

SPECTRUM INC. LTD Trustees' Annual Report

From: 1st June 2022 **To:** 31st 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 15th 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.

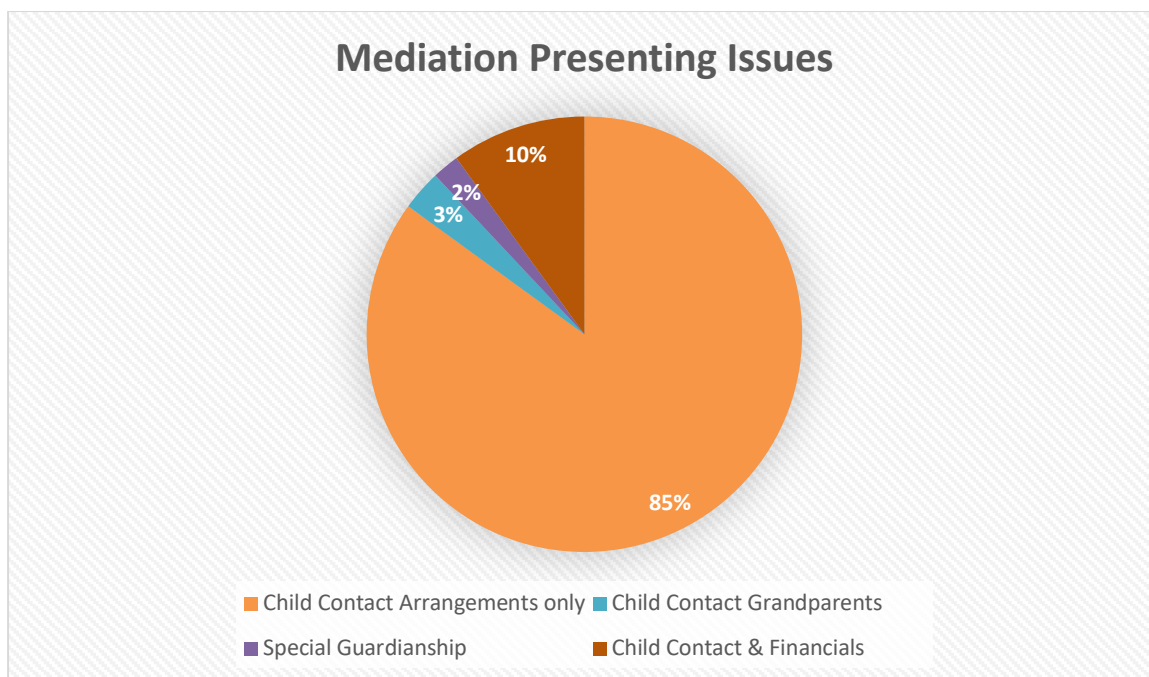
Mediation provided a supportive space for individuals to process their emotions, express their concerns, and seek closure on unresolved issues stemming from the pandemic. By addressing emotional needs and promoting healing, mediation was able to help individuals and families transition to a post-pandemic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

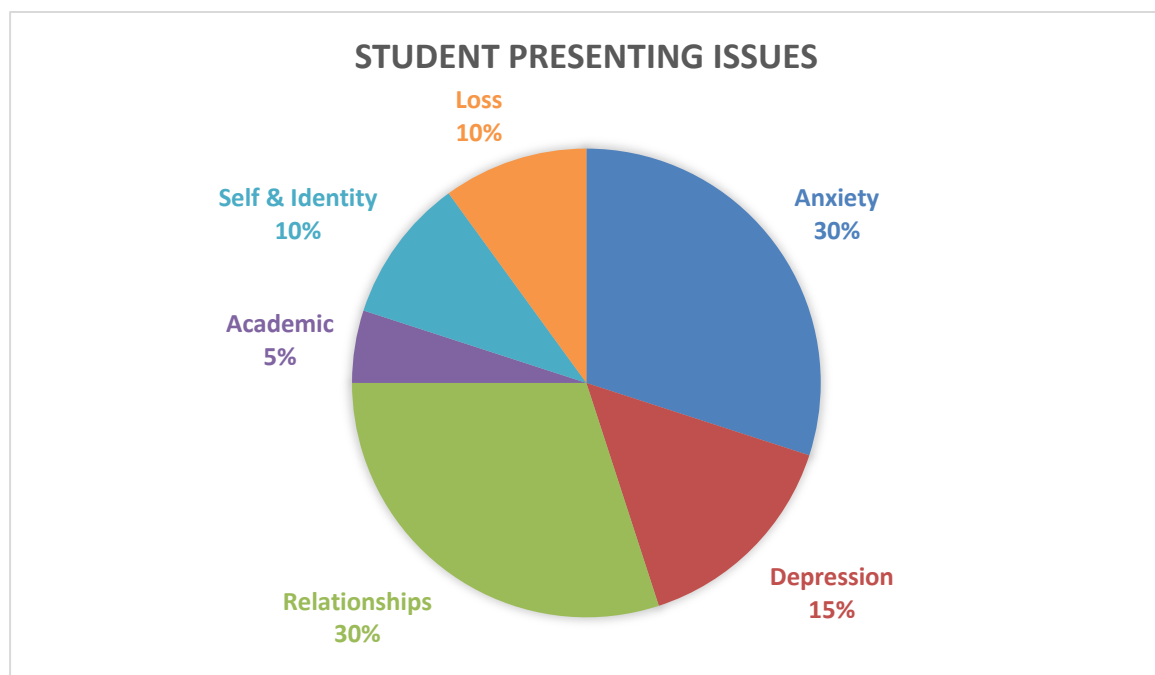
A total of 92 students received counselling during this period. The students were made up of 59 Females and 33 Males.

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

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	1 st 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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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

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

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

09594485

	2023 £	2022 £
Current assets	12,524	2,219
Creditors: amounts falling due within one year	(5,000)	1,103
Net current assets	7,524	3,322
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	(625)	-
Net liabilities	(4,351)	(12,928)
Reserves	(4,351)	(12,928)
	Number	Number
Average number of employees	3	3

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

	2023	2022
	£	£
Sales		
Sales	<u>104,604</u>	<u>65,310</u>
Other income		
Other operating income	<u>-</u>	<u>1,575</u>
Staff costs		
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>
Other charges		
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

	2023	2022
	£	£
Current assets		
Trade debtors	200	-
Cash at bank and in hand	12,324	2,219
	<u>12,524</u>	<u>2,219</u>
Creditors: amounts falling due within one year		
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>
Creditors: amounts falling due after more than one year		
Other creditors	<u>11,250</u>	<u>16,250</u>
Accruals and deferred income		
Accruals	<u>625</u>	<u>-</u>
Capital and reserves		
Profit and loss account	<u>(4,351)</u>	<u>(12,928)</u>
Profit and loss account		
Brought forward	(12,928)	1,266
Profit/(loss)	<u>8,577</u>	<u>(14,194)</u>
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