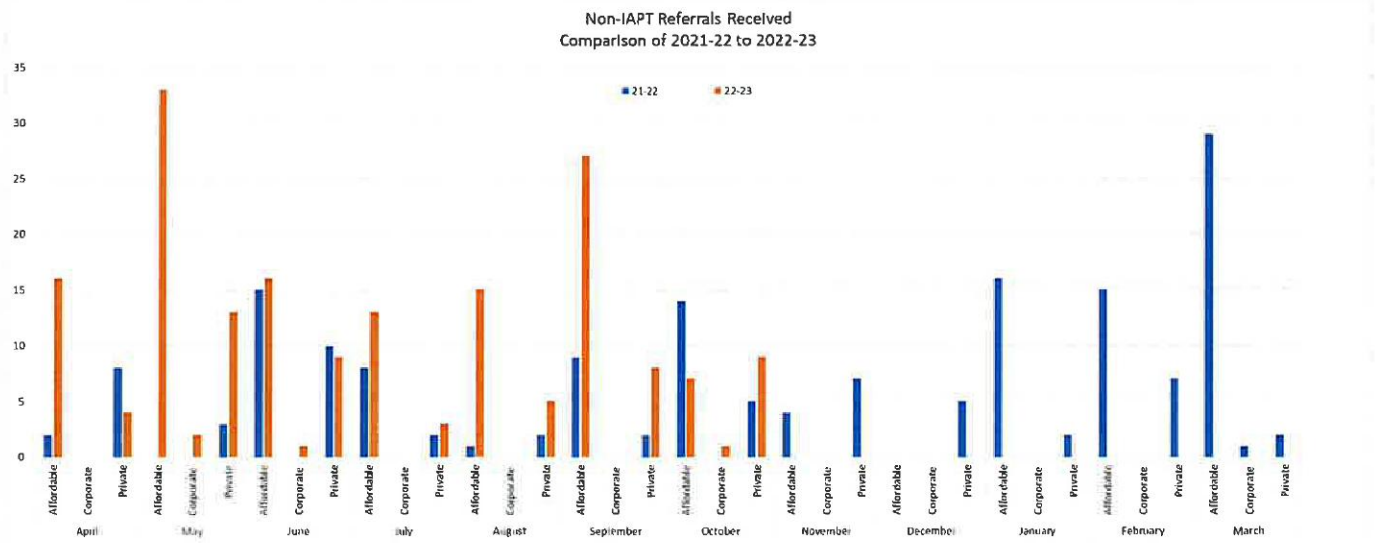


ETHNICITY

	#	%
Asian or Asian British	55	1.67%
Black or Black British	46	1.40%
Mixed	71	2.15%
Not known	16	0.49%
Not stated	40	1.21%
Other ethnic groups	32	0.97%
White	3036	92.11%
Grand Total	**3296**	**100.00%**

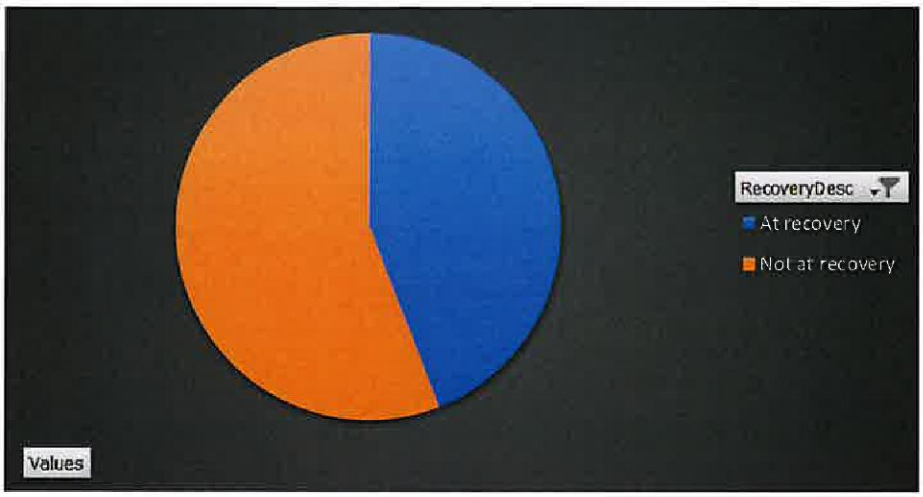


Referrals Received/Access to Treatment and Recovery
01 January 2021 to 31 March 2022 (15-month financial period)



RECOVERY

	#	%
At recovery	704	44.06%
Not at recovery	894	55.94%
Grand Total	**1598**	**100.00%**



Referrals Received	3428
No of these that accessed treatment	2302
Percentage of Referrals Accessing Treatment	**67%**

Why do people come for counselling?

The most common reasons patients access FCS include common mental health issues such as depression and anxiety. However, we also see many referrals from patients who have many other diagnosed mental health disorders, for example, patients with Post Traumatic Stress Disorder, Borderline Personality Disorder and Bipolar Disorder.

FCS works across a wide range of issues, including:

- Phobias
- Self-harm
- Bereavement
- Relationship counselling
- Anxiety
- Depression
- Poor self esteem
- Obsessive-Compulsive Disorder
- Trauma

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1154989). The charitable company was incorporated on 9 November 2012.

The principal objects of the Charity are set out on page 1 of the Trustees' Report. There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

New trustees are elected and co-opted by the Board of Trustees under the terms of the Articles of Association.

c. Policies Adopted for the Induction and Training of Trustees

All new trustees are provided with an induction upon election. Training needs are kept under review by the trustees and carried out as required.

d. Organisational Structure and Decision Making

The board of trustees meet bimonthly through a formal meeting structure which is attended by members of the FCS Senior Management Team include the Chief Executive Officer, Clinical Director and Head of Finance.

The trustees also meet with the Chief Executive Officer and Clinical Director on an informal basis as an when required between board meetings.

The charity is organised in such a way that trustees meet regularly in order to manage it's affairs whilst day-today responsibility is delegated to the Chief Executive Officer and executive team.

e. Pay policy for key management personnel

The trustees assess the remuneration of the Chief Executive Officer based on performance, market forces and affordability.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

During the 15-month period to 31 March 2022 income increased significantly to £1,475,649 (2020 - £823,332) which was reflected in our increased expenditure of £1,430,846 (2020 - £721,962). The overall surplus for the period was £46,746 (2020: £102,707).

These results, maintained in a period of COVID turmoil, are in some part due to the charity reporting requirements and include an amount carried forward of £51,750 for restricted funds to be spent on the salaries of the Outreach Worker and Graduate Psychologist. The deficit for the period for unrestricted funds was £5,004 (2020: £102,707).

Our primary source of funds is from Government contracts for the provision of IAPT services and the development of IAPT staff. In line with many other IAPT providers the period to March 2022 has been challenging. Whilst we were able to significantly increase the activity, the requirement of the NHS to amend our workforce model changing from sessional counsellors to employed accredited therapists, with the additional management costs required in doing so, put significant pressures on margins.

We continued investing to provide services during COVID 19 restrictions in terms of both technology and staff, supporting an increased number of trainees. Staff numbers increased from an average of 14 to 39 in the period. The increasing demand for clinical services and the need to support them continues and further investment is required, as supported by the Board, designed to ensure that the service continues to provide a quality service with an increased capacity for the future.

b. Review of Charitable Activities

FCS is committed to developing as a Charity to meet the needs of the community and over the past fifteen months has been focused on developing its workforce to enable us to expand our service provision. Although the last period has been a challenging time in many ways, FCS has used this period as an opportunity to transform and change.

The particularly challenging and uncertain environment in which we worked last year has highlighted the dedication and commitment of the staff who comprise of Faversham counselling service.

This has resulted in us growing our market share for IAPT service provision across Kent and Medway and has enabled us to see and treat higher quantity of clients.

Our non-NHS service has also grown during the last fifteen months with us now treating clients who are referred to us from a variety of different avenues including local businesses, other charities as well as those clients whom self-refer.

THOSE WHO WORK WITH FCS TALKING THERAPIES - IAPT:

FCS has fully trained workforce of therapists working under the BACP Service Accreditation Scheme and its Ethical Guidelines for Good Working Practice. As well as BABCP (British Association of Behavioural and Cognitive Psychotherapists), UKCP and other recognised accreditation bodies.

Clinical Director annual report

Structure of Workforce

- **NHS**

Over the last 15 months we have been working to develop our IAPT workforce and have recruited key infrastructure staff members to allow the professional development of the service moving forward with more qualified and trainee members of staff in conjunction with step 2 and a step 3 Lead Practitioners, which enables a broader clinical view and expertise within the stepped care model and the correct pathways.

As an organisation we are committed to the ongoing development of our IAPT workforce and the service is entering into the recruitment process for the 4th cohort of trainees for both High Intensity CBT Therapists and low intensity PWP Practitioners and partner with Canterbury Christchurch University for the HIT CBT therapist training and with Surrey University for the PWP course.

As part of the mental health delivery plan, we have taken a special interest for the equality area of young people (ages 17 to 25) within the Kent and Medway collaborative. This has enabled us to gain a grant to deliver a programme of VR virtual reality as an adjunct to therapy sessions. As part of this innovation we have been given the opportunity from our ICB to recruit to the post of CYP IAPT (children and young persons) to enable specifically the 17- to 25-year-old clients to have a bespoke package delivery from fully trained therapists.

- **Outcomes**

Our recovery rates have been steady over the past period and are in the 50% plus bracket NHS target and have achieved against our KPI's with our trajectory for clients accessing treatment within the Kent and Medway being with a margin of < or > 5% throughout the period.

- **Non-NHS**

Our non-NHS side of the service, corporate and private has grown over the past period and we are committed to the ongoing development of this service. The staff are predominantly student placements who are in their last year of their counselling training courses however due to the ongoing growth of this service we now have 2.6 employed members of staff who are working within this service.

Our current projects involve bespoke services to the Umbrella Centre in Faversham, the MS Centre in Canterbury, Macknade staff wellbeing and OATS academy staff wellbeing. Ongoing discussions are taking place about projects within the Kent Cluster of prisons and Sports connect and talk club amongst others.

Patient management system
Our patient management system Iaptus is now operational throughout non-NHS and NHS sides of the service and is a robust system which has enabled growth. We have also implemented an online assessment booking process for our clients enabling them to improve access and have a better choice of availability.

Wait times and patient flows
As part of our ongoing improvements we have considered the patient experience streamlining ways of working to improve the patients journey this includes simplified referral process forms, online patient experience.

Evaluating the services
In order to help us evaluate our services we seek feedback from our clients and customers.

This can be done through a variety of means - in counselling it is usually at the end of therapy, when clients can be asked about how satisfied they were with the service. There is not any one generic standard measure used, but the one that is used throughout IAPT is the patient experience questionnaire.

Client satisfaction represents a fundamental benchmark for good practice. Also, allowing clients to record their dissatisfaction, and make suggestions for improvement of services, is part of the ethical approach that FCS adopts when monitoring and evaluating its activities.

Written feedback from clients has been good and trustees were pleased to receive the following typical comments:

- My assessor was very calm and understanding. I was rather emotional on this appointment, but she was extremely supportive and took time to listen and evaluate my needs.

- My experience of FCS Talking Therapies has been positive. I have learned healthy coping strategies and ways to reframe my thoughts that will stay with me for life. My therapist was a very professional, effective and compassionate person who has helped me massively.

- This was 2nd time trying CBT. It was great this time, I was listened to and my PWP worked with me and was very fluid in her approach as my needs and thoughts changed week on week. She has helped me tremendously. I can't thank her enough.

FINANCIAL REVIEW

a. Going Concern

The Trustees are not aware of events or conditions that would prevent its operation for the foreseeable future. We have therefore adopted the going concern basis in preparing the financial statements.

In order to keep this under review, regular management accounts are produced and made available to the Board, whilst the Head of Finance and CEO meet frequently to discuss the financial position. If any negative issues were to be identified during these processes, remedial action would be taken to ensure we continued to operate and meet the charitable objectives.

b. Reserves Policy

FCS's policy was to maintain three months of operating costs in free reserves. For the period to 31 March 2022 this would equate to approximately £286,000.

At the period end, the charity held total funds of £330,959 (2020: £284,213) of which unrestricted general funds were £279,909 (2020: £284,213). Restricted funds of £51,750 (2020: £nil) relate to specific funded roles in the period to 31 December 2022.

Total free reserves of the charity, being general funds less the net book value of fixed assets amounts to £256,022 (2020: £275,779).

The difference between the policy and free reserves of around 10% is noted and a project to calculate the organisations actual needs undertaken. Post period end the Board set a new reserve policy being free reserves of £186,000, a requirement for positive net current assets on the balance sheet and a minimum of £15,000 in cash deposits. The period end accounts met this new policy.

b. Financial risk management objectives and policies

With almost 97% of income coming from the Government in one form or another, legislation and spending change is always a risk that needs to be considered. The required changes to our workforce model will continue to impact on our financial results. However, with confirmation of IAPT service contracts to April 2024 and the Government's commitment to continue to invest in mental health services, we anticipate navigating any change whilst the Board's commitment to invest in the private areas of the business show opportunities for both diversification and growth.

The Trustees have overall responsibility for the system of internal control whilst the day-to-day management is delegated to the CEO and her team. Relevant controls are designed by senior management to allow effective and efficient operations, including financial reporting and compliance with laws and regulations. The Trustees acknowledge that such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

There are regular reviews and updates of policies and procedures and appropriate legal and professional advice sought and followed as appropriate. Any significant exceptions from approved policies and procedures are reported to the Trustees.

PLANS FOR FUTURE PERIODS

The local NHS ICB (Integrated Care Boards) announced that the current IAPT contracts continue to 30 April 2024 providing us some certainty. Continued investment in our service is planned to develop on our experiences in COVID, so that we provide an accessible service to as many clients as possible to further the charities' prime objectives. These experiences will also allow us to support our employees' needs, offering flexible ways of working and interacting both in premises and remotely. We anticipate that we will continue to provide IAPT development opportunities for trainees with the support of our funders.

We are also looking to expand our private, affordable and corporate services and are prepared to develop these areas. This will allow us to provide an increased breadth of service, not available within IAPT, such as longer-term counselling.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08287687 (England and Wales)

Registered Charity number
1154989

Registered office
10 Gatefield Lane
Faversham
Kent
ME13 8NX

Trustees
Pam Baxter OBE (resigned 29 March 2021)
Samantha Jones (resigned 13 December 2021)
Louise Molton
Peter Gingell, Treasurer (resigned 30 November 2022)
Satish Mathur, Chair (appointed 9 March 2021 and resigned 31 October 2022)
Kate Walker (appointed 29 March 2021)
Ron Hoile (appointed 15 December 2021 and resigned 14 October 2022)

Directors
Pam Baxter OBE (resigned 29 March 2021)
Samantha Jones (resigned 13 December 2021)
Louise Molton
Peter Gingell, Treasurer (resigned 30 November 2022)
Satish Mathur, Chair (appointed 9 March 2021 and resigned 31 October 2022)
Kate Walker (appointed 29 March 2021)
Ron Hoile (appointed 15 December 2021 and resigned on 14 October 2022)

Chief Executive Officer
Michelle Ford

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Faversham Counselling Service Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees approved by order of the board of trustees, as the company directors, on 21 Dec 2022 and signed on the board's behalf by:

Louise Molton

Trustee – Louise Molton

Kate Walker

Trustee – Kate Walker

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FAVERSHAM COUNSELLING SERVICE LIMITED

Opinion

We have audited the financial statements of Faversham Counselling Service Limited (the 'charitable company') for the period ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other matters which we are required to address

The prior period financial statements and the corresponding comparative figures included within these financial statements were not audited.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 charitable 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 charitable 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 charitable 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- A large proportion of the income in the period is from contracts. The audit work performed included the verification of all material income to original agreements as well as an assessment of the charity's entitlement;
- Bank transactions in the period were of a consistent nature, relating to NHS contract income, supplier payments and salaries. All material movements were looked at individually to help gain assurance that material instances of fraud would have been identified;
- Due to the simple nature of operations, the risks of irregularities (and risk of unidentified irregularities) is low;
- The laws and regulations applicable for this entity have been identified and considered when carrying out the audit;
- The competency and capabilities of the audit team identifying or recognising non-compliance with laws and regulations have been considered;
- Consideration was given as to whether there were areas of the financial statements particularly susceptible to fraud;

- Enquiries were made with trustees and management on their assessment of fraud risk and details any known or suspected instances of fraud;
- Minutes of meetings of those charged with governance have been reviewed and nothing was noted that would indicate material misstatements due to fraud;
- The risk of management override of controls has been considered and the audit work in relation to this included the review of performance material accounting journals and other adjustments to assess that they were appropriate and in line with the normal course of the charity's activities.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul R. Chewter (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 22ND DECEMBER 2022

Note:
The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

FAVERSHAM COUNSELLING SERVICE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Period Ended 31 March 2022

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/22	31/12/20	**31/03/22**	31/12/20	**31/03/22**	31/12/20
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	-	-	**69,000**	-	**69,000**	-
Charitable activities	**3**	**871,965**	612,561	**533,954**	210,202	**1,405,919**	822,763
Investments	**4**	**730**	569	-	-	**730**	569
Total incoming resources		**872,695**	613,130	**602,954**	210,202	**1,475,649**	823,332
Expenditure on:							
Charitable activities	**5**	**879,642**	511,760	**551,204**	210,202	**1,430,846**	721,962
Total expenditure		**879,642**	511,760	**551,204**	210,202	**1,430,846**	721,962
Net gains on investments		**1,943**	1,337	-	-	**1,943**	1,337
Net income/(expenditure)		**(5,004)**	102,707	**51,750**	-	**46,746**	102,707
Reconciliation of funds:							
Total funds brought forward		**284,213**	181,506	-	-	**284,213**	181,506
Total funds carried forward		**279,209**	284,213	**51,750**	-	**330,959**	284,213

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED - REGISTERED NUMBER 08287687

BALANCE SHEET
For The Period Ended 31 March 2022

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/03/22	31/12/20	31/03/22	31/12/20	31/03/22	31/12/20
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	12	**16,187**	8,434	-	-	**16,187**	8,434
Investments	13	**20,556**	18,613	-	-	**20,556**	18,613
		36,743	27,047	-	-	**36,743**	27,047
CURRENT ASSETS							
Debtors	14	**228,739**	100,714	-	-	**228,739**	100,714
Cash at bank and in hand		**63,413**	217,270	**51,750**	-	**115,163**	217,270
		292,152	317,984	**51,750**	-	**343,902**	317,984
CREDITORS							
Amounts falling due within one year	15	**(49,686)**	(60,818)	-	-	**(49,686)**	(60,818)
NET CURRENT ASSETS		**242,466**	257,166	**51,750**	-	**294,216**	257,166
TOTAL ASSETS LESS CURRENT LIABILITIES		**279,209**	284,213	**51,750**	-	**330,959**	284,213
NET ASSETS		**279,209**	284,213	**51,750**	-	**330,959**	284,213
FUNDS	17						
Unrestricted funds		**279,209**	284,213	-	-	**279,209**	284,213
Restricted funds		-	-	**51,750**	-	**51,750**	-
TOTAL FUNDS		**279,209**	284,213	**51,750**	-	**330,959**	284,213

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial period and of its surplus or deficit for each financial period in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 subject to the small companies regime relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 Dec 2022 and were signed on its behalf by:

Louise Molton
Trustee –Louise Molton

Kate Walker
Trustee – Kate Walker

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED

CASH FLOW STATEMENT
For The Period Ended 31 March 2022

	Notes	Period Ended 31.3.22 £	Year Ended 31.12.20 £
Cash flows (used in)/from operating activities			
Cash generated from operations	19	**(87,296)**	84,809
Net cash (used in)/from operating activities		**(87,296)**	84,809
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,541)	(9,989)
Interest received		730	569
Net cash used in investing activities		**(14,811)**	(9,420)
Change in cash and cash equivalents in the reporting period		**(102,107)**	75,389
Cash and cash equivalents at the beginning of the reporting period		**217,270**	141,881
Cash and cash equivalents at the end of the reporting period		**115,163**	217,270

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Faversham Counselling Service Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 9 of the report of the trustees. The nature of the charity's operations and principal activities is the provision of professional counselling.

The financial statements of the charitable company, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

After making appropriate enquiries, the Trustees have reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reporting period
The charitable company has changed its accounting year end to 31 March 2022 to align with the funding timelines of the NHS. Therefore these financial statements cover a fifteen-month period from 1 January 2021 to 31 March 2022 and therefore not comparable with the comparatives.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

NHS contract income is recognised when the charity is able to charge for the services provided under their contracts and as recognised by the IAPT system. Income received in advance of the services being provided is included as deferred income.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company, this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

1. ACCOUNTING POLICIES - continued

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £200 or more are capitalised at cost. 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:

Fixtures and fittings	25% reducing balance
Computer equipment	Straight line over 3 years

Fixed asset investments
Fixed asset investments are initially recognised at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Investment income, gains and losses are allocated to the appropriate fund.

Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Prior period adjustment
An adjustment has been made to the prior period to present the gain on investments included within investment income separately on the Statement of Financial Activities. There was no impact on the result of the prior period, nor on net assets.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2022	31/12/2020	**31/03/2022**	31/12/2020	**31/03/2022**	31/12/2020
	£	£	**£**	£	**£**	£
Kent and Medway CCG	**-**	-	**69,000**	-	**69,000**	-
Total	**-**	-	**69,000**	-	**69,000**	-

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2022	31/12/2020	**31/03/2022**	31/12/2020	**31/03/2022**	31/12/2020
	£	£	**£**	£	**£**	£
Counselling services	**871,965**	612,561	**533,954**	210,202	**1,405,919**	822,763
Total	**871,965**	612,561	**533,954**	210,202	**1,405,919**	822,763

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/03/2022	31/12/2020	**31/03/2022**	31/12/2020	**31/03/2022**	31/12/2020
	£	£	**£**	£	**£**	£
Investment income	**730**	569	-	-	**730**	569
Total	**730**	569	-	-	**730**	569

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Direct costs		Support Costs		Total	
	31/03/2022	31/12/2020	**31/03/2022**	31/12/2020	**31/03/2022**	31/12/2020
	£	£	**£**	£	**£**	£
Counselling services	**496,734**	34,181	**382,908**	477,579	**879,642**	511,760
Total	**496,734**	34,181	**382,908**	477,579	**879,642**	511,760

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Direct costs		Support Costs		Total	
	31/03/2022	31/12/2020	**31/03/2022**	31/12/2020	**31/03/2022**	31/12/2020
	£	£	**£**	£	**£**	£
Employment costs	**551,204**	210,202	-	-	**551,204**	210,202
Total	**551,204**	210,202	-	-	**551,204**	210,202

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/03/2022	31/12/2020
	£	£
Staff costs	**924,613**	-
Counsellors	**99,285**	214,702
Room hire	**24,040**	29,681
Total	**1,047,938**	244,383

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/03/2022	31/12/2020
	£	£
Staff costs	**167,135**	348,356
Depreciation	**4,099**	3,816
Loss on sale of tangible fixed assets	**3,689**	-
Insurance	**3,044**	1,439
Telephone	**10,343**	4,589
Postage and stationery	**4,440**	4,253
Advertising	**4,159**	180
Other costs	**9,179**	14,161
Travel	**255**	397
IT expenses	**49,533**	27,139
Accountancy and bookkeeping	**13,340**	5,482
Legal and professional fees	**15,367**	504
Director of Services management fees	**63,408**	61,606
Consultants	**22,085**	-
Repairs and maintenance	**488**	586
Cleaning	**2,108**	790
Subscriptions	**1,081**	816
Bank charges	**155**	105
Governance costs	**9,000**	3,360
Total	**382,908**	477,579

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2022 nor the year ended 31 December 2020.

Trustees' expenses
There were no trustees' expenses paid for the period ended 31 March 2022 nor the year ended 31 December 2020.

9. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Period Ended 31.3.22	Year Ended 31.12.20
	£	£
Depreciation	4,099	3,816
Auditors' remuneration for audit services	9,000	-
Auditors' remuneration for non-audit services	13,340	-
Independent examination fees	-	1,400
Loss on disposal of fixed assets	3,689	-
Operating lease rentals	15,992	20,272

10. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Period Ended 31.3.22	Year Ended 31.12.20
	£	£
Wages and salaries	987,011	319,927
Social security costs	85,819	23,422
Other pension costs	18,918	5,007
	1,091,748	348,356

The average monthly number of employees during the period was as follows:

	Period Ended 31.3.22	Year ended 31.12.20
	39	14

The total employment benefits including employer pension contributions of the key management personnel were £8,243 (2020: £nil)

No employees received emoluments in excess of £60,000.

11. AUDITOR'S REMUNERATION

The auditor's remuneration of £9,000 (2020:£nil) related solely to the audit with additional work being undertaken of £13,340 (2020: £nil) in relation to other accountancy services.

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2021	**5,501**	**21,763**	**27,264**
Additions	**602**	**14,939**	**15,541**
Disposals	**(2,276)**	**(10,757)**	**(13,033)**
At 31 March 2022	**3,827**	**25,945**	**29,772**
DEPRECIATION			
At 1 January 2021	**4,238**	**14,592**	**18,830**
Charge for period	**257**	**3,842**	**4,099**
Eliminated on disposal	**(1,466)**	**(7,878)**	**(9,344)**
At 31 March 2022	**3,029**	**10,556**	**13,585**
NET BOOK VALUE			
At 31 March 2022	**798**	**15,389**	**16,187**
At 31 December 2020	1,263	7,171	8,434

13. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2021	18,613
Revaluations	1,943
At 31 March 2022	**20,556**
NET BOOK VALUE	
At 31 March 2022	**20,556**
At 31 December 2020	18,613

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2020
	£	£
Trade debtors	-	1,040
Other debtors	-	653
Accrued income	219,307	91,163
Prepayments	9,432	7,858
	228,739	100,714

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2020
	£	£
Trade creditors	12,500	21,775
Social security and other taxes	22,565	20,059
Other creditors	4,016	1,912
Accruals	10,605	17,072
	49,686	60,818

16. OPERATING LEASE COMMITMENTS

Minimum lease payments under operating leases fall due as follows:

	2022	2020
	£	£
Net obligations repayable:		
Within one year	2,167	-
Between one and five years	-	-
	2,167	-

17. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	**284,213**	**(5,004)**	**279,209**
Restricted funds			
Outreach Worker and Graduate Psychologist salary support	**-**	**51,750**	**51,750**
TOTAL FUNDS	**284,213**	**46,746**	**330,959**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended /transfers £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**872,695**	**(879,642)**	**1,943**	**(5,004)**
Restricted funds				
HIT and PWP salary support	**533,954**	**(533,954)**	**-**	**-**
Outreach Worker and Graduate Psychologist salary support	**69,000**	**(17,250)**	**-**	**51,750**
	602,954	**(551,204)**	**-**	**51,750**
TOTAL FUNDS	**1,475,649**	**(1,430,846)**	**1,943**	**46,746**

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	181,506	102,707	284,213
TOTAL FUNDS	181,506	102,707	284,213

17. MOVEMENT IN FUNDS (continued)

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	613,130	(511,760)	1,337	102,707
Restricted funds				
HIT and PWP salary support	210,202	(210,202)	-	-
TOTAL FUNDS	823,332	(721,962)	1,337	102,707

18. RESTRICTED FUNDS

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

	Movement in funds				
	Balance at 1 January 2021	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 March 2022**
	£	£	£	£	£
HIT and PWP trainee salary support	-	533,954	(533,954)	-	-
Outreach Worker and Graduate Psychologist salary support	-	69,000	(17,250)	-	**51,750**
	-	602,954	(551,204)	-	**51,750**

HIT and PWP trainee salary support – this funding was received from both Health Education England and Kent and Medway CCG to fund the salaries of the HIT (High Intensity Training) and PWP (Psychological Wellbeing Practitioner) trainees.

Outreach Worker and Graduate Psychologist salary support – this funding was received from the Kent and Medway CCG for the salaries of the Outreach Worker and Graduate Psychologist. The charity received £69,000 in the period, with £17,250 spent during the period and £51,750 carried forward which will be spent in the subsequent year.

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Period Ended 31.3.22 £	Year Ended 31.12.20 £
Net income for the reporting period (as per the Statement of Financial Activities)	**46,746**	102,707
Adjustments for:		
Depreciation charges	**4,099**	3,816
Interest received	**(730)**	(569)
Gain on fixed asset investments	**(1,943)**	(1,337)
Loss on disposal of fixed assets	**3,689**	-
Increase in debtors	**(128,025)**	(43,616)
(Decrease)/increase in creditors	**(11,132)**	23,808
Net cash provided by operations	**(87,296)**	84,809

20. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	**217,270**	**(102,107)**	**115,163**
	217,270	**(102,107)**	**115,163**
Total	**217,270**	**(102,107)**	**115,163**

21. RELATED PARTY TRANSACTIONS

During the period payments were made totalling £58,631 (2020: £61,606) for management services from Cloak & Dagger Limited, a company for whom Sarah Pearce, managing director of Faversham Counselling Service Limited is the sole director. As at 31 March 2022 £nil (2020: £5,099) was outstanding.

During the period payments were made totalling £17,208 (2020: £nil) for management services provided by Michelle Ford, who became the CEO of Faversham Counselling Service Limited. No amounts were outstanding at 31 March 2022.

22. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £3,412 (2020: £5,007).

FAVERSHAM COUNSELLING SERVICE LIMITED

England & Wales - Charity number 1154989

Accounts

Registered number: 08287687
Charity number: 1154989

CHARITY COMMISSION
FIRST CONTACT
- 7 SEP 2021
RECEIVED

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 December 2020

CHARITY COMMISSION
FIRST CONTACT
07 SEP 202:
ACCOUNTS
RECEIVED

CHARITY COMMISSION
FIRST CONTACT

07 SEP 2021

ACCOUNTS
RECEIVED

FAVERSHAM COUNSELLING SERVICE LTD
(A company limited by guarantee)

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The following pages do not form part of the statutory financial statements:	
Appendix I - Glossary of terms	

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Reference and administrative details of the company, its Trustees and advisers for the year ended 31 December 2020

Trustees	Pim Baxter OBE (resigned 29 March 2021) Sam Jones Phillip King (resigned 17 September 2020) Louise Molton Peter Gingell, Treasurer (appointed 6 April 2020) Satish Mathur, Chair (appointed 29 March 2021) Kate Walker (appointed 29 March 2021)
Company registered number	08287687
Charity registered number	1154989
Registered office	10 Gatefield Lane Faversham Kent ME13 8NX
Independant Examiner	Mrs L A Carrington FCCA Williams Giles Professional Services Ltd Chartered Accountants 12 Conqueror Court Sittingbourne Kent ME10 5BH

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Chairman's statement for the year ended 31 December 2020

The chairman presents his statement for the year.

I am so pleased to be writing this. Having joined the Board just over two months ago, I see an organisation that is doing a wonderful job helping its clients with great care and professionalism. At a time when our services are much needed, I really hope that we are helping as many as we possibly can in, often, quite difficult circumstances.

This last year has certainly not been easy for anyone. The Covid crisis demanded a significant change in our operating model – moving quickly and effectively to virtual working; greater use of technology and ensuring that all correct procedures were in place to meet regulations in order to safeguard everyone.

The fact that we have done all this is a credit to the management team and all who work for, and with, us. Thank you all so much. This would not have been possible without your agility, planning, active participation, and co-operation.

We are a small charity but we continue to develop new services. For example, through our training programme we nurture and help develop new professional talent. At a time when there is so much demand for counselling services, this is of great help to us and the wider counselling profession. It helps also to build FCS' reputation and credibility.

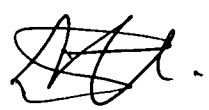
We are in a good position to expand and broaden our services. However, we intend to do this carefully whilst maintaining, and improving, the quality of all our services.

Last but not least, I am sure you all recognise the valuable input of Pim Baxter who relinquished her Chairman role at the end of March 2021. For over 8 years Pim has done an amazing amount of work in moving FCS forward and become the organisation that it is now. Without her commitment and support FCS would not be what it is today.

Pim has been responsible for appointing our current Managing Director. This has, in turn, resulted in the building of a strong team which has included the appointment of our Clinical Lead and other key staff.

In turn, the team has explored new opportunities and developed services, eg. for NHS referred clients. We work to NHS standards, again a major achievement supported by Pim and the Board. This, of course, requires investment and FCS has made investments successfully under Pim's leadership.

Thank you so much Pim; I have a hard act to follow. We have a strong Board and working together we hope to continue to build on our success to date.



Satish Mathur
Chair, Faversham Counselling Service
Date: 25/08/2021

Trustees' report
for the year ended 31 December 2020

The Trustees present their annual report together with the financial statements of the company for the year from 1 January 2020 to 31 December 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

This is the report of Faversham Counselling Service (FCS) Trustees and has been prepared to demonstrate to our stakeholder groups the work and the continued development of our services together with how it has performed in the past year.

This includes our key performance indicators and some statistical information and feedback gathered from those who have accessed FCS through the IAPT service, FCS Talking Therapies.

FCS also provides a low-cost service to young people through long-term counselling as well as providing private therapy to individuals and couples, including Eye Movement Desensitisation Reprocessing (EMDR Therapy).

We are also developing our training capacity to help other organisations. We are doing this by increasing our networking and talking to training organisations to ensure we are giving them what they need. We are also expanding our ability to train counsellors. We are putting in a framework to ensure that any person training with us has a clear pathway through to qualifying as a therapist. This will include working within the low-cost part of the organisation to ensure that they have the requisite therapeutic hours. The training and development side of FCS is being increased to reflect the need for more highly qualified therapists for both our NHS work and our non-NHS work.

FCS VISION, MISSION AND VALUES

FCS' vision is to ensure that those requiring talking therapies can access them at the time of need in Faversham and the surrounding areas.

OUR MISSION

Our mission is to enable ease of access in the provision of NICE-approved talking therapies in Faversham and the surrounding areas.

We aim to:

- Develop FCS to ensure that we are one of Kent's leading charities for counselling and psychological therapies, including accreditation by the BACP
- Provide NICE-approved, evidenced based talking therapies.
- Develop our student counsellors to enable long term therapy at a low cost for those that require it.

OUR VALUES

Our work is guided and informed by our commitment to:

- Working with those that come to us for therapy
- Listening to our clients by continuously working with client feedback, enabling voices to be heard
- Striving towards true inclusiveness
- Working in partnership, so that we can support our clients fully
- Ensuring everyone has access to high quality talking therapies

REALISING OUR VISION

Our strategic goals are:

1. Excellence in Service
2. Excellence in psychological therapy
3. Excellence in client recovery
4. Removing stigma
5. Data Collection

Objectives and activities

a. Objectives and Activities

Faversham Counselling Service's charitable objects are to prevent and relieve sickness and distress through the provision of professional counselling and to advance education and training for counsellors with a view to raising the standards of counselling for the benefit of the community.

Trustees' report (continued)
for the year ended 31 December 2020

Objectives and activities (continued)

b. Public Benefit

FCS works with the NHS providing free Improving Access to Psychological Therapies ("IAPT") to all those living within Swale and surrounding areas. We also hold a contract with the University Medical Centre to provide the same NHS IAPT service to all those living within Canterbury and surrounding areas.

For those working within an IAPT setting CPD has been undertaken in subject areas such as the use of not just ADSM s (Anxiety Disorder Specific Measures) and other minimum data set (MDS) information. Our therapists can also access training from Health Education England if they work within the IAPT part of the organisation.

We also advance the education and training of counsellors through our low-cost counselling service, which enables student counsellors to gain the required therapeutic hours to qualify. This programme allows the students to have comprehensive practical training whilst the students are also trained to understand patient management programmes. FCS has also updated its CPD programme to widen what is available in terms of subject matter for both the IAPT therapists as well as those who work in other parts of the organisation.

In addition, we offer a bursary scheme for self-referred clients aged 16 to 18 living within Faversham and the surrounding areas. When FCS became a charity it was felt there was a need for a free service for young people aged between 16 and 18. This service still exists but with the advent of the Children's and Young Peoples IAPT the need is reducing. There is also private and low-cost therapies sessions to non-NHS referred clients, called FCS Faversham Community Counselling.

c. Organisational Structure and Decision Making

The Board meets bi-monthly. The Chair and the Managing Director ensure that they have regular contact, to ensure the integrity of the relationship between the Trustee body and the operational body of the charity. The Chair and the Trustees also meet with the Managing Director and the Lead for Clinical Services on an informal basis as and when required between the bi-monthly meetings.

This report is available in paper copy or published in full on our websites at:
www.favershamcounsellingservice.co.uk or www.fcstalkingtherapies.org.

Objectives and activities (continued)

d. Brief Outline Of Area And Work

FCS started 29 years ago as a small charity based in Faversham. In that time, it has grown and, although we remain within Faversham, the catchment area for our work is Kent.

IAPT work undertaken by FCS Talking Therapies includes holding contracts with the NHS via Swale CCG, and, under sub-contract to the University Medical Centre for Canterbury and Coastal and other parts of the East Kent CCG.

IAPT constitutes much of our work. We gather information from our service user's feedback, as well as feedback from our various stakeholder groups, on a continuous basis. It is important to us that what we provide is a good reflection of the needs of our service users and that we are fulfilling our obligations to our wider stakeholder group.

Our IAPT work now more closely reflects the IAPT Handbook and includes our development, this year of the training of both High Intensity Therapists (HIT) and Psychological Wellbeing Practitioners (PWP)

FCS is also an accredited British Association of Counsellors and Psychotherapy (BACP) service we feel confident in the standards we have set ourselves and strive to improve upon by continuously expanding our experience and knowledge. During 2020 we were once again successful in maintaining our accreditation with BACP.

Within the accredited part of the service, we continue to expand our other work this includes private clients who pay the full cost of counselling. This could mean that there is no limit on the number of sessions someone can have with their therapist. FCS has also introduced a low-cost counselling service, which comes under the brand of Faversham Community Counselling (FCC). This operates using volunteer therapists who are in their final year of training.

We advance the education and training of counsellors through both our student counsellors training programme as well as our CPD programme ensuring a very high standard of therapeutic counsellors working for and within the community covered by FCS.

e. Those Who Work With FCS Talking Therapies

FCS has fully trained therapists working under the BACP Service Accreditation Scheme and its Ethical Guidelines for Good Working Practice. As well as BABCP, UKCP and other recognised accreditation bodies.

As an ethical organisation FCS is committed to continuing professional development for all those that work with us and for all those that work for FCS.

f. The Counselling Team for Faversham Community Counselling

Craig Abex – Service Lead

4 Private Therapists – Self-employed

8 Volunteers – Training Therapists

Objectives and activities (continued)

g. Trustees

Our Trustees give of their time freely and we are very appreciative of their support for the service.

- Pim Baxter OBE was Deputy Director at the National Portrait Gallery, St Martin's Place, London until the end of October 2019. Pim is also a Lay Canon at St. Paul's Cathedral, London and a Governor of MidKent College. Pim served FCS since its incorporation and has been a great inspiration as Chair over the years but she decided to resign as a Trustee, effect from 29 March 2021, to pursue other activities.

- Peter Gingell is a qualified accountant with a long career in senior executive roles in small to large organisations. Currently he is a Trustee at Kent Union and at Avante Care & Support; for both these charitable companies he is also on their Finance and Resources Committee.

- Sam Jones has worked for both the NHS and the third sector. She has been a director for two CCGs in London commissioning mental health services.

- Louise Molton is the Director of Education at the Imperial Society of Teachers of Dancing (ISTD). The I STD is an Educational Charity as well as a leading examination board in London. Louise has worked within education for 25 years having been a teacher and leader within the state and private sector.

- Philip King has 20 years' experience of fundraising, marketing and communications within the not-for-profit sector. He resigned as a Trustee on 17 September 2020.

- Kate Walker has over 28 years' experience in an extensive range of senior level HR posts, the majority of these being within the charity or not for profit sector. As a Trustee for FCS she believes she can add value by making sure that the workforce is engaged in the overall aims of the charity and equipped to deliver an excellent level of service.

- Satish Mathur is an experienced business advisor and Non-Executive Director who has held a number of management positions in industry and in the public sector, in addition to setting up and running his own businesses. Having worked with healthcare organisations in executive, consultancy, and NED roles, Satish has a sound understanding of, and empathy with, the healthcare sector. He hopes to work with colleagues and other stakeholders to apply his experience at FCS – to help it successfully grow its professional services and continue to deliver quality outcomes for its clients.

h. The Therapy Team for FCS Talking Therapies

Jackie Middleton – Clinical Lead and High Intensity Therapist (HIT)

Information Governance

1 Qualified HIT

1 Trainee Dynamic Interpersonal Therapist

1 Psychological Counsellor

4 Trainee HITs

1 Qualified PWP

3 Trainee PWPs

9 Counsellors (self-employed)

a. What Has Been Happening During This Year

Achievements

FCS Talking Therapies IAPT (FCSTT)

We continue to undertake a contract with Swale CCG, and we have a long-term partnership with UMC to provide IAPT services in Canterbury and Coastal CCG. FCSTT has been successful in providing a fully compliant IAPT talking therapy service over this past, very difficult year.

Due to the Covid-19 Pandemic our referrals, in line with the whole of Kent and Medway IAPT services, underwent an initial dip but have now picked up again, especially since the beginning of January 2021, and are reflecting a more complex case load.

We now deliver several diverse but NICE approved evidence-based treatments for all anxiety disorders and depression. This means that we have a wider range of modalities within the service offering various treatments to meet client needs. These modalities include PWP, HIT CBT, Counselling for Depression, Eye Movement Desensitisation Reprocessing Therapy (EMDR), Dynamic Interpersonal Therapy (DIT) and Couples Therapy.

We have consistently met our KPIs both external – those set by the contract with the CCGs - and the internal KPIs that we set to ensure standards within the organisation.

One external KPI we measure is our recovery rate and the average for 2020 was 59.6% The KPI target is to be more than 50%.

To ensure that we achieve continuous improvement in outcomes for our clients we utilise the data that we collect for NHS England and the CCGs to improve the service we provide to our clients and stakeholders. By collecting meaningful data, on outcomes and other measures, we can see where we may be operating below our own minimum standards and through this, work towards continuous improvement.

We are working with our first cohort of IAPT compliant High Intensity Cognitive Behavioural Therapists (CBT HIT) Trainees at Canterbury Christchurch University Salomons campus, and Advance Practice Psychological Wellbeing Practitioners (PWP) Trainees at Surrey University.

We now have 86.5% employed staff and 13.5% self-employed staff. This reflects our compliance with the IAPT Handbook.

Due to the Covid-19 Pandemic and operating within Government Guidelines, we have been operating remotely using the Zoom platform for our clients. This has proved to have been successful for both staff and clients alike. We have regularly asked staff and clients about their experience of using this platform and the results have been positive.

Indicative of National IAPT Services, we have made the decision to review our model of service delivery. Evidence currently indicates that we should retain a certain element of our work remotely and go back to some in person work with our clients.

All Clinical Staff have taken part in Long Covid webinars and have continued access to these through the future collaborative platform within IAPT.

(continued)

Fully trained IAPT staff have also taken part in IAPT Top Up Webinar Training in adjustments to treatment protocols and delivery for clients working online and on remote platforms.

We have issued all staff with guidance around looking after their wellbeing whilst working remotely. We hold weekly mindfulness sessions for all staff working remotely. This has proved to be popular with most regularly attending these sessions.

BABCP and BACP have delivered webinars for staff about how to expect remote sessions to work. We have updated our Treatment Agreement on our website to reflect changes and client expectations of the service.

The service has a fully utilised IAPTus Patient Management System for all its clinical work. This means that all patient registrations, clinical work, records, and reports are fully computerised and accessed through a cloud-based portal. This system fully meets the NHS Clinical and Information Governance requirements and assures full client confidentiality. All clients can go through our Step 2 'Be Mindful Programme' of online mindfulness as a first intervention within the service if they so choose.

We have updated our website and continue to add and improve the material to ensure that it is both compliant with our NHS contract, user-friendly and accessible for all those using the site. The website features all the aspects of our IAPT. The site has all the information and links required by the NHS, much of which is on the 'Links Page'.

We have a Service User Group to enable the voices of service users to contribute towards organisational development. Our leaflets and other information are updated regularly with input from service users and other stakeholders.

Our Clinical Lead is playing a key role (within IAPT) in setting up the IAPT joint venture with Kent and Medway Primary Trust (KMPT) in the acute hospitals staff wellbeing hub. Kent and Medway Acute ward staff will be able to refer into the hub and IAPT or KMPT take the appropriate clients through Manager and Occupational Health referral routes. We are also working collaboratively with other K&M IAPT Services to deliver on mutually agreed areas of growth, processes and IAPT planning and workforce.

FCC - Faversham Community Counselling

The year 2020 saw a lot of change and development at Faversham Community Counselling (FCC). As a service, we have better integrated our patient management system (Pragmatic Tracker) to ensure all data that was put into the system was standardised. This in turn has informed the formulation of new KPIs, which will support senior leadership to analyse service data in the future and better able to ensure that the service will reflect the needs of our clients.

FCC was also successful in expanding its workforce, doubling our number of clinical volunteers. Like many organisations, there were initial challenges in transitioning the service to remote working – due to the COVID-19 crisis. However, because of the continued hard work from all staff, FCC was able to establish itself very quickly as a counselling service that could offer telephone and video therapy to a diverse population. As we go forward, we will continue to provide remote services in addition to person-to-person options. Moreover, the growth of FCC's trainee clinicians led to a natural increase in revenue due to more clients receiving treatment. FCC also increased its private therapists to ensure that we have a broader offer of treatments for our private work.

The foundations of a CPD programme were established, one that is specifically catered towards trainees. However, therapists at all levels can attend. Alongside this, FCC has provided - and is still providing - successful peer groups.

Finally, another significant development requires all trainee clinicians to participate in regular case management meetings with their Service Lead, ensuring all therapists practice ethically, caseloads are reviewed, and clinical risks assessed.

(continued)

b. Staff Training

We continue to review the training needs of those that work for FCS. As training is an integral part of our work as a charity, we are looking to take this development further. To this end we are completely reviewing our CPD package, in both the quality and the content of the training. To empower our existing therapists and widening this offer to those working outside our organisation.

During this year we have started to examine how we could become a training organisation not only for those already qualified but also those who may be interested in training to become a counsellor and are not sure of the correct pathway.

In terms of our work with the NHS we are now able to access more of NHS England and Health Education England for IAPT specific training modules. This will ensure that we are IAPT compliant for the NHS area of work. It also allows us to open a clear pathway for those wanting to work within IAPT who are accredited counsellors but will still need the requisite modality training.

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c. Who uses the service?

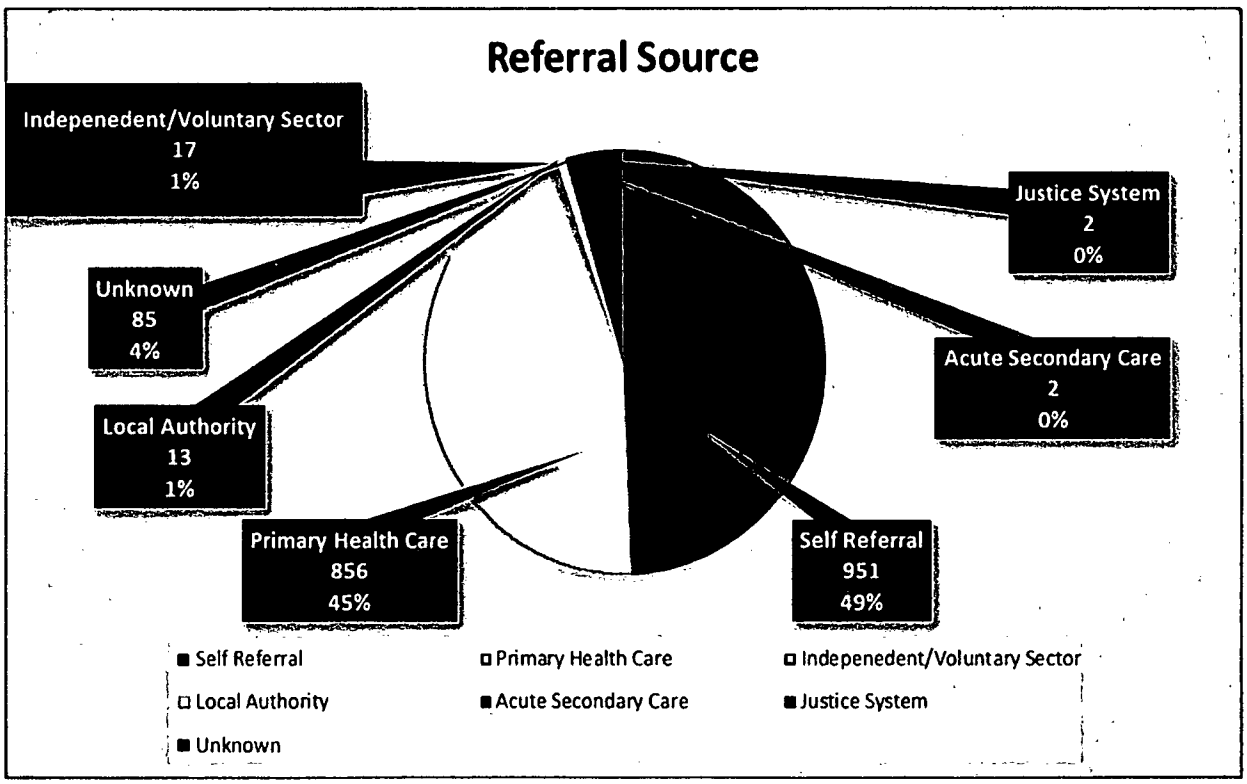
Despite COVID-19 and the impact that it has had on society, the statistics below reflect positively for FCSTT and our service users. Our achievement comes even with reduced referral numbers.

IAPT Referrals Received in 2020

1,926

Referral Source

49% of clients are self-referral.
45% of clients are Primary Health Care (GP) referral
6% Other

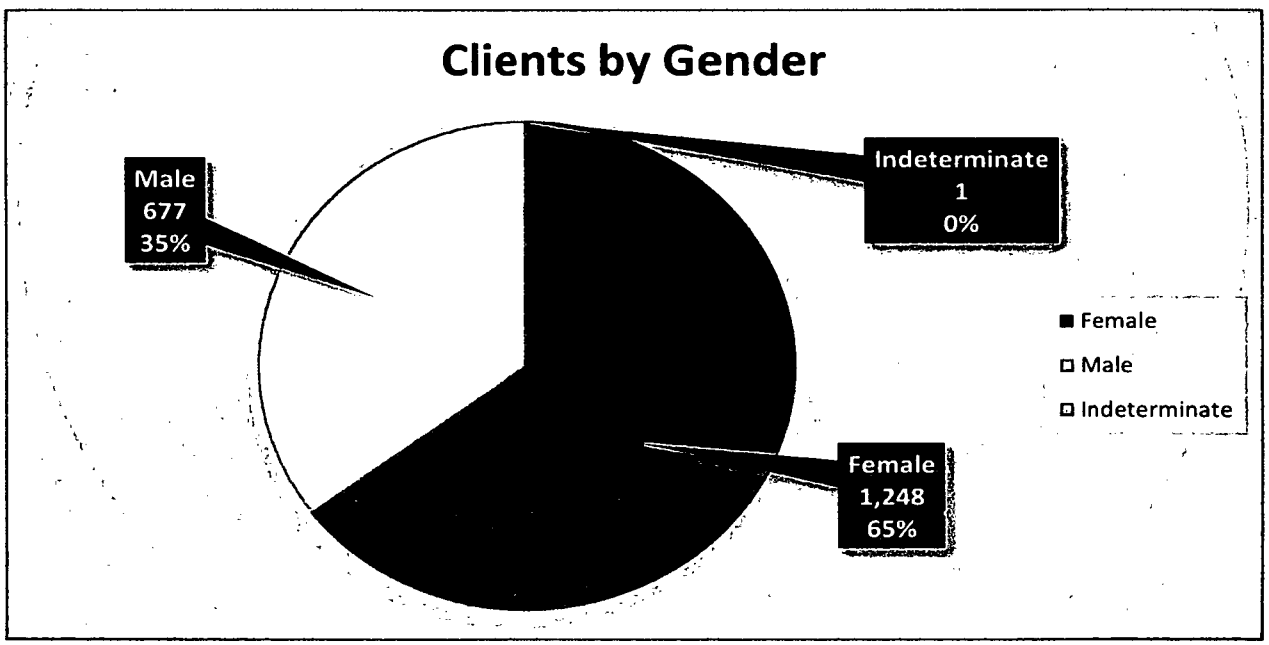


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Clients by Gender

The gender balance remains consistent and in line with National trends.

65% Female
35% Male
0% Indeterminate

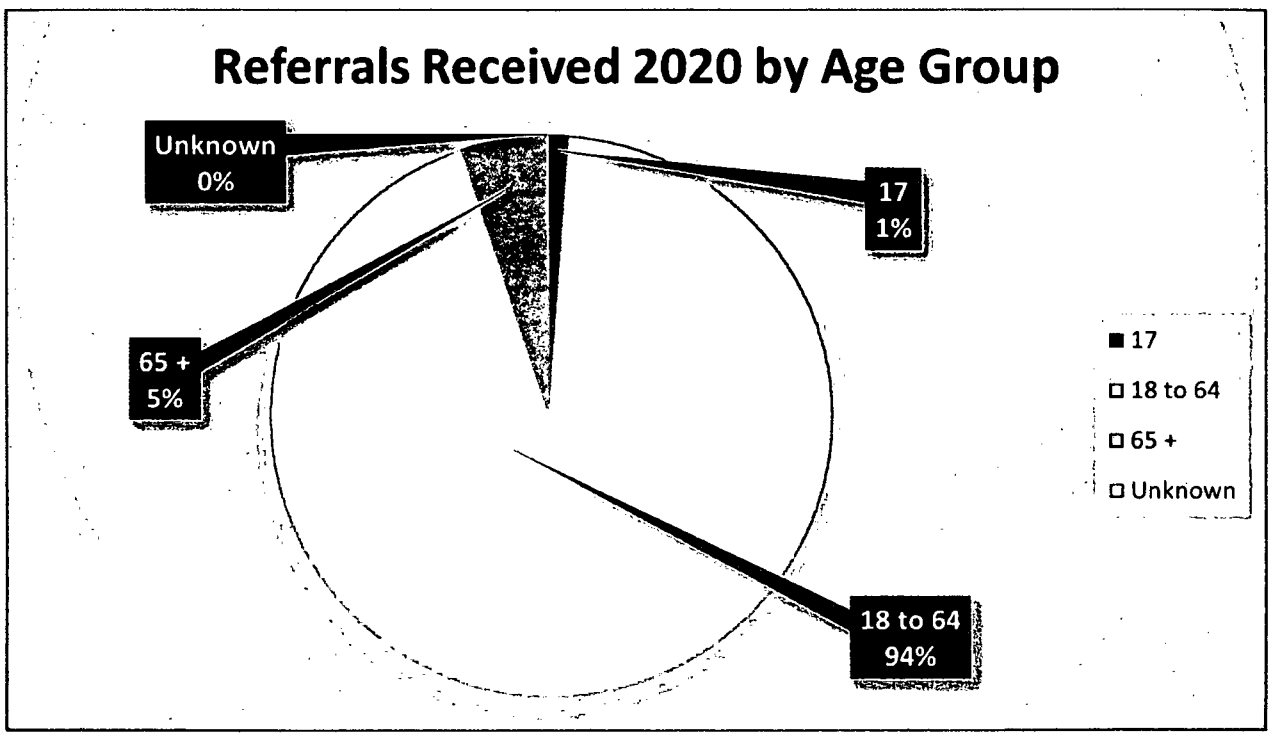


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Age of Clients referring to the service

This remains consistent with previous years and is in line with National data.

17	1.2%
18 to 64	93.7%
65 and over	5.1%
Unknown	0%



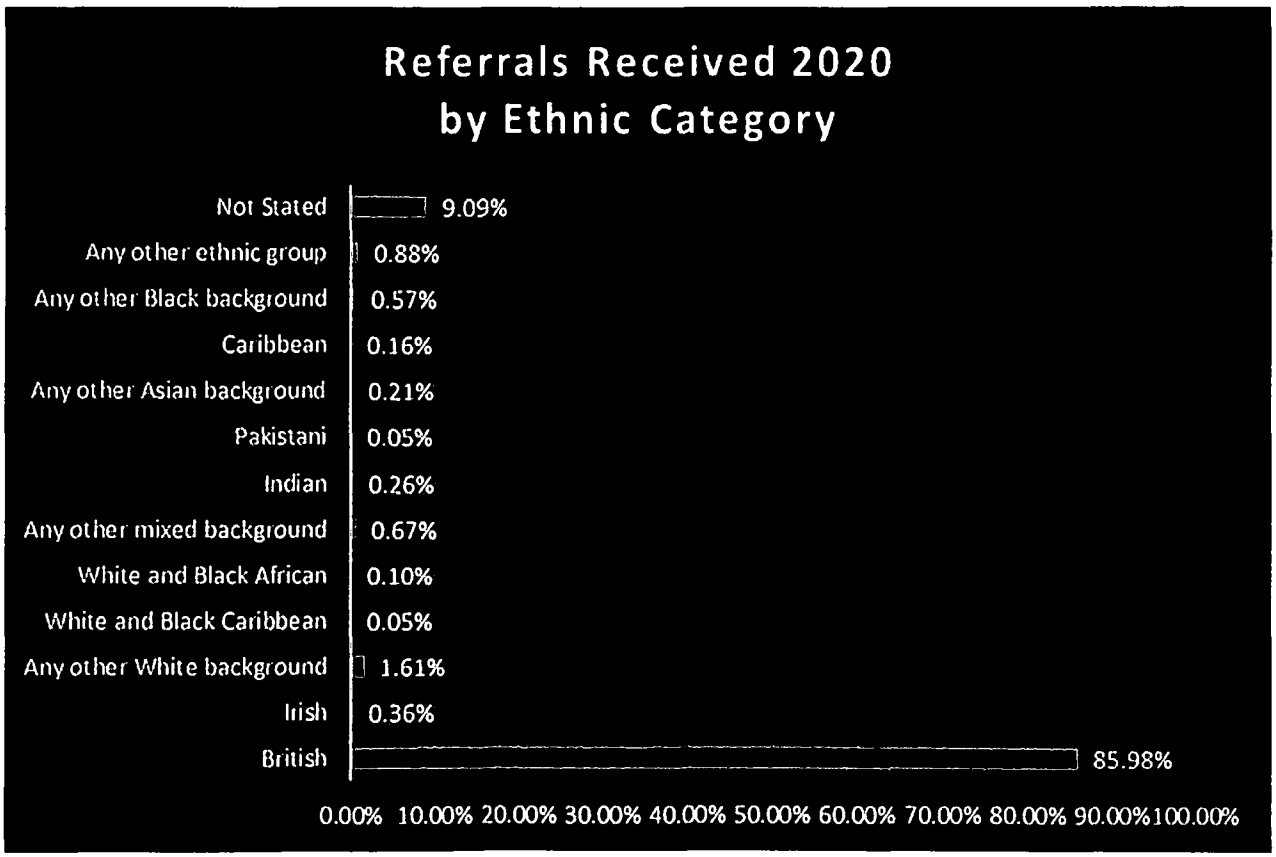
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Ethnicity

The statistics below are consistent with previous years and is in line with National data.

British	85.98%
Irish	0.36%
Any other White background	1.61%
White and Black Caribbean	0.05%
White and Black African	0.10%
Any other mixed background	0.67%
Indian	0.26%
Pakistani	0.05%
Any other Asian background	0.21%
Caribbean	0.16%
Any other Black background	0.57%
Any other ethnic group	0.88%
Not known	9.09%

Whilst we would prefer people to let us know their ethnicity for statistical purposes, they can opt out of giving this information.

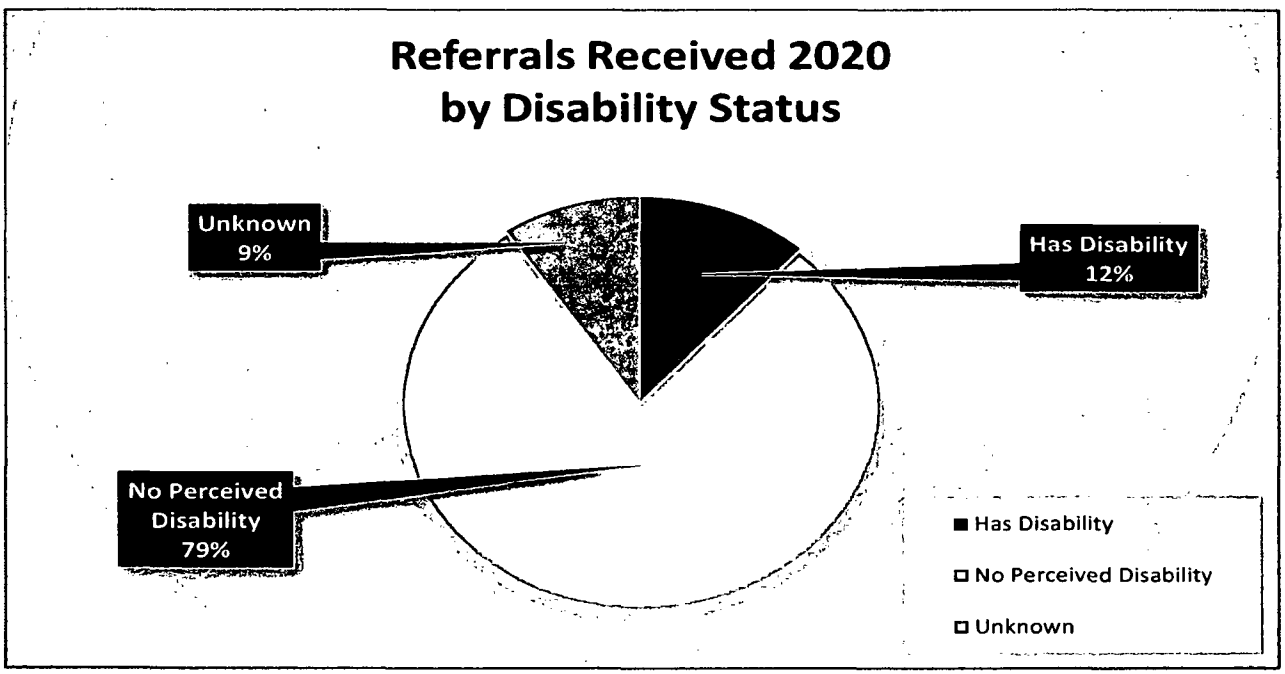


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Disability

The statistics below are consistent with previous years and is in line with National data.

Has Disability	11.67%
No Perceived Disability	79.23%
Unknown	9.10%

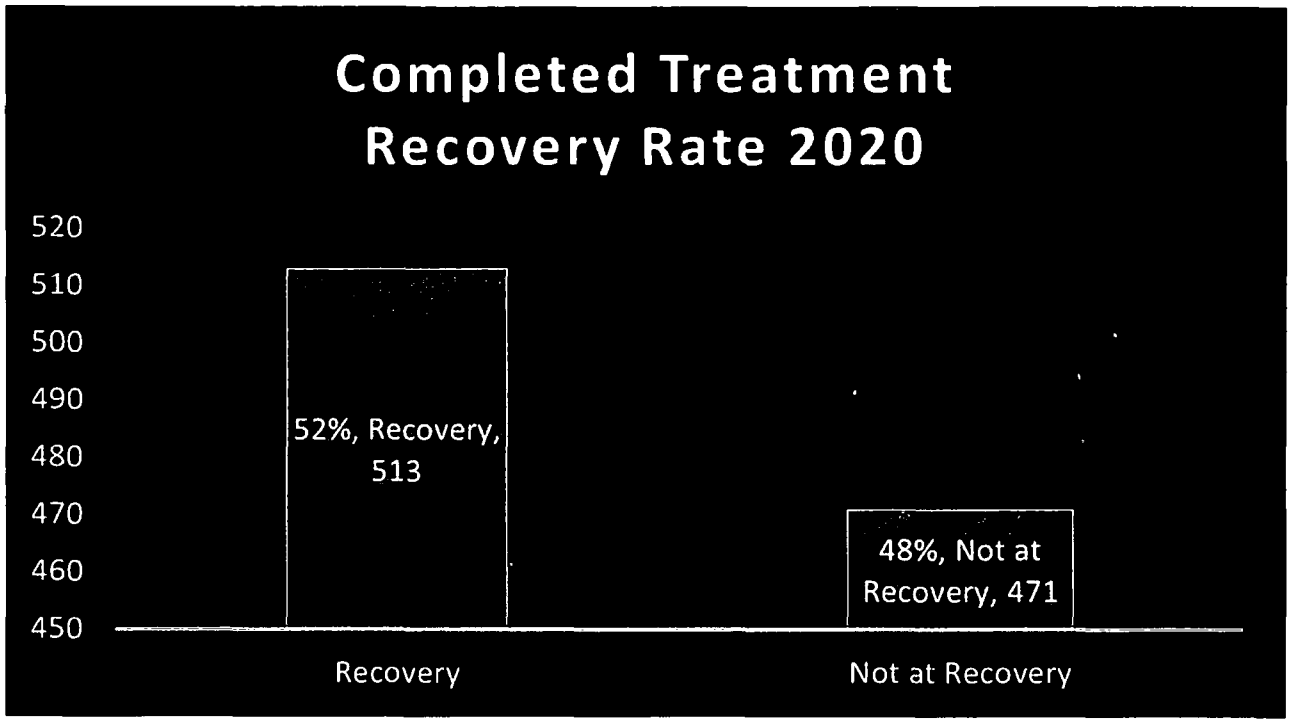


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Recovery Rates

The National target for Recovery is 50%. The statistics below are consistent with previous years and is above the national target.

52% At Recovery
48% No Recovery

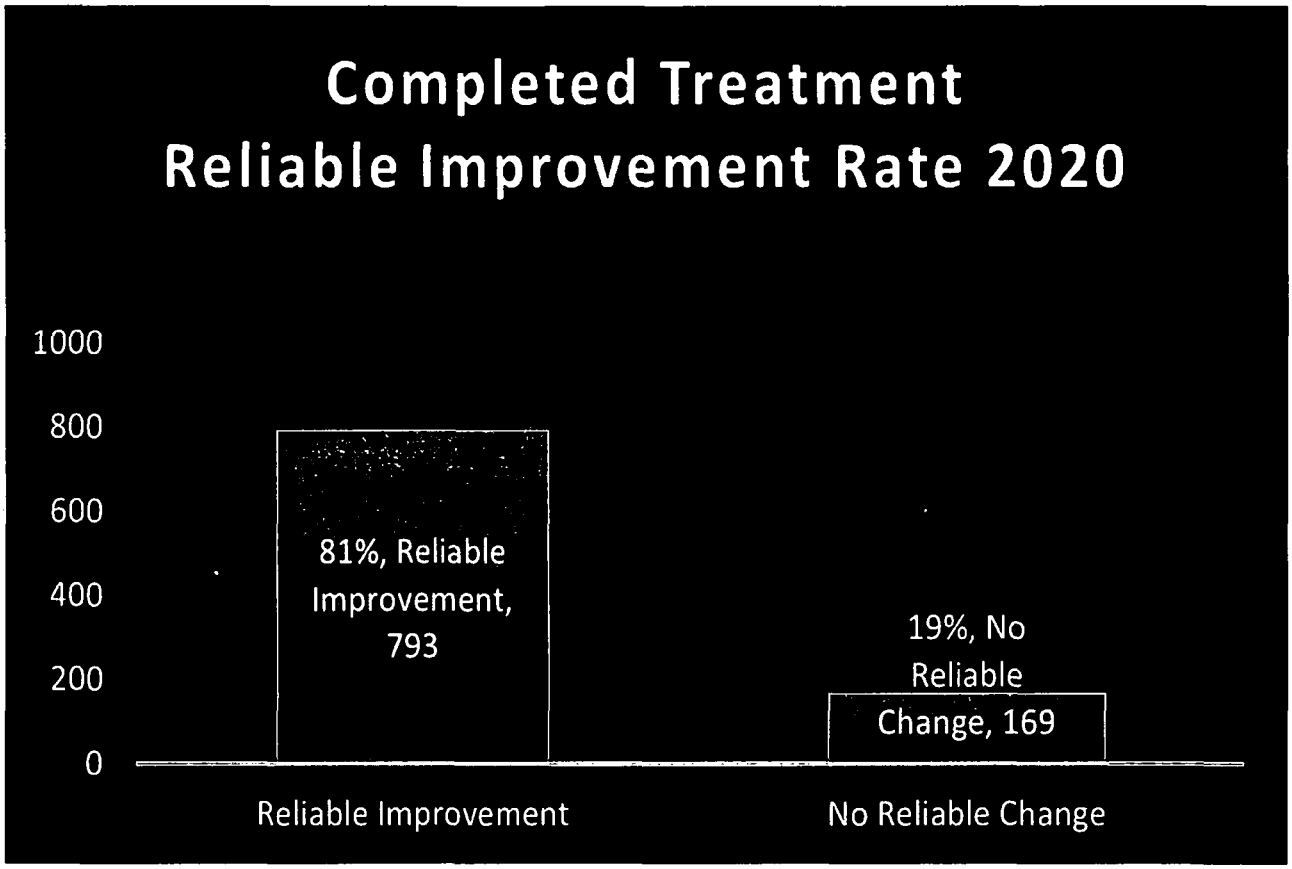


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Improvement Rates (Including those at Recovery)

The National target for Reliable Improvement is 75%. The statistics below are consistent with previous years and is well above the national target.

81% Reliable Improvement
19% No Reliable Improvement

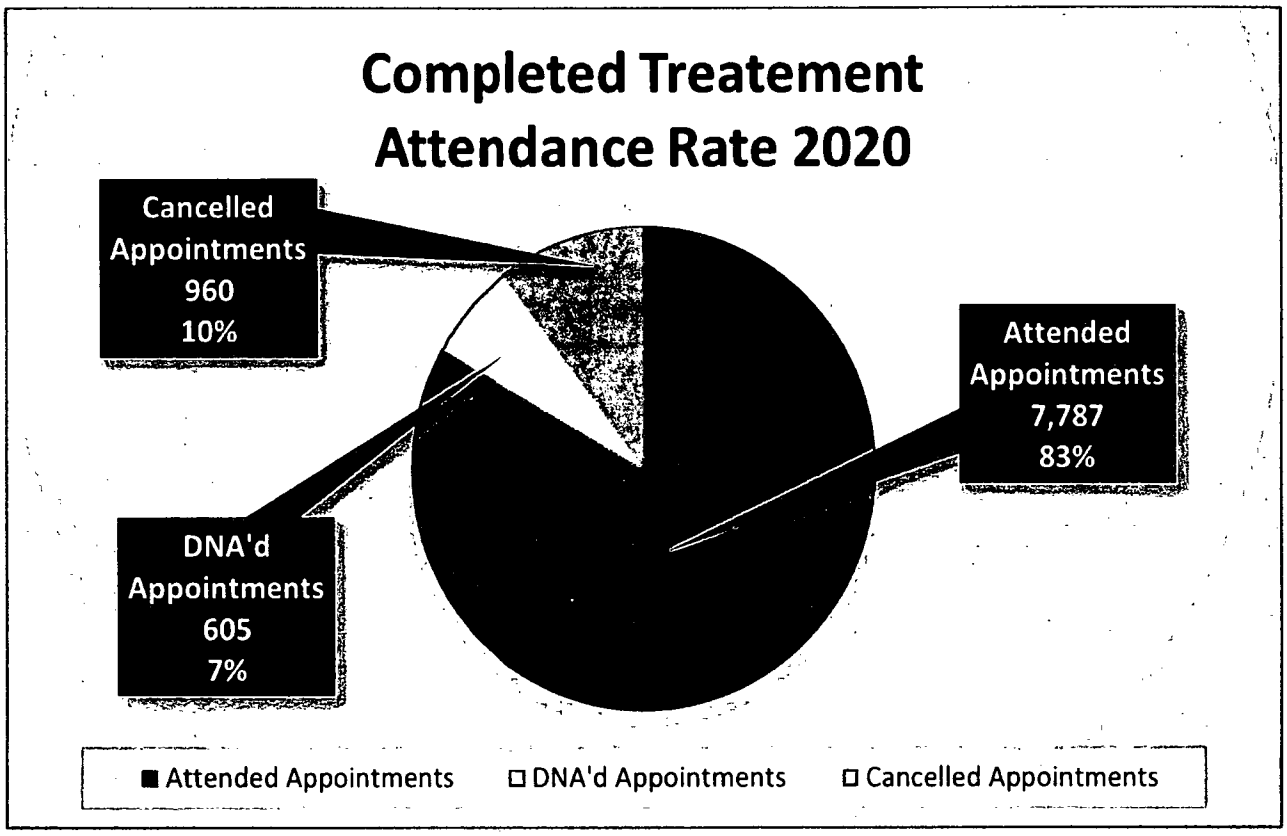


Trustees' report (continued)
for the year ended 31 December 2020

(continued)

Attendance Rates

9,352	Offered Appointments
7,787 (83%)	Attended Appointments
605 (7%)	DNA (Did Not Attend) appointments
960 (10%)	Cancelled Appointments



Assessment Rates 2020

1,365 Assessments completed

27.7% of those assessed, took no further action

15.0% of clients who receive an assessment were discharged as either not suitable for IAPT or referred on to another service

27.7% did not attend an assessment and were therefore discharged from our service.

(continued)

d. Why Do People Come For Counselling

The most common reasons patients access FCS include common mental health issues such as depression and anxiety. However, we also see many referrals from patients who have many other diagnosed mental health disorders, for example, patients with Post Traumatic Stress Disorder, Borderline Personality Disorder and Bipolar Disorder.

FCS works across a wide range of issues, including:

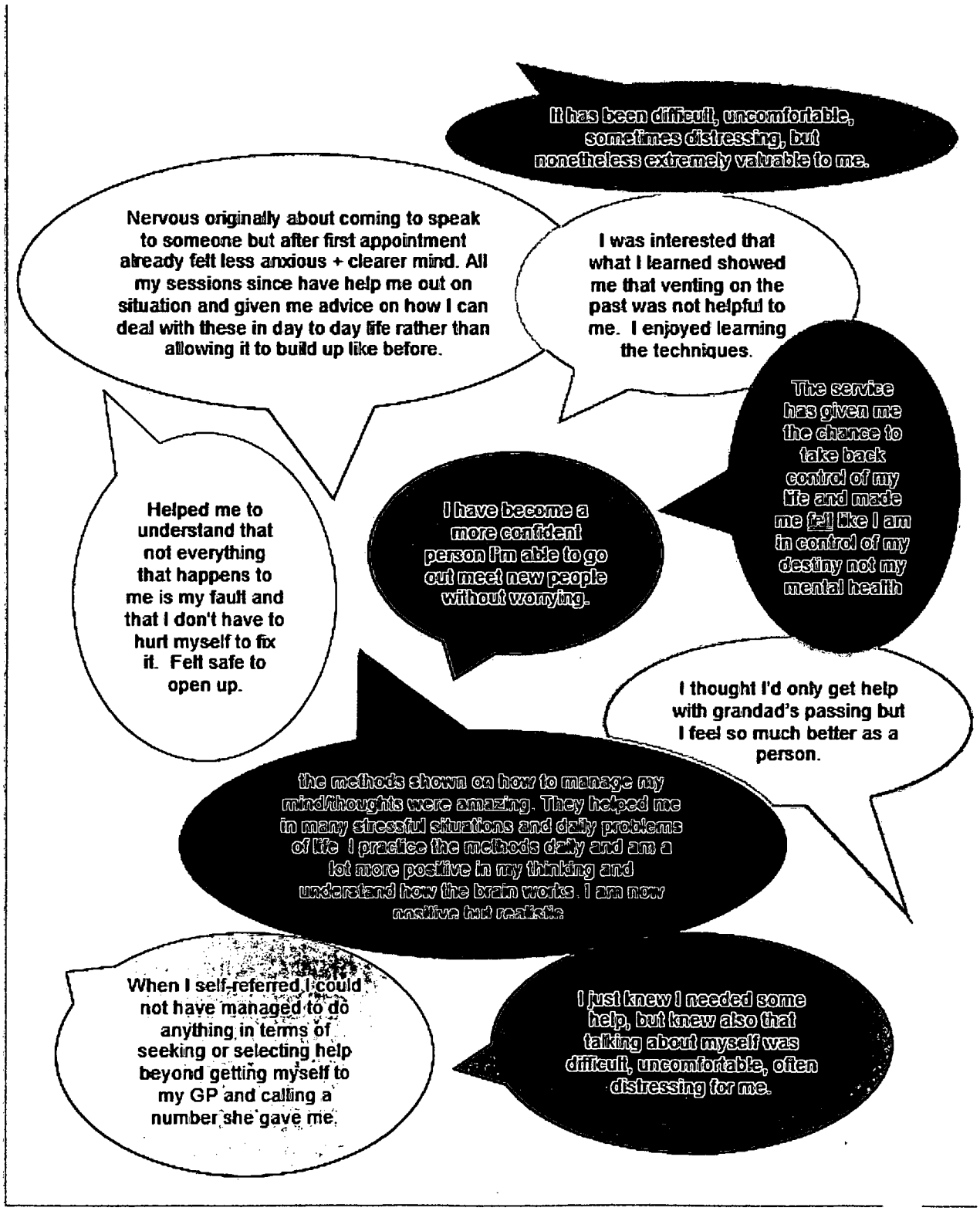
- Phobias
- Self-harm
- Bereavement
- Relationship counselling
- Anxiety
- Depression
- Poor self esteem
- Obsessive-compulsive Disorder
- Trauma

Below is the provisional diagnosis information recorded for patients that referred into the service between January and December 2020. This is not those who have entered treatment.

Problem Descriptor 01.01.2020 - 31.12.2020	Count	%
Depressive episode	499	25.92%
Generalized anxiety disorder	377	19.57%
Recurrent depressive disorder	101	5.24%
Post-traumatic stress disorder	65	3.37%
Mixed anxiety and depressive disorder	39	2.02%
Social phobias	30	1.56%
Obsessive-compulsive disorder	23	1.19%
Mental disorder, not otherwise specified	22	1.14%
Disappearance and death of family member	19	0.99%
Specific (isolated) phobias	14	0.73%
Panic disorder [episodic paroxysmal anxiety]	13	0.67%
Agoraphobia	9	0.47%
Bipolar affective disorder	4	0.21%
Eating disorders	1	0.05%
Stress related	56	2.91%
Somatoform related	24	1.25%
All Relationship related issues	20	1.04%
Other	1	0.05%
No code provided	609	31.62%

(continued)

e. FEEDBACK RESPONSES



(continued)


I feel I fell on my feet. My Counsellor has been brilliantly patient, kind and sensitive.
Taught me to be kinder to myself which has led to me being less angry and more positive.
Helped me manage anxiety in the moment, when having panic attacks. Listened and didn't judge me.
I feel the four weeks were too short but that we made good progress in the time.
This was the first time I felt I was listened to. Previous experience was about uni, work and my sexuality rather than what was going on for me day to day. I was able to trust and share by feelings.
Very good, understanding and cannot fault.
Overall I feel so much better in myself. I know now that it's okay to have 'me' time and not feel guilty. My Counsellor has listened and advised me during my sessions. I feel calmer and less angry. Many thanks.
I have had such a wonderful journey with my therapist... She has shared all of my sorrows and joys and always fully understood how I have felt. I will be eternally grateful for her kind words in making me understand all that I have been through. I know in the end after taking lots of small steps I will find my way... thank you so very much.
Really great service, therapist always available, valuable advice given, easy to understand, Would definitely recommend. Thank you for a great service.
I found the therapy sessions most satisfactory and gave much to think about and work within myself.
I feel that this style of counselling has definitely suited me and I have been able to address issues that have troubled me for years. I am confident that should I feel the need for help again that this service is perfect for me.

Trustees' report (continued)
for the year ended 31 December 2020

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Covid-19 has had a major effect on FCS, as for most people and organisations, in both organisational and financial terms. FCS has not been able to meet our clients on a face-to-face situation since March 2020 and has had to adapt to continue our important services. We have been meeting clients via electronic meeting platforms, like Zoom, so that we could continue to help our clients. However, we have not been able to meet as many clients in 2020 as we wanted and expected to. However, we were able to reduce a number of areas of expenditure, for example rent, to contain the financial affects. Additionally, we are very thankful for the support provided by our NHS customers.

b. Reserves policy

The Charity Commission require all charities to determine a Reserves Policy which should be appropriate to its own circumstances. This should be reviewed on a regular basis.

FCS's policy is to maintain three months of operating costs in general reserves, for the year ended 31 December 2020 this would equate to approximately £117,000. As at 31 December 2020 the charity's general reserves were £284,213.

c. Review of the year

During the year to 31 December 2020 FCS had a total income of £824,669 (2019: £650,468) while expenditure was £721,962 (2019: £606,103). This resulted in a surplus for the year of £102,707 (2019: £40,791).

This result was particularly encouraging given the global impact of Covid-19. FCS has been fortunate that, as the number of clients helped during the year increased which is the main factor in the increase in total income, that its cost base included rented accommodation which could not be used during lockdowns and other local Covid-19 restrictions.

This situation is not likely to continue after our therapists start to return to our offices.

Counsellor costs were £214,702 in 2020, compared to £295,975 in 2019. This reduction was mainly the result of employing more Therapists and thus not requiring as many, mainly self-employed, Counsellors. This strategic change, together with the increased number of clients helped in the year, led to Staff costs increasing from £150,749 in 2019 to £348,356 in 2020.

As in previous years, no Trustee received any remuneration or other benefits nor were any Trustee expenses incurred.

This overall position has put FCS in a good position for entering 2021.

The Trustees also have to consider the following two aspects in order to expect that FCS can continue on sound financial footing for the foreseeable future.

Trustees' report (continued)
for the year ended 31 December 2020

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and is a registered charity number 1154989.

b. Methods of appointment or election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board meets bimonthly. The Chair and the Managing Director ensure that they talk on a regular basis. The Chair and the Trustees meet with the Managing Director and the Lead for Clinical Services more frequently on an informal basis as and when required.

This report has been prepared to clearly demonstrate to our stakeholder groups the work and development of the service, how it has performed in the past year, including its key performance indicators and, importantly, to allow users and other stakeholders to view some statistical information and feedback gathered from those who have accessed Faversham Counselling Service through the IAPT service, FCS Talking Therapies, either as an individual, or as a couple and those who have utilised the bursary or low cost counselling client opportunities.

This report is available in paper copy or published in full on our website at:
www.favershamcounsellingservice.co.uk or www.fcstalkingtherapies.org.

Approved by order of the members of the board of Trustees on 25/08/21 and signed on their behalf by:

Satish Mathur
Chair of Trustees

Peter Gingell
Treasurer

Statement of Trustees' responsibilities for the year ended 31 December 2020

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 company will continue in business.

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

Approved by order of the members of the board of Trustees on 25/08/21 and signed on its behalf by:

Satish Mathur
Chair of Trustees

Peter Gingell
Treasurer

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Independent examiner's report for the year ended 31 December 2020

Independent examiner's report to the Trustees of Faversham Counselling Service Ltd ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 December 2020.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: 

Dated: 26/08/2021

Mrs L A Carrington

FCCA

Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account) for the year ended 31 December 2020

	Note	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:				
Charitable activities	2	**822,763**	**822,763**	647,197
Investments	3	**1,906**	**1,906**	2,586
Other income	4	**-**	**-**	685
Total income		**824,669**	**824,669**	650,468
Expenditure on:				
Charitable activities	5	**721,962**	**721,962**	609,677
Total expenditure		**721,962**	**721,962**	609,677
Net movement in funds		**102,707**	**102,707**	40,791
Reconciliation of funds:				
Total funds brought forward		**181,506**	**181,506**	140,715
Net movement in funds		**102,707**	**102,707**	40,791
Total funds carried forward		**284,213**	**284,213**	181,506

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 29 to 39 form part of these financial statements.

FAVERSHAM COUNSELLING SERVICE LTD
(A company limited by guarantee)
Registered number: 08287687

Balance sheet
as at 31 December 2020

	Note		2020 £		2019 £
Fixed assets					
Tangible assets	11		**8,434**		2,261
			8,434		2,261
Current assets					
Debtors	12	**100,714**		57,098	
Cash at bank and in hand		**235,883**		159,157	
		336,597		216,255	
Creditors: amounts falling due within one year	13	**(60,818)**		(37,010)	
Net current assets			**275,779**		179,245
Total assets less current liabilities			**284,213**		181,506
Total net assets			**284,213**		181,506
Charity funds					
Unrestricted funds	14		**284,213**		181,506
Total funds			**284,213**		181,506

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 25/08/21 and signed on their behalf by:

Satish Mathur
Chair of Trustees

Peter Gingell
Treasurer

The notes on pages 29 to 39 form part of these financial statements.

FAVERSHAM COUNSELLING SERVICE LTD
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 December 2020

	2020 £	2019 £
Cash flows from operating activities		
Net cash used in operating activities	**86,715**	53,663
Cash flows from investing activities		
Purchase of tangible fixed assets	**(9,989)**	(594)
Net cash used in investing activities	**(9,989)**	**(594)**
Cash flows from financing activities		
Change in cash and cash equivalents in the year	**76,726**	**53,069**
Cash and cash equivalents at the beginning of the year	**159,157**	106,088
Cash and cash equivalents at the end of the year	**235,883**	159,157

The notes on pages 29 to 39 form part of these financial statements

Notes to the financial statements for the year ended 31 December 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Faversham Counselling Service Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NHS Contract Income is recognised when the charity is able to charge for the services provided under their contracts and as recognised by the IPAT system.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**Notes to the financial statements
for the year ended 31 December 2020**

1. Accounting policies (continued)

1.5 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Fixtures and fittings	-	25% Reducing Balance
Computer equipment	-	33% Straight Line

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.9 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

Notes to the financial statements for the year ended 31 December 2020

1. Accounting policies (continued)

1.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Counselling services	822,763	**822,763**	647,197
Total 2019	647,197	647,197	

3. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Investment income	1,906	**1,906**	2,586
Total 2019	2,586	2,586	

4. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
CPD Training and SAR's income	-	-	685
Total 2019	685	685	

Notes to the financial statements for the year ended 31 December 2020

5. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Counselling services	721,962	**721,962**	609,677
Total 2019	609,677	609,677	

6. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Counselling services	244,383	477,579	**721,962**	609,677
Total 2019	348,409	261,268	609,677	

Analysis of direct costs

	Counselling services 2020 £	Total funds 2020 £	Total funds 2019 £
Counsellor costs	214,702	**214,702**	295,975
Room hire and other operating leases	29,681	**29,681**	52,434
Total 2020	244,383	**244,383**	348,409
Total 2019	348,409	348,409	

Notes to the financial statements
for the year ended 31 December 2020

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Counselling services 2020 £	Total funds 2020 £	Total funds 2019 £
Staff costs	348,356	**348,356**	150,749
Depreciation	3,816	**3,816**	722
Insurance	1,439	**1,439**	1,519
Telephone	4,589	**4,589**	3,534
Postage and stationery	2,328	**2,328**	4,289
Advertising	180	**180**	1,402
Other costs	14,161	**14,161**	2,821
Printing	1,925	**1,925**	2,223
Travel	397	**397**	2,789
IT expenses	27,139	**27,139**	23,465
Accounting and bookkeeping	5,482	**5,482**	7,787
Professional fees	504	**504**	103
Director of Services management fees	61,606	**61,606**	52,159
Repairs and maintenance	586	**586**	738
Cleaning	790	**790**	2,212
Subscriptions	816	**816**	1,419
Bank charges	105	**105**	205
Governance costs	3,360	**3,360**	3,132
	477,579	**477,579**	261,268
Total 2019	261,268	261,268	

7. Net income/(expenditure)

	2020 £	2019 £
This is stated after charging:		
Depreciation of tangible fixed assets: owned by the charity	**3,816**	722

During the year, no Trustees received any remuneration, benefits in kind nor reimbursement of expenses (2019 - £NIL).

Notes to the financial statements for the year ended 31 December 2020

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,400 (2019 - £980).

9. Staff costs

	2020 £	2019 £
Wages and salaries	**319,927**	140,265
Social security costs	**23,422**	7,866
Contribution to defined contribution pension schemes	**5,007**	2,618
	348,356	150,749

The average number of persons employed by the company during the year was as follows:

	2020 No.	2019 No.
	14	7

No employee received remuneration amounting to more than £60,000 in either year.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 December 2020, no Trustee expenses have been incurred (2019 - £NIL).

Notes to the financial statements for the year ended 31 December 2020

11. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2020	**3,810**	**13,465**	**17,275**
Additions	**1,691**	**8,298**	**9,989**
At 31 December 2020	**5,501**	**21,763**	**27,264**
Depreciation			
At 1 January 2020	**2,521**	**12,493**	**15,014**
Charge for the year	**1,717**	**2,099**	**3,816**
At 31 December 2020	**4,238**	**14,592**	**18,830**
Net book value			
At 31 December 2020	**1,263**	**7,171**	**8,434**
At 31 December 2019	1,289	972	2,261

12. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	**1,040**	520
Other debtors	**653**	1,586
Prepayments and accrued income	**99,021**	54,992
	100,714	57,098

Notes to the financial statements for the year ended 31 December 2020

13. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	**21,775**	22,792
Other taxation and social security	**20,059**	2,883
Other creditors	**1,912**	836
Accruals and deferred income	**17,072**	10,499
	60,818	37,010

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds	**181,506**	**816,070**	**(713,363)**	**284,213**
Unallocated amounts	**-**	**8,599**	**(8,599)**	**-**
	181,506	**824,669**	**(721,962)**	**284,213**

Statement of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Balance at 31 December 2019 £
Unrestricted funds				
General Funds	140,715	647,103	(606,312)	181,506

Notes to the financial statements for the year ended 31 December 2020

15. Summary of funds

Summary of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
General funds	**181,506**	**824,669**	**(721,962)**	**284,213**

Summary of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Balance at 31 December 2019 £
General funds	140,715	647,103	(606,312)	181,506

Notes to the financial statements for the year ended 31 December 2020

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	8,434	**8,434**
Current assets	336,597	**336,597**
Creditors due within one year	(60,818)	**(60,818)**
Total	284,213	**284,213**

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	2,261	2,261
Current assets	216,255	216,255
Creditors due within one year	(37,010)	(37,010)
Total	181,506	181,506

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net income for the period (as per Statement of Financial Activities)	**102,707**	40,791
Adjustments for:		
Depreciation charges	**3,816**	722
Loss/(profit) on the sale of fixed assets	**-**	(789)
Decrease/(increase) in debtors	**(43,616)**	13,268
Increase/(decrease) in creditors	**23,808**	(329)
Net cash provided by operating activities	**86,715**	53,663

Notes to the financial statements for the year ended 31 December 2020

18. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	**235,883**	159,157
Total cash and cash equivalents	**235,883**	159,157

19. Analysis of changes in net debt

	At 1 January 2020 £	Cash flows £	At 31 December 2020 £
Cash at bank and in hand	**159,157**	**76,726**	**235,883**
	159,157	**76,726**	**235,883**

20. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £5,007 (2019 - £2,618).

21. Related party transactions

During the period payments were made totalling £61,606 (2019 - £52,159) for management services from Cloak & Dagger Limited, a company for whom Sarah Pearce, managing director of Faversham Counselling Service Ltd, is the sole director. As at 31 December 2020 £5,099 (2019 - £Nil) was outstanding.

FAVERSHAM COUNSELLING SERVICE LTD

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Glossary

Accreditation	In the IAPT context, course accreditation with a recognised professional body indicates that the training programme has undergone a process of scrutiny to ensure that its curriculum, teaching materials, staffing, resources, management and governance structures have met the necessary national curricula requirements as agreed and laid down by the IAPT programme.
ADSM	Anxiety disorder specific measure
BABCP	**British Association for Behavioural & Cognitive Psychotherapies** The lead organisation for Cognitive Behavioural Therapy (CBT) in the UK and Ireland. It promotes, improves and upholds standards of CBT practice, supervision and training. It supports its members to develop professionally and links with the CBT community. It is a professional association operating a highly-respected voluntary register for our accredited cognitive behavioural psychotherapists, and help to protect the public by supporting best practice.
BACP	**British Association for Counselling & Psychotherapy** *It is the professional association for members of the counselling professions in* the UK.
Bipolar Disorder	Formally called Manic Depression, is a mental health condition which causes extreme mood swings, that includes emotional highs and lows
BPD	Border line personality disorder, also known as, emotionally unstable personality disorder (EUPD). A disorder of mood where a person is unable to stabilise emotional regulation and their interactions with others.
Caseness	Under IAPT requirements, a person is said to be at "caseness" when their symptom score exceeds the accepted clinical threshold for the relevant measure of symptoms. For the PHQ-9, this is a score of 10 or above. For the GAD-7, this is a score of 8 or above. Other symptom measures, such as those used to measure the severity of different anxiety disorders, have their own specific thresholds. Some outcome measures (such as the WSAS) do not have recommended caseness thresholds but provide valuable additional information about the quality of a treatment response.
CBT	**Cognitive Behavioural Therapy** This is a type of talking treatment which focuses on how your thoughts, beliefs and attitudes affect your feelings and behaviour, and teaches you coping skills for dealing with different problems. It combines cognitive therapy (examining the things you think) and behaviour therapy (examining the things you do).
CCG	Clinical Commissioning Group
COPD	Chronic obstructive pulmonary disease
CPD	Continuing professional development
CQC	Care Quality Commission
DIT	Dynamic Interpersonal Therapy

FAVERSHAM COUNSELLING SERVICE LTD

(A company limited by guarantee)

Glossary

DNA	Did Not Attend
EMDR	Eye Movement Desensitisation Reprocessing Therapy
GAD-7	Generalised Anxiety Disorder Scale
GP	General practitioner
HIT	High Intensity Therapist
IAPT	Improving Access to Psychological Therapies
IBS	Irritable bowel syndrome
ICT	Integrated Care Partnership
IESO	A digital IAPT service provider
IPT	Interpersonal psychotherapy
KMPT	Kent and Medway Partnership Trust
KPI	Key Performance Indicator
KLOE	Key Lines of Enquiry
LTC	Long-term physical health condition. A range of long-term physical health conditions such as cardiovascular disease, chronic obstructive pulmonary disease, diabetes and musculoskeletal disorders.
MBCT	Mindfulness-based cognitive therapy
MDS	Minimum Data Set
MUS	Medically unexplained symptoms. Persistent physical symptoms that are distressing and disabling but cannot be wholly explained by a known physical pathological cause. Examples include chronic fatigue syndrome and irritable bowel syndrome.
NCCMH	National Collaborating Centre for Mental Health
NICE	National Institute for Health and Care Excellence
PTSD	Post-Traumatic Stress Disorder
PEQ	Patient Experience Questionnaire
PHQ-9	Patient Health Questionnaire for Depression
Problem descriptor	The descriptor corresponds with ICD-10 codes and captures information on the nature, severity and duration of symptoms, and their impact on functionality. A problem descriptor is used to support identification of appropriate NICE-recommended treatment options. It is recognised that people may have more than one mental health problem. For this reason, services can enter several problem descriptors. The primary problem descriptor should reflect the treatment being delivered.
PWP	Psychological wellbeing practitioner

FAVERSHAM COUNSELLING SERVICE LTD

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Glossary

RCT	Randomised controlled trial
Recovery	A national standard that at least 50% of eligible referrals should move to recovery has been set for IAPT services. A person moves to recovery if their symptoms were considered a clinical case at the start of their treatment (that is, their symptoms exceed a defined threshold as measured by scoring tools) and not a clinical case at the end of their treatment.
Reliable improvement	A person has shown reliable improvement if there is a significant improvement in their condition following a course of treatment, measured by the difference in their first and last score.
Reliable recovery	A person has 'reliably recovered' if they meet the criteria for both recovery and reliable improvement.
Step 2	Step 2 treatments are undertaken by Psychological Wellbeing Practitioners (PWPs) and they are noted as being of low to mild/moderate levels of need.
Step 3	Step 3 therapists, are High Intensity Therapists (HITs) who work with higher levels of psychological need.
WAWU	We are with you (another IAPT service provider, previously called ThinkAction and KCA)
WSAS	Work and Social Adjustment Scale