RE-INSTATE LIMITED

England & Wales · Charity number 256433

Details

Other names	RE-INSTATE
Status	Registered
Legal form	Charitable company
Company number	00876027
Registered	1968-08-02
Register	View on the Charity Commission register

Contact

Address	Re-Instate Ltd St Johns Hall 194 West Street Erith DA8 1AN
Phone	01322 438 155
Email	info@re-instate.co.uk
Website	www.re-instate.co.uk

Activities

Objects: TO ASSIST IN THE TREATMENT AND CURE OF PERSONS WHO SHALL BE UNDER TREATMENT FOR OR RECOVERING FROM PSYCHIATRIC ILLNESS OF ANY DESCRIPTION BY THE PROVISION OF FACILITIES FOR WORK AND RECREATION.

Activities: Re-Instate is a charity working to improve employment opportunities, quality of life and well-being for disadvantaged people including people experiencing mental ill-health, people with learning disabilities and young people.A key part of the vision for Re-Instate is the provision of employment services that build sustainable recovery for people experiencing mental ill-health.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

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Geography

- Bexley

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£511,522	£463,095	£323,934	19
2024-03-31	£387,180	£386,464	-	-
2023-03-31	£374,192	£354,881	-	-
2022-03-31	£330,254	£322,417	-	-
2021-03-31	£292,870	£284,841	-	-

Trustees

Name	Role	Appointed
Amber Asim		2026-01-29
Ben Sigsworth		2026-01-29
Benjamin Kinsella		2019-06-11
David Goldberg		2019-12-03
Fiona Cummins		2019-06-11
Karen Nathan		2021-12-07
Kirsten Mitchell-Wallace		2019-12-13
Toyosi Ciocan		2023-03-07

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RE-INSTATE LIMITED

England & Wales - Charity number 256433

Accounts

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED

(A Company Limited by Guarantee)

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

SATURDAY
AEHU96EA
A57 20/12/2025 #265
COMPANIES HOUSE

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2025 were as follows:

Ms F Cummins	
B Kinsella	
D Goldberg	
Ms K Mitchell-Wallace	
Ms K Kay	(resigned 4 June 2024)
Ms K Nathan	
Ms S Sandu	(resigned 10 August 2024)
Ms S Sabrina	(resigned 11 January 2025)
Mrs T Ciocan	

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number
256433

Chair's Report

I am pleased to present an update on Re-Instate's work over the past financial year, a period marked by both welcome successes and growing uncertainty for the year ahead.
The pressures on the charity sector continue to demand creativity, resilience, and careful stewardship of resources. Despite these challenges, I am delighted to report that Re-Instate has continued to grow in strength and impact. Finances remain stable, and the past year has seen the development of initiatives that have further expanded the charity's reach and deepened its work across the community.

Demand for our services has once again increased, and most notably within our Employment services for neurodiverse adults. The scale of this growth has been significant, underscoring both the urgent need for specialist support and the strong reputation our Employment team has built. It has therefore been especially disappointing that we were unable to secure funding to extend the Works 4 Me service after such a promising and successful first year. This remains an area of clear need, and we will continue working with partners and commissioners to seek opportunities to revive or reshape this important provision.

One of the most important developments this year has been the strengthening of our Job Retention service. This service has become a vital resource for the people of Bexley, supporting individuals who are at risk of losing employment due to a variety of work-based challenges. The work requires exceptionally skilled mediation – balancing the needs of employers with the rights, wellbeing, and aspirations of our clients. The team's ability to negotiate reasonable adjustments, rebuild confidence, and secure fair outcomes reflects many years of accumulated expertise and training. Their professionalism is a real asset to the borough.

At the Community Hub, the benefits of last year's improvements are now being fully realised. The refurbished space has enabled the team to deliver a richer programme of activities and support options, and we have seen meaningful increases in engagement from Living Well Members. I would like to acknowledge Simon Hart and the wider Re-Instate team for their adaptability and continued commitment to providing a welcoming and supportive environment for all.

This has been a remarkable year for me as Chair of the Board, and one memory in particular stands out. Early in the year, I visited Re-Instates offices and was blown away by the camaraderie and team collaboration in the different sessions being held. Seeing friendships formed and members gain confidence first-hand was incredibly special. I was quite tempted to ask for some sewing tips as wonderful garments were being made in one of the sessions!

The combination of determination, and mutual encouragement in the room captured for me the true spirit of Re-Instate: a place where people feel seen, supported, and given the tools to move forward. It was a powerful reminder that the charity's impact is felt not only in its programmes but in the everyday moments that build connections.

I would like to extend my sincere thanks to our staff, volunteers, trustees, funders, and commissioners. As demand for our services grows, safeguarding the wellbeing of those delivering and accessing our support remains central to our mission. With continued dedication and collaboration, I am confident that Re-Instate will remain a vital source of opportunity, stability, and hope for everyone who relies on us.

Toyosi

CEO's Report

It is once again my great pleasure and privilege to share all the interesting and impactful things that Re-Instate has been involved in over the last 12 months. The climate for small charities remains tough, with charity failures during the year rising by 74% on the previous year. We see clear challenges in supporting the mental wellbeing of young people, in particular with NEETS being the key focus for local and national Government, whilst funding remains tight. However, within this difficult environment, we continue to carve out an important niche that is well-thought of within the Borough, by clients and other stakeholders alike. As the financial year ends, we are getting closer to accepting Direct Payments from Personal Budgets, the direction of travel favoured by statutory services to encourage client choice.

In light of the ongoing challenges, I'm delighted to confirm a new 5-year grant from the National Lottery Community Fund. After a successful 3 years of the Early Intervention service, there were no guarantees that further funding would be awarded, but thanks to the hard work of the Early Intervention team, good outcomes and a strong vision of what the service should be, we were successful. Receiving the call from Katie, our grant manager, at 6pm on a Friday evening in May to say we'd got it has to be a highlight of the year.

Employment Services

The Employment Service continued during the year to work alongside Mind in Bexley to offer a comprehensive recovery and wellbeing service. Since 2014, we have developed bespoke Employment support for Bexley residents. This is a broad service, and includes:

- Employability support, including IT4Work, job clubs and digital support.
- One to one case management to develop a vocational profile and personal development plan.
- Support to find and access paid work.
- Support to find and access voluntary work.
- Support to find and access vocational training.
- Working with Employers to retain paid work through mediation and the negotiation of reasonable adjustments.

I would like to highlight the strong reputation and experience we have built in Job Retention work, and referrals have risen significantly from a wide variety of places, including several Oxleas teams and the local IPS service.

Disappointingly, following extensive preparation work by Re-Instate and Mind, a formal contract, due to be in place from September 2024 was not forthcoming, which has added uncertainty within the service, creating anxiety amongst the team.

The Early Intervention Service

Following a pilot in 2017, the Early Intervention service was created to support individuals within the Bexley Borough with tailored Employment support at the earliest possible time, before a problem becomes a crisis. After a successful 3 years supported by the National Lottery Community Fund, we have been able to increase the size and scope of the offer through a new 5-year settlement. This has meant a further case manager and extra Admin support. In addition, Camille was installed as Early Intervention Manager. The project was designed to prevent long-term unemployment and social isolation by offering early access to job retention services, paid employment opportunities, volunteering, and pathways into training and education. Through a person-centred approach and strong partnerships with local organisations, education providers, and community services, the project has improved individuals' mental health, empowered participants to build confidence, develop skills, and move towards sustainable work and wellbeing. Early help while someone is still in work leads to better employment outcomes of people who are referred to Early Intervention while still employed are able to stay in work after 6 months.

Early Intervention helps individuals gain – and stay in – work. 70% of the people we supported into work sustained their job for 13 weeks, and 64% of those sustained it for 26 weeks. Our support is good for health and wellbeing: 100% of those we supported showed an improvement in their wellbeing scores, on average of 34% Early Intervention benefits communities by boosting employment, contributing to better social and family relationships, and maximising the use of locally available services.

Training and Outreach

The first year of the new funding has been marked by significant progress and a strong commitment in training and outreach to fostering positive opportunities and outcomes for the clients we support, alongside developing mutually beneficial partnerships with local stakeholders. Effective training offers and extensive outreach were pivotal to the expanding our footprint and support in the Bexley borough, ensuring all stakeholders were well-informed, equipped, and engaged.

The Training and Outreach division of the Early Intervention Service offers a range of practical, evidence-based mental health and wellbeing training to help employers and employees within the feel more confident in talking about mental health, whilst building the skills to support colleagues and taking the initiative to create policies that foster a positive working environment. Our outreach activities allow us to increase our footprint and visibility while offering support and facilitating access to holistic person-centred support services which benefits the wider community, especially residents on their employment journey affected by mental ill-health.

Year 1 in this division particularly focused on:

- Building the overall quality of our training delivery by ensuring that our offers are informed by data and feedback shared by past participants including our clients and local stakeholders.
- Developing marketing strategy and materials to improve our visibility and promote our training offers and services both online and around the borough.
- Engaging with like-minded training and employment service providers to diversify the support we offer our clients and sharing best practices for high service standards.
- Explore various ways to strengthen our financial sustainability through monetising some of our tailored training offers and piloting alternative fundraising mechanisms such as Give-As-You Can Donations.
- Re-aligning our training offers to meet the organisational needs amongst local organisations and also ensuring our activities are inclusive and accessible to all, particularly individuals working in/accessing the adult health and social care sector, persons with special education needs, learning disabilities and neurodiversity.
- Fostering co-creative collaboration with our clients, referral pathways and local stakeholders, has been positivity in strengthening our overall service quality and partnerships for further sustainable growth.
- Additionally, we have incorporated Workplace Wellbeing Snapshot assessments to encourage individuals and employers to identify further intervention needs, which allows us to supporting Bexley organisation in championing good mental health and positive workplace wellbeing to thrive!

At the start of 2025, we presented to a group of GPs in training, many of whom were on placements in Public Health or the NHS prior to taking up positions within local practices. As well as explaining the role of the Early Intervention service, we were able to stress the importance of good mental health and looking after yourself whilst at work, something that many GPs ignore.

Works 4 me
With only 22% of adults with ASD in paid work, the Works 4 me pilot was a welcome addition to the Employment offer in Bexley. Commissioned by the ICS, Re-Instate worked alongside Bexley two-fold, Bexley Council's Learning Disability Employment service. It recognised the unique challenges faced by Autistic adults to find and retain work, and through a blend of mental health and learning disability models of support, we developed something that was becoming effective. However, we also learned that 12 months was too short a time for a project such as this, and in the current climate, not having the contract extended was not a surprise. However, we have seen our ASD Employment support developed through our other mental health employment services, and as we get to the end of the financial year, 20% of current clients are Autistic, and see Re-Instate as the go-to organisation in the Borough for Employment support.

IT4WORK
Although previously funded as a separate project, IT4Work continues to offer bespoke support to build confidence and skills around using basic IT packages such as Word and Excel. It takes the form of a 6-week course tailored around the needs of the individual. This means if our clients are novices to IT, they can be supported or if they used IT extensively up to a career break several years earlier, IT4Work can jog their memories.

Living Well
Living Well offers activity-based groups promoting life skills and independence for adults with Learning Disabilities and/or Autism. Our program "Six ways to Living Well", which is based on the New Economics Foundation's Six Ways to Well-being – Connect, Be Active, Take Notice, Keep Learning, Give and Care for the Planet, will support people to achieve their life goals and can be met by the comprehensive range of activities, groups and classes. This service is chiefly funding by a grant from the City Bridge Foundation, the funding arm of the City of London Corporation's charity Bridge House Estates (1035628).
Our Autism friendly service continued to develop, without becoming too busy and overwhelming. Autism friendly Wednesdays are now a regular and popular addition to the timetable.

Spectrum and Autonomy were both important parts of our autism focus. Spectrum is our discussion group for young adults. During the year, attendance at the group dropped as most of the group regulars moved into paid work. This was lovely to see and fully justified the setting up of such a group. Autonomy is our project alongside CAMHS (children adolescent mental health service) to run a series of workshops for 16–17-year-olds looking to transition to adulthood.

Living Active is an adjunct to Living Well. Sports and physical activities can play an important role in both mental wellbeing and all-round good health. We were able to add to our regular walking groups with more sessions setting out from our Community Hub. Additionally, we utilised the sports hall at Belvedere Community Centre to run Badminton, Basketball, Boccia and football sessions. We also offered taster sessions to members interested in trying new things.

In recent years, we have been delighted with how the relationship with the Port of London Authority has evolved. Following 215 Smiles in 2024, we have added a new Eco project into the calendar. Recognising the challenges of our local community, and particularly our own stretch of the Thames path in Erith prompted us to start litter picking, and creating pictures, photos and models inspired by what was seen and collected along the riverbank. This will culminate in an Exhibition in October 2025.

We are always looking for organisations to talk to Living Well members, and in 2024, the police, in conjunction with TFL, brought in a Double Decker bus to highlight some of the issues you might face whilst travelling around the Borough. They acted as drunks, disruptive and abusive individuals, and in a constructive way, informed members how to deal with situations and who to talk to. Travelling independently is a cornerstone of independent living, but can be scary, so facing and discussing challenges is crucial.

My highlight within Living Well was in November, when we were visited by Simon Burton-Jones, the Bishop of Tonbridge. The visit had been set up by our good friend, The Reverend Canon Neil Bunker, and was prompted by the bishop's desire to check out a well-loved charity in his Diocese, but more importantly, to present an award to Gary, a Living Well member who had first attended Re-Instate 46 years ago. Gary was suitably blown away by his medal, and was warmly congratulated by staff, volunteers and members alike. Gary (or as he now likes to be known, "The award-winning Gary"), first attended Re-Instate with founder, Basil Hewitt. As Re-Instate evolves, we should never lose sight of the history of the charity, and the dedicated individuals that shaped what we do today.

In addition to the wider diocese, ST John's Church have been closely involved in Re-Instate since Basil Hewitt founded the project back in the sixties. They remain our landlords in West Street, though for a number of years this was the only connection. However, in 2024, we agreed to start a games night. Split between St John's and Christchurch, Games Night is held every 2 weeks, and though not huge, attracts a loyal and enthusiastic group every time, ages ranging from 14 to 80.

The SEL voluntary Alliance:
The alliance is a grouping of charities from across the six south east London boroughs, representing all aspects of the health and social care sectors. We were invited to join in 2023, emphasising the growing reputation of the charity across southeast London.

Greenwich University:
It's been my honour and pleasure over the past 3 years to be invited by the Faculty of Education, Health and Public Sciences at Greenwich University to be a guest lecturer to the 2nd year Public Health students about Re-Instate and where we sit in the complex mix of local organisations. This connection arose through our relationship with Lotta Hackett, Program Lead, with whom I had worked with when she was with the ICS and Bexley Healthwatch. As well as exchanging ideas with the students, we have been able to create pathways to both placements for the students at Re-Instate, but also the possibility of paid work.

Metal Recycling:
We are working with European Metal Recycling (EMR) to raise money for the charity through donations of metal products. Any metal items can be deposited in Re-Instate's designated skip at the EMR site on Manor Road, Erith.

Beauty Banks:
Beauty Banks is a charity founded in 2018 to challenge Hygiene poverty. We have been delighted in 2023 to work with Beauty Banks to distribute free hygiene and beauty products to our clients struggling through the cost-of-living crisis. In the same spirit receiving products that make you feel more confident can only have a positive effect on your wellbeing.

Digital Offer:
In response to the digital exclusion experienced within disadvantaged groups, we have developed a digital project that offers training and support to clients, including staying safe on-line and managing social media. Both the community hub and the employment centre have IT suites that are open to both clients and local people as part of the Digital Champions initiative.

Counselling Matters Bexley:
We continue to have a strong relationship with Counselling Matters Bexley. Over the last seven years we have had an arrangement whereby counselling support has been made available free of charge to Re-Instate staff, whilst rooms have been made available to Counselling Matters for their one-to-one client support.

Advocacy For All:
We have been pleased to host one of Advocacy for All's Speaking Up groups. Aimed at adults with learning disabilities, the group has given our clients and others the opportunity to have their say in some important areas.

Belvedere Baptist Church:
In December 2022, we were delighted to be approached by Belvedere Baptist Church to distribute food hampers containing a full Christmas dinner to our clients struggling through the cost-of-living crisis. In total we sent out nearly 50 hampers and created a relationship with the church. This was repeated Christmas 2023 and 2024.

None of the work undertaken by the Charity would be possible without the hard work, dedication and skill of both Staff and Volunteers. Over recent years, our staff have been expected to do more and more in challenging circumstances, with reward that never feels enough. Likewise, our wonderful team of volunteers make such a positive difference to members and the groups they engage in. All I can say is that your efforts are greatly appreciated by myself, the Trustees of the Charity, all the staff and clients alike.

I would like to thank our good friend, the Reverand Canon Neal Bunker, who runs our legacy group for older clients as well as tirelessly promoting the key Mental Health services around the Borough, including our own Employment and Living well services.

Service impact

- Total number of people supported through our employment services this year is 715. (652 in the previous year)
- Number of people discharged into paid employment is 180 (144 people in the previous year)
- 20 people obtained and sustained volunteering opportunities (41 in the previous year)
- Average number of clients supported to retain paid work each month is 73 (64 in the previous year)
- Average number of clients supported to retain voluntary or unpaid work is 10 (10 in the previous year)
- Held 203 in-house employment related courses with a total of 764 attendances. (167 courses held with a total of 735 in the previous year)
- 166 referrals for the Early intervention service
- 36% of clients have been supported into paid work by the Early Intervention service since it started
- 12% of clients have been supported into volunteering by the Early Intervention service since it started
- 14% of clients supported into training or education by The Early Intervention service
- Held 61 different groups/workshops within Living Well, including total number of sessions at 1,218 with a total of 8,732 attendees
- 59% of attendees have expressed confidence engaging with people after a period within Living Well
- 41% of Living Well attendees can use a range of life skills without extra support
- Total number of Living Well members is 80
- Total number of members of Living active is 50 (60% male and 40% female)
- We distributed 42 Christmas hampers in conjunction with the Belvedere Baptist Church
- Total Works4Me clients was 42
- Works4Me clients supported into paid work was 9
- Games evening sessions was 21 with total attendees of 160

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the eleventh-year running. However, ongoing inflationary pressures and continuing difficulties in finding statutory funding may have pulled us into a deficit without a fantastic and generous one-off grant of £50,000 from the Postcode Lottery.

In addition, the award of a five-year grant from the National Lottery Community Fund to develop the Early Intervention Service has lifted income beyond £500k for the first time.

Income for 2024/25 was £511,522 (2023/24 = £387,180) with a surplus of £48,527 (2023/24 = £716).

We expect pressure on costs to remain as we move into the new year. A combination of ensuring that employment service staffing costs remain competitive and the significant rise in the living wage will keep things tight. In addition, the upcoming rise in employers' national insurance will add an estimated £9,000 cost to the bottom line.

For 2025/26 we will allocate the endowment of £22,470 to cover staffing costs at Living Well.

We continue to enjoy a strong relationship with Mind in Bexley as part of Bexley's Recovery and Well-being Service. Starting in April 2014, this has provided a stable base for our Employment Service from which to develop a range of additional projects. However, there continues to be uncertainty around the contract situation which negatively impacts onto staff morale and our ability to plan and budget effectively.

We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- City Bridge Trust to support Living Well.
- National Lottery Community Fund to support our Early Intervention service.
- The National Lottery Awards-4-All Fund to support Living Active. We'd like to acknowledge National Lottery players for supporting our projects.
- Sports England to support Living Active.
- The Postcode Lottery one off general donation. Postcode Society Trust is a grant-giving charity funded entirely by players of People's Postcode Lottery – a big thanks to them.
- The London Community Foundation.
- The Port of London Authority supporting our 215 Smile's walking groups.
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks and free data on behalf of the Good Things Foundation.
- Garfield Weston Foundation which supported Living Well.
- ICS supporting autism employment pilot.
- London Catalyst.

Considering such unexpected challenges, the need to maintain strong financial disciplines and oversight is clear, and with these come the ability of the charity to look with confidence to the future.

Simon Hart Chief Executive

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.

Mrs T Ciocan - Trustee
~~Xxxx 2025~~
11.12.2025

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2025, which are set out on pages 11 to 17.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the 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.

Having satisfied myself that the accounts of the Company are not required to be audited for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Bells Accountants
10a High Street
Chislehurst
Kent
BR7 5AN

~~Xxx 2025~~
11/12/2025

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	**2**	2,231		2,231	2,501
Activities for generating funds	**3**	3,779		3,779	2,675
Investment income	**4**	14,241		14,241	8,078
Incoming resources from charitable activities					
Recovery Service – Mind in Bexley		171,184		171,184	161,184
Community Hub		12,163		12,163	6,785
Basils		677		677	1,211
City Bridge Trust			31,328	31,328	33,504
Sports England			3,512	3,512	10,550
London Catalyst			2,125	2,125	625
Autism Employment Pilot			17,500	17,500	17,501
NL Awards for All			2,499	2,499	7,500
Postcode Lottery			49,816	49,816	15,917
Thames Gateway			9,167	9,167	4,167
National Lottery Community Fund			147,007	147,007	74,472
ASDA			800	800	-
Garfield Foundation			7,500	7,500	-
DWP			14,949	14,949	14,820
Living Well		1,060		1,060	-
City of London			8,625	8,625	-
Hire of staff		-		-	7,260
BVSC Wellbeing at Work			-	-	4,128
Mayor of London Community			-	-	1,500
Talking Business			-	-	500
Wax Chandler			-	-	1,500
Employment Service Surcharge		10,000		10,000	-
London Community Fund		-		-	10,002
Other grants		1,359		1,359	800
Total incoming resources		216,694	294,828	511,522	387,180

STATEMENT OF FINANCIAL ACTIVITIES CONT'D
FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	2,250	-	2,250	-
Charitable activities	7				
Unrestricted fund		459,027		459,027	382,388
Basils		329		329	563
Living Well			1,477	1,477	1,376
Smile			12	12	507
Mayor of London Community costs			-	-	1,630
Governance costs	9	-	-	-	-
Total resources expended		461,606	1,489	463,095	386,464
Net incoming resources		(244,912)	293,339	48,427	716
Total funds brought forward				275,507	274,791
Total funds carried forward				323,934	275,507

RE-INSTATE LIMITED

BALANCE SHEET
AS AT 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Fixed assets					
Tangible assets	13	9,592	-	9,592	10,334
Current assets					
Debtors	14	27,643	-	27,643	48,218
Stock and work in progress		2,000	-	2,000	4,250
Cash at bank and in hand		346,830	-	346,830	334,410
		376,473	-	376,743	386,878
Creditors					
Amounts falling due within one year	15	(62,131)	-	(62,131)	(121,705)
Net current assets		314,342	-	314,342	265,173
Total assets less current liabilities		323,934	-	323,934	275,507
Net assets		323,934	-	323,934	275,507
Funds					
Unrestricted funds				262,892	214,465
Restricted funds				38,572	38,572
Endowment funds				22,470	22,470
Total funds				323,934	275,507

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

a. Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
b. Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

These financial statements were approved by the Board of trustees on 11.12.25 ~~xxx 2025~~ and were signed on its behalf by:

Mrs T Ciocan – Trustee

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Plant and machinery – 25% reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes of the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2 Voluntary income

	2025 £	2024 £
Income	446	872
Donations	1,785	1,629
	2,231	2,501

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

3	Activities for generating funds	2025 £	2024 £
	Social Enterprise	3,779	2,675

4	Investment income	2025 £	2024 £
	Deposit account interest	14,241	8,078

5	Incoming resources from charitable activities	2025 £	2024 £
	Rental income	12,163	6,785
	Performance related grants		
	Recovery Service - Mind in Bexley	171,184	161,184
	Basils	677	1,211
	City Bridge Trust	31,328	33,504
	Sports England	3,512	10,550
	London Catalyst	2,125	625
	Autism Employment Pilot	17,500	17,51
	NL Awards for All	2,499	7,500
	Postcode Lottery	49,816	15,917
	Thames Gateway	9,167	4,167
	National Lottery Community Fund	147,007	74,472
	ASDA	800	-
	Garfield Foundation	7,500	7,500
	DWP	14,949	14,820
	Living Well	1,060	-
	City of London	8,625	-
	Hire of staff	-	7,260
	BVSC Wellbeing at Work	-	4,128
	Mayor of London Community	-	1,500
	Talking Business	-	500
	Wax Chandler	-	1,500
	Employment Service Surcharge	10,000	-
	London Community Fund	-	10,002
	Other grants	1,359	800
		491,271	373,926

6	Costs of generating voluntary income	2025 £	2024 £
	Sundries	2,250	-

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

7 Charitable activities costs

	Direct costs	Support costs	2025 £	2024 £
Basils	329		329	563
Living Well	1,477		1,477	1,376
Smile	12		12	507
Mayor of London Community costs	-		-	1,630
	1,818	-	1,818	4,076

8 Support costs

	Management	Governance	Totals
Unrestricted fund	4,544	68,128	72,672

9 Governance costs

	2025 £	2024 £
Legal fees	-	-

10 Net incoming resources

	2025 £	2024 £
Net resources are stated after charging/(crediting)		
Depreciation – owned assets	2,891	3,007
Hire of plant and machinery	69	67
Other pension costs	4,730	4,420

11 Trustees' remuneration and benefits

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

12 Staff costs

	2025 £	2024 £
Wages and salaries	348,035	283,345
Social security costs	21,940	15,314
Other pension costs	4,730	4,420
	374,705	303,079

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

	19	18
All staff		

No employees received emoluments in excess of £60,000

13 Tangible Fixed Assets

	Plant and Machinery	Fixtures and fittings	Totals
	£	£	£
Cost			
At 1 April 2024	44,542	3,400	47,942
Additions	2,149	-	2,149
At 31 March 2025	46,691	3,400	50,091
Depreciation			
At 1 April 2024	34,208	3,400	37,608
Charge for year	2,891	-	2,891
At 31 March 2025	37,099	3,400	40,499
Net book value			
At 31 March 2025	9,592	-	9,592
At 31 March 2024	10,334	-	10,334

14 Debtors: Amounts falling due within one year

	2025	2024
	£	£
Amounts recoverable on contract	7,628	28,290
VAT	6,264	6,565
Prepayments and accrued income	13,751	13,363
	27,643	48,218

15 Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	3,401	2,200
Social security and other taxes	5,181	5,567
Pension fund control	1,087	847
Accrued expenses	6,663	14,183
Deferred income	45,799	98,907
	62,131	121,704

Deferred income of £45,799 has been included in the 2025 accounts. This represents monies received in the year to 31 March 2025 but not utilised until beyond this date.

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Incoming resources		
Voluntary income		
Income	446	872
Donations	1,785	1,629
	2,231	2,501
Activities for generating funds		
Social Enterprise	3,779	2,675
Investment income		
Deposit account interest	14,241	8,078
Incoming activities from charitable activities		
Rental income	12,163	6,785
Performance related grants	479,108	367,141
	491,271	373,926
Total incoming resources	511,522	387,180
Resources expended		
Costs of generating funds		
Charitable activities	1,818	4,076
Sundries	2,250	-
Charitable activities		
Wages	290,904	226,456
Social security	16,573	9,974
Pensions	4,730	4,420
Hire of plant and machinery	69	67
Rates, rubbish collection and water	1,238	1,523
Insurance	1,159	701
Light and heat	3,058	2,149
Telephone	3,113	2,332
Postage and stationery	1,379	778
Advertising	595	614
Sundries	618	1,285
Rent	49,000	44,000
Repairs, maintenance and cleaning	959	757
Trainee cost	-	420
Website and computing	8,641	6,970
Travel and motor	16	357
Health and safety	955	578
Entertaining	172	387
R&R: warehouse equipment	285	1,294
Depreciation	2,891	3,007
	386,355	308,069

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Governance costs		
Legal fees	-	-
Support costs		
Management		
CRB checks	514	339
Subscriptions	384	35
Staff training	3,646	2,883
	4,544	3,257
Governance		
Wages	57,131	56,889
Bank charges	-	11
Social security	5,367	5,340
Accountancy and legal fees	5,630	8,822
	68,128	71,062
Total resources expended	463,095	386,464
Net income before gains and losses	48,427	716
Net income	48,427	716

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

England & Wales - Charity number 256433

Accounts

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED

(A Company Limited by Guarantee)

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2024 were as follows:

Ms F Cummins	
B Kinsella	
D Goldberg	
Ms K Mitchell-Wallace	
Ms S Shrieves	(resigned 5 September 2023)
Ms K Kay	
Ms K Nathan	
Ms S Sandu	
Ms L McGill	(resigned 14 September 2023)
Ms T Adeloye	
Ms S Phillips	(appointed 14 February 2024)

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number
256433

Chair's Report

I am pleased to present the accounts for Re-Instate for the 2023/2024 financial year. The pressure on the Charity sector to do more for less, through finding increasingly creative ways of working has been in sharp focus during the year, and I'm pleased to say that once again, Re-Instate has continued to thrive. Finances remain in good shape, and during the year we saw several new projects and collaborations continue to enhance the scope and reach of the charity.

Across the board, the demand for services has risen, testament to an increased focus on outreach and a broadening of the scope of what the charity offers.

On the back of another record year for our Employment and Early Intervention services, I'm particularly pleased to see the collaboration with Bexley 2-fold to pilot an Autism Employment service called Works 4 Me. Support for Autistic people of all ages is sadly lacking, and to see the South-East London ICS investing in this area is encouraging.

At the Community Hub, there were major challenges, with Zoe and her team having to relocate to a smaller hall owned by the landlords, forced out after major issues around a leaky roof and the electrics of our building. A significant number of groups were suspended, with access to a working kitchen compromised, amongst other amenities posed some interesting issues for the team to deal with. However, I am delighted to say that everyone played their part in ensuring that the disruption to Living Well Members was managed effectively, though the feeling of relief on the return to our home in early 2024 was clearly felt.

I'd like to highlight all the hard work and dedication put in by staff, volunteers and Trustees over the past 12 months. As the charity continues to build a strong reputation for service and reliability, this invariably comes with an increase in demand to all parts of the service and stretches capacity. The need to ensure we, as Trustees, and the wider sector in general, continue to keep the wellbeing of everyone associated with the charity central to our thinking is paramount. This will remain a key priority as the charity adapts to whatever challenges are faced in the future.

Sabrina Philips Chair of the trustee board

Chief Executives report

I'm delighted to once again introduce Re-Instate's Annual Report, the seventh time I've had the privilege of doing so, and it's clear that the climate for small charities remains challenging. In response to rising costs, increasing demand to all parts of our service and significant issues affecting available funding, I'm delighted to see how resilient the charity has become.
This resilience can be clearly seen in the charities two key areas of Employment support and Living Well. Since the first quarter of the year, our level of Employment referrals has been over 100 per quarter. This increase reflects 3 things:

- High levels of mental ill-health amongst the general population following the pandemic and cost of living crisis. This followed a period when demand had reduced whilst people were asked to stay safe at home rather than work or socialise.
- Increasingly effective outreach, promoting services across the Borough.
- A strong and growing reputation for effectiveness around job support.

Thanks to a leaky roof at our Community Hub that badly compromised the electrics, we were forced to move into the churches small hall for a total of six months as building work was carried out. During our enforced absence from the Community Hub, we ensured that our Living Well members were central to all decisions made around the fluctuating timetable in our temporary home. This clearly showed how important it is to have experienced and well-trained staff.

Funding remained a challenge through the year. High levels of Inflation have highlighted the need to ensure longer-term funding is subject to annual cost of living adjustments. Without this, the real value of grants can fall quickly.
My highlight for the year was working with the lovely people at Active Horizons to put on a Celebration of Autism Day. This event took place on June 23rd at the Belvedere Community Centre and highlighted our growing range of services targeted towards Autistic local people. More specifically, after fantastic discussions with Living Well members, potential funders and the Deputy Mayor, I was worn out, but the excellent catering team from Active Horizons had put a lovely plate of nibbles to one side for me – talk about hitting the spot!

Services and Highlights

Employment Services

The Employment Service continued during the year to work alongside Mind in Bexley to offer a comprehensive recovery and wellbeing service. Since 2014, we have developed bespoke Employment support for Bexley residents. This is a broad service, and includes:

- Employability support, including IT4Work, job clubs and digital support.
- One to one case management to develop a vocational profile and personal development plan.
- Support to find and access paid work.
- Support to find and access voluntary work.
- Support to find and access vocational training.
- Working with Employers to retain paid work through mediation and the negotiation of reasonable adjustments.

I would like to highlight the strong reputation and experience we have built in Job Retention work, and referrals have risen significantly from a wide variety of places, including several Oxleas teams and the local IPS service. Crucially, following a reduction in funding during the previous year, it was recognised that our Employment service was an essential part of the Bexley mental health offer. As a result, an extra £40,000 was found which enabled the employment service to increase capacity once again.

The Early Intervention Service

The Early Intervention team continued to create a powerful offer. Trialled back in 2017 and supported for the last 3 years by the National Lottery Community fund, EI offers the same broad range of creative and innovative services as the Employment Service, but targets both Organisations and individuals before a Mental Health crisis is reached. We work with Community Connect, Woman's Aid, Carers Support and Bexley for Business, as well as Commercial organisations. Over the last 12 months, there have been a number of key developments within the service. Most notably, the rolling out of Work focused training. Part of the Early Intervention Service outreach was to develop mental health training at work alongside Smile at Work. This has become embedded in our Training offer over the past year with additional funding through BVSC.

After joining the Bexley Collective arts program in 2021, we developed Smile – a series of two-hour creative sessions asking, 'What puts a smile on your face?'. These sessions, hosted at our Employment office have proved very popular with clients and non-clients alike. Interestingly, although we didn't initially see these sessions as linking to Employment, we have found that for some anxious new clients, the sessions proved a nice first step. In 2023, Smile was extended through EI targeting local organisations with Smile at work.

It was gratifying to see that both our Mental Health at work and Smile at work training were well received, especially by fellow local charities. Like Re-Instate, many of these organisations have been fighting increasing demand for services with fewer resources, and being able to let off some steam was great to see.

Additionally, the team has built significant referral and advice pathways with Job Centre Plus in and beyond Bexley, and more than half of EI clients are referred from JCP.

The National Lottery continue to be a strong supporter of the service, and indeed increased the value of their grant in 2023, to cover the salary of a Support Worker until the end of their 3-year funding. The continued focus on prevention echoes the current narrative from the South-East London Integrated Care System.

Works 4 me- I share Sabrina's delight in seeing the Works 4 Me pilot get off the ground. Autism services are under-resourced, and with less than one in 4 Autistic adults in employment, the need for a bespoke service is clear. By joining forces with Learning Disability employment specialists – Bexley 2-fold – the challenge will be how we can create a new offer from 2 very different service models, for a client group with very different needs and expectations.

IT4WORK- Although previously funded as a separate project, IT4Work continues to offer bespoke support to build confidence and skills around using basic IT packages such as Word and Excel.

Job Clubs- We currently host two weekly Job Clubs, offering bespoke support to help clients reach their work goals.

Moving forward, the upcoming year is crucial to our Employment services, and therefore to our charity. Our contract with Mind runs until October 2024, and following new legislation from January 1st, it appears likely that the commissioners will utilise the Sustainable Procurement Program to negotiate a new contract with incumbents rather than re-tender. The three-year funding from the National Lottery supporting the Early Intervention Service will finish at the end of June 2024, and though we have started the new application process to continue and increase funding, there is uncertainty until something is confirmed. The Works4Me pilot will finish in Late 2024, and further funding will depend on results and the state of available finances.

Living Well

Living well is a project run by Re-Instate that supports adults with learning disabilities and autistic adults to be able to play a full role in their local community. Our program "Six ways to Living Well", which is based on the New Economics Foundation's Six Ways to Well-being – Connect, Be Active, Take Notice, Keep Learning, Give and Care For The Planet, will support people to achieve their life goals and can be met by the comprehensive range of activities, groups and classes. This project is supported by a grant from the City Bridge Foundation, the funding arm of the City of London Corporation's charity Bridge House Estates (1035628).

Sabrina has already highlighted the fantastic response from the Living Well team during their exile from our Community Hub. I would add to this by saying how well they looked after our Living Well members through the process. We recognise that many of our members don't respond well to change, but through good and supportive communication, any discomfort was kept to a minimum.

Additionally, we were able to continue to innovate with new ideas to keep Living Well moving forward.

Firstly, our Autism friendly service continued to develop, without becoming too busy and overwhelming. Autism friendly Wednesdays are now a regular and popular addition to the timetable.

Spectrum and Autonomy were both important parts of our autism focus. Spectrum is our discussion group for young adults. During the year, attendance at the group dropped as most of the group regulars moved into paid work and beyond such a discussion group. This was lovely to see and fully justified the setting up of such a group. Autonomy is our project alongside CAMHS to run a series of workshops for 16–17-year-olds looking to transition to adulthood. As mentioned earlier, working with Active Horizons to create a celebration of Autism Day was an excellent experience, and one we would certainly repeat.

A special thanks to our good friend Scott from Three Rivers, who helped us by facilitating an interactive music room "Bring the Noise: Accessible Music Workshop with Rosie Ridgway and Three Rivers. Join artist and musician Rosie Ridgway and local arts project Three Rivers for an afternoon of drumming and strumming at this free music making and performance workshop programmed as part of the Celebration of Autism Day! The workshop will be focused on absolute beginners, and it is accessible to those with autism, their friends, parents and carers, so if you've ever wanted to start a band or have a go at playing an instrument but don't know where to begin - this workshop is for you? No booking required, just come along and Bring the Noise!"

In June, we launched Living Active as an adjunct to Living Well. Sports and physical activities can play an important role in both mental wellbeing and all-round good health. We were able to add to our regular walking groups with more sessions setting out from our Community Hub. Additionally, we utilised the sports hall at Belvedere Community Centre to run Badminton, Basketball and football sessions. We also offered taster sessions to members interested in trying new things.

215 Smiles focused our walking groups to think about their surroundings and what a fantastic history the River Thames and London have. The project mixed regular walks with follow up history sessions covering all 215 miles of the Thames. It was lovely to hear the discussions moving from Henry VIII's flagship The Great Harry being re-fitted at Erith dockyard to Polar Bears swimming in the Thames.

The SEL voluntary Alliance:

The alliance is a grouping of charities from across the six south east London boroughs, representing all aspects of the health and social care sectors. We were invited to join in 2023, emphasising the growing reputation of the charity across southeast London.

Greenwich University:

It's been my honour and pleasure over the past 2 years to be invited by the Faculty of Education, Health and Public Sciences at Greenwich University to be a guest lecturer to the 2nd year Public Health students about Re-Instate and where we sit in the complex mix of local organisations. This connection arose through our relationship with Lotta Hackett, Program Lead, with whom I had worked with when she was with the ICS and Bexley Healthwatch. As well as exchanging ideas with the students, we have been able to create pathways to both placements for the students at Re-Instate, but also the possibility of paid work.

Metal Recycling:

We are working with European Metal Recycling (EMR) to raise money for the charity through donations of metal products. Any metal items can be deposited in Re-Instate's designated skip at the EMR site on Manor Road, Erith.

W-rap Project:

Re-Instate's W-rap™ project (Well-being, Recovery, Activity Parcels) is entirely co-produced and managed by people who use our services. The parcels are designed to provide at least six full-sized items associated with the New Economics Foundations' Six Ways to Well-being to encourage people to incorporate these six actions into their lives. We were recognised in the 2023 Bexley Volunteer Excellence Awards winning 'Team of the Year'. As the judges said: *"We were delighted to recognise the work done by this team of people with additional needs who have made such a difference to the lives of so many others."*

After Covid, funding for W-Rap has proved more difficult to source, and we have scaled back the project, targeting packs at specific groups and utilising the remaining stock where possible.

Beauty Banks:

Beauty Banks is a charity founded in 2018 to challenge Hygiene poverty. We have been delighted in 2023 to work with Beauty Banks to distribute free hygiene and beauty products to our clients struggling through the cost-of-living crisis. In the same spirit as our W-rap project, receiving products that make you feel more confident can only have a positive effect on your wellbeing.

Digital Offer:

In response to the digital exclusion experienced within disadvantaged groups, we have developed a digital project that offers training and support to clients, including staying safe on-line and managing social media. In addition, we can offer free data and a tablet computer on loan to allow clients to get on-line and access previously unavailable services. Both the community hub and the employment centre have IT suites that are open to both clients and local people as part of the Digital Champions initiative. We do of course, still run IT4work, our regular sessions to support clients of the Employment Services to build confidence around IT.

Kickstart & Apprenticeship:

Following our year supporting the Government's Kick-start scheme, we made the decision to employ 2 young people from the programme. They proved excellent additions to the team, and both used the experience gained with R-Instate to move into good jobs in related organisations. During the year we supported Jack through his apprenticeship with the charity. At the end of 18 months, we were delighted to offer Jack a permanent role as part of the Living Well team.

Counselling Matters Bexley:

We continue to have a strong relationship with Counselling Matters Bexley. Over the last seven years we have had an arrangement whereby counselling support has been made available free of charge to Re-Instate staff, whilst rooms have been made available to Counselling Matters for their one-to-one client support.

Advocacy For All:

We have been pleased to host one of Advocacy For All's Speaking Up groups. Aimed at adults with learning disabilities, the group has given our clients and others the opportunity to have their say in some important areas.

Belvedere Baptist Church:

in December 2022, we were delighted to be approached by Belvedere Baptist Church to distribute food hampers containing a full Christmas dinner to our clients struggling through the cost-of-living crisis. In total we sent out forty-two hampers and created a relationship with the church. This was repeated Christmas 2023.

Thank you!

After another busy year, I would like to add my voice to Sabrina's in thanking all the staff, volunteers and trustees of Re-Instate for their continuing hard work and dedication. Their focus and drive to provide a professional service in such difficult conditions is recognised not only by myself but through testimonials from the clients and feedback from partner organisations and commissioners.

I'd also like to thank our friend and long-time supporter the Reverend Canon Neil Bunker. As part of his role in Bexley as mental health liaison priest with Oxleas, he has led the charge in promoting our service to GP surgeries, community centres, libraries and faith groups across Bexley. Neil's friendship and pastoral support at Re-Instate is greatly appreciated by everyone.

Service impact

- Total number of people supported through our employment services this year is 652. (500 in the previous year)
- Number of people discharged into paid employment is 144 (108 people in the previous year)
- 41 people obtained and sustained volunteering opportunities (21 in the previous year)
- Average number of clients supported to retain paid work each month is 64 (36in the previous year)
- Average number of clients supported to retain voluntary or unpaid work is 10 (7.4 in the previous year)
- Held 167 in-house employment related courses with a total of 735 attendances. (207 courses held with a total of 838 in the previous year)
- 377 people supported by the Early Intervention service since its start in June 2021
- 32% of clients have been supported into paid work by the Early Intervention service since it started
- 12% of clients have been supported into volunteering by the Early Intervention service since it started
- 19 Smile sessions held with 93 attendances from 49 different people *
- Held 61 different groups/workshops within Living Well, including total number of sessions at 1,218 with a total of 8732 attendees
- 59% of attendees have expressed confidence engaging with people after a period within Living Well
- 41% of Living Well attendees can use a range of life skills without help
- Total number of Living Well members

- Total number of members of Living active is 50 (60% male and 40% female)
- We distributed 50 Christmas hampers in conjunction with the Belvedere Baptist Church

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the tenth year running. However, the challenges caused by the 6-month relocation of Living Well, inflationary pressures and the tightening of funding opportunities took their toll.

I'm grateful that our friends and landlords at St. John's understood how our income could be affected by our absence from the Community Hub and were able to support us by subsidising the rent.

Income for 2023/24 was £387,180 (2022/23 = £374,192) with a surplus of £716 (2022/23 = £19,311).

A significant rise in inflation impacted the charity sector hard. As well as extra costs for goods and services, there was continuing pressure on staff due to the cost-of-living crisis. We had reacted to this in last year's Accounts with 2 Cost of Living payments and have followed this up in 2023/24 with a further payment of £9,094 in January.

We continue to enjoy a strong relationship with Mind in Bexley as part of Bexley's Recovery and Well-being Service. Starting in April 2014, this has provided a stable base for our Employment Service from which to develop a range of additional projects. Following a reduction of funding in 2022/23, I am delighted to say that a substantial part of this was added back in, a realisation of the importance of our service to the people of Bexley.

In response to exceptional demand for the Early Intervention service, we were able to re-negotiate our National Lottery Community Fund grant to cover an extra person to increase capacity.
We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- City Bridge Trust to support Living Well
- National Lottery Community Fund to support our Early Intervention service
- The National Lottery Awards-4-All Fund to support Living Active. We'd like to acknowledge National Lottery players for supporting our projects.
- L&Q Fund to support Living Well
- Sports England to support Living Active.
- The Postcode Lottery to support a Living Well Autism Co-ordinator. Postcode Society Trust is a grant-giving charity funded entirely by players of People's Postcode Lottery – a big thanks to them.
- The London Community Foundation
- Thames Gateway supporting our 215 Smile's walking groups
- The Vinci Foundation to support IT equipment
- William Kendall Fund to support our Wax Buddies project
- Arnold Clark
- EMR Young futures
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks and free data on behalf of the Good Things Foundation.
- Thanks to our friends at Oasis church for our kind donation at Christmas.

Considering such unexpected challenges, the need to maintain strong financial disciplines and oversight is clear, and with these come the ability of the charity to look with confidence to the future.

Simon Hart Chief of Executive

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.

M B Kinsella - Trustee
~~Xxxx~~ 2024
07/12/2024

RE-INSTATE LIMITED

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2024, which are set out on pages 11 to 17.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the 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.

Having satisfied myself that the accounts of the Company are not required to be audited for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Bells Accountants
10a High Street
Chislehurst
Kent
BR7 5AN

~~XXX~~ 2024
7/11/24.

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	**2**	2,501		2,501	4,343
Activities for generating funds	**3**	2,675		2,675	5,988
Investment income	**4**	8,078		8,078	3,594
Incoming resources from charitable activities					
Recovery Service – Mind in Bexley		161,184		161,184	148,211
Community Hub		6,785		6,785	16,928
Basils		1,211		1,211	3,437
Hire of staff		7,260		7,260	-
City Bridge Trust			33,504	33,504	36,293
BVSC Wellbeing at Work			4,128	4,128	-
Sports England			10,500	10,550	-
Mayor of London Community			1,500	1,500	-
London Catalyst			625	625	-
Talking Business			500	500	-
Autism Employment Pilot			17,501	17,501	-
NL Awards for All			7,500	7,500	7,500
Postcode Lottery			15,917	15,917	3,979
Thames Gateway			4,167	4,167	833
Wax Chandler			1,500	1,500	1,243
National Lottery Community Fund			74,472	74,472	51,546
DWP			14,820	14,820	11,640
LCF/ACE Jubilee					10,000
London Community Fund		10,002		10,002	-
Other grants		800		800	-
L&Q					10,000
Three Rivers					8,000
EMR Young Futures					3,000
Vinci					5,000
Access to Sport					263
Kickstart					7,161
Arnold Clark					2,000
Reserves – employment office					23,778
Reserves – cost of living					9,455
Total incoming resources		200,496	186,684	387,180	374,192

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES CONT'D
FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	-		-	646
Charitable activities	7				
Unrestricted fund		382,388		382,388	345,633
Basils		563		563	1,301
Jubilee Event			-	-	6,494
Living Well			1,376	1,376	671
Smile			507	507	136
Mayor of London Community costs			1,630	1,630	
Governance costs	9	-		-	-
Total resources expended		382,951	3,513	386,464	354,881
Net incoming resources		(182,455)	183,171	716	19,311
Total funds brought forward				274,791	255,480
Total funds carried forward				**275,507**	**274,791**

RE-INSTATE LIMITED

BALANCE SHEET
AS AT 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Fixed assets					
Tangible assets	**13**	10,334	-	10,334	9,414
Current assets					
Debtors	**14**	48,218	-	48,218	35,233
Stock and work in progress		4,250	-	4,250	4,250
Cash at bank and in hand		334,410	-	334,410	291,203
		386,878	-	386,878	330,686
Creditors					
Amounts falling due within one year	**15**	(121,705)	-	(121,705)	(65,309)
Net current assets		265,173	-	265,173	265,377
Total assets less current liabilities		275,507	-	275,507	274,791
Net assets		275,507	-	275,507	274,791
Funds					
Unrestricted funds				214,465	213,749
Restricted funds				38,572	38,572
Endowment funds				22,470	22,470
Total funds				275,507	274,791

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

a. Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
b. Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

[redacted] 07/12/2024

These financial statements were approved by the Board of trustees on ~~xxx~~ 2024 and were signed on its behalf by:

Mr B Kinsella – Trustee

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Plant and machinery – 25% reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes of the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2 Voluntary income

	2024 £	2023 £
Income	872	764
Donations	1,629	3,579
	2,501	4,343

3	**Activities for generating funds**	**2024**	**2023**
		£	**£**
	Social Enterprise	2,675	5,988

4	**Investment income**	**2024**	**2023**
		£	**£**
	Deposit account interest	8,078	3,593

5	**Incoming resources from charitable activities**	**2024**	**2023**
		£	**£**
	Rental income	6,785	16,928
	Performance related grants		
	Recovery Service - Mind in Bexley	161,184	148,211
	Hire of staff	7,260	-
	Basils	1,211	3,437
	City Bridge Trust	33,504	36,293
	BVSC Wellbeing at Work	4,128	-
	Sports England	10,550	-
	Mayor of London Community	1,500	-
	London Catalyst	625	-
	Talking Business	500	-
	Autism Employment Pilot	17,501	-
	NL Awards for All	7,500	7,500
	Postcode Lottery	15,917	3,979
	Thames Gateway	4,167	833
	Wax Chandler	1,500	1,243
	National Lottery Community Fund	74,472	51,546
	DWP	14,820	11,640
	LCF/ACE Jubilee	-	10,000
	London Community Fund	10,002	-
	Other grants	800	-
	L&Q		10,000
	Three Rivers		8,000
	EMR Young Futures		3,000
	Vinci		5,000
	Access to Sport		263
	Kickstart		7,161
	Arnold Clark		2,000
	Reserves – employment office		23,778
	Reserves – cost of living		9,455
		373,926	360,267

6	**Costs of generating voluntary income**	**2024**	**2023**
		£	**£**
	Sundries	-	646

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

7 Charitable activities costs

	Direct costs	Support costs	2024 £	2023 £
Basils	563		563	1,301
Jubilee Event	-		-	4,769
Living Well	1,376		1,376	671
Smile	507		507	136
Mayor of London Community costs	1,630		1,630	-
Wrap Product	-		-	854
	4,076	-	4,076	7,731

8 Support costs

	Management	Governance	Totals
Unrestricted fund	3,257	65,722	68,979

9 Governance costs

	2024 £	2023 £
Legal fees	-	-

10 Net incoming resources

	2024 £	2023 £
Net resources are stated after charging/(crediting)		
Depreciation – owned assets	3,007	2,363
Hire of plant and machinery	67	460
Other pension costs	4,420	4,250

11 Trustees' remuneration and benefits

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

12 Staff costs

	2024 £	2023 £
Wages and salaries	283,345	250,450
Social security costs	15,314	17,976
Other pension costs	4,420	4,250
	303,079	272,676

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

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

All staff	18	18

No employees received emoluments in excess of £60,000

13 Tangible Fixed Assets

	Plant and Machinery £	Fixtures and fittings £	Totals £
Cost			
At 1 April 2023	40,615	3,400	44,015
Additions	3,927	-	3,927
At 31 March 2024	44,542	3,400	47,942
Depreciation			
At 1 April 2023	31,201	3,400	34,601
Charge for year	3,007	-	3,007
At 31 March 2024	34,208	3,400	37,608
Net book value			
At 31 March 2024	10,334	-	10,334
At 31 March 2023	9,414	-	9,414

14 Debtors: Amounts falling due within one year

	2024 £	2023 £
Amounts recoverable on contract	28,290	17,952
VAT	6,565	6,115
Prepayments and accrued income	13,363	11,366
	48,218	35,233

15 Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	2,200	3,896
Social security and other taxes	5,567	3,656
Pension fund control	847	743
Other creditors	-	-
Accrued expenses	14,183	13,061
Deferred income	98,907	43,953
	121,704	65,309

Deferred income of £98,907 has been included in the 2024 accounts. This represents monies received in the year to 31 March 2024 but not utilised until beyond this date.

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Incoming resources		
Voluntary income		
Income	872	764
Donations	1,629	3,579
	2,501	4,343
Activities for generating funds		
Social Enterprise	2,675	5,988
Investment income		
Deposit account interest	8,078	3,594
Incoming activities from charitable activities		
Rental income	6,785	16,928
Performance related grants	367,141	343,339
	373,926	360,267
Total incoming resources	387,180	374,192
Resources expended		
Costs of generating funds		
Sundries	4,076	8,377
Charitable activities		
Wages	226,456	201,370
Social security	9,974	12,964
Pensions	4,420	4,250
Hire of plant and machinery	67	460
Rates, rubbish collection and water	1,523	1,919
Insurance	701	690
Light and heat	2,149	2,476
Telephone	2,332	2,267
Postage and stationery	778	464
Advertising	614	947
Sundries	1,285	672
Rent	44,000	46,738
Repairs, maintenance and cleaning	757	1,019
Trainee cost	420	751
Website and computing	6,970	4,549
Travel and motor	357	244
Health and safety	578	470
Entertaining	387	510
R&R: warehouse equipment	1,294	525
Depreciation	3,007	2,363
	308,069	285,648

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Governance costs		
Legal fees	-	-
Support costs		
Management		
CRB checks	339	91
Subscriptions	35	492
Staff training	2,883	566
	3,257	1,149
Governance		
Wages	56,889	49,080
Bank charges	11	-
Social security	5,340	5,012
Accountancy and legal fees	8,822	5,615
	71,062	59,707
Total resources expended	386,464	354,881
Net income before gains and losses	716	19,311
Net income	716	19,311

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

England & Wales - Charity number 256433

Accounts

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED

(A Company Limited by Guarantee)

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FRIDAY

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COMPANIES HOUSE

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2023 were as follows:

B Sigsworth	(resigned 6 September 2022)
Ms F Cummins	
B Kinsella	
D Goldberg	
Ms K Mitchell-Wallace	
Ms J Rai	(resigned 8 June 2022)
Ms S Shrieves	
Ms K Kay	
Ms K Nathan	
Ms S Sandu	(appointed 6 December 2022)
Ms L McGill	(appointed 7 March 2023)
Ms T Adeloye	(appointed 7 March 2023)

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number
256433

REPORT OF THE TRUSTEES

Introduction from Ben Kinsella, Interim Chair of the Board of Trustees

I am pleased to present the accounts for Re-Instate for the 2022/2023 financial year. Following the challenges associated with the Covid pandemic, few of us imagined that the following twelve months would be dominated by the cost of living crisis. Affecting so many areas in day to day life, for Re-Instate the increase in demand for our services supporting the well-being of Bexley residents have continued and as our financial year finishes show no sign of easing up.

It is within this context that the Trustees recognised that it was not only clients who are struggling, but also staff members. In response, we made two small cost of living payments in June and December 2022. However, we end the year looking positively to the future with our reputation as one of the leading voices amongst Bexley charities.

Following the Employment Service move into new premises at the start of 2022, services have evolved to meet the increased demands of local residents. Capacity challenges caused by initial reduction of funding from October 2022 required creative responses from the team, with demand continuing to increase through the period. The success of the Early Intervention project continues to be backed by the National Lottery Community Fund, enabling us to add a further member of staff to the team.

Living Well continues to develop with increasing demand from local people for the group activities on offer. During the year, we've seen the growth of demand from autistic people for our services and I'm delighted to see the introduction of autism friendly services into the Living Well calendar at the start of 2023.

I'd like to thank the staff and volunteers, including the Trustees, who have continued to go above and beyond during the year and maintained high standards of professionalism when it would have been easy to let standards drop.

Introduction from Simon Hart, CEO

Following a year of consolidation within the charity, I think we all expected 2022/23 to follow the same kind of pattern, offering continued relief following the challenges of the Covid pandemic. However, the aftermath of Covid and the global effects of the war in Ukraine have created a cost of living crisis that continues to affect every aspect of what we do. The term 'mental health crisis' is thrown around a lot, but when you look at the pressure that individuals and families are under, it is no surprise that our charity has seen increasing pressure on capacity.

The Employment Service has continued to evolve to meet the increased demand. The new employment office in the centre of Erith has given us space to breath. We've been able to add a number of job clubs and training sessions covering a variety of employment related subjects. In particular, the Smile project has been a welcome addition to our timetable.
Echoing the thoughts of Ben in the chair's report, we've been able to respond positively to the demand for increased services for autistic people, including developing an autistic friendly space at our community hub, our Spectrum discussion groups for young autistic people and Autonomy – a transition group for 16 and 17 year olds under CAMHS.

Funding continues to be a challenge and in particular securing longer term funding. A number of larger funders have responded to the current economic conditions through focusing on existing fundees and closing down programs to new organisations. Additionally, funding for the Employment Service was cut by 30%, with this funding being targeted on the development of alternative employment services focused around secondary mental health services. Our continuing strategy to develop wrap around support for all struggling with their mental health in the borough will continue and the need for prevention through the Early Intervention Service will remain a crucial element moving forward.

My favourite moment of the year came as part of the Jubilee celebration in June. Through a London Community Foundation grant, we planned and delivered our 'Big Heads Parade'. Working with Scott from The Three Rivers project we created seven over sized papier mache heads of iconic figures famous during the reign of Queen Elizabeth. On Friday 3rd June, we marched them from the centre of Erith along the Thames to our community hub. Thanks to fantastic promotion through social media and the promise of free food, more than two hundred local people, friends and family turned out to cheer the parade as it arrived home. The sun shined all day and a fantastic time was had by all!

In a year of challenges, I would like to add my voice to Ben's in thanking all the staff and volunteers, including the Trustees for the way they've all stepped up. The hard work and dedication by all is as impressive as it is humbling. The continued focus and drive to provide a professional service in such difficult conditions is recognised not only by myself but through testimonials from the clients and feedback from partner organisations and commissioners. I'd also like to thank our friend and long time supporter the Reverend Canon Neil Bunker, who also works as mental health liaison priest for Oxleas in Bexley. Neil friendship and pastoral support to everyone at Re-Instate is greatly appreciated by everyone.

Achievements and performance

Employment Service
Our Employment Service has been running since April 2014. We are sub-contracted by Mind in Bexley to provide employment services as part of the Recovery and Well-being Service within the borough. Following a number of extensions, caused by a combination of Covid issues and organisational changes at the commissioners, the current contract will continue until the end of September 2024. Between now and then the ICS (Integrated Care Systems) will put these services out to tender with the intention that a new long-term contract can be offered from October 2024.

Although previously funded as a separate project, IT4Work continues to offer bespoke support to build confidence and skills around using basic IT packages such as Word and Excel.

Job Clubs
We currently host two weekly Job Clubs, offering bespoke support to help clients reach their work goals.

Early Intervention Service
After realising there is a necessity to support people well before they become seriously ill, the current incarnation of the Early Intervention Service began in the summer of 2021, funded for three years by the National Lottery Community Fund. Demand has been strong and as a result the Lottery has stepped up and supported the expansion of the service over the past year.

Demand for our employment services has never been higher and due to the employment successes enjoyed by the team, plus the increase in outreach around the borough, this is only likely to continue.

Mental Health At Work Training
Part of the Early Intervention Service was to develop mental health training at work. This will accelerate over the next twelve months in line with the increased outreach.

Smile
After joining the Bexley Collective arts program in 2021, we developed Smile – a series of two hour creative sessions asking 'What puts a smile on your face?'. Following a successful first six months we were delighted to receive a further small grant to continue Smile for the next twelve months.

Smile At Work
In December 2022, we applied for funding to provide well-being sessions for local organisations. As this was a natural next step for Smile, we applied and were delighted to be awarded a small grant to take Smile out and about around the borough.

215 Smile's
Sponsored by Thames Pathways, 215 Smile's is our walking based well-being project that straddles both employment services and Living Well. Within Living Well specifically, it extends to a learning project around the river Thames and its history. We are also engaging with Sense, with training around sensory walks which will help us develop a sensory app to map different routes that 215 Smiles take.

Living Well
Re-Instate has a long history of supporting people with learning disabilities and autistic adults. With new funding from City Bridge Trust in 2021, we were able to professionalise the service with the addition of Living Well Co-ordinators. In March 2023 and in recognition of the demand for Living Well places for autistic people, we received funding from The Postcode Lottery and were able to add an autism focused Living Well Co-ordinator to create an autism friendly space for clients.

Spectrum and Autonomy
Spectrum is our discussion group for young autistic adults up to the age of 25. The group began in line with the expansion of Living Well services and offered something unique within Bexley that encouraged young autistic people to understand they were not alone in the challenges they have to face. The evolution of Spectrum is to look at different groups developed and run in an autism friendly space.
In early 2023, we piloted Autonomy. Working in conjunction with Bexley CAMHS, we hosted a transition group for 17 year olds under CAMHS to discuss the progression into adulthood and possibly adult services. The group is run with a trainee clinical psychologist from CAMHS and will be repeated in July.

Metal Recycling
We are working with European Metal Recycling (EMR) to raise money for the charity through donations of metal products. Any metal items can be deposited in Re-Instate's designated skip at the EMR site on Manor Road, Erith.

W-rap Project
Re-Instate's W-rap™ project (Well-being, Recovery, Activity Parcels) is entirely co-produced and managed by people who use our services. The parcels are designed to provide at least five full-sized items associated with the New Economics Foundations' Five Ways to Well-being to encourage people to incorporate these five actions into their lives. Due to some challenges around funding, the W-rap project was suspended at Christmas 2022. We were recognised in this year's Bexley Volunteer Excellence Awards winning 'Team of the Year'. As the judges said: *"We were delighted to recognise the work done by this team of people with additional needs who have made such a difference to the lives of so many others."*

Digital Offer
In response to the digital exclusion experienced within disadvantaged groups, we have developed a digital project that offers training and support to clients, including staying safe on-line and managing social media. In addition, we can offer free data and a tablet computer on loan to allow clients to get on-line and access previously unavailable services. Both the community hub and the employment centre have IT suites that are open to both clients and local people as part of the Digital Champions initiative.

Kickstart
During the year, we were delighted to work with the Learning and Enterprise College Bexley to support young people as part of the government's Kickstart scheme. The scheme funded six month placements in newly created positions for under 24 year olds. In July 2022, we retained two Kickstarter's who had proved invaluable to our work in the Employment and Early Intervention Services.

Working With Others
Counselling Matters – we continue to have a strong relationship with Bexley Counselling Matters. Over the last six years we have an arrangement whereby counselling support has been made available to Re-Instate staff, whilst rooms have been made available to Counselling Matters for their one to one client support.

Advocacy For All – we have been pleased to host one of Advocacy For All's Speaking Up groups. Aimed at adults with learning disabilities, the group has given our clients and others the opportunity to have their say in a number of important areas.

Home Instead – since September 2022, we've hosted Home Instead's singing group. Home Instead is an organisation that supports older people through befriending and home care services. In addition to the singing group, our Employment Service has placed a number of clients into work opportunities with the organisation.

Belvedere Baptist Church – in December 2022, we were delighted to be approached by Belvedere Baptist Church to distribute food hampers containing a full Christmas dinner to our clients struggling due to the cost of living crisis. In total we sent out forty-two hampers and created a relationship with the church that will be repeated Christmas 2023.

Highlights and impact
- 500 were supported through our Employment Services in 22/23
- 108 people obtained and retained paid employment
- 26 people obtained and sustained volunteering opportunities (same as last year)
- Average number of clients supported to retain paid work each month is 36.33
- Average number of clients supported to retain voluntary or unpaid work is 7.41
- Held 207 in-house employment related courses with a total of 838 attendances
- 251 people supported by the Early Intervention project since its start in June 2021
- 28% of clients have been supported into paid work by the Early Intervention project since it started
- 10% of clients have been supported into volunteering by the Early Intervention project since its started
- Held 260 different social clubs within Living Well, including men's group, women's groups and 18 – 30 group with 2,620 attendances.
- 59% of attendees have expressed confidence engaging with people after a period within Living Well
- 41% of Living Well attendees can use a range of life skills without help

- 578 W-rap's provided to local charities and other agencies, bringing the total number of packs provided since the start of the pandemic to 6,205
- 19 Smile sessions held with 93 attendances from 49 different people
- We distributed 42 Christmas hampers in conjunction with the Belvedere Baptist Church

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the ninth year running. With a return to pre-pandemic timetables we worked closely with clients to build their confidence about engaging once again with group activities. With the need to be flexible and evolve our working practices, this is a pleasing result.

This not only enables us to continue to develop the long-term strategy of the organisation, but creates a buffer against future financial challenges.

Income for 2022/23 was £374,192 with a surplus of £19,311.

We continue to enjoy a strong relationship with Mind in Bexley as part of Bexley's Recovery and Well-being Service. Starting in April 2014, this has provided a stable base for our Employment Service from which to develop a range of additional projects. During the year, funding for the Employment Service was reduced significantly, requiring us to reduce the employment team by two. However, demand has remained high and there is a growing realisation within commissioning that Re-Instate's service is both necessary and essential for the people of Bexley.

We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- City Bridge Trust to support Living Well
- National Lottery Community Fund to support our Early Intervention project
- L&Q Fund to support Living Well
- Three Rivers Fund to support our arts project, Smile with The Bexley Collective
- The National Lottery Awards For All Fund to support W-rap costs. We'd like to acknowledge National Lottery players for supporting our projects.
- EMR Young Futures Fund to support W-rap volunteers and a young persons job club
- The Postcode Lottery to support a Living Well Autism Co-ordinator. Postcode Society Trust is a grant-giving charity funded entirely by players of People's Postcode Lottery
- Thames Gateway supporting our 215 Smile's walking groups
- The Vinci Foundation to support IT equipment
- Access To Sport through Bexley Disability Sports Network to provide sporting equipment
- William Kendall Fund to support our Wax Buddies project
- The London Community Foundation in conjunction with Arts Council England to fund our Bigs Heads parade and summer fete for the Queen's Jubilee
- A grant from Arnold Clark
- A generous donation from local business Texcel
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks as well as free data on behalf of the Good Things Foundation.

Income from trading activities grew substantially on the previous year following a full return since Covid.

A significant rise in inflation impacted the charity sector hard. As well as extra costs for goods and services, there was increased pressure on staff due to the cost of living crisis. As a result, we made the decision to make two cost of living payments in June and December.

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.

B Kinsella - Trustee
5th December 2023

RE-INSTATE LIMITED

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2023, which are set out on pages 9 to 15.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the 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.

Having satisfied myself that the accounts of the Company are not required to be audited for this year 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.

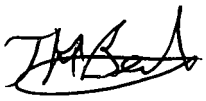
Independent examiner's statement

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.



Bells Accountants
10a High Street
Chislehurst
Kent
BR7 5AN

5th December 2023

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITES
FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	2	4,343		4,343	7,489
Activities for generating funds	3	5,988		5,988	3,134
Investment income	4	3,594		3,594	1,997
Incoming resources from charitable activities					
Recovery Service – Mind in Bexley		148,211		148,211	180,800
Community Hub		16,928		16,928	10,229
Basils		3,437		3,437	2,560
City Bridge Trust			36,293	36,293	32,658
L&Q			10,000	10,000	-
Three Rivers			8,000	8,000	2,000
NL Awards for All			7,500	7,500	-
EMR Young Futures			3,000	3,000	-
Postcode Lottery			3,979	3,979	-
Thames Gateway			833	833	-
Vinci			5,000	5,000	-
Access to Sport			263	263	-
Wax Chandler			1,243	1,243	743
National Lottery Community Fund			51,546	51,546	34,655
Kickstart			7,161	7,161	16,507
DWP			11,640	11,640	11,412
LCF/ACE Jubilee		10,000		10,000	-
Arnold Clark		2,000		2,000	-
Reserves – employment office		23,778		23,778	-
Reserves – cost of living		9,455		9,455	-
Hot Food Project					235
Goldsmith Grant					600
Furlough Grants					2,412
Bailey Thomas					3,997
City Airport					732
Smile With Us					750
Traineeship					1,000
Pebbles					3,000
Community Fund Fete					1,000
BVSC					6,666
Tea 4 2 Covid Grant					2,561
W-Rap Project sales					3,117
Total incoming resources		227,734	146,458	374,192	330,254

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITES CONT'D
FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	646		646	5,451
Charitable activities	7				
Unrestricted fund		345,633		345,633	313,575
Basils		1,301		1,301	-
Jubilee Event			6,494	6,494	-
Living Well			671	671	-
Smile			136	136	-
Hot Food Project					235
Community Hub					1,227
W-Rap Project					1,332
Governance costs	9				597
Total resources expended		347,580	7,301	354,881	322,417
Net incoming resources		(119,846)	139,157	19,311	7,837
Total funds brought forward				255,480	247,643
Total funds carried forward				**274,791**	**255,480**

RE-INSTATE LIMITED

BALANCE SHEET
AS AT 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Fixed assets					
Tangible assets	13	9,414	-	9,414	8,756
Current assets					
Debtors	14	35,233	-	35,233	28,334
Stock and work in progress		4,250	-	4,250	3,615
Cash at bank and in hand		291,203	-	291,203	294,448
		330,686	-	330,686	326,397
Creditors					
Amounts falling due within one year	15	(65,309)	-	(65,309)	(79,673)
Net current assets		265,377	-	265,377	267,406
Total assets less current liabilities		274,791	-	274,791	255,480
Net assets		274,791	-	274,791	255,480
Funds					
Unrestricted funds				213,749	215,120
Restricted funds				38,572	13,396
Endowment funds				22,470	26,964
Total funds				274,791	255,480

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

a. Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
b. Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

These financial statements were approved by the Board of trustees on 5th December 2023 and were signed on its behalf by:

B Kinsella – Trustee

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Plant and machinery – 25% reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes of the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2 Voluntary income

	2023	2022
	£	£
Income	764	-
Donations	3,579	7,489
	4,343	7,489

3	**Activities for generating funds**	**2023**	**2022**
		£	**£**
	Social Enterprise	5,988	3,134

4	**Investment income**	**2023**	**2022**
		£	**£**
	Deposit account interest	3,593	1,996

5	**Incoming resources from charitable activities**	**2023**	**2022**
		£	**£**
	Rental income	16,928	10,229
	Performance related grants		
	Recovery Service - Mind in Bexley	148,211	180,800
	Basils	3,437	2,560
	City Bridge Trust	36,293	32,658
	L&Q	10,000	-
	Three Rivers	8,000	2,000
	NL Awards for All	7,500	-
	EMR Young Futures	3,000	-
	Postcode Lottery	3,979	-
	Thames Gateway	833	-
	Vinci	5,000	-
	Access to Sport	263	-
	Wax Chandler	1,243	743
	National Lottery Community Fund	51,546	34,655
	Kickstart	7,161	16,507
	DWP	11,640	11,412
	LCF/ACE Jubilee	10,000	-
	Arnold Clark	2,000	-
	Reserves – employment office	23,778	-
	Reserves – Cost of Living	9,455	-
	Goldsmith Grant	-	600
	Hot Food Project	-	235
	Bailey Thomas	-	3,997
	City Airport	-	732
	Smile With Us	-	750
	Traineeship	-	1,000
	Pebbles	-	3,000
	Community Fund Fete	-	1,000
	BVSC	-	6,666
	Tea 4 2 Covid Grant	-	2,561
	W-Rap Project sales	-	3,117
	Future Job Fund Scheme	-	2,412
		360,267	317,634

6	**Costs of generating voluntary income**	**2023**	**2022**
		£	**£**
	Sundries	646	5,451

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

7 Charitable activities costs

	Direct costs	Support costs	2023 £	2022 £
Basils	1,301		1,301	-
Jubilee Event	4,769		4,769	-
Living Well	671		671	-
Smile	136		136	-
Wrap Product	854		854	6,050
Hot Food Project	-		-	235
Community Hub	-		-	1,127
W-Rap Project	-		-	1,332
	7,731	-	7,731	8,744

8 Support costs

	Management	Governance	Totals
Unrestricted fund	1,149	59,707	60,856

9 Governance costs

	2023 £	2022 £
Legal fees	-	597

10 Net incoming resources

	2023 £	2022 £
Net resources are stated after charging/(crediting)		
Depreciation – owned assets	2,363	1,601
Hire of plant and machinery	460	853
Other pension costs	4,250	4,010

11 Trustees' remuneration and benefits

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

12 Staff costs

	2023 £	2022 £
Wages and salaries	250,450	224,297
Social security costs	17,976	15,228
Other pension costs	4,250	4,010
	272,676	243,535

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

All staff	18	17

No employees received emoluments in excess of £60,000

13 Tangible Fixed Assets

	Plant and Machinery	Fixtures and fittings	Totals
	£	£	£
Cost			
At 1 April 2022	37,594	3,400	40,994
Additions	3,021	-	-
At 31 March 2023	40,615	3,400	44,015
Depreciation			
At 1 April 2022	28,838	3,400	32,238
Charge for year	2,363	-	2,363
At 31 March 2023	31,201	3,400	34,601
Net book value			
At 31 March 2023	9,414	-	9,414
At 31 March 2022	8,756	-	8,756

14 Debtors: Amounts falling due within one year

	2023	2022
	£	£
Amounts recoverable on contract	17,952	19,035
VAT	6,115	3,309
Prepayments and accrued income	11,366	5,990
	35,233	28,334

15 Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	3,896	8,181
Social security and other taxes	3,656	-
Pension fund control	743	900
Other creditors	-	23,778
Accrued expenses	13,061	26,132
Deferred income	43,953	20,682
	65,309	79,673

Deferred income of £43,953 has been included in the 2023 accounts. This represents monies received in the year to 31 March 2023 but not utilised until beyond this date

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Incoming resources		
Voluntary income		
Income	764	814
Legacies	-	4,494
Donations	3,579	2,181
	4,343	7,489
Activities for generating funds		
Social Enterprise	5,988	3,134
Investment income		
Deposit account interest	3,594	1,997
Incoming activities from charitable activities		
Rental income	16,928	10,229
Performance related grants	343,339	307,405
	360,267	317,634
Total incoming resources	374,192	330,254
Resources expended		
Costs of generating funds		
Sundries	8,377	14,295
Charitable activities		
Wages	201,370	172,852
Social security	12,964	10,569
Pensions	4,250	4,010
Hire of plant and machinery	460	853
Rates, rubbish collection and water	1,919	247
Insurance	690	634
Light and heat	2,476	2,951
Telephone	2,267	1,811
Postage and stationery	464	564
Advertising	947	575
Sundries	672	1,855
Rent	46,738	33,617
Repairs, maintenance and cleaning	1,019	1,848
Trainee cost	751	542
Website and computing	4,549	9,104
Travel and motor	244	710
Health and safety	470	436
Entertaining	510	164
R&R: warehouse equipment	525	252
Depreciation	2,363	1,601
	285,648	245,195

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Governance costs		
Legal fees	-	597
Support costs		
Management		
CRB checks	91	405
Subscriptions	492	911
Staff training	566	1,876
	1,149	3,192
Governance		
Wages	49,080	51,445
Social security	5,012	4,659
Accountancy and legal fees	5,615	3,034
	59,707	59,138
Total resources expended	354,881	322,417
Net income before gains and losses	19,311	7,837
Net income	19,311	7,837

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

England & Wales - Charity number 256433

Accounts

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED

(A Company Limited by Guarantee)

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2022 were as follows:

B Sigsworth	
Ms C Taylor	(resigned 7/12/21)
Ms F Cummins	
B Kinsella	
D Goldberg	
Ms K Mitchell-Wallace	
Ms J Rai	
Ms S Shrieves	
Ms K Kay	(appointed 7/12/21)
Ms K Nathan	(appointed 7/12/21)

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number
256433

REPORT OF THE TRUSTEES

Introduction from Ben Sigsworth, Chair of the Board of Trustees

I am pleased to present the accounts for Re-Instate for the 2021/2022 financial year. In a year that has been characterised by a slow return to something like normality following lockdown, I'm delighted to say that we have shown the dedication and flexibility in supporting our clients and the local community. Changes in working practices have created challenges for not only our clients, but our staff and volunteers too. However, we end the year looking positively to the future with our reputation as one of the leading voices amongst Bexley charities.

I'd like to highlight two exciting new developments over the past twelve months. Firstly, our employment service offer has been enhanced with the introduction of the Early Intervention project, offering support before an individual's mental health reaches crisis point. The outreach involved in the project, in conjunction with increased focus on developing our social media profile, has helped to spread the word to a wider audience across the borough.

Secondly, our Living Well project supporting adults with learning disabilities and autistic adults was given a tremendous boost through new funding to enhance and grow the service offer. We were able to take on two project co-ordinators and to see the great range of new activities at the community hub has been fantastic.

In recognition of the number of staff and volunteers has grown over the past couple of years, the Employment Service moved in February into new spacious town centre location in Erith. This will not only allow an increase in services for clients of the Employment Service, but will free up capacity at the community hub for Living Well to flourish.

I'd like to thank the staff and volunteers, including the Trustees, who have continued to go above and beyond during the year and maintained high standards of professionalism when it would have been easy to let standards drop.

Introduction from Simon Hart, CEO

If the previous year was spent learning how to deal with the pandemic, then 2021/22 was a year of bringing in-person services back on-line and taking things forward by developing our offer in a very different financial landscape. In the early part of the year, we were delighted to be awarded two significant grants which have given the charity a strong base from which to move forward. Firstly, the City Bridge Trust have awarded us funding for five years to develop Living Well, our project to support adults with learning disabilities and autistic adults. Secondly, we have been awarded a three year grant from the National Lottery Community Fund (NLCF) to develop the Early Intervention project. We are particularly pleased that two such strong funders have committed long-term support to Re-Instate in a climate where many grant makers are reviewing their strategies following Covid.

For many of our clients and within the broader community in general, lockdown proved very difficult and the impact on mental well-being well documented. Therefore, we believed that as soon as we were able to open safely, we recommenced group activities. We found ourselves ahead of many other organisations in this respect but felt justified as a mental health charity. From May we started with a new timetable of activities at the hub, with everyone delighted to see friends and colleagues again.

Throughout lockdown, many mental health services predicted a surge in demand, with individuals feeling increasingly isolated from others. However, it wasn't until the economy reopened fully at the start of 2022 that the surge finally came. Referrals into our Employment Service increased by 109% from a year earlier.

Right through the pandemic, the challenges placed on staff and volunteers have been immense and the way that the team has shown resilience, positivity and professionalism has been incredible. I'd like to thank everyone for their hard work and dedication during the year. A big thanks to Ben and the rest of the Trustees. All through the year, meetings were carried out via Zoom, but everyone embraced the new situation and simply got on with the business of the charity.

Re-Instate prides itself in employing many people with lived experience of mental health issues. We believe we are a stronger organisation for having over 50% of our staff team identifying as having a disability.

Achievements and performance

Mental Health Employment Service

Re-Instate run our Employment Service as part of Bexley's Recovery and Well-being Service in partnership with Mind in Bexley. The service includes:

- Job retention service, mediating between employer and employee to reach a mutually agreeable outcome.
- Job searching and preparation, working on a one-to-one basis to prepare for paid or unpaid work, including CV writing, improving interview techniques, job matching and confidence building.
- Training, accessing training courses and workshops, including IT4Work in preparation for going to work.
- Volunteering, accessing voluntary roles as a stepping stone towards paid work or a destination.

Early Intervention Project

Since 2017 employment services have been enhanced with the addition of the Early Intervention project, supporting people at the earliest possible time before a problem becomes a crisis. Following the award of a three year grant from the NLCF in July 2021, we have extended the Early Intervention project to include a Training and Outreach Co-ordinator in addition to an Employment Co-ordinator focused on case management. The additional capacity created through the Early Intervention project proved to be vital as referrals across the board surged in the early part of 2022.

Re-Instate's Employment Centre

With the expansion of the employment team to include Early Intervention, the need increased to find a new home for the service. In February 2022, we moved into new offices in central Erith owned by Bexley Council next door to Bexley Business and Enterprise. Investment has been made into the IT infrastructure and there is significant space to develop the service moving forward.

Living Well

Living Well is a project run by Re-Instate that supports adults with learning disabilities and autistic adults to be able to play a full role in their local community. Our program 'Five ways to Living Well, which is based on the New Economics Foundation's Five Ways to Well-being – Connect, Be Active, Take Notice, Keep Learning and Give, will support people to achieve their life goals and can be met by the comprehensive range of activities, groups and classes.

Spectrum

Spectrum is our peer support group for young autistic adults between the ages 18-25. Attending the group helps individuals build confidence and understand although they may share some autistic traits, they're all very much individuals.

W-rap Project

Re-Instate's W-rap™ project (Well-being, Recovery, Activity Parcels) is entirely co-produced and managed by people who use our services. The parcels are designed to provide at least five full-sized items associated with the New Economics Foundations' Five Ways to Well-being to encourage people to incorporate these five actions into their lives. During lockdown we worked with other local charities to provide packs to those who were isolated and struggling with their mental health. This included Bexley Voice, Mencap, Mind in Bexley, Evergreen Care, Crossroads Care, Age UK, Isolation Bexley, Bexley Snap and the Nepalese Community. In addition we supplied eleven local care homes with a range of activity packs, including dementia friendly packs, plus the Urgent Care Centres, Oxleas, children's centres and Bexley Council. In total around 7,000 packs have been distributed by the end of March 2022.

Tea@two

Set up in conjunction with the Rev'd Neil Bunker, mental health liaison priest and chaplain to Oxleas NHS Foundation Trust, Tea@two recognised how many local people were feeling isolated, lonely and having challenges with their mental health. Tea@two ran between December 2020 and the end of June 2021 and attracted around forty people to our community hub for tea and biscuits as well as a chat.

In a written report to Oxleas, the Rev'd Bunker outlined the following benefits of Tea@two:

1. People said that it gave them a purpose, something to greatly look forward to and a place where they could go and talk about how they were really feeling.
2. A very useful place to work through and gain continued support in relation to employment, where pressure and uncertainty were having a deep impact on the mental health of some people.
3. A place where people felt they could emotionally be held with their thoughts and feelings, which either prevented the need for accessing further help, or led to early, rather than later, intervention from other services.
4. A feeling of not being alone in the midst of a world pandemic, while also being able to explore steps into the future.

I'm delighted that during such a difficult time we were able to offer in-person support which proved so important in challenging isolation and loneliness amongst local people.

The Bexley Collective

In September we were chosen to be part of the first wave of the Bexley Collective. Along with three other local charities, this was a project to develop the creative arts in the north of the borough. The project was co-ordinated by Three Rivers and 64 Million Artists. The link between creativity and good mental health is clear and we hope to build on this project in future years.

Scope 'Interview Ready'

In July 2021, we partnered with Scope charity to launch 'Interview Ready' to support local people with disabilities with confidence building and practical support to become interview ready. This included an on-line workshop and access to an interview outfit and makeover.

Kickstart

During the year, we were delighted to work with the Learning and Enterprise College Bexley to recruit and support four young people as part of the government's Kickstart scheme. The scheme funded six month placements in newly created positions for under 24 year olds, many of whom had been out of work for an extended period of time due to Covid. All four arrived with a positive attitude whilst gaining valuable experience to add to their CV's.

Highlights and impact

- 410 were supported through our Employment Service in 21/22
- 96 people obtained and retained paid employment
- 23 people obtained and sustained volunteering opportunities (same as last year)
- Average number of clients supported to retain paid work each month is 40.83
- Average number of clients supported to retain voluntary or unpaid work is 11.08
- Held 23 accredited courses with a total of 87 attendances.
- Held 236 unaccredited courses with a total of 439 attendances.
- Held 148 lunch clubs with 1,467 attendances.
- 93% of attendees have expressed increased confidence after a period within Living Well
- 87% of Living Well attendees feel more able to manage life skills, including being able to help out at home for the first time
- 2,268 W-rap's provided to local charities and other agencies, bringing the total number of packs provided since the start of the pandemic to 5,627
- 350 further attendees (up to 31st July 2021) at Tea@two support groups, bringing the total to 715 attendees supported by this project

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the eighth year running. Considering the ongoing challenges caused by the pandemic and the need to be flexible and evolve our working practices, this is a pleasing result.

This not only enables us to continue to develop the long-term strategy of the organisation, but creates a buffer against future financial challenges.

Income for 2021/22 was £330,254 with a surplus of £7,837.

We continue to enjoy a strong relationship with Mind in Bexley as part of Bexley's Recovery and Well-being Service. Starting in April 2014, this has provided a stable base for our Employment Service from which to develop a range of additional projects. Moving forward, we expect our funding to be reduced over the next twelve months as part of the wider development of other mental health employment services.

We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- City Bridge Trust to support Living Well
- National Lottery Community Fund to support our Early Intervention project
- The London Catalyst Fund to support IT4Work
- The London Community Response Fund to support Tea@two
- The Goldsmiths Company to support the Living Well project at the community hub
- Bailey Thomas Fund to support Living Well
- London City Airport Fund to support IT4Work
- The Maudsley Charity Smile With Us Fund to support our partnership project with Scope to become Interview Ready
- Three Rivers Fund to support our arts project, Smile with The Bexley Collective
- A Pebbles grant from The Rank Foundation to support IT equipment

- William Kendall Fund to support our Wax Buddies project
- National Lottery Community Fund to support our summer fete
- A grant from BVSC to support our W-rap project
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks.

Income from trading activities including Basils' began to recover once the hub reopened to group activities in May 2021. However, there was still some reticence to return on behalf of some of the organisations who sublet the community hub and figures remained subdued until towards the end of the year. We expect a further recovery in 2022/23.

At the start of the financial year, we continued to claim furlough for those staff members unable to work. However, we continued to commit to paying 100% of salaries rather than the 80% guaranteed by the government.

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.

S Shrieves - Trustee
6 December 2022

RE-INSTATE LIMITED

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2022, which are set out on pages 8 to 14.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the 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.

Having satisfied myself that the accounts of the Company are not required to be audited for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.



Bells Accountants
10a High Street
Chislehurst
Kent
BR7 6LH

6 December 2022

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITES
FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	**2**	7,289	200	7,489	738
Activities for generating funds	**3**	3,134		3,134	455
Investment income	**4**	1,997		1,997	2,072
Incoming resources from charitable activities					
Recovery Service – Mind in Bexley		180,800		180,800	180,800
Furlough Grants			2,412	2,412	18,509
Community Hub			10,229	10,229	2,016
London Catalyst				-	812
Goldsmith Grant		600		600	2,400
Basils		2,560		2,560	799
Hot Food Project			235	235	351
City Bridge Trust			32,658	32,658	-
Bailey Thomas		3,997		3,997	-
City Airport			732	732	-
Smile With Us			750	750	-
Three Rivers			2,000	2,000	-
Traineeship			1,000	1,000	-
Pebbles			3,000	3,000	-
National Lottery Community Fund - Early Intervention			34,655	34,655	-
Kendall			743	743	-
Community Fund Fete		1,000		1,000	-
Kickstart			16,507	16,507	-
BVSC			6,666	6,666	-
Awards For All				-	4,650
BCF EIP Grant				-	20,834
BCF Wrap Grant				-	837
National Lottery Covid Wrap Grant				-	20,181
Covid 19 Response EIP Grant				-	14,096
DWP			11,412	11,412	11,160
Pixel				-	2,500
Slam Grant				-	6,415
Tea 4 2 Covid Grant			2,561	2,561	2,561
W-Rap Project sales			3,117	3,117	-
Other incoming resources		-		-	684
Total incoming resources		215,350	114,904	330,254	292,870

STATEMENT OF FINANCIAL ACTIVITES CONT'D
FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	5,451		5,451	18,947
Charitable activities	7				
Unrestricted fund		211,082	102,493	313,575	198,315
Award For All				-	4,650
BCF EIP Grant				-	20,834
BCF Wrap Grant				-	837
National Lottery Wrap Grant				-	20,181
Covid 19 Response EIP Grant				-	14,096
Slam Gant				-	6,415
Hot Food Project			235	235	-
Community Hub			1,227	1,227	-
W-Rap Project			1,332	1,332	-
Governance costs	9	597		597	566
Total resources expended		217,130	105,287	322,417	284,841
Net incoming resources		(1,780)	9,617	7,837	8,029
Total funds brought forward				247,643	239,614
Total funds carried forward				**255,480**	**247,643**

RE-INSTATE LIMITED

BALANCE SHEET
AS AT 31 MARCH 2022

		Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Fixed assets					
Tangible assets	**13**	8,756	-	8,756	3,234
Current assets					
Debtors	**14**	28,334	-	28,334	24,552
Stock and work in progress		3,615	-	3,615	8,285
Cash at bank and in hand		294,448	-	294,448	266,091
		326,397	-	326,397	298,928
Creditors					
Amounts falling due within one year	**15**	(79,673)	-	(79,673)	(54,519)
Net current assets		267,406	-	267,406	244,409
Total assets less current liabilities		255,480	-	255,480	247,643
Net assets		255,480	-	255,480	247,643
Funds					
Unrestricted funds				215,120	207,283
Restricted funds				13,396	13,396
Endowment funds				26,964	26,964
Total funds				255,480	247,643

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

a. Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
b. Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

These financial statements were approved by the Board of trustees on 6 December 2022 and were signed on its behalf by:

S Shrieves – Trustee

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Plant and machinery – 25% reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes of the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2 Voluntary income

	2022 £	2021 £
Income	814	393
Donations	2,181	345
	2,895	738

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

3	Activities for generating funds	2022 £	2021 £
	Social Enterprise	3,134	455

4	Investment income	2022 £	2021 £
	Deposit account interest	1,996	2,072

5	Incoming resources from charitable activities	2022 £	2021 £
	Rental income	10,229	2,016
	Performance related grants		
	Mind in Bexley	180,800	180,800
	London Catalyst	-	812
	Goldsmith Grant	600	2,400
	Basils	2,560	799
	Hot Food Project	235	351
	City Bridge Trust	32,658	-
	Bailey Thomas	3,997	-
	City Airport	732	-
	Smile With Us	750	-
	Three Rivers	2,000	-
	Traineeship	1,000	-
	Pebbles	3,000	-
	National Lottery Community Fund	34,655	-
	Kendall	743	-
	Community Fund Fete	1,000	-
	Kickstart	16,507	-
	BVSC	6,666	-
	Awards For All	-	4,650
	BCF EIP Grant	-	20,834
	BCF Wrap Grant	-	837
	National Lottery Covid Wrap Grant	-	20,181
	Covid 19 Response EIP Grant	-	14,096
	DWP ATW	11,412	11,160
	Pixel	-	2,500
	Slam Grant	-	6,415
	Tea 4 2 Covid Grant	2,561	2,561
	W-Rap Project sales	3,117	-
	Future Job Fund Scheme	2,412	-
		317,634	288,921

6	Costs of generating voluntary income	2022 £	2021 £
	Sundries	5,451	18,947

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

7 Charitable activities costs

	Direct costs	Support costs	2022 £	2021 £
Award For All			-	4,650
BCF EIP Grant			-	20,834
BCF Wrap Grant			-	837
National Lottery Wrap Grant			-	20,181
Covid 19 Response EIP Grant			-	14,096
Slam Grant			-	6,415
Hot Food Project	235		235	-
Community Hub	1,127		1,127	-
W-Rap Project	1,332		1,332	-
Wrap Product	6,050		6,050	-
	8,744	-	8,744	67,013

8 Support costs

	Management	Governance	Totals
Unrestricted fund	-	3,192	3,192

9 Governance costs

	2022 £	2021 £
Legal fees	597	566

10 Net incoming/(outgoing) resources

	2022 £	2021 £
Net resources are stated after charging/(crediting)		
Depreciation – owned assets	1,601	985
Hire of plant and machinery	853	796
Other pension costs	4,010	3,350

11 Trustees' remuneration and benefits

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

12 Staff costs

	2022 £	2021 £
Wages and salaries	224,297	202,475
Social security costs	15,228	13,573
Other pension costs	4,010	3,350
	243,535	219,398

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

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

All staff	17	17

No employees received emoluments in excess of £60,000

13 Tangible Fixed Assets

	Plant and Machinery	Fixtures and fittings	Totals
	£	£	£
Cost			
At 1 April 2021	30,471	3,400	33,871
Additions	7,123	-	7,123
At 31 March 2022	37,594	3,400	40,994
Depreciation			
At 1 April 2021	27,237	3,400	30,637
Charge for year	1,601	-	1,601
At 31 March 2022	28,838	3,400	32,238
Net book value			
At 31 March 2022	8,756	-	8,756
At 31 March 2021	3,234	-	3,234

14 Debtors: Amounts falling due within one year

	2022	2021
	£	£
Amounts recoverable on contract	19,035	15,282
Other debtors	-	100
VAT	3,309	3,917
Prepayments and accrued income	5,990	5,253
	28,334	24,552

15 Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	8,181	5,012
Social security and other taxes	-	-
Pension fund control	900	673
Other creditors	23,778	24,078
Accrued expenses	26,132	24,755
Deferred income	20,682	-
	79,673	54,519

Deferred income of £20,682 has been included in the 2022 accounts. This represents monies received in the year to 31 March 2022 but not utilised until beyond this date

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Incoming resources		
Voluntary income		
Income	814	393
Legacies	4,494	-
Donations	2,181	345
	7,489	738
Activities for generating funds		
Social Enterprise	3,134	455
Investment income		
Deposit account interest	1,997	2,072
Incoming activities from charitable activities		
Rental income	10,229	2,016
Performance related grants	307,405	286,905
	317,634	289,605
Total incoming resources	330,254	292,870
Resources expended		
Costs of generating funds		
Sundries	14,295	18,947
Charitable activities		
Wages	172,852	152,122
Social security	10,569	4,049
Pensions	4,010	3,266
Hire of plant and machinery	853	796
Rates and water	247	326
Insurance	634	624
Light and heat	2,951	2,966
Telephone	1,811	1,155
Postage and stationery	564	303
Advertising	575	355
Sundries	1,855	3,684
Rent	33,617	25,933
Repairs, maintenance and cleaning	1,848	1,891
Trainee cost	542	807
Website and computing	9,104	5,636
Travel	710	7
Motor expenses	-	-
Health and safety	436	377
Entertaining	164	157
R&R: warehouse equipment	252	110
Depreciation	1,601	985
	245,195	205,549

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Governance costs		
Legal fees	597	566
Support costs		
Management		
CRB checks	405	178
Subscriptions	911	742
Staff training	1,876	827
	3,192	1,747
Governance		
Wages	51,445	50,352
Social security	4,659	4,524
Accountancy and legal fees	3,034	3,156
	59,138	58,032
Total resources expended	322,417	284,841
Net income before gains and losses	7,837	8,029
Net income	7,837	8,029

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

England & Wales - Charity number 256433

Accounts

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED

(A Company Limited by Guarantee)

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2021 were as follows:

Mrs J Lamina (resigned 20 April 2020)
B Sigsworth
Ms C Taylor
Ms F Cummins
B Kinsella
D Goldberg
Ms K Mitchell-Wallace
Ms J Rai
Ms S Shrieves (appointed 30 July 2020)

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number
256433

REPORT OF THE TRUSTEES

Introduction from Ben Sigsworth, Chair of the Board of Trustees

I am pleased to present the accounts for Re-Instate for the 2020/2021 financial year. We have come through this year in a strong position financially and have truly cemented our position as one of the strongest organisations within our sector in the London Borough of Bexley. I could talk about the strength of our balance sheet and how it sets us up for next year however I choose to acknowledge and celebrate the fantastic members of staff who have shone so brightly during some incredibly dark and challenging times. The fact that we have reached this point as a going concern stands testament to the hard work and passion so clearly evident amongst all our staff. It has clearly been a year no one could have predicted and has led to some outstanding examples of selflessness and determination. Our staff have had to adapt to a new way of working and indeed a new way of living. I am aware that some have faced significant personal challenges while remaining committed to their role at Re-Instate.

I would like to acknowledge the hard work that the W-rap team have carried out. During the lock down periods of 2020/2021 our parcels were sent to those who were at risk of the negative repercussions associated with isolation. I have read many expressions of gratitude direct to our W-rap team. Thank you.

To the Employment Service team who have had to adjust the way they work over the past twelve months. The dedication to maintain some semblance of normality while all is upside is amazing and shows an incredible passion and commitment to the people who access our services and your colleagues. Thank you.

To Zoe I thank you personally for working so tirelessly to ensure that the community hub has been as safe a place as possible. Identifying and interpreting the ever-changing governmental guidelines has been a challenge which you have met and conquered. I found it a challenge to read through the theory however you have translated the theory to a workable and safe set of guidelines suitable for our community. Thank you.

To Lynda for your commitment to your role at Re-Instate. You have enabled our CEO to continue in as close to business as usual as possible. Thank you.

To Simon, from the moment we took the decision to close, to the moment we reopened, your professionalism and dedication has been evident. As such Re-Instate can look forward to the future with optimism for better things to come. Thank you.

And to the Board of trustees who kindly donate their time freely, thank you being there when you were needed most.

Introduction from Simon Hart, CEO

At the end of March 2020 none of us could have seen the year we had in front of us. The Covid-19 pandemic has affected every aspect of our lives and has challenged the charity throughout the year. I'm pleased to say that the response from everyone involved at Re-Instate has been fantastic and has ensured that the people we support through all of our services have kept central to all decision making.

Importantly, we came into this strangest of years in good shape. Good financial management has put us on firm footing and our adaptability has meant as the challenges arose, we were able to meet them and deal with them effectively through the development of our service offer.

The Employment Service switched to home working and engaging with clients via Zoom from the start of lockdown. Nevertheless, the focus on supporting clients to reach their work goals stayed at the heart of everything the team did. During the summer, many employment courses and briefings went online, a trend continued beyond services reopening.

We continue to develop the Early intervention project with funding from the Better Care Fund and the London Community Response Fund, targeting those starting to struggle with their mental health before it becomes a crisis.

With the closure of the community hub to group activities, we had to suspend the Living Well project, hub rental and Basils' activities until later in the year. However, we decided to focus on the W-rap project, targeting many local charities, the NHS and local nursing homes with well-being packs aimed at local people isolated and struggling with their mental health. This proved a huge success and thanks to funding from National Lottery Covid Response Fund, National Lottery Awards for All and the Maudsley Charity we were able to supply in excess of 3,000 packs.

A lovely message from Maples Care Home - "Hi, just wanted to thank you for our wonderful packs that you so kindly donated to the residents. They are going to give them hours of pleasure especially at this difficult time when they are missing their families so much. Thank you x"

I would echo Ben's words around the return of the hub team in September. The focus of Zoe and her team to maintain high standards of safety allowed Living Well members to return in confidence, even if the return was cut short by a further lockdown in November. I'm especially proud this year for our Tea@two support groups. The groups targeted local people struggling with their mental health and feeling isolated and lonely. We were able to bring them together over a cup of tea, a biscuit and a chat in a safe environment from the end of December and beyond the end of the financial year. In particular, we were able to invite our Living Well members to return and enjoy an excellent social experience with friends.

In January, we got involved with the Bexley Interfaith Forum's hot food project, providing hot meals to young people in need and their families. A special thank you to Maria and Michael with Zoe's support for volunteering their time to make this possible.

The key to our success during the year was the resilience as well as hard work of the team. Lockdown has undoubtedly put a strain on many, but the way the team has rallied round through phone calls, social media chats and team Zoom meetings has offered support and help during the most difficult of times. I'm also pleased that we committed early on to paying 100% of salaries to staff who were furloughed, going above and beyond the government's guarantee scheme.
Thanks also to Chairman Ben, Vice Chairman Ben, the rest of the Trustee board and our other volunteers for stepping up and supporting Re-Instate and helping to ensure we maintain the high standards during these most unprecedented times.

Objectives and Activities

Mental Health Employment Service

Re-Instate run our Employment Service as part of Bexley's Recovery and Well-being Service in partnership with Mind in Bexley. The service includes:

- Job retention service, mediating between employer and employee to reach a mutually agreeable outcome.
- Job searching and preparation, working on a one-to-one basis to prepare for paid or unpaid work, including CV writing, improving interview techniques, job matching and confidence building.
- Training, accessing training courses and workshops, including IT4Work in preparation for going to work.
- Volunteering, accessing voluntary roles as a stepping stone towards paid work or a destination.

Early Intervention Project

Since 2017 employment services have been enhanced with the addition of the Early Intervention project, supporting people at the earliest possible time before a problem becomes a crisis.

Learning Disabilities

Living Well is a project run by Re-Instate that supports adults with learning disabilities and autistic adults to be able to play a full role in their local community. Our program 'Five ways to Living Well', which is based on the New Economics Foundation's Five Ways to Well-being – Connect, Be Active, Take Notice, Keep Learning and Give, will support people to achieve their life goals and can be met by the comprehensive range of activities, groups and classes.

W-rap Project

Re-Instate's W-rap™ Project (Well-being, Recovery, Activity Parcels) is entirely co-produced and managed by people who use our services. The parcels are designed to provide at least five full-sized items associated with the New Economics Foundations' Five Ways to Well-being to encourage people to incorporate these five actions into their lives. Moving forward, we will continue to target those most affected by the pandemic whilst reaching out to charities and other local agencies to develop lasting partnerships.

Tea@two

Set up in conjunction with the Rev'd Neil Bunker, mental health liaison priest and chaplain to Oxleas NHS Foundation Trust, Tea@two recognised how many local people were feeling isolated, lonely and having challenges with their mental health. During lockdown, many organisations had closed their doors, and unless a need reached crisis level, at which point an individual could access the Crisis Café, there was no-where to go. Tea@two began over Christmas 2020 and proved an immediate hit amongst local residents. It was important to ensure that people felt safe, which meant mask, social distancing and constant cleaning. In February, we invited clients of Living Well to attend two other support groups, giving us a weekly total of around forty visitors.

In a written report to Oxleas, the Rev'd Bunker outlined the following benefits of Tea@two:

1. People said that it gave them a purpose, something to greatly look forward to and a place where they could go and talk about how they were really feeling.
2. A very useful place to work through and gain continued support in relation to employment, where pressure and uncertainty were having a deep impact on the mental health of some people.
3. A place where people felt they could emotionally be held with their thoughts and feelings, which either prevented the need for accessing further help, or led to early, rather than later, intervention from other services.
4. A feeling of not being alone in the midst of a world pandemic, while also being able to explore steps into the future.

I'm delighted that during such a difficult time we were able to offer in-person support which proved so important in challenging isolation and loneliness amongst local people.

Hot Food Project

In January we got involved with the Interfaith Forum and their hot food project. The forum had recognised that there was a substantial number of young people who were entitled to free school meals, but may have gone without a hot meal due to the schools being closed. Over a ten week period we were able to provide in excess of 250 meals to young people and their families. In addition, where we received food donations from Fair Share and Morrisons, we included a mixed bag of goodies for each family. The project could not have happened without the time and effort put in by Michael and Maria, supported by Zoe.

Highlights and impact

- 332 were supported through our Employment Service in 20/21
- 88 people obtained and retained paid employment
- 283 people accessed accredited qualifications and training
- 19 people obtained and sustained volunteering opportunities (same as last year)
- Average number of clients supported to retain paid work each month is 34.25
- Average number of clients supported to retain voluntary or unpaid work is 6.67
- 3,359 W-rap's provided to local charities and other agencies
- 290 hot meals provided to local families
- 365 (up to 31st March 2021) attendees at Tea@two support groups

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the seventh year running, gratifying in such a difficult year of dealing with the pandemic.

This not only enables us to continue to develop the long-term strategy of the organisation, but creates a buffer against future financial challenges.

Income for 2020/21 was £292,870 with a surplus of £8,029.

Our long-standing contract with Mind in Bexley to supply employment services as part of Bexley's Recovery and Well-being Service reached its seventh birthday on the 1st April 2021. In response to Covid, the South East London CCG have introduced a transition fund until the end of March 2023, allowing time to review and develop the service requirements. We must be aware that the development of alternative employment support from within Mind in Bexley may put pressure on future funding.

We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- Bexley Council's Better Care Fund to support our Early Intervention work
- Bexley Council through the Better Care Fund supporting W-rap and people isolated in their homes
- The Maudsley Charity to support the W-rap project
- London Community Fund to support W-rap for younger people
- The Pixel Fund to support the W-rap volunteers

- The National Lottery Covid Response Fund to support W-rap for people in isolation
- The London Community Response Fund to support the Early Intervention project
- The London Catalyst Fund to support IT4Work
- The London Community Response Fund to support Tea@two
- The Goldsmiths Company to support the Living Well project at the community hub
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks.
- We continue to take part in the Bexley Lottery, raising money every time lottery tickets are sold.

From the start of lockdown in March 2020, income from hub activities was significantly impacted, reducing by over 95% over the course of the year. As a result of the closure of hub activities, we took advantage of the governments furlough scheme. This covered seven individuals and resulted in an income of £18,509. We took a decision early on to pay 100% of salary for anyone furloughed instead of the government's level of 80%. I'm also pleased to confirm that throughout these difficult times for the charity, we retained all of our staff.

Re-Instate prides itself in employing many people with lived experience of mental health issues. We believe we are a stronger organisation for having over 50% of our staff team identifying as having a disability.

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.



B Sigsworth - Trustee
7 December 2021

RE-INSTATE LIMITED

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2021, which are set out on pages 8 to 14.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the 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.

Having satisfied myself that the accounts of the Company are not required to be audited for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Bells

Bells Accountants
10a High Street
Chislehurst
Kent
BR7 6LH

7 December 2021

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITES
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary income	2	543	195	738	57,450
Activities for generating funds	3	455		455	11,476
Investment income	4	2,072		2,072	806
Incoming resources from charitable activities					
Recovery Service – Mind in Bexley		180,800		180,800	205,430
Furlough Grants		18,509		18,509	-
Community Hub			2,016	2,016	10,067
London Catalyst		812		812	1,623
Goldsmith Grant		2,400		2,400	3,000
Basils		799		799	-
Hot Food Project			351	351	-
Awards For All			4,650	4,650	-
BCF EIP Grant			20,834	20,834	50,000
BCF Wrap Grant			837	837	-
National Lottery Covid Wrap Grant			20,181	20,181	-
Covid 19 Response EIP Grant			14,096	14,096	-
DWP ATW			11,160	11,160	-
Pixel		2,500		2,500	-
Slam Grant			6,415	6,415	-
Tea 4 2 Covid Grant			2,561	2,561	-
Training Centre				-	29,093
Other incoming resources		-		684	421
Total incoming resources		208,890	83,296	292,870	369,366
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	18,947		18,947	157
Charitable activities	7				
Unrestricted fund		198,315		198,315	200,260
Award For All			4,650	4,650	-
BCF EIP Grant			20,834	20,834	50,000
BCF Wrap Grant			837	837	-
National Lottery Wrap Grant			20,181	20,181	-
Covid 19 Response EIP Grant			14,096	14,096	-
Slam Gant			6,415	6,415	-
Training Centre				-	24,472
Community Hub				-	24,484
London Catalyst				-	812
Governance costs	9	566		566	53
Total resources expended		217,828	67,013	284,841	300,238

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITES CONT'D
FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Net (outgoing)/incoming resources	(8,938)	16,283	8,029	69,128
Total funds brought forward			239,614	170,486
Total funds carried forward			**247,643**	**239,614**

RE-INSTATE LIMITED

BALANCE SHEET
AS AT 31 MARCH 2021

		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
Fixed assets					
Tangible assets	13	3,234	-	3,234	3,550
Current assets					
Debtors	14	24,552	-	24,552	35,068
Stock and work in progress		8,285	-	8,285	-
Cash at bank and in hand		266,091	-	266,091	255,745
		298,928	-	298,928	290,813
Creditors					
Amounts falling due within one year	15	(54,519)	-	(54,519)	(54,749)
Net current assets		244,409	-	244,409	239,614
Total assets less current liabilities		247,643	-	247,643	239,614
Net assets		247,643	-	247,643	239,614
Funds					
Unrestricted funds				207,283	183,703
Restricted funds				13,396	12,711
Endowment funds				26,964	43,200
Total funds				247,643	239,614

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

a. Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
b. Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

These financial statements were approved by the Board of trustees on 7 December 2021 and were signed on its behalf by:

B Sigsworth - Trustee

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Plant and machinery – 25% reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes of the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2 Voluntary income

	2021	2020
	£	£
Income	393	2
Donations	345	748
Legacies	-	56,700
	738	57,450

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

3 Activities for generating funds

	2021 £	2020 £
Social Enterprise	455	11,476

4 Investment income

	2021 £	2020 £
Deposit account interest	2,072	806

5 Incoming resources from charitable activities

	Activity	2021 £	2020 £
Rental income	Unrestricted fund	2,016	24,630
Performance related grants			
	Mind in Bexley	180,800	180,800
	Community Hub	-	10,067
	London Catalyst	812	1,623
	Goldsmith Grant	2,400	3,000
	Basils	799	-
	Hot Food Project	351	-
	Furlough Grant	18,509	-
	Awards For All	4,650	-
	BCF EIP Grant	20,834	-
	BCF Wrap Grant	837	-
	National Lottery Wrap Grant	20,181	-
	Covid 19 Response EIP Grant	14,096	-
	DWP ATW	11,160	-
	Pixel	2,500	-
	Slam Grant	6,415	-
	Tea 4 2 Covid Grant	2,561	-
	Training Centre	-	29,093
	Bettering Lives	-	50,000
		288,921	299,213

6 Costs of generating voluntary income

	2021 £	2020 £
Sundries	18,947	157

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

7 Charitable activities costs

	Direct costs	Support costs	2021 £	2020 £
Unrestricted fund				200,260
Award For All	4,650		4,650	-
BCF EIP Grant	20,834		20,834	-
BCF Wrap Grant	837		837	-
National Lottery Wrap Grant	7,660	12,521	20,181	-
Covid 19 Response EIP Grant	4,303	9,793	14,096	-
Slam Grant	6,415		6,415	-
Training Centre			-	24,472
Bettering Lives			-	50,000
Community Hub			-	24,484
London Catalyst			-	812
	44,699	22,314	67,013	300,028

8 Support costs

	Management	Governance	Totals
Unrestricted fund	-	22,314	22,314

9 Governance costs

	2021 £	2020 £
Legal fees	566	53

10 Net incoming/(outgoing) resources

	2021 £	2020 £
Net resources are stated after charging/(crediting)		
Depreciation – owned assets	985	3,633
Hire of plant and machinery	796	950
Other pension costs	3,350	3,040

11 Trustees' remuneration and benefits

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

12 Staff costs

	2021 £	2020 £
Wages and salaries	202,475	198,993
Social security costs	13,573	11,224
Other pension costs	3,350	3,040
	219,398	213,257

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

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

All staff	17	24

No employees received emoluments in excess of £60,000

13 Tangible Fixed Assets

	Plant and Machinery	Fixtures and fittings	Totals
	£	£	£
Cost			
At 1 April 2020	29,802	3,400	33,202
Additions	669	-	669
At 31 March 2021	30,471	3,400	33,871
Depreciation			
At 1 April 2020	26,252	3,400	29,652
Charge for year	985	-	985
At 31 March 2021	27,237	3,400	30,637
Net book value			
At 31 March 2021	3,234	-	3,234
At 31 March 2020	3,550	-	3,550

14 Debtors: Amounts falling due within one year

	2021	2020
	£	£
Amounts recoverable on contract	15,282	29,583
Other debtors	100	100
VAT	3,917	1,863
Prepayments and accrued income	5,253	3,522
	24,552	35,068

15 Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	5,012	2,408
Social security and other taxes	-	1,000
Pension fund control	673	664
Other creditors	24,078	24,078
Accrued expenses	24,755	26,599
	54,519	54,749

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Incoming resources		
Voluntary income		
Income	393	2
Donations	345	748
Legacies	-	56,700
	738	57,450
Activities for generating funds		
Social Enterprise	455	11,476
Investment income		
Deposit account interest	2,072	806
Incoming activities from charitable activities		
Rental income	2,016	24,630
Performance related grants	286,905	274,583
	288,921	299,213
Other incoming resources		
CJRS grant	-	421
Total incoming resources	292,186	369,366
Resources expended		
Costs of generating funds		
Sundries	18,947	157
Charitable activities		
Wages	152,122	149,228
Social security	4,049	8,327
Pensions	3,266	3,040
Hire of plant and machinery	796	950
Rates and water	326	33
Insurance	624	1,359
Light and heat	2,966	3,113
Telephone	1,155	1,215
Postage and stationery	303	1,288
Advertising	355	413
Sundries	3,684	30,166
Rent	25,933	26,748
Repairs, maintenance and cleaning	1,891	1,630
Trainee cost	807	1,628
Website and computing	5,636	4,838
Travel	7	689
Motor expenses	-	144
Health and safety	377	374
Entertaining	157	158
R&R: warehouse equipment	110	276
Depreciation	985	5,829
	205,549	241,466

This page does not form part of the statutory financial statements

RE-INSTATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Governance costs		
Legal fees	566	53
Support costs		
Management		
CRB checks	178	218
Subscriptions	742	263
Staff training	827	2,439
	1,747	2,920
Governance		
Wages	50,352	49,765
Social security	4,524	2,897
Accountancy and legal fees	3,156	3,000
	58,032	55,662
Total resources expended	284,841	300,238
Net income before gains and losses	7,345	69,128
Net income	7,345	69,128

This page does not form part of the statutory financial statements