

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales · Charity number 1183041

Details

Other names ASLL

Status Registered

Legal form CIO

Registered 2019-04-18

Register [View on the Charity Commission register](#)

Contact

Address MHR Consultancy Ltd
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

Phone 07729959184

Email trusteesasll@absolutesupportlondon.co.uk

Website <https://www.absolutesupportleadinglight.co.uk/>

Activities

Objects: TO RELIEVE THOSE WHO ARE IN NEED BY REASON OF THEIR MENTAL HEALTH CONDITIONS AND/OR LEARNING DISABILITIES, PARTICULARLY BUT NOT EXCLUSIVELY, BY PROVIDING CARE, SUPPORT, SKILLS TRAINING AND WORK EXPERIENCE, WHICH DEVELOPS THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE ADULTS.

Activities: ABSOLUTE SUPPORT LEADING LIGHT IS A SUPPORTED LIVING PROVIDER THAT SUPPORT ADULTS WITH LEARNING DISABILITIES AND AUTISM WHO LIVE INDEPENDENTLY.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities, Other Defined Groups

Geography

- Kingston Upon Thames
- Richmond Upon Thames
- Surrey
- Wandsworth

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|----------|-------------|----------|-----------|
| 2025-03-31 | £501,909 | £457,518 | £165,968 | 19 |
| 2024-03-31 | £469,693 | £443,902 | - | - |
| 2023-03-31 | £442,596 | £446,524 | - | - |
| 2022-03-31 | £454,321 | £478,176 | - | - |
| 2021-03-31 | £460,811 | £414,122 | - | - |

Trustees

| Name | Role | Appointed |
|-------------------------|-------|------------|
| Alison Mary Reed | Chair | 2018-08-03 |
| Eva Boyd | | 2024-04-17 |
| Helen Mary Kemball | | 2025-09-01 |
| Linda Heather Pelier | | 2021-04-18 |
| Sean Mandrill | | 2025-12-02 |

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales - Charity number 1183041

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
Absolute Support Leading Light

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

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for the Year Ended 31 March 2025

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Absolute Support Leading Light

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 March 2025

TRUSTEES

Ms A Reed
Ms L H Pelier
Ms S K Morris (resigned 19.9.25)
E Boyd (appointed 17.4.24)
H M Kemball (appointed 1.9.25)

PRINCIPAL ADDRESS

Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

REGISTERED CHARITY NUMBER

1183041

INDEPENDENT EXAMINER

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

Absolute Support Leading Light

REPORT OF THE TRUSTEES **for the Year Ended 31 March 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. 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).

The charity, Absolute Support Leading Light, was incorporated as a Charitable Incorporated Organisation ("CIO") on the 18th April 2019 with the Charities Commission of England and Wales.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Absolute Support Leading Light ("ASLL") took over the services of Absolute Support London Limited in May 2019, and duly registered as a CIO with the Charities Commission. ASLL was set up to support adults with learning disabilities or mental health issues, living in the London Borough of Richmond upon Thames and surrounding areas to live independently. ASLL supports them to develop the capacity and skills needed to enable them to identify and meet their own needs and to participate more fully in society.

ASLL seeks to do this by

1. providing support and supervision with an independent living philosophy in a homestyle environment.
2. providing focused 1:1 time with our clients to support them to realise their existing skills and develop their potential, including using bespoke training to fit their individual needs.

The overall purpose of the organisation is for our clients to have the appropriate level of support to equip them to live as independently as they are able

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

In 2024-2025 ASLL provided integrated support for 9 clients in two fixed home environments, as well as outreach for 2 clients in their own residential properties.

In continuation from last year, we have been focussing on reorganisation and strengthening our systems, to further improve efficiency, consistency and communication, and to ensure the best of standards and CQC compliance.

Our investment in a new digital record-keeping system, Nourish has improved efficiency and communication within the organisation and helped to streamline systems.

Recruitment in current conditions remains difficult but we were able to strengthen our bank staff with three new members.

We continue to invest in training, and this year held a training day for all staff to attend an Oliver McGowan training session on Learning Disability and Autism

Most of our care staff are long serving, supplying consistent and experienced support. Staff are focussed on enabling our clients to lead full and happy lives, to observe and listen to clients, enabling them to make their own choices and are responsive to their requests, wants and needs. Clients are encouraged to do as much for themselves as they are able and are given every opportunity to take control of their own lives .

Staff network with local community groups and take full advantage of the many opportunities provided by local organisations.

This year we were able to support clients on two holidays. Several clients flew to Crete in September for a week of all-inclusive holiday, with an additional break over Halloween at a UK-based resort.

FINANCIAL REVIEW

Financial position

The results for 2024-25 show a surplus of £44,391, providing us with reserves that we expect to draw on in 2025-2026, for the temporary expense of the provision of personal care until CQC registration is formalised, for recruitment, and to further enrich staff training.

FUTURE PLANS

We have strengthened our systems with our new digital system, Nourish, and our new management structure, and are confident of achieving CQC registration during 2025.

Recruitment has been an area of difficulty, and our focus will be on attracting new staff to the service. Once we are CQC registered and fully staffed, we will be ready to take on new clients.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current Trustees. Currently two Trustees are family members of clients the Charity supports. The Trustees have been actively looking to recruit further trustees with no prior link to ASLL, and this year were delighted to welcome Mrs. Eva Boyd to the board, who has experience of the sector with Choice Care Group.

Organisational structure

The Trustees meet monthly, with at least two Trustees needing to be present to make the meeting quorate. Decisions are voted upon by the Trustees.

Reporting into the Trustees and taking responsibility for the day to day running of the organisation is the Service Manager, Chinwe Feyisitan Soares

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Change

We have strengthened our management team, welcoming Mrs. Leonie da Silva, formerly our professional consultant, as a part-time CEO at the end of the year, to spearhead our CQC application. We have also taken on extra administrative help to replace voluntary services.

Organisational structure

The Trustees meet monthly, with at least two Trustees needing to be present to make the meeting quorate. Decisions are voted upon by the Trustees.

Reporting to the Trustees and taking responsibility for the day-to-day running of the organisation is the Service Manager, Chinwe Feyisitan Soares, and aforementioned CEO, Leonie Da Silva.

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current Trustees. Currently two Trustees are family members of clients the Charity supports. The Trustees have been actively looking to recruit further trustees with no prior link to ASLL, and this year were delighted to welcome Mrs. Eva Boyd to the board, who has experience of the sector with Choice Care Group.

COMMENCEMENT OF ACTIVITIES

The charity commenced activities on the 1st September 2019

Approved by order of the board of trustees on 9 October 2025 and signed on its behalf by:

H M Kemball - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABSOLUTE SUPPORT LEADING LIGHT**

Independent examiner's report to the trustees of Absolute Support Leading Light

I report to the charity trustees on my examination of the accounts of Absolute Support Leading Light (the Trust) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Mark Blackwell
The Chartered Institute of Management Accountants

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

9 October 2025

Absolute Support Leading Light

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2025

| | | 31.3.25 Unrestricted fund £ | 31.3.24 Total funds £ |
|------------------------------------|-------|--------------------------------------|--------------------------------|
| INCOME AND ENDOWMENTS FROM | Notes | | |
| Donations and legacies | 2 | 651 | 1,007 |
| Charitable activities | 3 | | |
| Supported Living | | 501,258 | 468,686 |
| Total | | <u>501,909</u> | <u>469,693</u> |
| EXPENDITURE ON | | | |
| Charitable activities | 4 | | |
| Supported Living | | 457,518 | 443,902 |
| NET INCOME | | 44,391 | 25,791 |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | 121,577 | 95,786 |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>165,968</u></u> | <u><u>121,577</u></u> |

Absolute Support Leading Light

BALANCE SHEET
31 March 2025

| | | 31.3.25 Unrestricted fund £ | 31.3.24 Total funds £ |
|--|-------|--------------------------------------|--------------------------------|
| CURRENT ASSETS | Notes | | |
| Debtors | 9 | 23,094 | 4,789 |
| Cash at bank | | 170,444 | 134,120 |
| | | <u>193,538</u> | <u>138,909</u> |
| CREDITORS | | | |
| Amounts falling due within one year | 10 | (27,570) | (17,332) |
| | | <u>165,968</u> | <u>121,577</u> |
| NET CURRENT ASSETS | | | |
| | | <u>165,968</u> | <u>121,577</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>165,968</u> | <u>121,577</u> |
| NET ASSETS | | <u>165,968</u> | <u>121,577</u> |
| FUNDS | 11 | | |
| Unrestricted funds | | <u>165,968</u> | <u>121,577</u> |
| TOTAL FUNDS | | <u>165,968</u> | <u>121,577</u> |

The financial statements were approved by the Board of Trustees and authorised for issue on 9 October 2025 and were signed on its behalf by:

A Reed - Trustee

H M Kemball - Trustee

Absolute Support Leading Light

CASH FLOW STATEMENT
for the Year Ended 31 March 2025

| | Notes | 31.3.25 £ | 31.3.24 £ |
|---|-------|-----------------------|-----------------------|
| Cash flows from operating activities | | | |
| Cash generated from operations | 1 | <u>36,324</u> | <u>45,371</u> |
| Net cash provided by operating activities | | <u>36,324</u> | <u>45,371</u> |
| | | | |
| Change in cash and cash equivalents in the reporting period | | 36,324 | 45,371 |
| Cash and cash equivalents at the beginning of the reporting period | | <u>134,120</u> | <u>88,749</u> |
| | | | |
| Cash and cash equivalents at the end of the reporting period | | <u><u>170,444</u></u> | <u><u>134,120</u></u> |

NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 March 2025

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

| | | |
|---|---------------|---------------|
| | 31.3.25 | 31.3.24 |
| | £ | £ |
| Net income for the reporting period (as per the Statement of Financial Activities) | 44,391 | 25,791 |
| Adjustments for: | | |
| (Increase)/decrease in debtors | (18,305) | 27,862 |
| Increase/(decrease) in creditors | 10,238 | (8,282) |
| Net cash provided by operations | <u>36,324</u> | <u>45,371</u> |

2. ANALYSIS OF CHANGES IN NET FUNDS

| | At 1.4.24 | Cash flow | At 31.3.25 |
|-----------------|----------------|---------------|----------------|
| | £ | £ | £ |
| Net cash | | | |
| Cash at bank | 134,120 | 36,324 | 170,444 |
| | <u>134,120</u> | <u>36,324</u> | <u>170,444</u> |
| Total | <u>134,120</u> | <u>36,324</u> | <u>170,444</u> |

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

The charity is exempt from tax on its charitable activities.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

| | | |
|-----------|-----------------|-----------------|
| | 31.3.25 | 31.3.24 |
| | £ | £ |
| Donations | 651 | 1,007 |
| | <u> </u> | <u> </u> |

3. INCOME FROM CHARITABLE ACTIVITIES

| | | | |
|-------------------------|---------------------------|-----------------|-----------------|
| | | 31.3.25 | 31.3.24 |
| | | £ | £ |
| Residential Care Income | Activity Supported Living | 501,258 | 468,686 |
| | | <u> </u> | <u> </u> |

4. CHARITABLE ACTIVITIES COSTS

| | | | | |
|------------------|--|-----------------|-----------------|-----------------|
| | | Direct | Support | |
| | | Costs | costs (see | |
| | | £ | note 5) | Totals |
| Supported Living | | 444,332 | 13,186 | 457,518 |
| | | <u> </u> | <u> </u> | <u> </u> |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

5. SUPPORT COSTS

| | Management | Finance | Governance | Totals |
|------------------|--------------|------------|---------------|---------------|
| | £ | £ | costs | £ |
| | | | £ | |
| Supported Living | 2,382 | 240 | 10,564 | 13,186 |
| | <u>2,382</u> | <u>240</u> | <u>10,564</u> | <u>13,186</u> |

6. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

7. STAFF COSTS

| | 31.3.25 | 31.3.24 |
|-----------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 368,885 | 357,382 |
| Social security costs | 27,601 | 24,780 |
| Other pension costs | 7,753 | 6,992 |
| | <u>404,239</u> | <u>389,154</u> |

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

| 31.3.25 | 31.3.24 |
|----------------|----------------|
| <u>31.3.25</u> | <u>31.3.24</u> |

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

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted fund |
|------------------------------------|-------------------|
| | £ |
| INCOME AND ENDOWMENTS FROM | |
| Donations and legacies | 1,007 |
| Charitable activities | |
| Supported Living | 468,686 |
| Total | <u>469,693</u> |
| EXPENDITURE ON | |
| Charitable activities | |
| Supported Living | 443,902 |
| NET INCOME | 25,791 |
| RECONCILIATION OF FUNDS | |
| Total funds brought forward | 95,786 |
| TOTAL FUNDS CARRIED FORWARD | <u>121,577</u> |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 31.3.25 | 31.3.24 |
|--------------------------------|---------------|--------------|
| | £ | £ |
| Trade debtors | 18,904 | 2,909 |
| Prepayments and accrued income | 4,190 | 1,880 |
| | <u>23,094</u> | <u>4,789</u> |

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 31.3.25 | 31.3.24 |
|------------------------------|---------------|---------------|
| | £ | £ |
| Trade creditors | 2,902 | 687 |
| Taxation and social security | 11,296 | 11,429 |
| Other creditors | 13,372 | 5,216 |
| | <u>27,570</u> | <u>17,332</u> |

11. MOVEMENT IN FUNDS

| | At 1.4.24 | Net movement in funds | At 31.3.25 |
|---------------------------|----------------|-----------------------|----------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 121,577 | 44,391 | 165,968 |
| | <u>121,577</u> | <u>44,391</u> | <u>165,968</u> |
| TOTAL FUNDS | <u>121,577</u> | <u>44,391</u> | <u>165,968</u> |

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

| | Incoming resources | Resources expended | Movement in funds |
|---------------------------|--------------------|--------------------|-------------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 501,909 | (457,518) | 44,391 |
| | <u>501,909</u> | <u>(457,518)</u> | <u>44,391</u> |
| TOTAL FUNDS | <u>501,909</u> | <u>(457,518)</u> | <u>44,391</u> |

Comparatives for movement in funds

| | At 1.4.23 | Net movement in funds | At 31.3.24 |
|---------------------------|---------------|-----------------------|----------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 95,786 | 25,791 | 121,577 |
| | <u>95,786</u> | <u>25,791</u> | <u>121,577</u> |
| TOTAL FUNDS | <u>95,786</u> | <u>25,791</u> | <u>121,577</u> |

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

| | Incoming resources | Resources expended | Movement in funds |
|---------------------------|--------------------|--------------------|-------------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 469,693 | (443,902) | 25,791 |
| | <u>469,693</u> | <u>(443,902)</u> | <u>25,791</u> |
| TOTAL FUNDS | <u>469,693</u> | <u>(443,902)</u> | <u>25,791</u> |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

| | At 1.4.23 £ | Net movement in funds £ | At 31.3.25 £ |
|---------------------------|----------------|----------------------------------|--------------------|
| Unrestricted funds | | | |
| General fund | 95,786 | 70,182 | 165,968 |
| TOTAL FUNDS | <u>95,786</u> | <u>70,182</u> | <u>165,968</u> |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 971,602 | (901,420) | 70,182 |
| TOTAL FUNDS | <u>971,602</u> | <u>(901,420)</u> | <u>70,182</u> |

12. RELATED PARTY DISCLOSURES

Three Trustees, A Reed & S K Morris all have relatives who are users of the services provided by the organisation. All transactions are on the same basis as other users of the service and the relevant Trustee abstains from voting if the discussion affect their individual relative.

Absolute Support Leading Light**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2025**

| | 31.3.25 £ | 31.3.24 £ |
|---------------------------------|----------------------|----------------------|
| INCOME AND ENDOWMENTS | | |
| Donations and legacies | | |
| Donations | 651 | 1,007 |
| Charitable activities | | |
| Residential Care Income | 501,258 | 468,686 |
| Total incoming resources | <u>501,909</u> | <u>469,693</u> |
| EXPENDITURE | | |
| Charitable activities | | |
| Wages | 368,885 | 357,382 |
| Social security | 27,601 | 24,780 |
| Pensions | 7,753 | 6,992 |
| Insurance | 5,355 | 5,639 |
| Travel and subsistence | 262 | 136 |
| Computer & IT | 2,053 | 1,405 |
| Subscriptions | 2,801 | 1,321 |
| Staff Training | 3,967 | 240 |
| Professional Fees | 22,625 | 30,736 |
| Subcontractor | 2,730 | 480 |
| Staff Entertainment | 300 | 957 |
| | <u>444,332</u> | <u>430,068</u> |
| Support costs | | |
| Management | | |
| Telephone | 475 | 370 |
| Postage and stationery | 30 | - |
| Sundries | 1,877 | 323 |
| | <u>2,382</u> | <u>693</u> |
| Finance | | |
| Bank charges | 240 | 240 |
| Governance costs | | |
| HR Consultancy Fees | 4,435 | 4,435 |
| Accountancy Fees | 4,329 | 4,980 |
| Consultancy and Legal Fees | 1,800 | 3,486 |
| | <u>10,564</u> | <u>12,901</u> |
| Total resources expended | <u>457,518</u> | <u>443,902</u> |
| Net income | <u><u>44,391</u></u> | <u><u>25,791</u></u> |

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales - Charity number 1183041

Accounts

Document Details

| | |
|-------------------|---|
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| Client of: | MHR Consultancy Ltd |

Signature Details

| | |
|---------------------------|---|
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| Email: | Susanne_morris@hotmail.com |
| Date & Time: | 07/11/2024 11:31:30 AM (GMT) |
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| Signing Statement: | Absolute Support Leading Light confirms that the information is correct and complete to the best of their knowledge and belief. |

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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
Absolute Support Leading Light

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2024

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Absolute Support Leading Light

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 March 2024

TRUSTEES

Ms A Reed
Ms L H Pelier
C T Lloyd (resigned 30.9.23)
Ms S K Morris
E Boyd (appointed 17.4.24)

PRINCIPAL ADDRESS

Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

REGISTERED CHARITY NUMBER

1183041

INDEPENDENT EXAMINER

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

Absolute Support Leading Light

REPORT OF THE TRUSTEES **for the Year Ended 31 March 2024**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. 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).

The charity, Absolute Support Leading Light, was incorporated as a Charitable Incorporated Organisation ("CIO") on the 18th April 2019 with the Charities Commission of England and Wales.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Absolute Support Leading Light ("ASLL") took over the services of Absolute Support London Limited in May 2019, and duly registered as a CIO with the Charities Commission. ASLL was set up to support adults with learning disabilities or mental health issues, living in the London Borough of Richmond upon Thames and surrounding areas to live independently. ASLL supports them to develop the capacity and skills needed to enable them to identify and meet their own needs and to participate more fully in society.

ASLL seeks to do this by

1. providing support and supervision with an independent living philosophy in a homestyle environment.
2. providing focused 1:1 time with our clients to support them to realise their existing skills and develop their potential, including using bespoke training to fit their individual needs.

The overall purpose of the organisation is for our clients to have the appropriate level of support to equip them to live as independently as they are able

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In 2023-24 ASLL provided integrated support for 9 clients in two fixed home environments, as well as outreach for 2 other clients in their own residential properties.

Next to supporting our clients and staff, our priority this year has been to strengthen and streamline our support systems, to improve efficiency and ensure consistency throughout the service, in readiness for our CQC application.

We had hoped to largely achieve this by implementing a recommended new digital record-keeping system but our plans were set back when support for the license for our preferred product was withdrawn from the UK. A suitable alternative, Nourish, has now been sourced and is currently being put into effect. While the clients are the focus of our Charity, our staff are of the utmost importance as well. ASLL always values its staff and our retention of care staff is high. We actively promote training and provide opportunities for all staff to increase their knowledge and improve their skills

We recognise our care staff for the consistency and quality of the support they provide. They continue to focus on enabling our clients to lead full and happy lives. We have embedded a comprehensive staff training matrix within the organisation. Staff training is key to ensure the safety of our clients and gives the staff the skills and knowledge to provide high quality, person centered care. We train support staff to understand and adhere to professional standards, ethics and guidelines. We also believe it supports staff retention.

The ASLL costumed Halloween party is an annual event, well attended by clients, friends and families, as were our New Years Eve and Coronation parties. Our clients help to plan, cater and decorate the rooms for these events.

A highlight of this year was our Service Holiday to Center Parcs, the first holiday provided since the pandemic. Clients impressed us by enthusiastically embracing the challenges of many new activities, gaining confidence whilst having a lot of fun

FINANCIAL REVIEW

Financial position

The results for 2023-24 show a surplus of £25,791, almost completely restoring the losses of the last two years. We were also able to thank our staff with a bonus at year end.

Our income improved as we increased our charges in line with inflation. Our use of a consultant as opposed to employing a CEO has proved economical and effective.

We did not spend what we had expected on our new digital recording system, equipment and training, as that had to be postponed until the current year.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2024

FUTURE PLANS

There has been no growth in the number of clients this year, despite requests for our services. Whilst it has been frustrating not to be able to meet this need, some time is needed to allow senior staff to settle into their new management roles and to consolidate our internal systems.

With our new digital system, Nourish up and running, we will be ready to commence our CQC application.

We have lost two long-serving staff members with young families to Teaching Assistant posts, and some student bank staff have completed their courses and gone into full time employment, so we need to mount a recruitment drive.

We are looking to employ an administrative assistant to replace help currently supplied on a voluntary basis by trustees.

Once we are CQC registered and fully resourced, we will be ready to grow and expand our client base.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current Trustees. Currently two Trustees are family members of clients the Charity supports. The Trustees are actively looking to recruit further trustees with no prior link to the charity, and one has recently been appointed.

Trustees continue to attend appropriate governance training sessions to support their roles.

The trustees were most grateful to Treasurer Chris Lloyd, who resigned this year, for his contribution to the charity, and especially for his kindness in staying on as treasurer for an extended handover period.

Organisational structure

The Trustees meet monthly, with at least two Trustees needing to be present to make the meeting quorate. Decisions are voted upon by the Trustees.

Reporting into the Trustees and taking responsibility for the day to day running of the organisation is the Service Manager, Chinwe Feyisitan Soares

Organisation Change

We experienced a change of management in April '23, when Service Manager Rosie Dickson left for family reasons. Consequently, the year to March '24 has been a period of reorganisation. Our Deputy Manager stepped up into the Service Manager role and two new Team Leader posts were created, one of which was filled internally, the other externally just before the end of the year.

We have found that a service of our current size does not justify the employment of a CEO, and since March '23 trustees have engaged an experienced consultant, Leonie Da Silva, to review our policies, procedures and systems. We believe that this is a judicious use of the organisation's finances and ensures a level of management we could not afford if we were to employ someone full-time as a fully paid-up employee.

As well as advising trustees, she has and continues to induct, mentor and train our new management team.

Furthermore, she has carried out some group staff training. She has met with all service commissioners over Zoom. She provides an ongoing review into every aspect of our service, identifying where we can improve

COMMENCEMENT OF ACTIVITIES

The charity commenced activities on the 1st September 2019

Approved by order of the board of trustees on 11 October 2024 and signed on its behalf by:

Ms S K Morris - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABSOLUTE SUPPORT LEADING LIGHT**

Independent examiner's report to the trustees of Absolute Support Leading Light

I report to the charity trustees on my examination of the accounts of Absolute Support Leading Light (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Mark Blackwell
The Chartered Institute of Management Accountants

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

11 October 2024

Absolute Support Leading Light

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2024

| | Notes | 31.3.24 Unrestricted fund £ | 31.3.23 Total funds £ |
|------------------------------------|-------|--------------------------------------|--------------------------------|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | | 1,007 | 1,007 |
| Charitable activities | | | |
| Supported Living | | 468,686 | 441,589 |
| Total | | <u>469,693</u> | <u>442,596</u> |
| EXPENDITURE ON | | | |
| Charitable activities | | | |
| Supported Living | | 443,902 | 446,524 |
| NET INCOME/(EXPENDITURE) | | 25,791 | (3,928) |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | 95,786 | 99,714 |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>121,577</u></u> | <u><u>95,786</u></u> |

Absolute Support Leading Light

BALANCE SHEET
31 March 2024

| | | 31.3.24 Unrestricted fund £ | 31.3.23 Total funds £ |
|--|-------|--------------------------------------|--------------------------------|
| CURRENT ASSETS | Notes | | |
| Debtors | 4 | 4,789 | 32,651 |
| Cash at bank | | 134,120 | 88,749 |
| | | <u>138,909</u> | <u>121,400</u> |
| CREDITORS | | | |
| Amounts falling due within one year | 5 | (17,332) | (25,614) |
| | | <u>121,577</u> | <u>95,786</u> |
| NET CURRENT ASSETS | | | |
| | | <u>121,577</u> | <u>95,786</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>121,577</u> | <u>95,786</u> |
| NET ASSETS | | <u>121,577</u> | <u>95,786</u> |
| FUNDS | 6 | | |
| Unrestricted funds | | 121,577 | 95,786 |
| TOTAL FUNDS | | <u>121,577</u> | <u>95,786</u> |

The financial statements were approved by the Board of Trustees and authorised for issue on 11 October 2024 and were signed on its behalf by:

A Reed - Trustee

S K Morris - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

The charity is exempt from tax on its charitable activities.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted fund £ |
|-----------------------------------|---------------------------|
| INCOME AND ENDOWMENTS FROM | |
| Donations and legacies | 1,007 |
| Charitable activities | |
| Supported Living | 441,589 |
| Total | <u>442,596</u> |
| EXPENDITURE ON | |
| Charitable activities | |
| Supported Living | 446,524 |
| NET INCOME/(EXPENDITURE) | (3,928) |
| RECONCILIATION OF FUNDS | |
| Total funds brought forward | 99,714 |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2024

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

| | | |
|------------------------------------|--|---------------------------|
| | | Unrestricted fund £ |
| | | <u>95,786</u> |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>95,786</u></u> |

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | | |
|--------------------------------|--------------|---------------|
| | 31.3.24 | 31.3.23 |
| | £ | £ |
| Trade debtors | 2,909 | 30,773 |
| Prepayments and accrued income | 1,880 | 1,878 |
| | <u>4,789</u> | <u>32,651</u> |

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | | |
|------------------------------|---------------|---------------|
| | 31.3.24 | 31.3.23 |
| | £ | £ |
| Trade creditors | 687 | 1,643 |
| Taxation and social security | 11,429 | 7,790 |
| Other creditors | 5,216 | 16,181 |
| | <u>17,332</u> | <u>25,614</u> |

6. MOVEMENT IN FUNDS

| | | | |
|---------------------------|----------------------|-----------------------------|-----------------------|
| | At 1.4.23 | Net movement in funds | At 31.3.24 |
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 95,786 | 25,791 | 121,577 |
| | <u>95,786</u> | <u>25,791</u> | <u>121,577</u> |
| TOTAL FUNDS | <u><u>95,786</u></u> | <u><u>25,791</u></u> | <u><u>121,577</u></u> |

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

| | | | |
|---------------------------|----------------------------|----------------------------|---------------------------|
| | Incoming resources £ | Resources expended £ | Movement in funds £ |
| Unrestricted funds | | | |
| General fund | 469,693 | (443,902) | 25,791 |
| | <u>469,693</u> | <u>(443,902)</u> | <u>25,791</u> |
| TOTAL FUNDS | <u><u>469,693</u></u> | <u><u>(443,902)</u></u> | <u><u>25,791</u></u> |

Comparatives for movement in funds

| | | | |
|---------------------------|----------------------|-----------------------------|----------------------|
| | At 1.4.22 | Net movement in funds | At 31.3.23 |
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 99,714 | (3,928) | 95,786 |
| | <u>99,714</u> | <u>(3,928)</u> | <u>95,786</u> |
| TOTAL FUNDS | <u><u>99,714</u></u> | <u><u>(3,928)</u></u> | <u><u>95,786</u></u> |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2024

6. MOVEMENT IN FUNDS - continued

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|-------------------------|-------------------------|------------------------|
| Unrestricted funds | | | |
| General fund | 442,596 | (446,524) | (3,928) |
| TOTAL FUNDS | <u>442,596</u> | <u>(446,524)</u> | <u>(3,928)</u> |

A current year 12 months and prior year 12 months combined position is as follows:

| | At 1.4.22 £ | Net movement in funds £ | At 31.3.24 £ |
|---------------------------|----------------|----------------------------|-----------------|
| Unrestricted funds | | | |
| General fund | 99,714 | 21,863 | 121,577 |
| TOTAL FUNDS | <u>99,714</u> | <u>21,863</u> | <u>121,577</u> |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|-------------------------|-------------------------|------------------------|
| Unrestricted funds | | | |
| General fund | 912,289 | (890,426) | 21,863 |
| TOTAL FUNDS | <u>912,289</u> | <u>(890,426)</u> | <u>21,863</u> |

7. RELATED PARTY DISCLOSURES

Three Trustees, A Reed, CT Lloyd & S K Morris all have relatives who are users of the services provided by the organisation. All transactions are on the same basis as other users of the service and the relevant Trustee abstains from voting if the discussion affect their individual relative.

Absolute Support Leading Light**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2024**

| | 31.3.24 £ | 31.3.23 £ |
|---------------------------------|----------------------|-----------------------|
| INCOME AND ENDOWMENTS | | |
| Donations and legacies | | |
| Donations | 1,007 | 1,007 |
| Charitable activities | | |
| Residential Care Income | 468,686 | 441,589 |
| Total incoming resources | <u>469,693</u> | <u>442,596</u> |
| EXPENDITURE | | |
| Charitable activities | | |
| Wages | 357,382 | 381,577 |
| Social security | 24,780 | 33,099 |
| Pensions | 6,992 | 8,184 |
| Insurance | 5,639 | 5,508 |
| Travel and subsistence | 136 | 265 |
| Computer & IT | 1,405 | 271 |
| Client events and outings | - | 344 |
| Subscriptions | 1,321 | 1,786 |
| Staff Training | 240 | 3,575 |
| Professional Fees | 30,736 | 1,808 |
| Subcontractor | 480 | - |
| Staff Entertainment | 957 | 421 |
| | <u>430,068</u> | <u>436,838</u> |
| Support costs | | |
| Management | | |
| Telephone | 370 | 391 |
| Postage and stationery | - | 224 |
| Sundries | 323 | 649 |
| | <u>693</u> | <u>1,264</u> |
| Finance | | |
| Bank charges | 240 | 290 |
| Governance costs | | |
| HR Consultancy Fees | 4,435 | 2,475 |
| Accountancy Fees | 4,980 | 4,020 |
| Consultancy and Legal Fees | 3,486 | 1,637 |
| | <u>12,901</u> | <u>8,132</u> |
| Total resources expended | <u>443,902</u> | <u>446,524</u> |
| Net income/(expenditure) | <u><u>25,791</u></u> | <u><u>(3,928)</u></u> |

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales - Charity number 1183041

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
Absolute Support Leading Light

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2023

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Absolute Support Leading Light

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 March 2023

TRUSTEES

Ms A Reed
Ms L H Pelier
A Bechkoum (resigned 9.8.22)
C T Lloyd
Ms S K Morris (appointed 16.3.23)

PRINCIPAL ADDRESS

Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

REGISTERED CHARITY NUMBER

1183041

INDEPENDENT EXAMINER

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

Absolute Support Leading Light

REPORT OF THE TRUSTEES **for the Year Ended 31 March 2023**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. 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).

The charity, Absolute Support Leading Light, was incorporated as a Charitable Incorporated Organisation ("CIO") on the 18th April 2019 with the Charities Commission of England and Wales.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Absolute Support Leading Light ("ASLL") was set up to support adults with learning disabilities or mental health issues, living in the London Borough of Richmond upon Thames and surrounding areas, to live independently. ASLL supports them to develop the capacity and skills needed to better enable them to live independently, identify and meet their own needs and to participate more fully in society.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In 2022-23 ASLL provided integrated support for 9 clients in two fixed home environments, as well as outreach for 3 other clients in their own residential properties. During the year, one of the outreach clients left ASLL to seek different provision for their needs.

ASLL have developed online management performance systems to reduce the charity's carbon footprint, increase effective and efficient communications and client confidentiality. This work has largely been completed however we have continued to streamline and improve our digital filing and communication systems.

During the year under review, one of the biggest achievements of ASLL has been helping clients to get back to their usual daily lives post Covid and providing any necessary support for their mental wellbeing. Our staff retention remains high and despite the reduction in numbers of available support workers in the workplace generally, we have been able to source new and high-quality support staff to ensure that our clients continue to receive the highest calibre of support.

As set out below, ASLL experienced some changes at senior management level during the year and our existing Service Manager stepped up to oversee the organisation as we worked towards employing a Senior Manager to lead ASLL.

We actively promote staff training and provide opportunities for all staff to increase their knowledge and improve their skills.

FINANCIAL REVIEW

Financial position

The results for 2022-23 show a reduction on ASLL's losses (Net Expenditure) from £(23,855) to £(3,928). The reduction was primarily driven by lower management costs as ASLL operated without a full time Chief Executive Officer during the year. There was also a significant reduction in recruitment costs.

The trustees approached the Local Authority in September 2022 to request an uplift in the hourly rate paid to commissioners and a 4% uplift was finally agreed, backdated to April 2022. It was agreed to award this 4% uplift to all ASLL employees for the same period as a one-off bonus to thank them for their continued commitment and service to our clients.

FUTURE PLANS

At the end of the financial year under review, the trustees identified the need for specialist guidance to support our organisation with a view to strategic planning, to ensure that we are compliant under CQC and current health and social care regulations, to complete an appropriate management structure, and to identify any further gaps in our service, supporting us as we apply for CQC registration. In March 2023, we were very fortunate to source and start working with Leonie Da Silva of Da Silva Consultancy Services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current trustees. Currently three trustees are family members of clients the charity supports and one has no link to any staff, trustees or clients of the charity. The intention of the trustees is to recruit further trustees who have no prior link to the charity to ensure there is an uneven number of total trustees and also a larger number of trustees with no prior links to the charity. This is to enable the Board to vote and make decisions on matters if and when the trustees with family links need to remove themselves due to a conflict of interests.

Organisational structure

The trustees meet every six weeks, with at least two trustees needing to be present to make the meeting quorate. Decisions are voted upon by the trustees. A CEO/Senior Manager reports into the trustees and takes responsibility for the day to day running of the Charity.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees & Management

Steve Delaney, who was employed on a short term contract in May 2021, resigned in April 2022. ASLL appointed Peter Small to be the new CEO on a part time basis on Steve Delaney's resignation. Unfortunately, this appointment was not satisfactory and was cancelled by mutual agreement in July 2022. Our existing Service Manager stepped up to manage the ASLL whilst the trustees looked to recruit a Senior Manager to oversee the organisation.

COMMENCEMENT OF ACTIVITIES

The charity commenced activities on the 1st September 2019

Approved by order of the board of trustees on 27 September 2023 and signed on its behalf by:

Ms A Reed - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABSOLUTE SUPPORT LEADING LIGHT**

Independent examiner's report to the trustees of Absolute Support Leading Light

I report to the charity trustees on my examination of the accounts of Absolute Support Leading Light (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Mark Blackwell
The Chartered Institute of Management Accountants

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

27 September 2023

Absolute Support Leading Light

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2023

| | Notes | 31.3.23 Unrestricted fund £ | 31.3.22 Total funds £ |
|------------------------------------|-------|--------------------------------------|--------------------------------|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | | 1,007 | 1,468 |
| Charitable activities | | | |
| Supported Living | | 441,589 | 451,428 |
| Other income | | - | 1,425 |
| Total | | <u>442,596</u> | <u>454,321</u> |
| EXPENDITURE ON | | | |
| Charitable activities | | | |
| Supported Living | | <u>446,524</u> | <u>478,176</u> |
| NET INCOME/(EXPENDITURE) | | (3,928) | (23,855) |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | 99,714 | 123,569 |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>95,786</u></u> | <u><u>99,714</u></u> |

Absolute Support Leading Light

BALANCE SHEET

31 March 2023

| | | 31.3.23 Unrestricted fund £ | 31.3.22 Total funds £ |
|--|-------|--------------------------------------|--------------------------------|
| CURRENT ASSETS | Notes | | |
| Debtors | 4 | 32,651 | 19,143 |
| Cash at bank | | 88,749 | 90,920 |
| | | <u>121,400</u> | <u>110,063</u> |
| CREDITORS | | | |
| Amounts falling due within one year | 5 | (25,614) | (10,349) |
| | | <u>95,786</u> | <u>99,714</u> |
| NET CURRENT ASSETS | | | |
| | | <u>95,786</u> | <u>99,714</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>95,786</u> | <u>99,714</u> |
| NET ASSETS | | <u>95,786</u> | <u>99,714</u> |
| FUNDS | 6 | | |
| Unrestricted funds | | 95,786 | 99,714 |
| TOTAL FUNDS | | <u>95,786</u> | <u>99,714</u> |

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2023 and were signed on its behalf by:

A Reed - Trustee

C T Lloyd - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from tax on its charitable activities.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted fund £ |
|-----------------------------------|---------------------------|
| INCOME AND ENDOWMENTS FROM | |
| Donations and legacies | 1,468 |
| Charitable activities | |
| Supported Living | 451,428 |
| Other income | 1,425 |
| Total | <u>454,321</u> |
| EXPENDITURE ON | |
| Charitable activities | |
| Supported Living | <u>478,176</u> |
| NET INCOME/(EXPENDITURE) | (23,855) |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2023

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

RECONCILIATION OF FUNDS

Total funds brought forward

123,569

TOTAL FUNDS CARRIED FORWARD

99,714

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 31.3.23 £ | 31.3.22 £ |
|--------------------------------|---------------|---------------|
| Trade debtors | 30,773 | 17,627 |
| Other debtors | - | 489 |
| Prepayments and accrued income | 1,878 | 1,027 |
| | <u>32,651</u> | <u>19,143</u> |

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 31.3.23 £ | 31.3.22 £ |
|------------------------------|---------------|---------------|
| Trade creditors | 1,643 | 1,363 |
| Taxation and social security | 7,790 | 6,746 |
| Other creditors | 16,181 | 2,240 |
| | <u>25,614</u> | <u>10,349</u> |

6. MOVEMENT IN FUNDS

| | At 1.4.22 £ | Net movement in funds £ | At 31.3.23 £ |
|---------------------------|----------------|----------------------------------|--------------------|
| Unrestricted funds | | | |
| General fund | 99,714 | (3,928) | 95,786 |
| | <u>99,714</u> | <u>(3,928)</u> | <u>95,786</u> |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 442,596 | (446,524) | (3,928) |
| | <u>442,596</u> | <u>(446,524)</u> | <u>(3,928)</u> |

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2023**

6. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

| | At 1.4.21 £ | Net movement in funds £ | At 31.3.22 £ |
|---------------------------|----------------|----------------------------------|--------------------|
| Unrestricted funds | | | |
| General fund | 123,569 | (23,855) | 99,714 |
| TOTAL FUNDS | <u>123,569</u> | <u>(23,855)</u> | <u>99,714</u> |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 454,321 | (478,176) | (23,855) |
| TOTAL FUNDS | <u>454,321</u> | <u>(478,176)</u> | <u>(23,855)</u> |

A current year 12 months and prior year 12 months combined position is as follows:

| | At 1.4.21 £ | Net movement in funds £ | At 31.3.23 £ |
|---------------------------|----------------|----------------------------------|--------------------|
| Unrestricted funds | | | |
| General fund | 123,569 | (27,783) | 95,786 |
| TOTAL FUNDS | <u>123,569</u> | <u>(27,783)</u> | <u>95,786</u> |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 896,917 | (924,700) | (27,783) |
| TOTAL FUNDS | <u>896,917</u> | <u>(924,700)</u> | <u>(27,783)</u> |

7. RELATED PARTY DISCLOSURES

Two trustees, A Reed and CT Lloyd both have relatives who are users of the services provided by the organisation. All transactions are on the same basis as other users of the service and the relevant trustee abstains from voting if the discussion affect their individual relative.

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales - Charity number 1183041

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
Absolute Support Leading Light

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

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for the Year Ended 31 March 2022

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REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 March 2022

TRUSTEES

Ms A Reed
Ms K Fuller (resigned 19.1.22)
Ms A Linell (resigned 16.9.21)
Ms L H Pelier (appointed 18.4.21)
A Bechkoum (appointed 18.4.21) (resigned 9.8.22)
C T Lloyd (appointed 18.4.21)

PRINCIPAL ADDRESS

Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

REGISTERED CHARITY NUMBER

1183041

INDEPENDENT EXAMINER

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2022

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The charity, Absolute Support Leading Light, was incorporated as a Charitable Incorporated Organisation ("CIO") on the 18th April 2019 with the Charities Commission of England and Wales.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Absolute Support Leading Light ("ASLL") was set up to support adults with learning disabilities or mental health issues, living in the London Borough of Richmond upon Thames and surrounding areas, to live independently. ASLL supports them to develop the capacity and skills needed to better enable them to independently identify and meet their own needs and to participate more fully in society.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In 2021-22 ASLL provided integrated support for 10 clients in two fixed home environments, as well as outreach for 3 other clients in their own residential properties. None of the properties are provided by ASLL.

ASLL made the decision that the charity would become 'paperless' and have developed online management performance systems to reduce the charity's carbon footprint, increase effective and efficient communications and client confidentiality. This work has largely been completed in the charity's financial year 2021-22.

During the year under review, one of the biggest achievements of ASLL has again been dealing with the impact of Covid-19. The ASLL tripartite management structure, both formal and informal, came into its own, and the combination of trustees, parent/ commissioners and staff worked tirelessly to protect, nurture, and maintain (where possible) clients' independence and lifestyles and mental health

The majority of clients continued to live independently and staff were really creative in utilising online support across the educational and leisure sectors thus trying to maintain a level of continuity and creative input. ASLL management also restructured the staffing complement to ensure that those clients who were remaining in the own homes were supported throughout. This has meant that to date, we have had no cases of clients becoming seriously ill with the virus. We continue to follow the Government policy and strategy in respect of COVID in and around our services and staff.

All of the ASLL clients are supported to go about their daily lives with the main focus on them living independently and being given the room to take control of their own lives to the greatest degree possible. When at home the clients are supported to do their own menu planning, shopping and cooking (with all meals cooked from fresh ingredients), cleaning, washing and ironing and other chores. Outside of the usual day to day the clients are encouraged and supported to work, study and take part in meaningful external opportunities.

While the clients are the focus of our charity we see our colleagues as of the utmost importance as well. ASLL always values its staff and are proud to show staff retention is very high. Any new staff are always interviewed by client representatives alongside a senior member of staff. We also show our staff we value them by ensuring they have relevant training opportunities.

FINANCIAL REVIEW

Financial position

The results for 2021-22 show a fall in ASLL's net income of £70,574.

As stated below, the trustees appointed a new CEO with the principal task of reviewing ASLL's practices and procedures. This review led to some increases in costs relating to staff salaries and increased provisions for staff holidays. There were also material payments to staff for holiday entitlements that had not been taken in the prior year. The trustees decided that staff should be paid in full when ill with Covid. This recognised the partnership with our staff to keep our clients safe. There were also exceptional costs for recruiting senior staff.

FUTURE PLANS

Since the year end Anas Bechkoum has resigned as a trustee and the trustees thank him for his contribution to ASLL. Anas resigned August 2022. During this financial year, Alice Linell and Karen Fuller stepped down due to personal reasons. However, we recruited a new non client connected trustee, Heather Pelier, in April 2021.

The work with the Cranfield Trust ran its natural course and we concentrated on implementing their recommendations both in the organisation's management structure as well as governance. This helped us to continue to lay down the foundation for our new Chief Executive Officer ("CEO") to develop the charity to meet the challenges of the post COVID environment, to maintain the position of the charity as a champion of people with learning disabilities; recognising their abilities and capabilities and their positive impact and worth in society.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current trustees. Currently two trustees are family members of clients the charity supports and one has no link to any staff, trustees or clients of the charity. The intention of the trustees is to recruit further trustees who have no prior link to the charity to ensure there is an uneven number of total trustees and also a larger number of trustees with no prior links to the charity. This is to enable the Board to vote and make decisions on matters if and when the trustees with family links need to remove themselves due to a conflict of interests.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The trustees meet regularly, with at least two trustees needing to be present to make the meeting quorate. Decisions are voted upon by the trustees. A CEO reports into the trustees and takes responsibility for the day to day running of the Charity.

Trustees & Management

On the retirement of our founding CEO in May 2021, the Trustees appointed Steve Delaney as CEO on a time related contract with a brief to carry out a fundamental review of ASLL's processes and policies. Steve concentrated on ensuring that all our contractual obligations, practice, contracts and other relevant documents were legally sound. In addition, he worked closely with the trustees to ensure that their governance complied with ASLL's main purpose and in particular were able to demonstrate that our charity complied with the law, was accountable, transparent, and was well run. Steve's work in 2021-22 has had a major impact on ASLL and has provided ASLL with modern, compliant processes on which to grow. Steve resigned in May 2022 and ASLL appointed Peter Small to be the new CEO on a part time basis. Unfortunately this appointment was not satisfactory and was cancelled by mutual agreement in July 2022.

COMMENCEMENT OF ACTIVITIES

The charity commenced activities on the 1st September 2019

Approved by order of the board of trustees on 9 November 2022 and signed on its behalf by:

Ms A Reed - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABSOLUTE SUPPORT LEADING LIGHT**

Independent examiner's report to the trustees of Absolute Support Leading Light

I report to the charity trustees on my examination of the accounts of Absolute Support Leading Light (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the Act).

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACMA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Mark Blackwell
ACMA
MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

9 November 2022

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2022

| | Notes | 31.3.22 Unrestricted fund £ | 31.3.21 Total funds £ |
|------------------------------------|-------|--------------------------------------|--------------------------------|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | | 1,468 | 1,641 |
| Charitable activities | | | |
| Supported Living | | 451,428 | 459,170 |
| Other income | | 1,425 | - |
| Total | | <u>454,321</u> | <u>460,811</u> |
| EXPENDITURE ON | | | |
| Charitable activities | | | |
| Supported Living | | 478,176 | 414,122 |
| NET INCOME/(EXPENDITURE) | | <u>(23,855)</u> | <u>46,689</u> |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | 123,569 | 76,880 |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>99,714</u></u> | <u><u>123,569</u></u> |

Absolute Support Leading Light

BALANCE SHEET

31 March 2022

| | Notes | 31.3.22 Unrestricted fund £ | 31.3.21 Total funds £ |
|--|-------|--------------------------------------|--------------------------------|
| FIXED ASSETS | | | |
| Tangible assets | 4 | - | 2,125 |
| CURRENT ASSETS | | | |
| Debtors | 5 | 19,143 | 28,774 |
| Cash at bank | | 90,920 | 92,537 |
| | | <hr/> | <hr/> |
| | | 110,063 | 121,311 |
| CREDITORS | | | |
| Amounts falling due within one year | 6 | (10,349) | 133 |
| | | <hr/> | <hr/> |
| NET CURRENT ASSETS | | 99,714 | 121,444 |
| | | <hr/> | <hr/> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 99,714 | 123,569 |
| | | <hr/> | <hr/> |
| NET ASSETS | | 99,714 | 123,569 |
| | | <hr/> | <hr/> |
| FUNDS | 7 | | |
| Unrestricted funds | | 99,714 | 123,569 |
| | | <hr/> | <hr/> |
| TOTAL FUNDS | | 99,714 | 123,569 |
| | | <hr/> | <hr/> |

The financial statements were approved by the Board of Trustees and authorised for issue on 9 November 2022 and were signed on its behalf by:

A Reed - Trustee

C T Lloyd - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted fund £ |
|-----------------------------------|---------------------------|
| INCOME AND ENDOWMENTS FROM | |
| Donations and legacies | 1,641 |
| Charitable activities | |
| Supported Living | 459,170 |
| Total | <hr/> 460,811 |
| EXPENDITURE ON | |
| Charitable activities | |
| Supported Living | 414,122 |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

NET INCOME

46,689

RECONCILIATION OF FUNDS

Total funds brought forward

76,880

TOTAL FUNDS CARRIED FORWARD

123,569

4. TANGIBLE FIXED ASSETS

Fixtures
and
fittings
£

COST

At 1 April 2021

12,372

Disposals

(12,372)

At 31 March 2022

-

DEPRECIATION

At 1 April 2021

10,247

Eliminated on disposal

(10,247)

At 31 March 2022

-

NET BOOK VALUE

At 31 March 2022

-

At 31 March 2021

2,125

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.3.22

31.3.21

£

£

Trade debtors

17,627

24,540

Other debtors

489

1,259

Prepayments and accrued income

1,027

2,975

19,143

28,774

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 31.3.22 | 31.3.21 |
|------------------------------|---------------|--------------|
| | £ | £ |
| Trade creditors | 1,363 | 164 |
| Taxation and social security | 6,746 | (297) |
| Other creditors | 2,240 | - |
| | <u>10,349</u> | <u>(133)</u> |

7. MOVEMENT IN FUNDS

| | At 1.4.21 | Net movement in funds | At 31.3.22 |
|---------------------------|----------------|-----------------------|---------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 123,569 | (23,855) | 99,714 |
| | <u>123,569</u> | <u>(23,855)</u> | <u>99,714</u> |
| TOTAL FUNDS | <u>123,569</u> | <u>(23,855)</u> | <u>99,714</u> |

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

| | Incoming resources | Resources expended | Movement in funds |
|---------------------------|--------------------|--------------------|-------------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 454,321 | (478,176) | (23,855) |
| | <u>454,321</u> | <u>(478,176)</u> | <u>(23,855)</u> |
| TOTAL FUNDS | <u>454,321</u> | <u>(478,176)</u> | <u>(23,855)</u> |

Comparatives for movement in funds

| | At 1.4.20 | Net movement in funds | At 31.3.21 |
|---------------------------|---------------|-----------------------|----------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 76,880 | 46,689 | 123,569 |
| | <u>76,880</u> | <u>46,689</u> | <u>123,569</u> |
| TOTAL FUNDS | <u>76,880</u> | <u>46,689</u> | <u>123,569</u> |

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

| | Incoming resources | Resources expended | Movement in funds |
|---------------------------|--------------------|--------------------|-------------------|
| | £ | £ | £ |
| Unrestricted funds | | | |
| General fund | 460,811 | (414,122) | 46,689 |
| | <u>460,811</u> | <u>(414,122)</u> | <u>46,689</u> |
| TOTAL FUNDS | <u>460,811</u> | <u>(414,122)</u> | <u>46,689</u> |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

7. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

| | At 1.4.20 £ | Net movement in funds £ | At 31.3.22 £ |
|---------------------------|----------------|----------------------------------|--------------------|
| Unrestricted funds | | | |
| General fund | 76,880 | 22,834 | 99,714 |
| TOTAL FUNDS | <u>76,880</u> | <u>22,834</u> | <u>99,714</u> |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 915,132 | (892,298) | 22,834 |
| TOTAL FUNDS | <u>915,132</u> | <u>(892,298)</u> | <u>22,834</u> |

8. RELATED PARTY DISCLOSURES

Two trustees, A Reed and CT Lloyd both have relatives who are users of the services provided by the organisation. All transactions are on the same basis as other users of the service and the relevant trustee abstains from voting if the discussion affect their individual relative.

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2022**

| | 31.3.22 £ | 31.3.21 £ |
|---------------------------------------|-----------------|----------------|
| INCOME AND ENDOWMENTS | | |
| Donations and legacies | | |
| Donations | 1,468 | 1,641 |
| Charitable activities | | |
| Residential Care Income | 451,428 | 459,170 |
| Other income | | |
| Gain on sale of tangible fixed assets | 1,425 | - |
| Total incoming resources | <u>454,321</u> | <u>460,811</u> |
| EXPENDITURE | | |
| Charitable activities | | |
| Wages | 411,058 | 353,567 |
| Social security | 24,863 | 24,080 |
| Pensions | 8,551 | 6,165 |
| Insurance | 4,629 | 2,711 |
| Contract Carers | - | 4,086 |
| Travel and subsistence | 201 | 1,606 |
| Computer & IT | 950 | 2,869 |
| Client events and outings | - | 200 |
| Subscriptions | 1,041 | 954 |
| Staff Training | 933 | 1,097 |
| Staff Recruitment | 11,400 | - |
| Depreciation of tangible fixed assets | - | 4,189 |
| | <u>463,626</u> | <u>401,524</u> |
| Support costs | | |
| Management | | |
| Telephone | 774 | 1,447 |
| Postage and stationery | 95 | 90 |
| Sundries | 1,041 | 12 |
| Storage Charges | 346 | 1,973 |
| Rent | 4,825 | 2,000 |
| | <u>7,081</u> | <u>5,522</u> |
| Finance | | |
| Bank charges | 285 | 59 |
| Information technology | | |
| Repairs and renewals | 626 | 341 |
| Governance costs | | |
| HR Consultancy Fees | 3,243 | 2,364 |
| Accountancy Fees | 3,315 | 4,312 |
| | <u>6,558</u> | <u>6,676</u> |
| Total resources expended | <u>478,176</u> | <u>414,122</u> |
| Net (expenditure)/income | <u>(23,855)</u> | <u>46,689</u> |

ABSOLUTE SUPPORT LEADING LIGHT

England & Wales - Charity number 1183041

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
FOR
Absolute Support Leading Light

MHR Consultancy Limited
Minster House
126a High Street
Whitton
Twickenham
TW2 7LL

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for the Year Ended 31 March 2021

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REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 March 2021

TRUSTEES

Ms A Reed
Ms K Fuller
Ms A Linell (resigned 16.9.21)
T A Lloyd (resigned 9.2.21)
Ms L H Pelier (appointed 18.4.21)
A Bechkoum (appointed 18.4.21)
C T Lloyd (appointed 18.4.21)

PRINCIPAL ADDRESS

Minster House
126a High St
Whitton
Twickenham
Middlesex
TW2 7LL

REGISTERED CHARITY NUMBER

1183041

INDEPENDENT EXAMINER

MHR Consultancy Limited
Minster House
126a High Street
Whitton
Twickenham
TW2 7LL

Absolute Support Leading Light

REPORT OF THE TRUSTEES **for the Year Ended 31 March 2021**

The Charity, Absolute Support Leading Light, was incorporated as a Charitable Incorporated Organisation ("CIO") on the 18th April 2019 with the Charities Commission of England and Wales.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Absolute Support Leading Light ("ASLL") took over the services of Absolute Support London Limited in May 2019, and duly registered as a CIO with the Charities Commission. Absolute Support Leading Light was set up to support adults with learning disabilities or mental health issues, living in the London Borough of Richmond upon Thames and surrounding areas to live independently. ASLL supports them to develop the capacity and skills needed to better enable them to independently identify and meet their own needs and to participate more fully in society.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

ASLL provides integrated support for 10 Clients in two fixed home environments, as well as Outreach for 3 other Clients in their own residential properties. None of the properties are provided by ASLL. We have developed a 'Learning Tree' as a visual and performance recording aid to enable staff and clients to develop and record all achievements as well as their future plans. However, we continue to develop our recording systems and the Trustees have taken the view that the Charity will become 'paperless' and develop online management performance systems to reduce the Charity's carbon footprint, increase effective and efficient communications and Client confidentiality. This work was started in the financial year 2020 - 21 through an audit of our current IT systems and their capabilities and will continue in the next year.

During the year under review, one of the biggest achievements of ASLL has been the fact that ASLL staff and families have managed to work in partnership to protect Clients and staff from Covid-19 with only one client catching Covid-19 but with only mild symptoms. From April 2020, just as the pandemic was appearing across the globe, the ASLL tripartite management structure, both formal and informal, came into its own, and the combination of Trustees, Parent/ Commissioners, and staff worked tirelessly to protect, nurture, and maintain (where possible) Clients' independence and lifestyles and mental health. Of course, ASLL was affected by the lockdown like every other caring and support agency, and this did have some negative effects on our Clients. Workplaces that the organisation had worked hard at to secure employment for Clients were closed; colleges and day centres were also closed or went online; and many of the entertainment and sporting activities that our clients cherish were also closed.

However, some of our Clients temporarily went back to their parental homes to ensure continuity of care and to be part of a family 'bubble' that maintained relationships and supported their on-going health and well-being. Others continued to live independently and staff were really creative in utilising online support across the educational and leisure sectors thus trying to maintain a level of continuity and creative input. ASLL management also restructured the staffing complement to ensure that those Clients who were remaining in the own homes were supported throughout. ASLL developed and continues to maintain appropriate COVID procedures including mask wearing and infection controls, and encouraged both Clients and staff to have the vaccines. It is to our staff's credit that all sought to ensure that they were properly vaccinated at the earliest opportunity meaning that to date we have had no cases of Clients becoming seriously ill with the virus. We continue to maintain the Government policy and strategy in respect of COVID in and around our services and staff.

All of the ASLL clients are supported to go about their daily lives with the main focus on them living independently and being given the room to take control of their own lives to the greatest degree possible. When at home the Clients are supported to do their own menu planning, shopping and cooking (with all meals cooked from fresh ingredients), cleaning, washing and ironing and other chores. Outside of the usual day to day the Clients are encouraged and supported to work, study and take part in external opportunities.

While the Clients are the focus of our Charity we see our colleagues as of the utmost importance as well. ASLL always values its staff and are proud to show staff retention is very high. Any new staff are always interviewed by some of the clients alongside a senior member of staff. We also show our staff we value them by ensuring they have many training opportunities, especially if they have a special interest.

FUTURE PLANS

Since the year end 3 new Trustees have been appointed: Anas Bechkoum, Chris Lloyd and Heather Pelier; Alice Linnell has resigned as a Trustee and the Trustees thank her for her contribution to ASLL.

The trustees will be working with Steve Delaney, the new CEO to address and further identify any operational matters required and also to address the management structure, with the view to enabling a more flexible and supportive approach to managing our services and staffing teams. The fruits of this change of management structure will become evident over the next year 2021/22.

The work with the Cranfield Trust will continue to lay down the foundation for our new CEO to develop the charity to meet the challenges of the post COVID environment and to maintain the position of the charity as a champion of people with learning disabilities; their abilities and capabilities; and their positive impact and worth in society. We look forward to continuing this work through to the end of this year and beyond (see below under "Trustees and Management")

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Trustees are recruited by election to the board after a vote by current Trustees. Currently two Trustees are family members of clients the Charity supports and three have no prior link to any staff, Trustees or clients of the Charity. The intention of the Trustees is to recruit further Trustees who have no prior link to the charity to ensure there is an uneven number of total Trustees and also a larger number of Trustees with no prior links to the charity. This is to enable the Board to vote and make decisions on matters if and when the Trustees with family links need to remove themselves due to a conflict of interests.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Trustees meet regularly, with at least two Trustees needing to be present to make the meeting quorate. Decisions are voted upon by the Trustees. During the year being reported upon, Maggie Toner was the Chief Executive Officer, who reported into the Trustees and took responsibility for the day to day running of the Charity.

Trustees and management

Since the year end there has been a major change in the management of the Charity with Maggie Toner, the CEO, retiring on the 30 April 2021. Maggie was not only the founder of Absolute Support but also the originator of the principles and approaches that continue to underly the Charity's work. The Trustees wish to place on record their gratitude to Maggie for her contribution to ASLL.

Trustees have also used the lockdown period to good effect, reviewing the purpose and objectives of the charity to ensure that it continues to deliver the high expectations and wishes of our clients and their Parent/ Commissioners. They appointed The Cranfield Trust Management Consultancy on a pro bono basis to support them with this review. Cranfield also worked with the Trustees to successfully manage the transition. The Trustees worked together to identify the skills required for a new CEO to enable the organisation to build on it's successes and to ensure the long-term future of the organisation. The recruitment process was detailed and methodical and a highly skilled CEO, Steve Delaney, has been successfully appointed, commencing in role on the 2nd May 2021.

COMMENCEMENT OF ACTIVITIES

The charity commenced activities on the 1st September 2019

Approved by order of the board of trustees on 18 October 2021 and signed on its behalf by:

Alison Reed

Ms A Reed - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ABSOLUTE SUPPORT LEADING LIGHT**

Independent examiner's report to the trustees of Absolute Support Leading Light

I report to the charity trustees on my examination of the accounts of Absolute Support Leading Light (the Trust) for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACMA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Mark Blackwell
ACMA
MHR Consultancy Limited
Minster House
126a High Street
Whitton
Twickenham
TW2 7LL

18 October 2021

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2021

| | Notes | Year Ended 31.3.21 Unrestricted fund £ | Period 18.4.19 to 31.3.20 Total funds £ |
|------------------------------------|-------|--|---|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | | 1,641 | 29,270 |
| Charitable activities | | | |
| Supported Living | | 459,170 | 294,549 |
| Total | | <u>460,811</u> | <u>323,819</u> |
| EXPENDITURE ON | | | |
| Charitable activities | | | |
| Supported Living | | 414,122 | 246,939 |
| NET INCOME | | <u>46,689</u> | <u>76,880</u> |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | <u>76,880</u> | <u>-</u> |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>123,569</u></u> | <u><u>76,880</u></u> |

Absolute Support Leading Light

STATEMENT OF FINANCIAL POSITION

31 March 2021

| | Notes | 31.3.21 Unrestricted fund £ | 31.3.20 Total funds £ |
|--|-------|--------------------------------------|--------------------------------|
| FIXED ASSETS | | | |
| Tangible assets | 4 | 2,125 | 6,314 |
| CURRENT ASSETS | | | |
| Debtors | 5 | 28,774 | 27,479 |
| Cash at bank and in hand | | 92,537 | 54,580 |
| | | <hr/> | <hr/> |
| | | 121,311 | 82,059 |
| CREDITORS | | | |
| Amounts falling due within one year | 6 | 133 | (11,493) |
| | | <hr/> | <hr/> |
| NET CURRENT ASSETS | | 121,444 | 70,566 |
| | | <hr/> | <hr/> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 123,569 | 76,880 |
| | | <hr/> | <hr/> |
| NET ASSETS | | 123,569 | 76,880 |
| | | <hr/> | <hr/> |
| FUNDS | 7 | | |
| Unrestricted funds | | 123,569 | 76,880 |
| | | <hr/> | <hr/> |
| TOTAL FUNDS | | 123,569 | 76,880 |
| | | <hr/> | <hr/> |

The financial statements were approved by the Board of Trustees and authorised for issue on 18 October 2021 and were signed on its behalf by:

Alison Reed

A Reed - Trustee

C T Lloyd

C T Lloyd - Trustee

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from tax on its charitable activities.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the period ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the period ended 31 March 2020.

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted fund £ |
|-----------------------------------|---------------------------|
| INCOME AND ENDOWMENTS FROM | |
| Donations and legacies | 29,270 |
| Charitable activities | |
| Supported Living | 294,549 |
| Total | <hr/> 323,819 |
| EXPENDITURE ON | |
| Charitable activities | |
| Supported Living | 246,939 |
| NET INCOME | <hr/> 76,880 |

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2021

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

TOTAL FUNDS CARRIED FORWARD

76,880

4. TANGIBLE FIXED ASSETS

Fixtures
and
fittings
£

COST

At 1 April 2020 and 31 March 2021

12,372

DEPRECIATION

At 1 April 2020

6,058

Charge for year

4,189

At 31 March 2021

10,247

NET BOOK VALUE

At 31 March 2021

2,125

At 31 March 2020

6,314

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.3.21

31.3.20

£

£

Trade debtors

24,540

25,581

Other debtors

1,259

-

Prepayments and accrued income

2,975

1,898

28,774

27,479

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.3.21

31.3.20

£

£

Trade creditors

164

78

Taxation and social security

(297)

8,665

Other creditors

-

2,750

(133)

11,493

7. MOVEMENT IN FUNDS

At 1.4.20
£

Net
movement
in funds
£

At
31.3.21
£

Unrestricted funds

General fund

76,880

46,689

123,569

TOTAL FUNDS

76,880

46,689

123,569

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2021

7. MOVEMENT IN FUNDS - continued

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 460,811 | (414,122) | 46,689 |
| TOTAL FUNDS | <u>460,811</u> | <u>(414,122)</u> | <u>46,689</u> |

Comparatives for movement in funds

| | Net movement in funds £ | At 31.3.20 £ |
|---------------------------|----------------------------------|--------------------|
| Unrestricted funds | | |
| General fund | 76,880 | 76,880 |
| TOTAL FUNDS | <u>76,880</u> | <u>76,880</u> |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 323,819 | (246,939) | 76,880 |
| TOTAL FUNDS | <u>323,819</u> | <u>(246,939)</u> | <u>76,880</u> |

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2021

| | Year Ended 31.3.21 £ | Period 18.4.19 to 31.3.20 £ |
|---------------------------------------|----------------------------|---|
| INCOME AND ENDOWMENTS | | |
| Donations and legacies | | |
| Donations | 1,641 | 29,270 |
| Charitable activities | | |
| Residential Care Income | 459,170 | 294,549 |
| Total incoming resources | <u>460,811</u> | <u>323,819</u> |
| EXPENDITURE | | |
| Charitable activities | | |
| Wages | 353,567 | 203,436 |
| Social security | 24,080 | 15,616 |
| Pensions | 6,165 | 3,596 |
| Insurance | 2,711 | 633 |
| Sundries | - | 1,465 |
| Contract Carers | 4,086 | 7,626 |
| Travel and subsistence | 1,606 | 1,682 |
| Computer & IT | 2,869 | 815 |
| Client events and outings | 200 | - |
| Subscriptions | 954 | - |
| Staff Training | 1,097 | - |
| Depreciation of tangible fixed assets | 4,189 | 1,531 |
| | <u>401,524</u> | <u>236,400</u> |
| Support costs | | |
| Management | | |
| Telephone | 1,447 | 755 |
| Postage and stationery | 90 | 396 |
| Sundries | 12 | 34 |
| Storage Charges | 1,973 | 1,030 |
| Rent | 2,000 | 3,400 |
| | <u>5,522</u> | <u>5,615</u> |
| Finance | | |
| Bank charges | 59 | 65 |
| Information technology | | |
| Repairs and renewals | 341 | - |
| Governance costs | | |
| HR Consultancy Fees | 2,364 | 2,107 |
| Accountancy Fees | 4,312 | 2,752 |
| | <u>6,676</u> | <u>4,859</u> |
| Total resources expended | <u>414,122</u> | <u>246,939</u> |
| Net income | <u><u>46,689</u></u> | <u><u>76,880</u></u> |