

# SPECTRUM INC. LTD

England & Wales · Charity number 1184920

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [09594485](#)

**Registered** 2019-08-15

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

## Contact

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**Address** 2nd Floor  
361 Barking Road  
London  
E13 8EE

**Phone** 02030058824

**Email** [info@spectruminc.co.uk](mailto:info@spectruminc.co.uk)

**Website** [spectruminc.co.uk](http://spectruminc.co.uk)

## Activities

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**Objects:** THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING: TO ALLEVIATE HARDSHIP AND DISTRESS CAUSED BY THE BREAK UP OF FAMILY AND MARRIAGE RELATIONSHIPS AND TO PRESERVE AND PROTECT THE HEALTH BOTH MENTAL AND PHYSICAL OF CHILDREN AND ADULTS INVOLVED THEREIN AND MORE PARTICULARLY TO PROVIDE ASSISTANCE THROUGH CONCILIATION FOR COUPLES WHOSE RELATIONSHIPS APPEAR TO BE BREAKING DOWN AND WHERE SUCH RELATIONSHIPS HAVE ALREADY BROKEN DOWN, IN PARTICULAR BUT NOT EXCLUSIVELY BY OPERATING A FAMILY MEDIATION SERVICE INCLUDING CHILD INCLUSIVE MEDIATION, OPERATING A SUPERVISED CHILD CONTACT CENTRE PROVIDING FOR CHILDREN CONTACT WITH THE NON-RESIDENT PARENT OR FAMILY MEMBER, SUPPORTING FAMILIES EXPERIENCING DOMESTIC VIOLENCE, ANXIETIES, SEPARATION AND MENTAL HEALTH CHALLENGES AND WORKING WITH THOSE ON THE EDGE OF CARE TO PREVENT THEM FROM ENTERING THE CARE SYSTEM.

**Activities:** To alleviate hardship and distress caused by the break up of family and marriage relationships. To preserve and protect the mental and physical health of children and vulnerable adults. To provide assistance through conciliation for couples. Operating a family mediation service including child inclusive mediation. Supporting families experiencing DV, anxiety and separation issues.

## Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

## Geography

- Throughout London

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	-	-	-	-
2024-05-31	£45,800	£54,200	-	-
2023-05-31	£104,600	£96,027	-	-
2022-05-31	£66,885	£81,079	-	-
2021-05-31	£66,649	£65,243	-	-
2020-05-31	£74,165	£71,947	-	-

## Trustees

Name	Role	Appointed
VERNA FRANCOIS M.B.A	Chair	2015-05-15
Godfrey Jones		2015-05-16
IAN JONES		2015-05-16

**SPECTRUM INC. LTD**

England & Wales - Charity number 1184920

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# Accounts

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## **SPECTRUM INC. LTD Trustees' Annual Report**

**From:** 1<sup>st</sup> June 2022      **To:** 31<sup>st</sup> May 2023

**Charity Name:** SPECTRUM INC. LTD

**Charity Registration Number:** 1184920

**Company Registration Number:** 09594485

**Charity's Principal Address:** 361 Barking Road  
Plaistow  
London E13 8EE

### **Trustees**

Verna Francois	Director
Godfrey Jones	Director
Ian Jones	Director
Shikira Gordon	Administrator
Donnamarie Sharp	
Lloyd LaRose-Jones	Company Secretary

## **Structure, Governance and Management**

The organisation is a charitable company limited by guarantee, incorporated on 16th May 2015 and registered as a charity on 15<sup>th</sup> August 2019.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

## Structure and Appointment of Management Committee

When a need has been identified to recruit a trustee, the Director will manage the process and panel. A Panel will include the Director and at least one other trustee together with one member of staff deemed appropriate by the trustees.

Whenever a trustee departs, a skills audit of the board will be done. Efforts at recruiting a replacement will take account of the skills audit and of the skills being lost by the departure. Consideration must also be given to any specific roles or duties that the individual leaving the board was undertaking.

Spectrum Inc. seeks to have:

- At least 5 trustees on its board, 2 elected at AGMs and 3 co-opted by the board.
- No one under 18
- No one serving a conviction
- No one recently filed for bankruptcy

No person other than a trustee retiring by rotation shall be appointed or reappointed a trustee at any general meeting unless:

- He/she is recommended by the trustees; or
- Not less than fourteen nor more than twenty-eight clear days before the date appointed for the meeting, notice executed by a member qualified to vote at the meeting has been given to the Charity of the intention to propose that person for appointment or reappointment stating the particulars which would, if he/she were so appointed or reappointed, be required to be included in the Charity's register of Charity's register of trustees
- Membership must be approved at a Board meeting.
- The powers of the Trustees are only limited by law, the articles and special resolution.
- The powers are to be exercised in quorum (3 minimum).
- Retiring Trustee may be re-elected if willing to act for a maximum of 3 consecutive terms unless it is resolved at a meeting not to fill the vacancy, or the reappointment is disapproved.
- Spectrum Inc. Ltd seeks to ensure diversity in its board of trustees. However, at the point of selection we will not discriminate unfairly on any of the grounds listed in the Equal Opportunities Policy.

Following the appointment of a new charity trustee, the board of trustees must ensure that:

The details of a newly appointed charity trustee are entered in the Public Register of Charities as soon as possible.

As Spectrum Inc. Ltd is a company, the details of the newly appointed charity trustee are provided to the Companies Registration Office.

## **Public Benefit**

Spectrum Inc Ltd trustees have complied with the regulations of the 2008 Act to have due regard to guidance published by the Charity Commission on public benefit.

The trustees are aware of the guidance, and they have taken it into account when making decisions to which the guidance is relevant.

## **AIMS and OBJECTIVES**

Spectrum Inc Ltd is a company limited by guarantee and has charity status. We provide mediation & therapeutic services to the destitute, Legal Aided, and personal clients in London and the surrounding Boroughs.

We aim to:

- To serve individuals and families from the most disadvantaged communities
- To alleviate hardship and distress caused by the break-up of family and marriage relationships
- To preserve and protect the health both mental and physical of children and adults involved therein
- To provide assistance through conciliation for couples whose relationships appear to be breaking down and where such relationships have already broken down, in particular but not exclusively by operating a family mediation service including child inclusive mediation.
- To Support families experiencing domestic violence, anxieties, separation and mental health challenges
- To Work with those on the edge of care to prevent them from entering the care system.

## **MAIN ACTIVITIES**

### **Mediation**

Assistance through mediation for couples, offering advice and help in the settlement of issues or potential differences over associated matters such as custody, child contact arrangements and financial matters relating to divorce and separation.

- Mediation is offered in person, via telephone or zoom
- Free half hour consultations 1 day per week
- Emergency therapeutic service for those who have been registered with the charity
- Where the clients are indigent, but one is entitled to legal aid, the other party is offered the service free of charge
- Concession is made for those who had no recourse to public funds or on state benefit

Offering information on legal rights or obligations.

## **School Counselling**

Therapeutic counselling is offered to students and teachers in schools and other educational institutions.

- Provides therapeutic counselling for students in local schools.
- Provides therapeutic counselling for teachers.

## **Bereavement Counselling**

Bereavement counselling is offered for anyone who has suffered a loss.

- Help to process their experiences,
- Help to cope with loss
- Help to cope with financial hardship
- Help with the healing from emotional wounds.

## **Achievements and Performance**

### *How Our Activities Deliver Public Benefit*

Spectrum Inc's charity activities focused on mediation and student /teacher counseling during 2022/23.

Like many small charities, we continue to deliver a service as we face financial challenges which resulted in the curtailing of our activities.

Through our mediation services, we facilitate peaceful resolutions to conflicts, whether they occur in families, communities, or workplaces. By resolving disputes effectively, we contribute to societal harmony and reduce the burden on legal systems.

Early intervention through mediation and counseling is known to prevent minor conflicts from escalating into more significant issues. By addressing conflicts promptly and constructively, we help prevent potential harm and promote positive relationships within the community.

Our student counseling services significantly improved the mental well-being of our young people. By offering a supportive environment and professional guidance, we were able to help students navigate challenges such as stress, anxiety, depression, and academic pressures. This contributes to healthier individuals and communities.

Supporting teachers through counselling post-pandemic was crucial given the significant challenges they faced. Counselling played a vital role in supporting their mental health, well-being, and professional development. By addressing burnout, promoting resilience, counselling helped the teachers thrive personally and professionally in the aftermath of the pandemic.

By offering mediation and counseling services, our charity fosters community engagement and cohesion. People feel supported and connected, knowing that there's a resource available to help them navigate difficulties. This strengthens social bonds and fosters a sense of belonging, and by promoting understanding and destigmatising mental health challenges, we contribute to a more supportive and inclusive society.

Spectrum plays a crucial role in promoting social well-being, fostering positive relationships, and empowering individuals to lead fulfilling lives. Through our dedication and commitment, we contribute to creating a more resilient and compassionate society. Our commitment remains to developing and improving our services solely to support the ongoing community.

## **Mediation**

While the physical effects of the pandemic have subsided, the emotional impact has lingered for some time. The crisis now at hand is the mental health of the people we are dealing with. The number of clients has reduced in terms of couple counselling, but the therapeutic intervention has increased. The pandemic has brought about new challenges, such as navigating changes in employment, finances, and markedly specifically in the area of anger management, and interpersonal relationship.

The pandemic has strained relationships in various spheres, including families, workplaces, and communities. Mediation has provided a structured and empathetic process for rebuilding trust, repairing communication, and addressing lingering conflicts. As the people strive to reconnect and move forward, mediation offers a constructive avenue for resolving differences and fostering reconciliation.

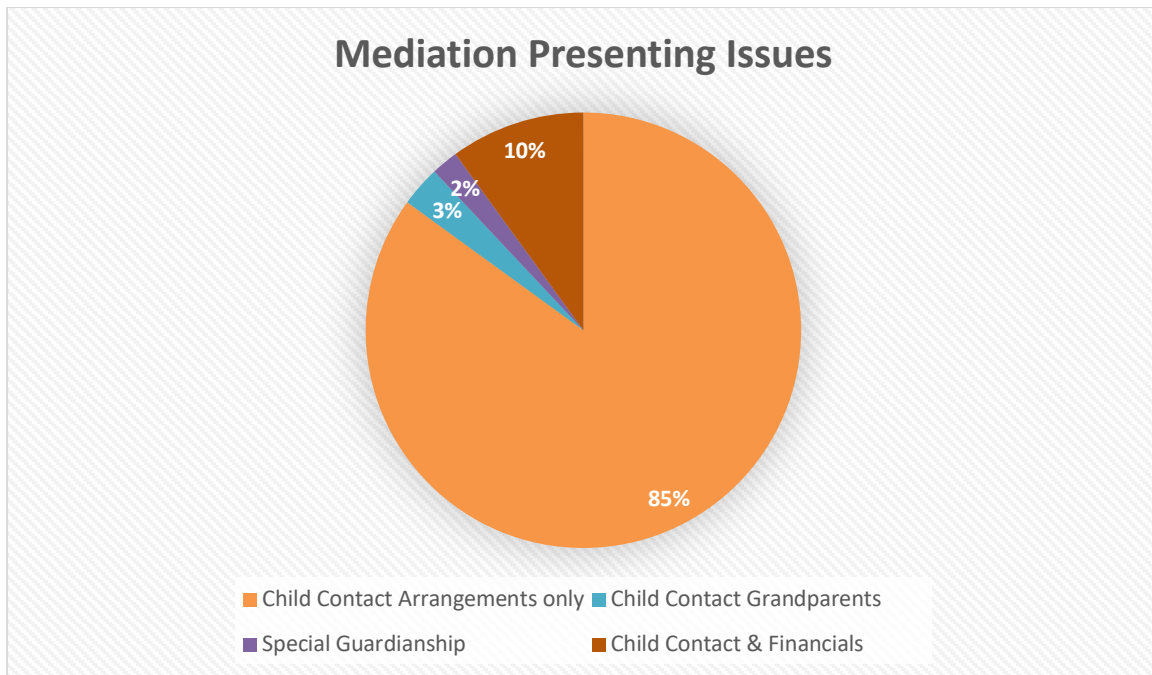
Mediation provided a supportive space for individuals to process their emotions, express their concerns, and seek closure on unresolved issues stemming from the pandemic. By addressing emotional needs and promoting healing, mediation was able to help individuals and families transition to a post-pandemic reality.

Mediation remains a valuable tool for promoting reconciliation, and constructive conflict resolution in the aftermath of the pandemic.

## **Mediation Stats**

A total of 135 couples was seen during this period, receiving approximately 3-4 sessions each. Ethnicity was diverse and reflected the population of the area. The presenting issues were:

- Child Contact arrangements only
- Child contact with grandparents
- Child contact & Financials
- Special guardianship



## Student Counselling

Student counselling has played a crucial role in supporting the students' mental health and well-being as they navigate the aftermath of the pandemic. The pandemic has taken a toll on the students' mental health, they experienced increased rates of stress, anxiety, depression, and loneliness. Through the counselling sessions, the students acquired valuable tools to manage stress, regulate emotions, provide coping strategies, and communication skills. These skills empowered them to manage challenges effectively and improve their relationships, and make informed decisions, which lead to personal growth and social integration.

A safe space was provided to process their feelings, develop coping strategies, and adjust to changes in their academic and social environments. The students were very grateful for the space to be able to express how they felt safely.

Counselling played a vital role in supporting the students, as they transition to post-pandemic life. The students were very happy with the service provided. There was continued positive feedback and some students returned if they felt they still needed additional support.

One additional counsellor was recruited to meet the increase in demand for student counselling.

## Student Counselling Stats

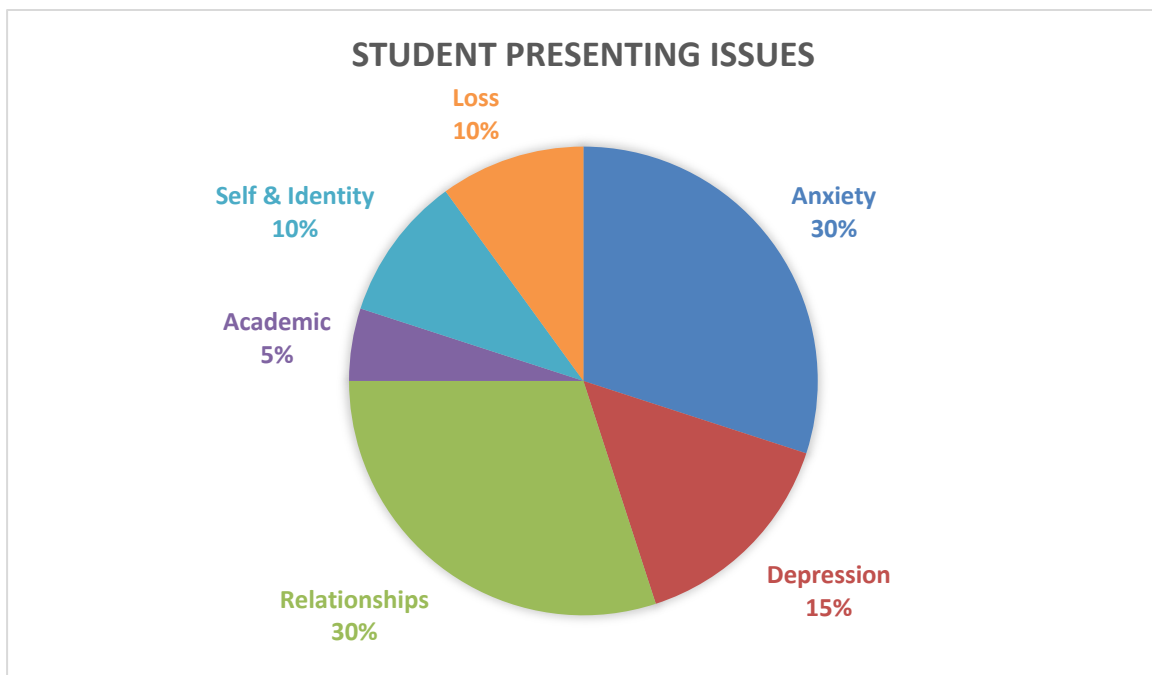
A total of 92 students received counselling during this period. The students were made up of 59 Females and 33 Males.

### Ethnicity Breakdown

Black – 22

Asian – 45

White – 25



## Teacher Counselling

Counselling supported the teachers by offering guidance, problem-solving strategies, and professional development opportunities. The counsellors helped teachers identify strengths, set goals, and develop effective teaching strategies tailored to their unique needs and circumstances.

Teachers were encouraged to maintain a healthy work-life balance post- pandemic, setting boundaries between work and personal life.

## Teachers Counselling Stats

A total of 15 teachers received counselling. Approximately 6 – 8 sessions were offered to each, but this varied with presenting issues.

Presenting issues were:

- Bereavement
- Anxiety
- Relationship Concerns
- Suicidal Ideations
- Combination of Issues

### **Free Counselling/Mediation Sessions**

Our free counselling/mediation sessions are accessible to all members of the community, regardless of age, gender, or ethnicity. The free sessions are particularly beneficial to those in the lower income bracket who could not afford therapy to enable support for their mental health needs. By providing free counselling, individuals were able to seek help earlier, which helped to prevent mental health and mediation issues from escalating into more severe conditions.

Presently 12 hours is allocated to free counselling per week. During this period, we see approximately 8 clients.

### **Financial Review**

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of Spectrum Inc. and to enable them to ensure that the financial statements comply with the Companies Act 1985.

The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Annual Accounts attached.

Despite not being able to secure any public funding, we have been able to keep the organisation afloat with the help of well-intended individuals.

## Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors

<b>Signature(s)</b>	<i>L LaRose-Jones</i>	<i>V Francois</i>
<b>Full name(s)</b>	Lloyd LaRose-Jones	Verna Francois
<b>Position (for example Secretary, Chair, etc)</b>	Company Secretary	Director
<b>Date</b>	1 <sup>st</sup> May 2024	

Registered number  
09594485

**Charity Number: 1184920**

**Spectrum Inc. Ltd.**

**Accounts**

**31 May 2023**

(Private company limited by guarantee without share capital)

**Spectrum Inc. Ltd.**  
**Report and accounts**  
**Contents**

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Accountants' report	2
Profit and loss account	3
Balance sheet	4
 The following pages do not form part of the statutory accounts:	
Trading profit and loss account and balance sheet summaries	5-6

**Spectrum Inc. Ltd.**  
**Company Information**

**Directors**

Verna Marcia Gordon

Godfrey Jones

Ian Paul Jones

**Secretary**

Lloyd La-Rose Jones

**Accountants**

G C Forest & Co

190 Billet Road

London

E17 5DX

**Bankers**

Unity Trust Bank Plc

9 Brindley Place

Birmingham

B1 2HB

**Registered office**

Second Floor

361 Barking Road

London

E13 8EE

**Registered number**

09594485

## **Spectrum Inc. Ltd.**

### **Report to the directors on the preparation of the unaudited statutory accounts of Spectrum Inc. Ltd. for the year ended 31 May 2023**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Spectrum Inc. Ltd. for the year ended 31 May 2023 which comprise of the Profit and Loss Account and the Balance Sheet from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <http://rulebook.accaglobal.com/>

It is your duty to ensure that Spectrum Inc. Ltd. has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Spectrum Inc. Ltd.. You consider that Spectrum Inc. Ltd. is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Spectrum Inc. Ltd.. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

G C Forest & Co  
Chartered Certified Accountants  
190 Billet Road  
Walthamstow  
London  
E17 5DX

15 March 2024

**Spectrum Inc. Ltd.**  
**Profit and Loss Account**  
**for the year ended 31 May 2023**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Turnover</b>	104,604	65,310
Other income	-	1,575
<b>Gross profit</b>	<u>104,604</u>	<u>66,885</u>
Staff costs	(66,166)	(50,857)
Other charges	(29,861)	(30,222)
<b>Profit/(Deficit) on ordinary activities before taxation</b>	<u>8,577</u>	<u>(14,194)</u>
<b>Profit/(Deficit) for the financial year</b>	<u>8,577</u>	<u>(14,194)</u>

**Spectrum Inc. Ltd.**  
**Registered number:**  
**Balance Sheet**  
**as at 31 May 2023**

**09594485**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Current assets	12,524	2,219
Creditors: amounts falling due within one year	<u>(5,000)</u>	<u>1,103</u>
Net current assets	<u>7,524</u>	<u>3,322</u>
Total assets less current liabilities	7,524	3,322
Creditors: amounts falling due after more than one year	(11,250)	(16,250)
Accruals and deferred income	<u>(625)</u>	<u>-</u>
<b>Net liabilities</b>	<u><b>(4,351)</b></u>	<u><b>(12,928)</b></u>
<b>Reserves</b>	<u><b>(4,351)</b></u>	<u><b>(12,928)</b></u>
	<b>Number</b>	<b>Number</b>
Average number of employees	<u>3</u>	<u>3</u>

The company is a private company limited by shares and incorporated in England. Its registered office is Second Floor, 361 Barking Road, London, E13 8EE.

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Verna Francois  
Verna Francois (Apr 3, 2024 12:03 EDT)

Verna Marcia Gordon  
Director

Approved by the board on 15 March 2024

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2023**

*This schedule does not form part of the statutory accounts*

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Sales</b>		
Sales	<u>104,604</u>	<u>65,310</u>
<b>Other income</b>		
Other operating income	<u>-</u>	<u>1,575</u>
<b>Staff costs</b>		
Wages and salaries	54,576	39,936
Directors' salaries	10,000	10,000
Pensions	826	826
Employer's NI	336	-
Staff training and welfare	428	95
	<u>66,166</u>	<u>50,857</u>
<b>Other charges</b>		
Premises costs:		
Rent	-	1,550
Rates	2,429	-
Cleaning	809	618
	<u>3,238</u>	<u>2,168</u>
General administrative expenses:		
Telephone and fax	392	403
Postage	-	22
Computer expenses	1,049	993
Credit card charges	148	107
Motor expenses	-	148
Subscriptions	140	1,307
Bank charges	297	78
Insurance	1,034	1,109
Software	275	396
Sundry expenses	420	521
	<u>3,755</u>	<u>5,084</u>
Legal and professional costs:		
Accountancy fees	2,008	1,418
Consultancy fees	17,140	19,318
Advertising and PR	116	117
Other legal and professional	35	985
	<u>19,299</u>	<u>21,838</u>
Other		
Supervisors	3,000	600
Subcontractor costs	100	100
Interest payable	469	432
	<u>3,569</u>	<u>1,132</u>
	<u>29,861</u>	<u>30,222</u>

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2023**

*This schedule does not form part of the statutory accounts and should NOT be sent to HMRC*

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	200	-
Cash at bank and in hand	12,324	2,219
	<u>12,524</u>	<u>2,219</u>
<b>Creditors: amounts falling due within one year</b>		
Bank loans and overdrafts	5,000	5,000
Trade creditors	-	790
Other taxes and social security costs	-	10,121
Other creditors	-	(17,014)
	<u>5,000</u>	<u>(1,103)</u>
<b>Creditors: amounts falling due after more than one year</b>		
Other creditors	<u>11,250</u>	<u>16,250</u>
<b>Accruals and deferred income</b>		
Accruals	<u>625</u>	<u>-</u>
<b>Capital and reserves</b>		
Profit and loss account	<u>(4,351)</u>	<u>(12,928)</u>
<b>Profit and loss account</b>		
Brought forward	(12,928)	1,266
Profit/(loss)	8,577	(14,194)
	<u>(4,351)</u>	<u>(12,928)</u>

Registered number  
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It is your duty to ensure that Spectrum Inc. Ltd. has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Spectrum Inc. Ltd.. You consider that Spectrum Inc. Ltd. is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Spectrum Inc. Ltd.. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

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**as at 31 May 2023**

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Verna Francois  
Verna Francois (Apr 3, 2024 12:03 EDT)

Verna Marcia Gordon  
Director

Approved by the board on 15 March 2024

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Directors' salaries	10,000	10,000
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Employer's NI	336	-
Staff training and welfare	428	95
	<u>66,166</u>	<u>50,857</u>
<b>Other charges</b>		
Premises costs:		
Rent	-	1,550
Rates	2,429	-
Cleaning	809	618
	<u>3,238</u>	<u>2,168</u>
General administrative expenses:		
Telephone and fax	392	403
Postage	-	22
Computer expenses	1,049	993
Credit card charges	148	107
Motor expenses	-	148
Subscriptions	140	1,307
Bank charges	297	78
Insurance	1,034	1,109
Software	275	396
Sundry expenses	420	521
	<u>3,755</u>	<u>5,084</u>
Legal and professional costs:		
Accountancy fees	2,008	1,418
Consultancy fees	17,140	19,318
Advertising and PR	116	117
Other legal and professional	35	985
	<u>19,299</u>	<u>21,838</u>
Other		
Supervisors	3,000	600
Subcontractor costs	100	100
Interest payable	469	432
	<u>3,569</u>	<u>1,132</u>
	<u>29,861</u>	<u>30,222</u>

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2023**

*This schedule does not form part of the statutory accounts and should NOT be sent to HMRC*

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	200	-
Cash at bank and in hand	12,324	2,219
	<u>12,524</u>	<u>2,219</u>
<b>Creditors: amounts falling due within one year</b>		
Bank loans and overdrafts	5,000	5,000
Trade creditors	-	790
Other taxes and social security costs	-	10,121
Other creditors	-	(17,014)
	<u>5,000</u>	<u>(1,103)</u>
<b>Creditors: amounts falling due after more than one year</b>		
Other creditors	<u>11,250</u>	<u>16,250</u>
<b>Accruals and deferred income</b>		
Accruals	<u>625</u>	<u>-</u>
<b>Capital and reserves</b>		
Profit and loss account	<u>(4,351)</u>	<u>(12,928)</u>
<b>Profit and loss account</b>		
Brought forward	(12,928)	1,266
Profit/(loss)	8,577	(14,194)
	<u>(4,351)</u>	<u>(12,928)</u>

**SPECTRUM INC. LTD**

England & Wales - Charity number 1184920

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# Accounts

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## **SPECTRUM INC. LTD Trustees' Annual Report**

**From:** 1<sup>st</sup> June 2021      **To:** 31<sup>st</sup> May 2022

**Charity Name:** SPECTRUM INC. LTD

**Charity Registration Number:** 1184920

**Company Registration Number:** 09594485

**Charity's Principal Address:** 361 Barking Road  
Plaistow  
London E13 8EE

### **Trustees**

Verna Francois	Director
Godfrey Jones	Director
Ian Jones	Director
Shikira Gordon	Administrator
Donnamarie Sharp	
Lloyd LaRose-Jones	Company Secretary

## **Structure, Governance and Management**

The organisation is a charitable company limited by guarantee, incorporated on 16th May 2015 and registered as a charity on 15<sup>th</sup> August 2019.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

## Structure and Appointment of Management Committee

When a need has been identified to recruit a trustee, the Director will manage the process and panel. A Panel will include the Director and at least one other trustee together with one member of staff deemed appropriate by the trustees.

Whenever a trustee departs, a skills audit of the board will be done. Efforts at recruiting a replacement will take account of the skills audit and of the skills being lost by the departure. Consideration must also be given to any specific roles or duties that the individual leaving the board was undertaking.

Spectrum Inc. seeks to have:

- At least 5 trustees on its board, 2 elected at AGMs and 3 co-opted by the board.
- No one under 18
- No one serving a conviction
- No one recently filed for bankruptcy

No person other than a trustee retiring by rotation shall be appointed or reappointed a trustee at any general meeting unless:

- He/she is recommended by the trustees; or
- Not less than fourteen nor more than twenty-eight clear days before the date appointed for the meeting, notice executed by a member qualified to vote at the meeting has been given to the Charity of the intention to propose that person for appointment or reappointment stating the particulars which would, if he/she were so appointed or reappointed, be required to be included in the Charity's register of Charity's register of trustees
- Membership must be approved at a Board meeting.
- The powers of the Trustees are only limited by law, the articles and special resolution.
- The powers are to be exercised in quorum (3 minimum).
- Retiring Trustee may be re-elected if willing to act for a maximum of 3 consecutive terms unless it is resolved at a meeting not to fill the vacancy, or the reappointment is disapproved.
- Spectrum Inc. Ltd seeks to ensure diversity in its board of trustees. However, at the point of selection we will not discriminate unfairly on any of the grounds listed in the Equal Opportunities Policy.

Following the appointment of a new charity trustee, the board of trustees must ensure that:

The details of a newly appointed charity trustee are entered in the Public Register of Charities as soon as possible.

As Spectrum Inc. Ltd is a company, the details of the newly appointed charity trustee are provided to the Companies Registration Office.

## **Public Benefit**

Spectrum Inc Ltd trustees have complied with the regulations of the 2008 Act to have due regard to guidance published by the Charity Commission on public benefit.

The trustees are aware and have regard of the Charity Commission's public benefit guidance, and they have taken it into account when making decisions to which the guidance is relevant.

### ***How Our Activities Deliver Public Benefit***

The 2021/22 financial year has seen many changes yet again. Post Covid'19 we still offer mediation sessions online via zoom for those who are not yet comfortable with returning to in-person appointments.

Schools have resumed in-person counselling and we have seen an increase in the number of students requesting counselling. To address this, we have taken on an additional full-time counsellor to assist with reducing the large waiting list of students dealing with the aftermath of the Covid'19 pandemic.

Our commitment remains to developing and improving our services solely to support the ongoing community, which we feel brings enormous benefits to some of the less affluent members of the communities we serve.

## **AIMS and OBJECTIVES**

Spectrum Inc Ltd is a company limited by guarantee and has charity status. We provide mediation & therapeutic services to the destitute, Legal Aided, and personal clients in London and the surrounding Boroughs.

We aim to:

- To serve individuals and families from the most disadvantaged communities
- To alleviate hardship and distress caused by the break-up of family and marriage relationships
- To preserve and protect the health both mental and physical of children and adults involved therein
- To provide assistance through conciliation for couples whose relationships appear to be breaking down and where such relationships have already broken down, in particular but not exclusively by operating a family mediation service including child inclusive mediation.
- To Support families experiencing domestic violence, anxieties, separation and mental health challenges
- To Work with those on the edge of care to prevent them from entering the care system.

## **MAIN ACTIVITIES**

### **1. Mediation**

Assistance through mediation for couples, offering advice and help in the settlement of issues or potential differences over associated matters such as custody, child contact arrangements and financial matters relating to divorce and separation.

- Mediation is offered in person, via telephone or zoom
- Free half hour consultations 1 day per week
- Emergency therapeutic service for those who have been registered with the charity
- Where the clients are indigent, but one is entitled to legal aid, the other party is offered the service free of charge
- Concession is made for those who had no recourse to public funds or on state benefit

Offering information on legal rights or obligations.

### **2. School Student/Teachers Counselling**

Therapeutic counselling is offered to students and teachers in schools and other educational institutions.

- Provide therapy to local schools. Initially providing in-person counselling then transferred to online counselling because of schools being closed due to the Covid Pandemic.
- Provide therapeutic counselling for teachers.

### **3. Bereavement Counselling**

Bereavement counselling is offered for anyone who has suffered a loss.

## **ACHIEVEMENTS AND PERFORMANCE**

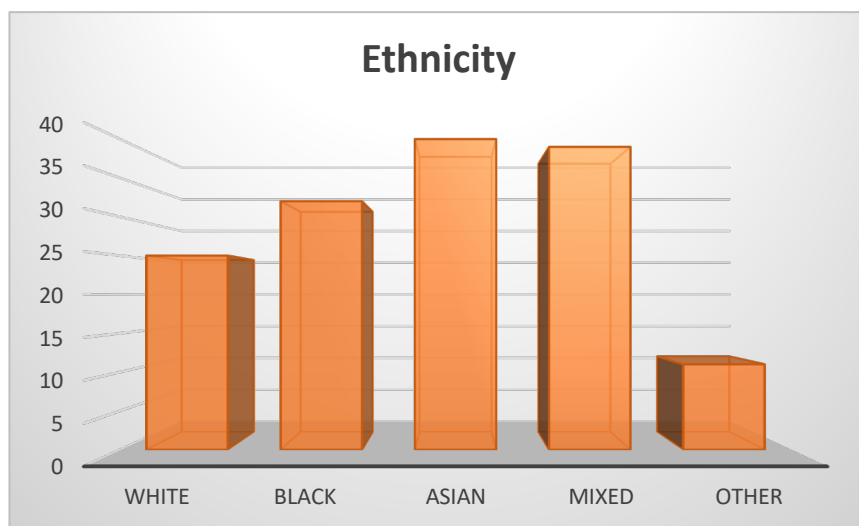
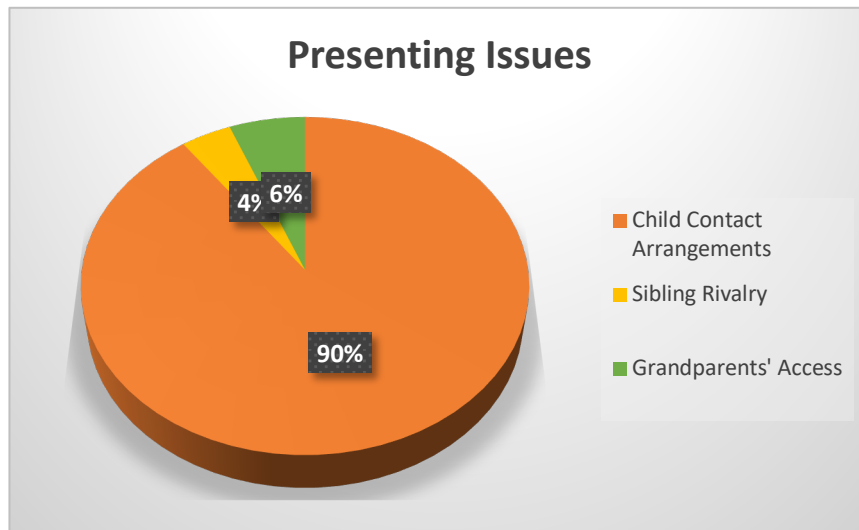
### **1. Mediation**

With the pandemic nearly over mediation has not returned to face to face fully as clients have come to appreciate being able to attend mediation from the comfort of their own home. The volume of clients has increased and the shift is evenly spread between face to face and online.

Child contact and visitations remain significantly reduced.

#### **Statistics**

A total of 147 couples were seen during this period. This is an increase of 23% for the year 2021/22. The average number of sessions per client was 4. Presenting issues were child contact arrangements, sibling rivalry and grandparents' access to the children. Ethnicity was diverse and reflected the population of the area.



### Free Counselling/Mediation Sessions

Presently we still offer 12 hours of allocated free counselling per week. During this period, we see approximately 8 clients.

In addition to the scheduled weekly free counselling sessions, we were able to offer during the family mediation week, free mediation sessions by appointment only.

See the flyer below.



## 2. Counselling

### A) Student Counselling

Over the last year the number of children being seen has increased. The problems/issues were common to most children, i.e. low moods, family issues or financial problems in the home.

Our counsellors play a critical role in supporting the students through their anxiety/panic, uncertainty, grief, insecurities, depression, and the trauma they faced even in the aftermath of the global pandemic.

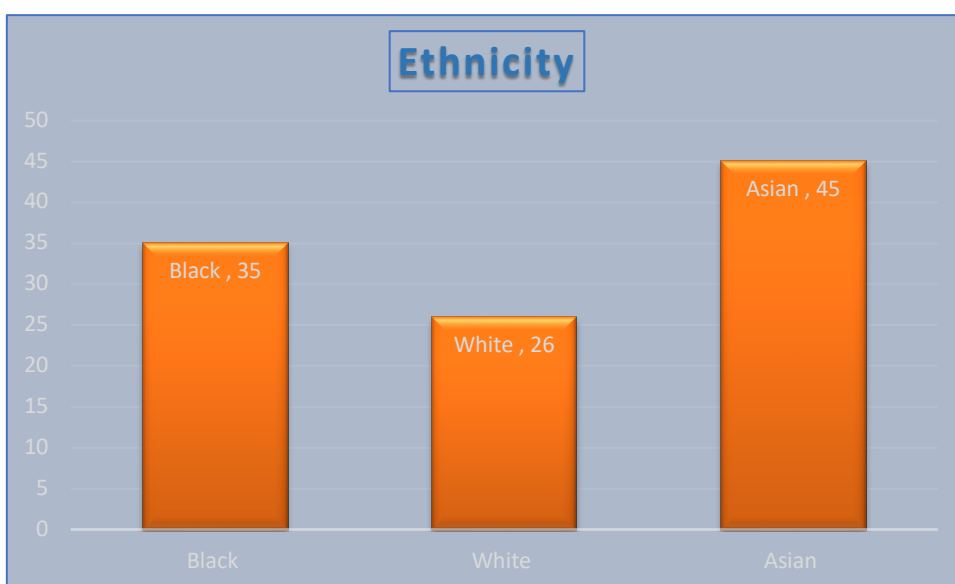
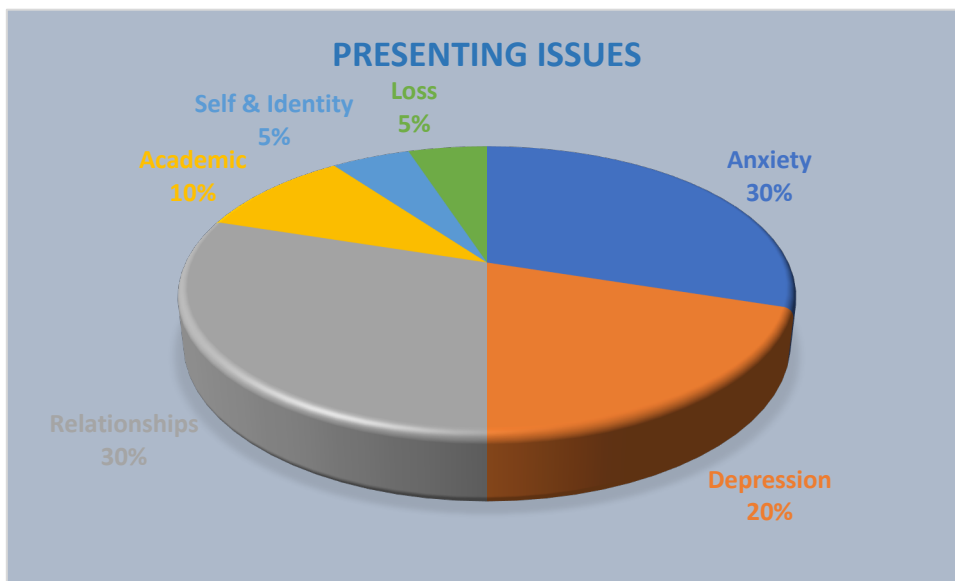
#### *Additional Counsellor*

In response as anticipated, an additional counsellor was recruited to meet the growing waiting list of students in need of support. Students were seen for longer periods due to the effects after covid. There is still a high demand of students requesting support, the waiting time for a first appointment is between 2 weeks and 3 months.

Students found the sessions helpful, having a safe space so they are able to explore and openly talk, about their worries, concern, vulnerabilities and insecurities, being able to use different interventions i.e. creativeness, they found this to be a visually helpful way to develop a better understanding of self/anxiety etc, so they were able to express themselves in ways that they felt comfortable when they struggled with communication.

Having counselling had allowed them to process and make sense and develop awareness of what had happened in their lives, and how they can bring positive change, through talking about things.

They felt that they were able to be themselves in the counselling room, since they had a safe environment that counselling provided, a platform to help support a better understanding of their problems and how they were able to manage their anxiety through self-exploration and self-help tools, while others had a safe space to openly talk about their experience of grief, and others had the chance to release their emotional distress or felt stuck, and needed a new path way to move forward by setting their own goals, which counselling enabled them to do so.



## **B) Teachers Counselling**

With the schools now back to in-person classes, the children are best served by educators who are taking care of their own mental health needs. Spectrum offered a total of 27 teachers counselling in the last year. The average number of sessions increased significantly, with an average of 14 sessions per teacher in comparison to 8 sessions the previous year.

The presenting issues were:

- Depression
- Relationships
- Stress
- Anxiety
- Sexual Abuse
- Pregnancy

All teacher referrals were self-referrals, 25% were male and 75% were women

## **3. Bereavement Counselling**

Was still available to anyone needing help. We have not had an increase in clients this year.

## **Financial Review**

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of Spectrum Inc. and to enable them to ensure that the financial statements comply with the Companies Act 1985.

The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

- Spectrum Annual Accounts is attached.

Despite not being able to secure any public funding, we have been able to keep the organisation afloat with the help of well-intended individuals. In 2023 we endeavour to employ a volunteer fundraising expert to move the organisation forward to enable us to offer a wider range of free services to benefit the community who are still trying to recover from the aftermath of Covid'19.

## Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors

Signature(s)	<i>L. LaRose-Jones</i>	<i>V. Francois</i>
Full name(s)	Lloyd LaRose-Jones	Verna Francois
Position (for example Secretary, Chair, etc)	Company Secretary	Director
Date	30 <sup>th</sup> March 2023	

Registered number  
09594485

**Charity Number: 1184920**

Spectrum Inc. Ltd.

Accounts

31 May 2022

(Private company limited by guarantee without share capital)

**Spectrum Inc. Ltd.  
Report and accounts  
Contents**

	<b>Page</b>
Company information	1
Accountants' report	2
Profit and loss account	3
Balance sheet	4
 The following pages do not form part of the statutory accounts:	
Trading profit and loss account and balance sheet summaries	5-6

**Spectrum Inc. Ltd.  
Company Information**

**Directors**

Verna Marcia Gordon  
Godfrey Jones  
Ian Paul Jones

**Secretary**

Lloyd La-Rose Jones

**Accountants**

G C Forest & Co  
190 Billet Road  
London  
E17 5DX

**Bankers**

Unity Trust Bank Plc  
9 Brindley Place  
Birmingham  
B1 2HB

**Registered office**

Second Floor  
361 Barking Road  
London  
E13 8EE

**Registered number**

09594485

**Spectrum Inc. Ltd.**

**Report to the directors on the preparation of the unaudited statutory accounts of Spectrum Inc. Ltd. for the year ended 31 May 2022**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Spectrum Inc. Ltd. for the year ended 31 May 2022 which comprise of the Profit and Loss Account and the Balance Sheet from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <http://rulebook.accaglobal.com/>

It is your duty to ensure that Spectrum Inc. Ltd. has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and loss of Spectrum Inc. Ltd.. You consider that Spectrum Inc. Ltd. is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Spectrum Inc. Ltd.. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

G C Forest & Co  
Chartered Certified Accountants  
190 Billet Road  
Walthamstow  
London  
E17 5DX

17 February 2023

**Spectrum Inc. Ltd.**  
**Profit and Loss Account**  
**for the year ended 31 May 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Turnover</b>	65,310	70,625
Other income	1,575	7,735
Cost of raw materials and consumables	-	(93)
<b>Gross profit</b>	<u>66,885</u>	<u>78,267</u>
Staff costs	(50,857)	(23,615)
Other charges	(30,222)	(48,389)
<b>Profit/(Deficit) on ordinary activities before taxation</b>	<u>(14,194)</u>	<u>6,263</u>
<b>Profit/(Deficit) for the financial year</b>	<u>(14,194)</u>	<u>6,263</u>

**Spectrum Inc. Ltd.**  
**Registered number:**  
**Balance Sheet**  
**as at 31 May 2022**

**09594485**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Current assets	2,219	10,038
Creditors: amounts falling due within one year	1,103	17,768
Net current assets	<u>3,322</u>	<u>27,806</u>
Total assets less current liabilities	3,322	27,806
Creditors: amounts falling due after more than one year	(16,250)	(25,000)
Accruals and deferred income	-	(1,540)
<b>Net (liabilities)/assets</b>	<u>(12,928)</u>	<u>1,266</u>
<b>Reserves</b>	<u>(12,928)</u>	<u>1,266</u>
	<b>Number</b>	<b>Number</b>
Average number of employees	<u>3</u>	<u>2</u>

The company is a private company limited by shares and incorporated in England. Its registered office is Second Floor, 361 Barking Road, London, E13 8EE.

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Verna Marcia Gordon  
 Director  
 Approved by the board on 17 February 2023

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2022**

*This schedule does not form part of the statutory accounts*

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Sales</b>		
Sales	<u>65,310</u>	<u>70,625</u>
<b>Other income</b>		
Other operating income	<u>1,575</u>	<u>7,735</u>
<b>Cost of raw materials and consumables</b>		
Purchases	<u>-</u>	<u>93</u>
<b>Staff costs</b>		
Wages and salaries	39,936	21,665
Directors' salaries	10,000	1,667
Pensions	826	69
Staff training and welfare	95	214
	<u>50,857</u>	<u>23,615</u>
<b>Other charges</b>		
Premises costs:		
Rent	1,550	6,250
Rates	-	3,187
Light and heat	-	824
Cleaning	618	1,600
	<u>2,168</u>	<u>11,861</u>
General administrative expenses:		
Telephone and fax	403	114
Postage	22	26
Stationery and printing	-	120
Computer expenses	993	893
Credit card charges	107	960
Motor expenses	148	2,785
Travel and subsistence	-	5,926
Information and publications	-	90
Subscriptions	1,307	308
Bank charges	78	103
Insurance	1,109	1,188
Software	396	222
Repairs and maintenance	-	870
Sundry expenses	521	2,312
	<u>5,084</u>	<u>15,917</u>
Legal and professional costs:		
Accountancy fees	1,418	1,773
Consultancy fees	19,318	12,806
Advertising and PR	117	200
Other legal and professional	985	3,576
	<u>21,838</u>	<u>18,355</u>
Other		
Supervisors	600	1,435
Subcontractor costs	100	190
Other direct costs	-	631
Interest payable	432	-

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2022**

*This schedule does not form part of the statutory accounts*

<b>2022</b>	<b>2021</b>
<b>£</b>	<b>£</b>
<u>1,132</u>	<u>2,256</u>
<u>30,222</u>	<u>48,389</u>

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2022**

*This schedule does not form part of the statutory accounts and should NOT be sent to HMRC*

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	-	2,660
Cash at bank and in hand	2,219	7,378
	<u>2,219</u>	<u>10,038</u>
<b>Creditors: amounts falling due within one year</b>		
Bank loans and overdrafts	5,000	-
Trade creditors	790	1,450
Other taxes and social security costs	10,121	6,829
Other creditors	(17,014)	(26,047)
	<u>(1,103)</u>	<u>(17,768)</u>
<b>Creditors: amounts falling due after more than one year</b>		
Other creditors	16,250	25,000
	<u>16,250</u>	<u>25,000</u>
<b>Accruals and deferred income</b>		
Accruals	-	1,540
	<u>-</u>	<u>1,540</u>
<b>Capital and reserves</b>		
Profit and loss account	(12,928)	1,266
	<u>(12,928)</u>	<u>1,266</u>
<b>Profit and loss account</b>		
Brought forward	1,266	(4,997)
(Loss)/profit	(14,194)	6,263
	<u>(12,928)</u>	<u>1,266</u>

Registered number  
09594485

**Charity Number: 1184920**

Spectrum Inc. Ltd.

Accounts

31 May 2022

(Private company limited by guarantee without share capital)

**Spectrum Inc. Ltd.  
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Chartered Certified Accountants  
190 Billet Road  
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17 February 2023

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**Profit and Loss Account**  
**for the year ended 31 May 2022**

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Staff costs	(50,857)	(23,615)
Other charges	(30,222)	(48,389)
<b>Profit/(Deficit) on ordinary activities before taxation</b>	<u>(14,194)</u>	<u>6,263</u>
<b>Profit/(Deficit) for the financial year</b>	<u>(14,194)</u>	<u>6,263</u>

**Spectrum Inc. Ltd.**  
**Registered number:**  
**Balance Sheet**  
**as at 31 May 2022**

**09594485**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Current assets	2,219	10,038
Creditors: amounts falling due within one year	1,103	17,768
Net current assets	<u>3,322</u>	<u>27,806</u>
Total assets less current liabilities	3,322	27,806
Creditors: amounts falling due after more than one year	(16,250)	(25,000)
Accruals and deferred income	-	(1,540)
<b>Net (liabilities)/assets</b>	<u>(12,928)</u>	<u>1,266</u>
<b>Reserves</b>	<u>(12,928)</u>	<u>1,266</u>
	<b>Number</b>	<b>Number</b>
Average number of employees	<u>3</u>	<u>2</u>

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Verna Marcia Gordon  
 Director  
 Approved by the board on 17 February 2023

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2022**

*This schedule does not form part of the statutory accounts*

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Sales</b>		
Sales	<u>65,310</u>	<u>70,625</u>
<b>Other income</b>		
Other operating income	<u>1,575</u>	<u>7,735</u>
<b>Cost of raw materials and consumables</b>		
Purchases	<u>-</u>	<u>93</u>
<b>Staff costs</b>		
Wages and salaries	39,936	21,665
Directors' salaries	10,000	1,667
Pensions	826	69
Staff training and welfare	95	214
	<u>50,857</u>	<u>23,615</u>
<b>Other charges</b>		
Premises costs:		
Rent	1,550	6,250
Rates	-	3,187
Light and heat	-	824
Cleaning	618	1,600
	<u>2,168</u>	<u>11,861</u>
General administrative expenses:		
Telephone and fax	403	114
Postage	22	26
Stationery and printing	-	120
Computer expenses	993	893
Credit card charges	107	960
Motor expenses	148	2,785
Travel and subsistence	-	5,926
Information and publications	-	90
Subscriptions	1,307	308
Bank charges	78	103
Insurance	1,109	1,188
Software	396	222
Repairs and maintenance	-	870
Sundry expenses	521	2,312
	<u>5,084</u>	<u>15,917</u>
Legal and professional costs:		
Accountancy fees	1,418	1,773
Consultancy fees	19,318	12,806
Advertising and PR	117	200
Other legal and professional	985	3,576
	<u>21,838</u>	<u>18,355</u>
Other		
Supervisors	600	1,435
Subcontractor costs	100	190
Other direct costs	-	631
Interest payable	432	-

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2022**

*This schedule does not form part of the statutory accounts*

<b>2022</b>	<b>2021</b>
<b>£</b>	<b>£</b>
<hr/> 1,132	<hr/> 2,256
<hr/> 30,222	<hr/> 48,389

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2022**

*This schedule does not form part of the statutory accounts and should NOT be sent to HMRC*

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	-	2,660
Cash at bank and in hand	2,219	7,378
	<u>2,219</u>	<u>10,038</u>
<b>Creditors: amounts falling due within one year</b>		
Bank loans and overdrafts	5,000	-
Trade creditors	790	1,450
Other taxes and social security costs	10,121	6,829
Other creditors	(17,014)	(26,047)
	<u>(1,103)</u>	<u>(17,768)</u>
<b>Creditors: amounts falling due after more than one year</b>		
Other creditors	16,250	25,000
	<u>16,250</u>	<u>25,000</u>
<b>Accruals and deferred income</b>		
Accruals	-	1,540
	<u>-</u>	<u>1,540</u>
<b>Capital and reserves</b>		
Profit and loss account	(12,928)	1,266
	<u>(12,928)</u>	<u>1,266</u>
<b>Profit and loss account</b>		
Brought forward	1,266	(4,997)
(Loss)/profit	(14,194)	6,263
	<u>(12,928)</u>	<u>1,266</u>

**SPECTRUM INC. LTD**

England & Wales - Charity number 1184920

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# Accounts

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## **SPECTRUM INC. LTD Trustees' Annual Report**

**From:** 1<sup>st</sup> June 2020      **To:** 31<sup>st</sup> May 2021

**Charity Name:** SPECTRUM INC. LTD

**Charity Registration Number:** 1184920

**Company Registration Number:** 09594485

**Charity's Principal Address:** 361 Barking Road  
Plaistow  
London E13 8EE

### **Trustees**

Verna Francois	Director
Godfrey Jones	Director
Ian Jones	Director
Shikira Gordon	Administrator
Donnamarie Sharp	
Lloyd LaRose-Jones	Company Secretary

## **Structure, Governance and Management**

The organisation is a charitable company limited by guarantee, incorporated on 16th May 2015 and registered as a charity on 15<sup>th</sup> August 2019.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

## Structure and Appointment of Management Committee

When a need has been identified to recruit a trustee, the Director will manage the process and panel. A Panel will include the Director and at least one other trustee together with one member of staff deemed appropriate by the trustees.

Whenever a trustee departs, a skills audit of the board will be done. Efforts at recruiting a replacement will take account of the skills audit and of the skills being lost by the departure. Consideration must also be given to any specific roles or duties that the individual leaving the board was undertaking.

Spectrum Inc. seeks to have:

- At least 5 trustees on its board, 2 elected at AGMs and 3 co-opted by the board.
- No one under 18
- No one serving a conviction
- No one recently filed for bankruptcy

No person other than a trustee retiring by rotation shall be appointed or reappointed a trustee at any general meeting unless:

- He/she is recommended by the trustees; or
- Not less than fourteen nor more than twenty-eight clear days before the date appointed for the meeting, notice executed by a member qualified to vote at the meeting has been given to the Charity of the intention to propose that person for appointment or reappointment stating the particulars which would, if he/she were so appointed or reappointed, be required to be included in the Charity's register of Charity's register of trustees
- Membership must be approved at a Board meeting.
- The powers of the Trustees are only limited by law, the articles and special resolution.
- The powers are to be exercised in quorum (3 minimum).
- Retiring Trustee may be re-elected if willing to act for a maximum of 3 consecutive terms unless it is resolved at a meeting not to fill the vacancy, or the reappointment is disapproved.
- Spectrum Inc. Ltd seeks to ensure diversity in its board of trustees. However, at the point of selection we will not discriminate unfairly on any of the grounds listed in the Equal Opportunities Policy.

Following the appointment of a new charity trustee, the board of trustees must ensure that:

The details of a newly appointed charity trustee are entered in the Public Register of Charities as soon as possible.

As Spectrum Inc. Ltd is a company, the details of the newly appointed charity trustee are provided to the Companies Registration Office.

## **Public Benefit**

Spectrum Inc Ltd trustees have complied with the regulations of the 2008 Act to have due regard to guidance published by the Charity Commission on public benefit.

The trustees are aware of the guidance, and they have taken it into account when making decisions to which the guidance is relevant.

## **AIMS and OBJECTIVES**

Spectrum Inc Ltd is a company limited by guarantee and has charity status. We provide mediation & therapeutic services to the destitute, Legal Aided, and personal clients in London and the surrounding Boroughs.

We aim to:

- To serve individuals and families from the most disadvantaged communities
- To alleviate hardship and distress caused by the break-up of family and marriage relationships
- To preserve and protect the health both mental and physical of children and adults involved therein
- To provide assistance through conciliation for couples whose relationships appear to be breaking down and where such relationships have already broken down, in particular but not exclusively by operating a family mediation service including child inclusive mediation.
- To Support families experiencing domestic violence, anxieties, separation and mental health challenges
- To Work with those on the edge of care to prevent them from entering the care system.

## **MAIN ACTIVITIES**

### **Mediation**

Assistance through mediation for couples, offering advice and help in the settlement of issues or potential differences over associated matters such as custody, child contact arrangements and financial matters relating to divorce and separation.

- Mediation is offered in person, via telephone or zoom
- Free half hour consultations 1 day per week
- Emergency therapeutic service for those who have been registered with the charity
- Where the clients are indigent, but one is entitled to legal aid, the other party is offered the service free of charge
- Concession is made for those who had no recourse to public funds or on state benefit

Offering information on legal rights or obligations.

## **School Counselling**

Therapeutic counselling is offered to students and teachers in schools and other educational institutions.

- Provide therapy to local schools. Initially providing in-person counselling then transferred to online counselling because of schools being closed due to the Covid Pandemic.
- Provide therapeutic counselling for teachers.

## **Bereavement Counselling**

Bereavement counselling is offered for anyone who has suffered a loss.

## **Achievements and Performance**

How Our Activities Deliver Public Benefit

The 2020/21 financial year has been dominated by the Covid-19 pandemic which has had a significant impact on our clients and the organisation.

We suspended some of our planned activities and have focused resources on providing practical support and advice to help our clients manage during the crisis, supporting the coordination of volunteering activity and have set up necessary systems to allow our staff to work from home wherever possible. All services were delivered with no additional resources.

Our commitment remains to developing and improving our services solely to support the ongoing community, which we feel brings enormous benefits to some of the less affluent members of the communities we serve.

## **Mediation**

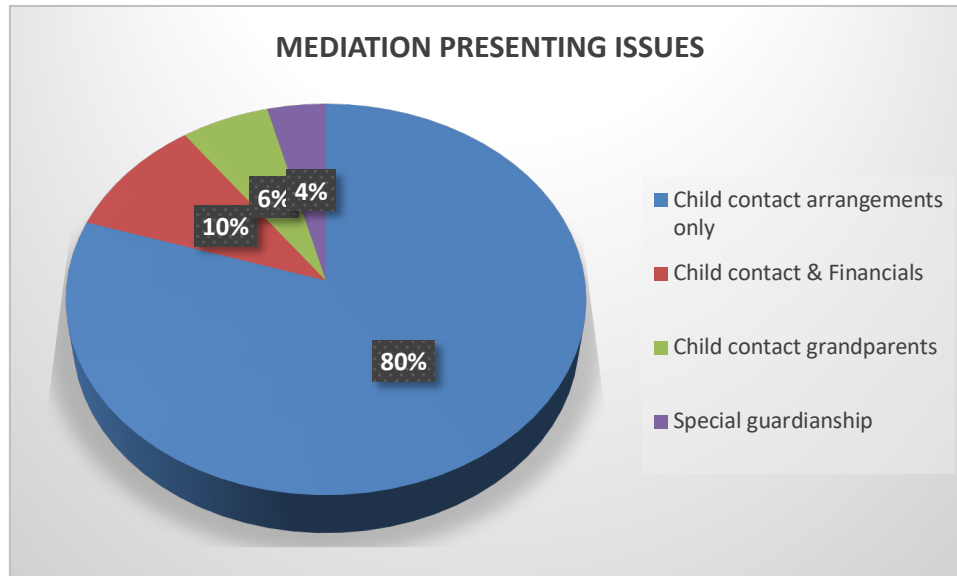
Spectrum's mediation practice had to quickly adapt in response to the COVID-19 crisis. Despite some initial concerns around privacy and security, online mediation became a necessity. Online mediation was very successful, and we were able to reach out to clients in the convenience of their own homes. This eliminated the need to travel and to be possibly exposed to the virus.

The pandemic made it increased the difficult for couples who were already struggling. To be gathered in often small spaces for long periods exacerbate the fragile peace that existed resulting in the total breakdown of relationships. We saw the ending of many relationships some included domestic abuse, coercion, and violence.

Child contact and visitations became more difficult and the need for child maintenance due to financial hardship increased, as a lot of people lost their jobs or were furloughed. Due to the pandemic we had to significantly reduce our child contact appointments.

## Mediation Stats

A total of 120 couples were seen during this period, receiving approximately 3-4 sessions each. Ethnicity was diverse and reflected the population of the area. The presenting issues were:



## School Counselling

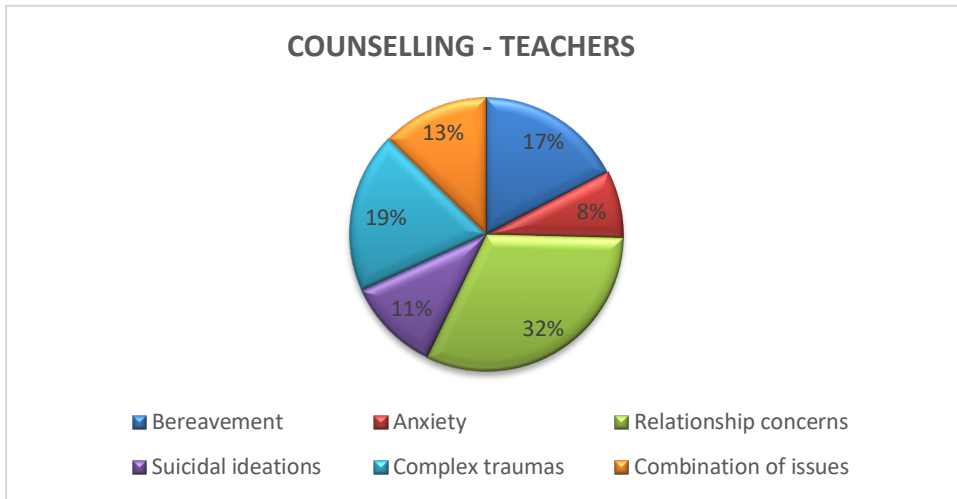
The covid-19 pandemic presented many challenges to the students, educators, and parents. Children already coping with mental health conditions were especially vulnerable to the changes. The impact on young people has been considerable with long periods not in school.

Our counsellors played a critical role in supporting the students through their anxiety/panic, uncertainty, grief, insecurities, depression, and the trauma they faced because of the global pandemic. Care was taken to work a lot smarter and keep waiting times for counselling down as low as possible. The length of time we could spend with each student was reduced to accommodate the growing numbers.

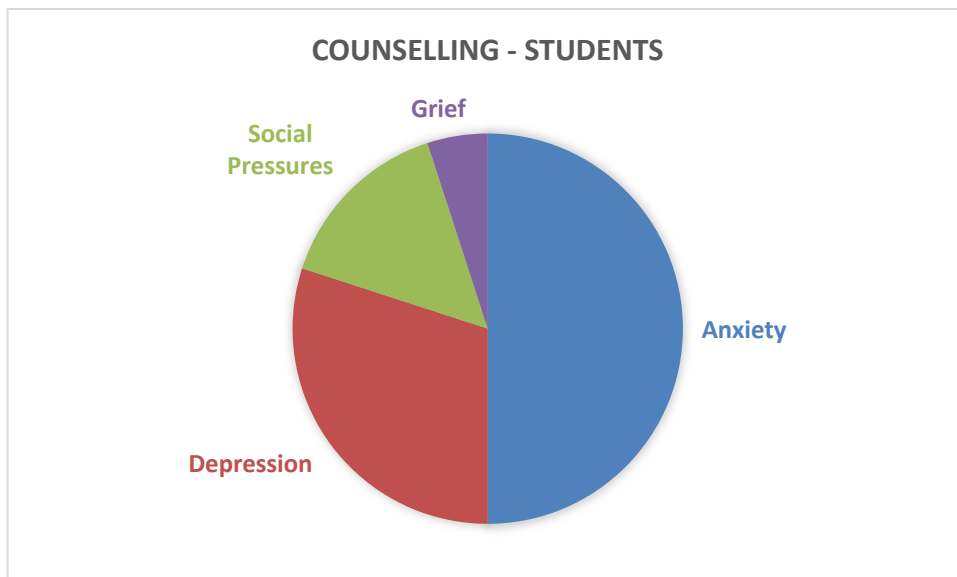
Most of the student counselling was conducted online.

## Counselling Stats

A total of 9 teachers received counselling. Approximately 6 – 8 sessions were offered to each, but this varied with presenting issues.



A total of 83 students received counselling during this period. The students were made up of 56 females and 27 males.



We anticipate the need for more counselling in the coming year and we are hoping to recruit additional counsellors to meet the need.

#### Free Counselling Sessions

Presently 12 hours is allocated to free counselling per week. During this period, we see approximately 8 clients.

We are in the process of applying for funding/grants to expand this service to include a telephone helpline in the near future a service we found to be of great need and a lifeline for many, some literally.

## Financial Review

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of Spectrum Inc. and to enable them to ensure that the financial statements comply with the Companies Act 1985.

The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Annual Accounts attached.

All our 2020 plans as we moved in to 2021 continued to be dramatically impacted by the corona virus.

Despite not being able to secure any public funding, we have been able to keep the organisation afloat with the help of well-intended individuals.

## Declarations

**The company has taken advantage of the small companies' exemption in preparing the report above.**

**The trustees declare that they have approved the trustees' report (including directors' report) above.**

**Signed on behalf of the charity's trustees/directors**

<b>Signature(s)</b>	<i>L. LaRose-Jones</i>	<i>V. Francois</i>
<b>Full name(s)</b>	Lloyd LaRose-Jones	Verna Francois
<b>Position (for example Secretary, Chair, etc)</b>	Company Secretary	Director
<b>Date</b>	28 <sup>th</sup> March 2022	

Registered number  
09594485

**Charity Number: 1184920**

Spectrum Inc. Ltd.

Accounts

31 May 2021

(Private company limited by guarantee without share capital)

**Spectrum Inc. Ltd.**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Company information	1
Accountants' report	2
Profit and loss account	3
Balance sheet	4
 The following pages do not form part of the statutory accounts:	
Trading profit and loss account and balance sheet summaries	5-6

**Spectrum Inc. Ltd.**  
**Company Information**

**Directors**

Verna Marcia Gordon  
Godfrey Jones  
Ian Paul Jones

**Secretary**

Lloyd La-Rose Jones

**Accountants**

G C Forest & Co  
190 Billet Road  
London  
E17 5DX

**Bankers**

Unity Trust Bank Plc  
9 Brindley Place  
Birmingham  
B1 2HB

**Registered office**

Second Floor  
361 Barking Road  
London  
E13 8EE

**Registered number**

09594485

## **Spectrum Inc. Ltd.**

### **Report to the directors on the preparation of the unaudited statutory accounts of Spectrum Inc. Ltd. for the year ended 31 May 2021**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Spectrum Inc. Ltd. for the year ended 31 May 2021 which comprise of the Profit and Loss Account and the Balance Sheet from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <http://rulebook.accaglobal.com/>

It is your duty to ensure that Spectrum Inc. Ltd. has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Spectrum Inc. Ltd.. You consider that Spectrum Inc. Ltd. is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Spectrum Inc. Ltd.. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

G C Forest & Co  
Chartered Certified Accountants  
190 Billet Road  
London  
E17 5DX

29 March 2022

**Spectrum Inc. Ltd.**  
**Profit and Loss Account**  
**for the year ended 31 May 2021**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Turnover</b>	66,649	74,165
Staff costs	(23,472)	(16,641)
Other charges	(41,771)	(55,306)
<b>Profit/(Deficit) on ordinary activities before taxation</b>	<u>1,406</u>	<u>2,218</u>
<b>Profit/(Deficit) for the financial year</b>	<u>1,406</u>	<u>2,218</u>

**Spectrum Inc. Ltd.**  
**Registered number:**  
**Balance Sheet**  
**as at 31 May 2021**

**09594485**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Current assets	8,109	9,655
Creditors: amounts falling due within one year	<u>(10,160)</u>	<u>(10,126)</u>
Net current liabilities	<u>(2,051)</u>	<u>(471)</u>
Total assets less current liabilities	(2,051)	(471)
Accruals and deferred income	<u>(1,540)</u>	<u>(4,526)</u>
<b>Net liabilities</b>	<u><b>(3,591)</b></u>	<u><b>(4,997)</b></u>
<b>Reserves</b>	<u><b>(3,591)</b></u>	<u><b>(4,997)</b></u>
	<b>Number</b>	<b>Number</b>
Average number of employees	<u>2</u>	<u>1</u>

The company is a private company limited by shares and incorporated in England. Its registered office is Second Floor, 361 Barking Road, London, E13 8EE.

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Verna Marcia Gordon  
 Director

Approved by the board on 29 March 2022

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2021**

*This schedule does not form part of the statutory accounts*

	<b>2021</b>	<b>2020</b>
	£	£
<b>Sales</b>		
Sales	66,649	74,165
	<hr/>	<hr/>
<b>Staff costs</b>		
Wages and salaries	21,665	10,991
Directors' salaries	1,667	5,620
Pensions	69	-
Staff training and welfare	71	30
	<hr/>	<hr/>
	23,472	16,641
	<hr/>	<hr/>
<b>Other charges</b>		
Premises costs:		
Rent	6,250	14,400
Rates	3,187	5,208
Light and heat	824	2,283
Cleaning	1,600	-
	<hr/>	<hr/>
	11,861	21,891
	<hr/>	<hr/>
General administrative expenses:		
Postage	9	9
Stationery and printing	101	97
Computer expenses	15	1,633
Credit card charges	960	643
Motor expenses	2,443	2,691
Travel and subsistence	5,926	5,779
Subscriptions	308	360
Bank charges	103	285
Insurance	1,188	1,849
Repairs and maintenance	756	1,056
Sundry expenses	40	40
	<hr/>	<hr/>
	11,849	14,442
	<hr/>	<hr/>
Legal and professional costs:		
Accountancy fees	1,773	1,610
Solicitors fees	-	35
Consultancy fees	12,806	15,745
Other legal and professional	1,416	983
	<hr/>	<hr/>
	15,995	18,373
	<hr/>	<hr/>
Other		
Supervisors	1,435	600
Other direct costs	631	-
	<hr/>	<hr/>
	2,066	600
	<hr/>	<hr/>
	41,771	55,306
	<hr/>	<hr/>

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2021**

*This schedule does not form part of the statutory accounts and should NOT be sent to HMRC*

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	2,660	4,240
Cash at bank and in hand	5,449	5,415
	<u>8,109</u>	<u>9,655</u>
<b>Creditors: amounts falling due within one year</b>		
Trade creditors	2,130	2,704
Other taxes and social security costs	7,000	3,817
Other creditors	1,030	3,605
	<u>10,160</u>	<u>10,126</u>
<b>Accruals and deferred income</b>		
Accruals	<u>1,540</u>	<u>4,526</u>
<b>Capital and reserves</b>		
Profit and loss account	<u>(3,591)</u>	<u>(4,997)</u>
<b>Profit and loss account</b>		
Brought forward	(4,997)	(7,215)
Profit	1,406	2,218
	<u>(3,591)</u>	<u>(4,997)</u>

Registered number  
09594485

**Charity Number: 1184920**

Spectrum Inc. Ltd.

Accounts

31 May 2021

(Private company limited by guarantee without share capital)

**Spectrum Inc. Ltd.**  
**Report and accounts**  
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Godfrey Jones  
Ian Paul Jones

**Secretary**

Lloyd La-Rose Jones

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E17 5DX

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Unity Trust Bank Plc  
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B1 2HB

**Registered office**

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**Registered number**

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## **Spectrum Inc. Ltd.**

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In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Spectrum Inc. Ltd. for the year ended 31 May 2021 which comprise of the Profit and Loss Account and the Balance Sheet from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <http://rulebook.accaglobal.com/>

It is your duty to ensure that Spectrum Inc. Ltd. has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Spectrum Inc. Ltd.. You consider that Spectrum Inc. Ltd. is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Spectrum Inc. Ltd.. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

G C Forest & Co  
Chartered Certified Accountants  
190 Billet Road  
London  
E17 5DX

29 March 2022

**Spectrum Inc. Ltd.**  
**Profit and Loss Account**  
**for the year ended 31 May 2021**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Turnover</b>	66,649	74,165
Staff costs	(23,472)	(16,641)
Other charges	(41,771)	(55,306)
<b>Profit/(Deficit) on ordinary activities before taxation</b>	<hr/> 1,406	<hr/> 2,218
<b>Profit/(Deficit) for the financial year</b>	<hr/> <u>1,406</u>	<hr/> <u>2,218</u>

**Spectrum Inc. Ltd.**  
**Registered number:**  
**Balance Sheet**  
**as at 31 May 2021**

**09594485**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Current assets	8,109	9,655
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<b>Net liabilities</b>	<u><b>(3,591)</b></u>	<u><b>(4,997)</b></u>
<b>Reserves</b>	<u><b>(3,591)</b></u>	<u><b>(4,997)</b></u>
	<b>Number</b>	<b>Number</b>
Average number of employees	<u>2</u>	<u>1</u>

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The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Verna Marcia Gordon  
Director

Approved by the board on 29 March 2022

**Spectrum Inc. Ltd.**  
**Detailed profit and loss account items**  
**for the year ended 31 May 2021**

*This schedule does not form part of the statutory accounts*

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Sales</b>		
Sales	66,649	74,165
	<hr/>	<hr/>
<b>Staff costs</b>		
Wages and salaries	21,665	10,991
Directors' salaries	1,667	5,620
Pensions	69	-
Staff training and welfare	71	30
	<hr/>	<hr/>
	23,472	16,641
	<hr/>	<hr/>
<b>Other charges</b>		
Premises costs:		
Rent	6,250	14,400
Rates	3,187	5,208
Light and heat	824	2,283
Cleaning	1,600	-
	<hr/>	<hr/>
	11,861	21,891
	<hr/>	<hr/>
General administrative expenses:		
Postage	9	9
Stationery and printing	101	97
Computer expenses	15	1,633
Credit card charges	960	643
Motor expenses	2,443	2,691
Travel and subsistence	5,926	5,779
Subscriptions	308	360
Bank charges	103	285
Insurance	1,188	1,849
Repairs and maintenance	756	1,056
Sundry expenses	40	40
	<hr/>	<hr/>
	11,849	14,442
	<hr/>	<hr/>
Legal and professional costs:		
Accountancy fees	1,773	1,610
Solicitors fees	-	35
Consultancy fees	12,806	15,745
Other legal and professional	1,416	983
	<hr/>	<hr/>
	15,995	18,373
	<hr/>	<hr/>
Other		
Supervisors	1,435	600
Other direct costs	631	-
	<hr/>	<hr/>
	2,066	600
	<hr/>	<hr/>
	41,771	55,306
	<hr/>	<hr/>

**Spectrum Inc. Ltd.**  
**Detailed balance sheet items**  
**as at 31 May 2021**

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	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Current assets</b>		
Trade debtors	2,660	4,240
Cash at bank and in hand	5,449	5,415
	<u>8,109</u>	<u>9,655</u>
<b>Creditors: amounts falling due within one year</b>		
Trade creditors	2,130	2,704
Other taxes and social security costs	7,000	3,817
Other creditors	1,030	3,605
	<u>10,160</u>	<u>10,126</u>
<b>Accruals and deferred income</b>		
Accruals	<u>1,540</u>	<u>4,526</u>
<b>Capital and reserves</b>		
Profit and loss account	<u>(3,591)</u>	<u>(4,997)</u>
<b>Profit and loss account</b>		
Brought forward	(4,997)	(7,215)
Profit	1,406	2,218
	<u>(3,591)</u>	<u>(4,997)</u>