

RECOVERY COLLEGE COLLECTIVE LTD
(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2022

Charity Number 1174907
Company Number 10573524

RECOVERY COLLEGE COLLECTIVE LTD

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2022

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RECOVERY COLLEGE COLLECTIVE LTD TRUSTEES ANNUAL REPORT

For the year ended 31 March 2022

The trustees are pleased to present their annual Directors' report together with financial statements of the charity for the year ending 31 March 2022 which are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes.

These financial statements comply with the Charities Act 2011, the Companies Act 2006, The Recovery College Collective's Memorandum and Articles of Association; and the document 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'.

1. Objectives and Activities

The Objects of the Charity are to promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental health disorders or conditions of emotional or mental distress requiring advice or treatment in Northumberland and Tyne and Wear by provision of peer led education and support services in collaboration with mental health service providers.

ReCoCo works in collaboration with mental health service providers and other organisations that share our aims, in an 'open source' and non-proprietary way, to provide a safe space where people can learn from each other and form connections and friendships which aid and sustain their recovery. Since our inception, ReCoCo has brought the voluntary sector and the NHS together in a new and effective way of working in order:

- To provide a peer led, peer delivered education and support service where people can learn from each other's insights, skills and lived experience.
- To nurture a community of troupers and troopers, strivers and survivors, all moving towards a sense of belonging and acceptance for whom, what and how they are.
- To enable connection, positive relationship building, mutual support and friendship.
- To provide opportunities that allow students to aspire to be their best selves, identifying and recognising their innate strengths and talents and their ability to help others.
- To promote recovery through peer led education and activity.
- To provide a focal point, locally, regionally and nationally for peer leadership, peer support and recovery orientated practice.
- To be directed by people who use (or have used) mental health services/experienced mental distress.
- To enable collaboration between mental health service providers and organisations that supports these aims.

We are an organisation run and led by people with lived experience of mental distress and knowledge of what it is like to be on the receiving end. Our mission is to capture, convey and catalyse the lived experience; to reflect mental health service users in all our misery and glory. Not merely to ensure that we are heard, but that we are respected and able to shape our own futures and services. ReCoCo is run by the whole time equivalent of nine staff and over 25 volunteers, plus therapeutic enablers. ReCoCo values the unique contribution of volunteers and

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the added value they bring. It is our intention that all volunteers are supported, respected, and valued. ReCoCo has policies and procedures in place to ensure best practice is applied in volunteering. Many hours of volunteer input is delivered every week of the academic year, including co-facilitation of courses, operating reception, and a wide range of other tasks and activities, and the exceptional challenges of this year being reported could not have been managed without the invaluable efforts of students, volunteers and staff all pulling together. Volunteering is an incredibly significant resource upon which the successful day to day running of ReCoCo depends, and we would like to use this report to pay tribute to all those who have contributed so much, in very trying circumstances. It also offers a major route for our beneficiaries to develop skills and experience, from which a considerable proportion go on to enter paid work, either with ourselves, or with partner organisations.

ReCoCo recognises the crossover between mental health, and a wide range of factors including: family life, drugs and alcohol, learning disability and autism, social isolation and exclusion and poverty, and we try to make our approach (including access to rooms and resources) as welcoming and widely available as possible. There is a strong link between the recovery process and social inclusion. We support people to regain their place in the communities where they live through volunteering and employment opportunities. We seek to facilitate entries to paid work for our users and support those organisations in embedding our users into their workforce. ReCoCo is serious about impact and shared learning. We share our resources, offer training to VCS, public and private sector colleagues, and we continue to partner with Northumbria University to more rigorously examine the impact of our work.

2. Achievements and Performance

We are delighted to report that thanks to the dedicated efforts of its staff team, sessional workers, volunteers, and Trustees, ReCoCo has had another year of successful achievements. We have weathered the worst of the pandemic storm, and in this reporting period returned to full, in-person delivery not only of our renowned groups and courses, but also developed and commenced new ones, and established new partnerships with like-minded organisations in order to maximise our beneficial impact for the people we serve. We also moved forward in terms of strategic significance, both local and regionally as the architects and designers of the transforming mental health and wider health and social care systems tapped in to our expertise and experience.

3. Plans for Future Periods

Our flexible approach leaves us relatively well positioned, but we do need to be vigilant about potential upcoming threats and nimble enough to react appropriately in a timely fashion, which is possibly easier said than done as staff, trustees and volunteers have still to manage the Covid fallout, systemic health and social care pressures, all exacerbated horribly by the “cost of living” crisis, (which some have more accurately renamed a “cost of greed” crisis”) both organisationally and as individuals, while serving our beneficiaries. The NHS, which provides the bulk of our income, and no small number of our operational staff is both under unprecedented stresses and in the throes of another large-scale reorganisation.

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To date, we have been involved deeply in the local and regional dialogue about what the new world of health and social care will look like and how it might operate, and these discussions have helped to inform our forward thinking. One emergent aim, towards which we have already expended considerable effort and resource, is to equip local communities and neighbourhoods with ReCoCo skill and course materials, to enable them to look out for themselves and each other. This then positions ReCoCo as having our core Recovery College groups and courses, run from No 1 Carlil Square and from our Retreat in Saltwell park, but also overseeing and steering more bespoke and localised groups and courses, run by local people (aided by Community Peer Support Workers, Social prescribing Link Workers etc), and developing more of such partnership working. This is echoed by our regional work, in which we are seen as playing a significant role in mentoring and bringing on Recovery College provision in other boroughs (i.e. outside of Newcastle and Gateshead) and also in workforce development as exciting new roles in and around peer support are adopted by the NHS (though we must always be alert to the danger of peer support becoming co-opted and possibly distorted when implemented at scale by statutory organisations). The fly in the ointment with this is finance. No 1 Carlil Square is a fantastic building, but one with high running costs, while the outreach/dissemination/localisation work also requires resourcing. This is further complicated by the upheaval in the commissioning and funding world: CCGs have shuffled off this mortal coil, their functions in part taken up by the ICS, though that has yet to truly settle upon its functional structures, and the role of PCNs remains somewhat unclear in terms of commissioning. This uncertainty about who exactly is in charge of what in the new world, and more pointedly, who will pay for what, is concerning at the time of writing: our principal NHS contract runs well into 2023, which means that we can continue to provide our core offering (with the caveat about the building expenses) but that the ambitious system plans, locally and regionally in which we've been centrally positioned do need separate funding. It is our firm belief that we will be able to access some of the promised new monies for this transformation programme, but quite how much very much remains to be determined.

In conclusion then, we have plans and aspirations, as indeed do other people for us, but the systemic turmoil in health and social care, let alone the ongoing disruption in the wider world mean that what we end up with will almost certainly look markedly different to today's plans, though hopefully still congruent with our values and modus operandi. So, cautious and modest hope for future developments that will benefit more people with experience of mental distress, but no complacency, rather a watchful outlook, knowing that we'll have to be able to respond to the unexpected.

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4. Reference and administrative details of the charity, its trustees and advisors

Charity Name	Recovery College Collective Ltd	
Registered Company number	10573524	
Registered Charity number	1174907	
Operational address	No.1 Carliol Square Newcastle upon Tyne NE1 6UF	
Trustees	Alan Ramsay Jan Pyrke Julia Harrison Mish Lorraine Michelle Glascott Keith Reid Esther Beadle Annessa Rehair David Blazey Maria Balfry	Chair (Resigned 16/02/22) (Resigned 31/01/22) Treasurer (Appointed 27/09/21)
Joint Service Directors	Angela Glascott Alisdair Cameron	
Independent Examiner	Philippa Gardiner Connected Voice Business Services Higham House Higham, Place Newcastle upon Tyne NE1 8AF	
Bankers	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN	

5. Structure, Governance and Management

Governing documents

Recovery College Collective Ltd is a charity and a company limited by guarantee defined by the Companies Act 2006. It was incorporated as a company on 19 January 2017 and registered as a charity on 2 October 2017.

Recovery College Collective Ltd operates under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up Members are required to contribute an amount not exceeding £1.

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Appointment of Trustees

Trustees are recruited to reflect the skills and expertise we need on the Board. Usually this is initially by direct approach by one of the Co-Chairs or senior staff. Trustee selection also needs to incorporate the requirement that in our Constitution that 50% of our Trustees should be people with lived experience of mental health problems, either as a service user, or as a carer of a person with mental health problems. A proposal for a new Trustee is made to existing Trustees and if approved the new person is sent relevant information from the organisation, and from the Charity Commission, and asked to complete a formal declaration of eligibility.

Trustees' induction and training

Trustees are given initial information about their role including a written role description. Initial meetings with one of the co-Chairs are arranged, and there is also an invitation to attend a Board meeting as an observer before making a formal commitment to becoming a Trustee. All potential Trustees are invited to come and visit ReCoCo and spend time meeting staff and students before signing a formal declaration of eligibility. Relevant guidance updates from the Charity Commission are circulated (eg the recent Welcome Pack for new Trustees), as are local and national updates around such issues as safeguarding. Training opportunities offered by the local CVS infrastructure body, local councils, national agencies and law firms are circulated to trustees. In October 2019 we held an externally facilitated review of our performance against the Charity Governance Code, using the NCVO self-assessment framework. One other Board time out session focused more on key areas of the charity's strategic development.

Staff, Governance and Management

Our board underwent some transformation, with the departure from the Company Secretary role of the long-time ReCoCo servant, Steve Nash, the stepping down of Jan Pyrke from being Co-Chair and from the board, and the departure too of Annessa Rebar. All three have provided invaluable service and inputs to ReCoCo, all leave on the best of terms, and continue to contribute, just in less formal ways. The period also saw a new trustee join the board, Dr Maria Balfry who has waited no time in make their mark (positively!)

On the staff side of things, we saw the departure of Emma Savage as Office Manager, leaving to go to pastures new, and we'd like to note here our thanks for her work in very challenging circumstances navigating through both a global pandemic and a huge office move, together with an expansion of ReCoCo responsibilities. In her place we have welcomed Gill Fake, who has settled in very quickly and brought greater sense and order to the mechanics of how we operate. The inimitable and irreplaceable Jonny Blythe also left our happy team to luxuriate in IPS meadows. We'll dearly miss him, but he won't become a stranger to us. Mark Wood came on board, bringing a wealth of hands-on buildings repair knowledge, DIY capabilities and music production talent. Joining our ranks have been the redoubtable Fiona Tasker, the resilient Michael McHugh and Gemma Muldowney, who has brought a fresh outlook to the team, while Wendy Ritchie now works for us full-time on a permanent basis, and Megan Shaftoe has had a promotion, resulting in a very strong operational team. The ranks of our Therapeutic Enablers have swelled, and we also have the highest number of volunteers to date in the period in question.

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Organisation

The Recovery College Collective is an independent peer led charity that has close partnership arrangements with Newcastle Gateshead CCG, Cumbria Northumberland Tyne and Wear NHS FT, Mental Health Concern, Newcastle Council and Gateshead Council, who together form a Core Partners Reference Group.

We operate an innovative organisational model that emphasises peer leadership and collaboration between charitable and statutory sectors. This basically consists of the usual Board of Trustees, with additional support and advice from the Core Partners Reference Group, and a wide variety of less formal collaborations and partnerships around individual projects.

As of 1st April 2021, ReCoCo is mainly funded via contracts with Newcastle Gateshead CCG to deliver commissioned services that focus around peer led education (The Recovery College) and service user voice (Launchpad) for people with mental health problems and related difficulties. Most of ReCoCo's seven staff are employed via sub-contracts with Northumberland Tyne and Wear NHS Foundation Trust and Mental Health Concern, although as of early 2020 two of these (new posts) were set up to be directly employed by the charity. In addition, there are a number of sessional staff who are not employees, including Therapeutic Enablers, a model that enables individuals to develop confidence in paid work, often after many years away from the jobs market. There is a wider informal collective of over 30 other charities, community groups and public sector bodies who work with ReCoCo on a collaborative basis.

The ReCoCo Users Group (RUGS) was set up as a formal mechanism for student feedback and involvement. The Board of Trustees has been keen to see this get off the ground and over the coming year there will be further thought given to ensuring that the collective student voice is supported, represented and heard at all levels of the organisation.

Risk management

The Trustees conduct an annual review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

6. Financial Review

ReCoCo was primarily funded by contracts with Newcastle Gateshead CCG, with grants from the Gateshead Innovation Fund, Bright Ideas, and Barings Foundation (via NE Law Centre) with additional income from donations, awards and providing training. The total income for the period was £522,756 (2021: £511,326). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the period ended 31 March 2022 shows a surplus across all funds of £60,534 (2021: £150,081).

The Balance Sheet at 31 March 2022 shows total funds carried forward of £371,699 (2021: £311,165) of which there are £nil restricted funds, (2021: £nil).

Reserves policy

ReCoCo has retained a level of free reserves currently £371,699 (2021: £311,165) to meet the working capital requirements of the charity in the event of a significant drop in funding. It has

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established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should eventually amount to between 3 and 6 months of annual expenditure.

Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have revised their forecasts to take into account the impact on the business of possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

7. Insurance

The charity's insurance policy does cover and provide trustees with indemnity cover.

8. Related Parties

The following trustees received payments for providing professional service to the charity through their established companies.

Trustee	Organisation	Service provided	2021 £
Alan Ramsay	Roots and Wings	Design and illustration	1,200

The charity undertook an arm's length process to ensure they chose the best provider, Alan Ramsay was not part of the decision making process.

The following trustee's spouse is seconded to the charity and receives payments for professional services.

Name of the trustee or related party	Relationship to charity	Description of the transaction	2022 £
Trustee Michelle Glascott	Is the spouse of the joint coordinator of ReCoCO	Secondment to the charity	54,500

Name of the trustee or related party	Relationship to charity	Description of the transaction	2021 £
Trustee Michelle Glascott	Is the spouse of the joint coordinator of ReCoCO	Secondment to the charity	52,108

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8. Chairs' Report

We are delighted to report that thanks to the dedicated efforts of its staff team, sessional workers, volunteers, and Trustees, ReCoCo has had another year of successful achievements. We have weathered the worst of the pandemic storm, and in this reporting period returned to full, in-person delivery not only of our renowned groups and courses, but also developed and commenced new ones, and established new partnerships with like-minded organisations in order to maximise our beneficial impact for the people we serve. We also moved forward in terms of strategic significance, both local and regionally as the architects and designers of the transforming mental health and wider health and social care systems tapped in to our expertise and experience. Our board underwent some transformation too, with the departure from the Company Secretary role of the long-time ReCoCo servant, Steve Nash, the stepping down of Jan Pyrke from being Co-Chair and from the board, and the departure too of Annessa Rehair. All three have provided invaluable service and inputs to ReCoCo, all leave on the best of terms, and continue to contribute, just in less formal ways. The period also saw two new trustees join the board, Dr Maria Balfry and Jas Asquith, both of whom have waited no time in make their marks (positively!)

On the staff side of things, we saw the departure of Emma Savage as Office Manager, leaving to go to pastures new, and we'd like to note here our thanks for her work in very challenging circumstances navigating through both a global pandemic and a huge office move, together with an expansion of ReCoCo responsibilities. In her place we have welcomed Gill Fake, who has settled in very quickly and brought greater sense and order to the mechanics of how we operate. The inimitable and irreplaceable Jonny Blythe also left our happy team to luxuriate in IPS meadows. We'll dearly miss him, but he won't become a stranger to us. Mark Wood came on board, bringing a wealth of hands-on buildings repair knowledge, DIY capabilities and music production talent. Joining our ranks has been Gemma Muldowney, who has brought a fresh outlook to the team, while Wendy Ritchie now works for us full-time on a permanent basis, and Megan Shaftoe has had a promotion, resulting in a very strong operational team.

The ranks of our Therapeutic Enablers have swelled, and we also have the highest number of volunteers to date in the period in question.

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8. Statement of Trustee Responsibilities

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on 22.12.2022 and signed on their behalf by:

Alan Ramsay *A Ramsay*
Co-Chair

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 March 2022

I report on the financial statements of Recovery College Collective Ltd for the year ended 31 March 2022, which are set out on pages 11 to 21.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Fellow of the Association of Charity Independent Examiners.

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

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

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I 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.

Philippa Gardiner FCA
Connected Voice Business Services Ltd
Higham House
Higham Place
Newcastle upon Tyne
NE1 8AF
Date: 22.12.2022

P Gardiner

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STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME & EXPENDITURE ACCOUNT)

For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
<u>Income from:</u>						
Donations and legacies	5	681	-	-	681	7,420
Charitable activities						
Grants and contracts	6	451,378	-	-	451,378	389,945
Other trading activities	7	70,697	-	-	70,697	113,961
Total income		<u>522,756</u>	<u>-</u>	<u>-</u>	<u>522,756</u>	<u>511,326</u>
<u>Expenditure on:</u>						
Charitable activities						
Operation of the charity	8	462,222	-	-	462,222	361,245
Total expenditure		<u>462,222</u>	<u>-</u>	<u>-</u>	<u>462,222</u>	<u>361,245</u>
Net income/(expenditure)		60,534	-	-	60,534	150,081
Transfers between funds		-	-	-	-	-
Net movement of funds		60,534	-	-	60,534	150,081
<u>Reconciliation of funds</u>						
Total funds brought forward		266,165	45,000	-	311,165	161,084
Total funds carried forward		<u>326,699</u>	<u>45,000</u>	<u>-</u>	<u>371,699</u>	<u>311,165</u>

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 14 to 21 form an integral part of these accounts.

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BALANCE SHEET

As at 31 March 2022

	Notes	£	Total 2022 £	£	Total 2021 £
<u>Current assets</u>					
Debtors	14	64,212		90,699	
Cash at bank and in hand	15	377,897		264,895	
Total current assets		442,109		355,594	
Creditors: amounts falling due within one year	16	(70,410)		(44,429)	
Net current assets			371,699		311,165
Total assets less current liabilities			371,699		311,165
Total net assets or liabilities			371,699		311,165
<u>Funds of the charity</u>					
Unrestricted income funds			326,699		266,165
Designated income funds			45,000		45,000
Restricted income funds			-		-
Total funds			371,699		311,165

The company was entitled to an exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The notes on pages 14 to 21 form an integral part of these accounts.

These financial statements were approved by the Board

22.12.2022

and are signed on its behalf by:

Alan Ramsay
Co-chair

A Ramsey

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STATEMENT OF CASH FLOWS

For the year ended 31 March 2022

	2022	2021
	£	£
<u>Cash flows from operating activities</u>		
Net movement in funds	60,534	150,081
Deduct interest income shown in investing activities	(1)	-
Decrease (increase) in debtors	26,487	(73,268)
Increase (decrease) in creditors	25,981	(35,847)
<i>Net cash from operating activities</i>	<u>113,001</u>	<u>40,966</u>
<u>Cash flow from investing activities</u>		
Interest received	1	-
<i>Net cash used in investing activities</i>	<u>1</u>	<u>-</u>
 Increase in cash and cash equivalents	 113,002	 40,966
Cash and cash equivalents at start of year	264,895	223,929
Cash and cash equivalents at end of year	<u>377,897</u>	<u>264,895</u>

The notes on pages 14 to 21 form an integral part of these accounts.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with 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) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Recovery College Collective Ltd meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis. In making their assessment the trustees have reviewed and considered relevant information, including their annual budget and future cash flows. In response to the COVID-19 pandemic, the trustees have revised their forecasts to take into account measures that they can take with the current resources available to mitigate the impact of the current adverse conditions. The trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern.

3 Income

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

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For the year ended 31 March 2022

3.4 Donated goods and services

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided that the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with the equivalent amount recognised as an expense under the appropriate heading in the SoFA.

3.5 Volunteer help

The value of volunteer help received is not included in the accounts but is described in the trustees' annual report.

3.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

3.7 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

4.2 Charitable activities

Expenditure on charitable activities includes the costs of delivering a mental health support service and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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For the year ended 31 March 2022

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

4.6 Provisions for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

Analysis of income

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
5 Donations and legacies					
Donations and gifts	681	-	-	681	7,420
Mindful grants	-	-	-	-	-
	<u>681</u>	<u>-</u>	<u>-</u>	<u>681</u>	<u>7,420</u>
6 Charitable activities					
<u>Income from grants and contracts</u>					
NHS Newcastle and Gateshead CCG	414,195	-	-	414,195	324,545
Gateshead Innovation Fund	27,500	-	-	27,500	15,500
Awards for All	-	-	-	-	10,000
Barings Fund	5,683	-	-	5,683	1,900
Lankelly Chase	-	-	-	-	33,000
Newcastle City Council - COVID 19 Funding	4,000	-	-	4,000	5,000
	<u>451,378</u>	<u>-</u>	<u>-</u>	<u>451,378</u>	<u>389,945</u>
7 Other trading activities					
Income generation	70,696	-	-	70,696	113,961
Interest	1	-	-	1	-
	<u>70,697</u>	<u>-</u>	<u>-</u>	<u>70,697</u>	<u>113,961</u>

Income was £522,756 (2021: £511,326) of which £522,756 was unrestricted or designated (2021: £511,326) and £0 was restricted (2021: £0)

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Analysis of expenditure on charitable activities

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
8 Charitable activities					
<u>Direct costs</u>					
Staff costs	305,509	-	-	305,509	259,578
Other staff costs	6,153	-	-	6,153	1,417
Meetings and refreshments	3,135	-	-	3,135	1,062
Direct activity costs	1,027	-	-	1,027	1,661
Course costs	4,645	-	-	4,645	5,257
Premises set up costs	-	-	-	-	31,471
<u>Support costs</u>					
Moving and set up costs	-	-	-	-	3,912
Bank charges	124	-	-	124	-
Office rent and rates	12,083	-	-	12,083	11,413
Insurance	15,631	-	-	15,631	7,693
Utilities	32,705	-	-	32,705	12,692
Office costs	23,172	-	-	23,172	17,553
Marketing	1,200	-	-	1,200	23
Repairs, maintenance and renewals	46,385	-	-	46,385	-
Legal fees and professional fees	9,133	-	-	9,133	6,313
<u>Governance costs</u>					
Independent examiner's fees for reporting on the accounts	1,320	-	-	1,320	1,200
	<u>462,222</u>	<u>-</u>	<u>-</u>	<u>462,222</u>	<u>361,245</u>

Expenditure on charitable activities was £462,222 (2021: £361,245) of which £462,222 was unrestricted or designated (2021: £361,245) and £0 was restricted (2021: £0)

9 Fees for examination of the accounts

	2022 £	2021 £
Independent examiner's fees for reporting on the accounts	1,200	1,200
	<u>1,200</u>	<u>1,200</u>

There were no other fees paid to the examiner (2021: £nil)

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For the year ended 31 March 2022

10 Analysis of staff costs and the cost of key management personnel

ReCoCo is run by ten staff (2021: nine staff), (equivalent to 9 WTE) plus sessional workers (equivalent to 1.6 WTE) and 18 Therapeutic Enablers (2021: 14 Therapeutic Enablers). Five members of staff are employed by Mental Health Concern (2021: two employees), five members of staff are employed by Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust and six member of staff are directly employed by the charity.

The details of the five staff directly employed by the charity are as follows (2021: two):

	2022 £	2021 £
Salaries and wages	57,828	34,817
Social security costs	4,726	2,819
Pension costs (defined contribution pension plan)	994	400
	63,548	38,036

No employee received remuneration above £60,000 (2021: nil).

The key management personnel of the charity, comprise the trustees and two directors. The total benefits of the key management personnel of the charity were £100,000. (2021: £90,932).

The charity has also benefitted from, but not recognised in its accounts, the contribution of services made by unpaid volunteers.

11 Transactions with trustees

The following trustees received payments for providing professional service to the charity through their established companies.

Trustee	Organisation	Service provided	2021 £
Alan Ramsay	Roots and Wings	Design and illustration	1,200

The charity undertook an arm's length process to ensure they chose the best provider, Alan Ramsay was not part of the decision making process.

Trustees' expenses

No trustee expenses have been incurred in the year.

Transaction(s) with related parties

The following trustee's spouse is seconded to the charity and receives payments for professional services.

Name of the trustee or related party	Relationship to charity	Description of the transaction	2022 £
Trustee Michelle Glascott	Is the spouse of the joint coordinator of ReCoCO	Secondment to the charity	54,500

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For the year ended 31 March 2022

11 Transaction(s) with related parties (continued)

Name of the trustee or related party	Relationship to charity	Description of the transaction	2021 £
Trustee Michelle Glascott	Is the spouse of the joint coordinator of ReCoCO	Secondment to the charity	52,108

The trustees have made reference to the charities conflict of interest policy to prevent a conflict of interest from affecting the relevant decision making processes. The legal authority is the charitable companies Articles.

12 Defined contribution pension scheme

The employer's pension costs represent contributions payable by the charity to the fund and amount to £994 (2021: £400). There was £0 outstanding as at 31 March 2022 (2021: £0)

13 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

14 Debtors and prepayments (receivable within 1 year)

	2022 £	2021 £
Debtors	64,212	89,341
Other debtors	-	1,358
	64,212	90,699

15 Cash at bank and in hand

	2022 £	2021 £
Cash at bank and in hand	377,897	264,895
	377,897	264,895

16 Creditors and accruals (payable within 1 year)

	2022 £	2021 £
Other creditors	-	160
Salary recharge	69,090	41,869
Accruals		
Independent examination of accounts	1,320	2,400
	70,410	44,429

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17 Deferred income

Deferred income comprises of advance payments from grants that relate to future periods

	2022 £	2021 £
Balance brought forward	-	30,000
Amount released to income earned from charitable activities	-	(30,000)
Amount deferred in year	-	-
Balance carried forward	-	-

18 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

19 Analysis of charitable funds

Analysis of movements in unrestricted funds

For the year ended 31 March 2022

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	266,165	522,756	(462,222)	-	326,699
Designated funds					
Designated reserves fund	45,000	-	-	-	45,000
Totals	311,165	522,756	(462,222)	-	371,699

For the year ended 31 March 2021

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	141,084	511,326	(361,245)	(25,000)	266,165
Designated funds					
Designated reserves fund	20,000	-	-	25,000	45,000
Totals	161,084	511,326	(361,245)	-	311,165

Purpose of unrestricted funds

General unrestricted fund	The 'free reserves' after allowing for designated funds.
Designated funds	
Designated reserves fund	To cover 2 months running costs.

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For the year ended 31 March 2022

20 Capital commitments

As at 31 March 2022, the charity had no capital commitments (2021 -£nil)

21 Analysis of net assets between funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £
Cash at bank and in hand	332,897	45,000	-	377,897
Other net current assets/ (liabilities)	(6,198)	-	-	(6,198)
	<u>326,699</u>	<u>45,000</u>	<u>-</u>	<u>371,699</u>

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2021 £
Cash at bank and in hand	219,895	45,000	-	264,895
Other net current assets/ (liabilities)	46,270	-	-	46,270
	<u>266,165</u>	<u>45,000</u>	<u>-</u>	<u>311,165</u>