

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

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES

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.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

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.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

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.

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REPORT OF THE TRUSTEES cont'd

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.

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REPORT OF THE TRUSTEES cont'd

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.

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REPORT OF THE TRUSTEES cont'd

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 (36 in 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

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

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.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

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

~~xxx~~ 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

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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
		<u>386,878</u>	<u>-</u>	<u>386,878</u>	<u>330,686</u>
Creditors					
Amounts falling due within one year	15	(121,705)	-	(121,705)	(65,309)
		<u>265,173</u>	<u>-</u>	<u>265,173</u>	<u>265,377</u>
Net current assets					
		<u>265,173</u>	<u>-</u>	<u>265,173</u>	<u>265,377</u>
Total assets less current liabilities		<u>275,507</u>	<u>-</u>	<u>275,507</u>	<u>274,791</u>
Net assets		<u>275,507</u>	<u>-</u>	<u>275,507</u>	<u>274,791</u>
Funds					
Unrestricted funds				214,465	213,749
Restricted funds				38,572	38,572
Endowment funds				<u>22,470</u>	<u>22,470</u>
Total funds				<u>275,507</u>	<u>274,791</u>

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:

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- 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 ~~xxx~~ 07/12/2024 and were signed on its behalf by:

Mr B Kinsella – Trustee



RE-INSTATE LIMITED

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
		<hr/>	<hr/>
		2,501	4,343
		<hr/>	<hr/>

RE-INSTATE LIMITED
NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

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

RE-INSTATE LIMITED

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

7	Charitable activities costs		2024 £	2023 £
		Direct costs	Support costs	
	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
		<u>4,076</u>	<u>-</u>	<u>7,731</u>
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
			<u>303,079</u>	<u>272,676</u>

RE-STATE LIMITED

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
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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	<u>3,927</u>	<u>-</u>	<u>3,927</u>
	At 31 March 2024	<u>44,542</u>	<u>3,400</u>	<u>47,942</u>
	Depreciation			
	At 1 April 2023	31,201	3,400	34,601
	Charge for year	<u>3,007</u>	<u>-</u>	<u>3,007</u>
	At 31 March 2024	<u>34,208</u>	<u>3,400</u>	<u>37,608</u>
	Net book value			
	At 31 March 2024	<u>10,334</u>	<u>-</u>	<u>10,334</u>
	At 31 March 2023	<u>9,414</u>	<u>-</u>	<u>9,414</u>
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	<u>13,363</u>	<u>11,366</u>	
		<u>48,218</u>	<u>35,233</u>	
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	<u>98,907</u>	<u>43,953</u>	
		<u>121,704</u>	<u>65,309</u>	

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	<u>1,629</u>	<u>3,579</u>
	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	<u>367,141</u>	<u>343,339</u>
	<u>373,926</u>	<u>360,267</u>
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	<u>3,007</u>	<u>2,363</u>
	<u>308,069</u>	<u>285,648</u>

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RE-INSTANCE 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	<u>2,883</u>	<u>566</u>
	3,257	1,149
Governance		
Wages	56,889	49,080
Bank charges	11	-
Social security	5,340	5,012
Accountancy and legal fees	<u>8,822</u>	<u>5,615</u>
	71,062	59,707
	<u> </u>	<u> </u>
Total resources expended	386,464	354,881
	<u> </u>	<u> </u>
Net income before gains and losses	716	19,311
	<u> </u>	<u> </u>
Net income	<u>716</u>	<u>19,311</u>

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