

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

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 its 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

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

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/> 121,311	<hr/> 82,059
CREDITORS			
Amounts falling due within one year	6	133	(11,493)
		<hr/>	<hr/>
NET CURRENT ASSETS		<hr/> 121,444	<hr/> 70,566
TOTAL ASSETS LESS CURRENT LIABILITIES		<hr/> 123,569	<hr/> 76,880
NET ASSETS		<hr/> <hr/> 123,569	<hr/> <hr/> 76,880
FUNDS	7		
Unrestricted funds		<hr/> 123,569	<hr/> 76,880
TOTAL FUNDS		<hr/> <hr/> 123,569	<hr/> <hr/> 76,880

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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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	460,811	323,819
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
	401,524	236,400
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
	5,522	5,615
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
	6,676	4,859
Total resources expended	414,122	246,939
Net income	46,689	76,880