

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

CONTENTS OF THE FINANCIAL STATEMENTS
For the year ended 31 March 2024

	Page
Report of the Trustees	1 to 9
Report of the Independent Auditors	10 to 13
Statement of Financial Activities	14
Balance Sheet	15
Cash Flow Statement	16
Notes to the Financial Statements	17 to 29
Detailed Statement of Financial Activities	30 to 31

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

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued

For the year ended 31 March 2024

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.

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued **For the year ended 31 March 2024**

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.

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued For the year ended 31 March 2024

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)

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued For the year ended 31 March 2024

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.

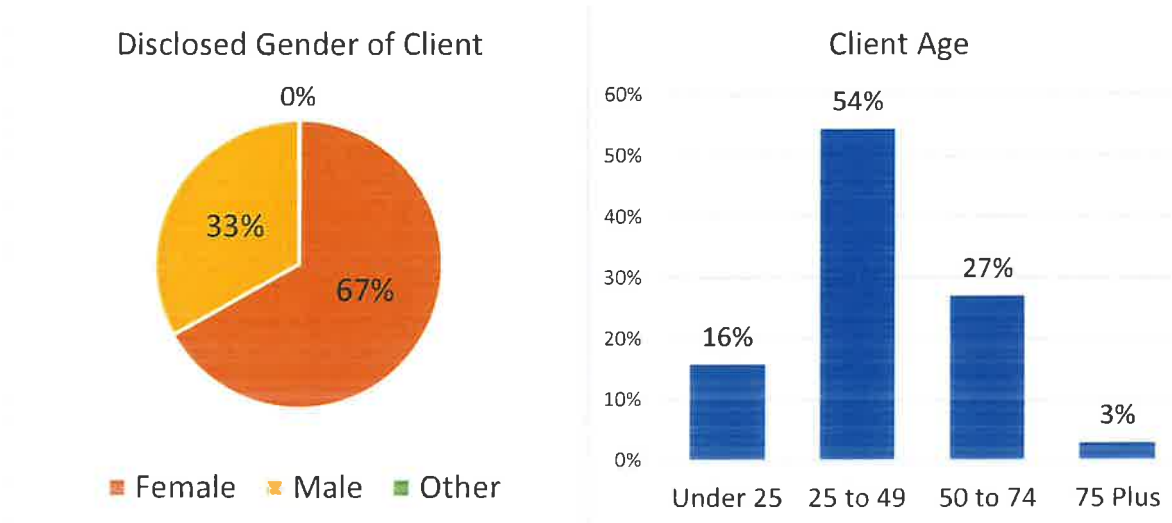
With a move away from the reporting standards specific to NHS Talking Therapies services, FCS explored the use of its previous, NHS orientated, patient management system. A new system was identified which provides the necessary infrastructure for record keeping and facilitates analysis of outcomes relating to clinical efficacy, risk reporting and productivity whilst 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.

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued
For the year ended 31 March 2024

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.

FAVERSHAM COUNSELLING SERVICE LIMITED
REPORT OF THE TRUSTEES - continued
For the year ended 31 March 2024

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 £80,000 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.

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued
For the year ended 31 March 2024

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

FAVERSHAM COUNSELLING SERVICE LIMITED

REPORT OF THE TRUSTEES - continued

For the year ended 31 March 2024

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.

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

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 Protection 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.

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

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.

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

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

		Unrestricted Funds		Restricted Funds		Total Funds	
	Note	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

		Unrestricted Funds		Restricted Funds		Total Funds	
	Note	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							
Unrestricted funds	17	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	<u>143,239</u>	<u>84,464</u>
Net cash (used in)/from operating activities		<u>143,239</u>	<u>84,464</u>
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		<u>2,991</u>	<u>855</u>
Net cash used in investing activities		<u>26,906</u>	<u>(34,353)</u>
Change in cash and cash equivalents in the reporting period		<u>170,145</u>	<u>50,111</u>
Cash and cash equivalents at the beginning of the reporting period		<u>165,274</u>	<u>115,163</u>
Cash and cash equivalents at the end of the reporting period		<u><u>335,419</u></u>	<u><u>165,274</u></u>

The notes form part of these financial statements

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2024

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 contains 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.

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued

For the year ended 31 March 2024

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.

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued

For the year ended 31 March 2024

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

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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)

FAVERSHAM COUNSELLING SERVICE LIMITED**NOTES TO THE FINANCIAL STATEMENTS - continued**
For the year ended 31 March 2024**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

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued

For the year ended 31 March 2024

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
	<u>37,603</u>	<u>209,461</u>

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
	<u>63,825</u>	<u>164,713</u>

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)	-
<i>Arising during the current year:</i>		
Grants and donations required to be spent in future periods	-	74,210
Balance at 31 March 2024	<u>-</u>	<u>74,210</u>

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
	<u>576</u>	<u>29,467</u>

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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	<u>267,014</u>	<u>57,345</u>	<u>324,359</u>

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	-	(77,396)	-	(77,396)
Psychologist salary support	-	(27,464)	-	(27,464)
IAPT Innovation training	-	(26,000)	-	(26,000)
NHS TT Innovation	15,000	(15,000)	-	-
NHS IAPT training and support	4,950	(4,950)	-	-
NHS Project	-	(224)	-	(224)
Dover District Council Community Fund	2,160	(1,545)	-	615
Carers' Support East Kent	8,040	(5,520)	-	2,520
PCIT Parkinson's	14,935	(14,935)	-	-
MacMillian Cancer Care	447,598	(575,547)	-	(127,949)
TOTAL FUNDS	<u>1,923,661</u>	<u>(1,866,292)</u>	<u>(24)</u>	<u>57,345</u>

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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	<u>330,959</u>	<u>(63,945)</u>	<u>267,014</u>

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)	-	-
	<u>473,867</u>	<u>(394,533)</u>	<u>-</u>	<u>79,334</u>
TOTAL FUNDS	<u>1,560,495</u>	<u>(1,623,415)</u>	<u>(1,025)</u>	<u>(63,945)</u>

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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.

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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 MacMillan 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

FAVERSHAM COUNSELLING SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
For the year ended 31 March 2024

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).