

Company registration number: CE022664

Charity registration number: 1190584

# THE EMPOWERMENT GROUP

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 June 2022

GRC Accountants Limited  
166 Banks Road  
West Kirby  
Wirral  
Merseyside  
CH48 0RH

# **THE EMPOWERMENT GROUP**

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## **THE EMPOWERMENT GROUP**

### **Reference and Administrative Details**

<b>Chairman</b>	Mr Anthony Brathwaite
<b>Trustees</b>	Mr Emmanuel Anthony Miss Abimbola Anyiam Mr Anthony Brathwaite
<b>Principal Office</b>	The Empowerment Group 86-90 Paul Street London EC2A 4NE
<b>Company Registration Number</b>	CE022664
<b>Charity Registration Number</b>	1190584
<b>Independent Examiner</b>	GRC Accountants Limited 166 Banks Road West Kirby Wirral Merseyside CH48 0RH

## **THE EMPOWERMENT GROUP**

### **Strategic Report for the Year Ended 30 June 2022**

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 30 June 2022, in compliance with s414C of the Companies Act 2006.

The strategic report was approved by the trustees of the charity on 12 September 2022 and signed on its behalf by:



.....  
Mr Anthony Brathwaite  
Chairman and Trustee

# THE EMPOWERMENT GROUP

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2022.

The Empowerment Group is a registered charity (CIO) in England & Wales registration no: 1190584

The charity was formed to provide free and subsidised one-to-one online counselling for individuals of Black African and Caribbean heritage, aged 18 and over, living in the United Kingdom. The Charity is governed by a board of three unrelated Trustees with the president of BACP as its Patron.

The charity is led by Trustees and staff with lived experience in this field. Our team consists of several professional, qualified BACP and UKCP Black therapists and specialists with significant experience in delivering therapy. We continue to be an organisational member of the BACP, ensuring that our practice and policies are current and of the highest standard. We have developed a track record and built credibility with organisations and beneficiaries.

The charity specialises in offering a culturally appropriate service where this has not been prioritised within the field. It also offers significantly reduced waiting times to access the service compared to mainstream services. The team has expanded taking on further therapists, volunteers and a clinical supervisor to assist with the rapid growth of the organisation.

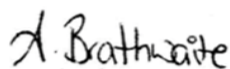
Demand for our therapy services continue to be very high often resulting in waiting lists being formed. As a result, more funding had been successfully sought. The charity extends its thanks to all its past and present supporters. These include but are not limited to: The National Lottery Community Fund, The Arnold Clark Fund and the National Emergencies Trust.

The charity continues to excel in its delivery of services. As a result, it has attracted pro bono support from organisations such as KPMG and Cooley LTD to ensure all practices and policies are sufficient for delivery and to consider viable sustainability options for the organisation. I am also delighted that the charity secured two of its first corporate sponsors this year and is seeking to create further partnerships.

Services further introduced this year included a student-in-training service, helping the development and professional training and experiences of Black therapists in the UK. With a lack of Black therapists in the sector, The Empowerment Group felt it important to be part of the solution in developing future therapists that would give back to the community it works to assist.

We are excited to be working in line with our vision to see culturally appropriate therapy made widely and easily accessible to individuals in the UK. We continue to build on our strategy and partnerships to successfully deliver on our mission and aims.

The annual report was approved by the trustees of the charity on 12 September 2022 and signed on its behalf by:



.....  
Mr Anthony Brathwaite  
Chairman and Trustee

## **THE EMPOWERMENT GROUP**

### **Statement of Trustees' Responsibilities**

The trustees (who are also the directors of THE EMPOWERMENT GROUP for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

Approved by the trustees of the charity on 12 September 2022 and signed on its behalf by:



.....  
Mr Anthony Brathwaite  
Chairman and Trustee

## THE EMPOWERMENT GROUP

### Independent Examiner's Report to the trustees of THE EMPOWERMENT GROUP

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 June 2022 which are set out on pages 6 to 15.

#### Respective responsibilities of trustees and examiner

As the charity's trustees of THE EMPOWERMENT GROUP (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

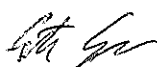
Having satisfied myself that the accounts of THE EMPOWERMENT GROUP are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

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

1. accounting records were not kept in respect of THE EMPOWERMENT GROUP as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



.....  
Gareth Cooper  
ACCA

166 Banks Road  
West Kirby  
Wirral  
Merseyside  
CH48 0RH

13 September 2022

## THE EMPOWERMENT GROUP

### Statement of Financial Activities for the Year Ended 30 June 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 30 June 2022 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	18,330	55,584	73,914
Other trading activities	4	11,981	-	11,981
Total income		30,311	55,584	85,895
<b>Expenditure on:</b>				
Raising funds		(3,270)	-	(3,270)
Charitable activities	5	(961)	(30,072)	(31,033)
Other expenditure	6	(1,413)	(20,966)	(22,379)
Total expenditure		(5,644)	(51,038)	(56,682)
Net income		24,667	4,546	29,213
Net movement in funds		24,667	4,546	29,213
<b>Reconciliation of funds</b>				
Total funds brought forward		5,595	31,288	36,883
Total funds carried forward	12	30,262	35,834	66,096
	Note	Unrestricted funds £	Restricted funds £	Total 30 June 2021 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	-	64,276	64,276
Other trading activities	4	6,075	-	6,075
Total income		6,075	64,276	70,351
<b>Expenditure on:</b>				
Charitable activities	5	(480)	(28,634)	(29,114)
Other expenditure	6	-	(4,354)	(4,354)
Total expenditure		(480)	(32,988)	(33,468)
Net income		5,595	31,288	36,883
<b>Reconciliation of funds</b>				
Total funds carried forward	12	5,595	31,288	36,883

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 12.



## THE EMPOWERMENT GROUP

(Registration number: CE022664)

### Balance Sheet as at 30 June 2022

	Note	30 June 2022 £	30 June 2021 £
<b>Current assets</b>			
Cash at bank and in hand		66,576	37,363
<b>Creditors: Amounts falling due within one year</b>	11	<u>(480)</u>	<u>(480)</u>
<b>Net assets</b>		<u>66,096</u>	<u>36,883</u>
<b>Funds of the charity:</b>			
<b>Restricted funds</b>		35,834	31,288
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>30,262</u>	<u>5,595</u>
<b>Total funds</b>	12	<u>66,096</u>	<u>36,883</u>

For the financial year ending 30 June 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 6 to 15 were approved by the trustees, and authorised for issue on 12 September 2022 and signed on their behalf by:



.....  
Mr Anthony Brathwaite  
Chairman and Trustee

# **THE EMPOWERMENT GROUP**

## **Notes to the Financial Statements for the Year Ended 30 June 2022**

### **1 Charity status**

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Empowerment Group

86-90 Paul Street

London

EC2A 4NE

These financial statements were authorised for issue by the trustees on 12 September 2022.

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

#### **Basis of preparation**

THE EMPOWERMENT GROUP meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Exemption from preparing a cash flow statement**

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

#### **Income and endowments**

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

## **THE EMPOWERMENT GROUP**

### **Notes to the Financial Statements for the Year Ended 30 June 2022**

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Raising funds***

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

# THE EMPOWERMENT GROUP

## Notes to the Financial Statements for the Year Ended 30 June 2022

### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

### **Financial instruments**

#### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

#### ***Recognition and measurement***

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

#### ***Investments***

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

## THE EMPOWERMENT GROUP

### Notes to the Financial Statements for the Year Ended 30 June 2022

#### *Derivative financial instruments*

The charity uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The charity does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in statement of financial activities immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in statement of financial activities depends on the nature of the hedge relationship.

#### 3 Income from donations and legacies

	Unrestricted funds		
	General £	Restricted funds £	Total 30 June 2022 £
Donations and legacies;			Total 28 July 2020 to 30 June 2021 £
Donations from individuals	18,330	-	18,330
Grants, including capital grants;			
Grants from other charities	-	55,584	55,584
	<u>18,330</u>	<u>55,584</u>	<u>73,914</u>
			<u>56,134</u>
			<u>64,276</u>

#### 4 Income from other trading activities

	Unrestricted funds		
	General £	Total 30 June 2022 £	Total 28 July 2020 to 30 June 2021 £
Events income;			
Other events income	11,981	11,981	6,075
	<u>11,981</u>	<u>11,981</u>	<u>6,075</u>

#### 5 Expenditure on charitable activities

	Restricted funds £	Total 30 June 2022 £	Total 28 July 2020 to 30 June 2021 £
Counselling	30,072	30,072	28,634

# THE EMPOWERMENT GROUP

## Notes to the Financial Statements for the Year Ended 30 June 2022

£Nil (2021 - £Nil) of the above expenditure was attributable to unrestricted funds and £30,072 (2021 - £28,634) to restricted funds.

In addition to the expenditure analysed above, there are also governance costs of £961 (2021 - £480) which relate directly to charitable activities. See note 7 for further details.

### 6 Other expenditure

		Unrestricted funds			Total 28 July 2020 to 30 June 2021
	Note	General £	Restricted funds £	Total 30 June 2022 £	2021 £
Allocated support costs	7	1,413	20,966	22,379	4,354
		<u>1,413</u>	<u>20,966</u>	<u>22,379</u>	<u>4,354</u>

# THE EMPOWERMENT GROUP

## Notes to the Financial Statements for the Year Ended 30 June 2022

### 7 Analysis of governance and support costs

#### Support costs allocated to charitable activities

	Administration costs £	Total 30 June 2022 £	Total 28 July 2020 to 30 June 2021 £
Advertising	373	373	244
Consultancy Fees	20,966	20,966	4,010
Travelling	38	38	100
Donations	118	118	-
Computer software and maintenance costs	806	806	-
Sundry	79	79	-
	<u>22,380</u>	<u>22,380</u>	<u>4,354</u>

#### Governance costs

	Unrestricted funds  General £	Total 30 June 2022 £	Total 28 July 2020 to 30 June 2021 £
Independent examiner fees			
Examination of the financial statements	480	480	480
Other governance costs	481	481	-
	<u>961</u>	<u>961</u>	<u>480</u>

### 8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 9 Independent examiner's remuneration

	Year ended 30 June 2022 £	28 July 2020 to 30 June 2021 £
Examination of the financial statements	<u>480</u>	<u>480</u>

# THE EMPOWERMENT GROUP

## Notes to the Financial Statements for the Year Ended 30 June 2022

### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

### 11 Creditors: amounts falling due within one year

	30 June 2022 £	30 June 2021 £
Accruals	480	480

### 12 Funds

	Balance at 1 July 2021 £	Incoming resources £	Resources expended £	Balance at 30 June 2022 £
<b>Unrestricted funds</b>				
General	(5,595)	(30,311)	5,644	(30,262)
<b>Restricted funds</b>	<u>(31,288)</u>	<u>(55,584)</u>	<u>51,038</u>	<u>(35,834)</u>
<b>Total funds</b>	<u>(36,883)</u>	<u>(85,895)</u>	<u>56,682</u>	<u>(66,096)</u>
		Incoming resources £	Resources expended £	Balance at 30 June 2021 £
<b>Unrestricted funds</b>				
General		(6,075)	480	(5,595)
<b>Restricted funds</b>		<u>(64,276)</u>	<u>32,988</u>	<u>(31,288)</u>
<b>Total funds</b>		<u>(70,351)</u>	<u>33,468</u>	<u>(36,883)</u>

### 13 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Current assets	66,576	66,576
Current liabilities	<u>(480)</u>	<u>(480)</u>
Total net assets	<u>66,096</u>	<u>66,096</u>



# THE EMPOWERMENT GROUP

## Notes to the Financial Statements for the Year Ended 30 June 2022

	Unrestricted funds General £	Total funds £
Current assets	37,363	37,363
Current liabilities	(480)	(480)
Total net assets	<u>36,883</u>	<u>36,883</u>

### 14 Analysis of net funds

	At 1 July 2021 £	Cash flow £	At 30 June 2022 £
Cash at bank and in hand	37,363	29,213	66,576
Net funds	<u>37,363</u>	<u>29,213</u>	<u>66,576</u>
	At 28 July 2020 £	Cash flow £	At 30 June 2021 £
Cash at bank and in hand	-	37,363	37,363
Net funds	<u>-</u>	<u>37,363</u>	<u>37,363</u>