REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales · Charity number 274222

Details

Other names	RESTORE
Status	Registered
Legal form	Charitable company
Company number	01324318
Registered	1977-09-23
Register	View on the Charity Commission register

Contact

Address	Restore Manzil Way Cowley Road Oxford OX4 1YH
Phone	08452500518
Email	CEO@restore.org.uk

Activities

Objects: OBJECTS2.1 The Objects are for the benefit of and support for people suffering from poor mental health in Oxfordshire and neighbouring counties and regions (hereinafter called the "area of benefit") and in particular for the following purposes:2.1 .1 To provide recovery, coaching and training to its beneficiaries and their carers;2.1.2 To provide opportunities for employment, volunteering, education and training.

Activities: The objects are for the relief of persons suffering from mental distress and disorder including particularly persons within the city of Oxford and the surrounding district and in particular for the following purposes:1. To provide for the rehabilitation of the disabled, and2. To provide them with opportunities for theraputic work, training, work placement and support to gain employment

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** OXFORD AND SURROUNDING DISTRICT
- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,073,519	£2,258,915	£1,016,413	51
2024-03-31	£1,986,264	£2,068,752	£1,201,809	49
2023-03-31	£1,985,644	£2,017,751	£1,288,475	52
2022-03-31	£1,956,845	£1,915,255	£1,332,484	55
2021-03-31	£2,019,329	£1,763,016	£1,295,557	49

Trustees

Name	Role	Appointed
Amber Ceylon Fremaux		2025-11-25
Benjamin Andrew Lanes		2025-11-25
Callum Evans		2024-11-26
Catherine Patricia Riddle		2025-11-25
Dr Nicholas Richard Hanson-James		2025-11-25
Lee Gray		2022-11-22
Melinda Setanoians		2025-11-25
Neil Warriner		2023-11-28
Rose Jessica Rolle-Rowan		2025-11-25
Sara Joanne Lee		2025-11-25

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REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales - Charity number 274222

Accounts

Charity registration number 274222 (England and Wales)

Company registration number 01324318

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L Gray S Haigh S Mostyn N Warner Mr C Evans (Appointed 26 November 2024)
Secretary	S Mostyn
Charity number	274222
Company number	01324318
Principal address	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH
Registered office	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH
Auditor	Richardsons Chartered Accountants 30 Upper High Street Thame Oxfordshire OX9 3EZ
Bankers	Barclays Leicester LE87 2BB
Solicitors	Blake Morgan LLP West Way Oxford

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

Recovery

Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Inclusion

We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality

We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous service improvement. We are committed to professional integrity, objectivity, fairness and ethical business practices.

Co-operation and partnership

Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to collaborate, improve, develop, and expand our services for people with mental health problems in Oxfordshire.

Equality, Diversity, Equity and Inclusion (EDEI)

For Restore, EDEI is about more than just meeting our statutory requirements, it is fundamental to delivering effective services to those who need us most, understanding the needs of the communities we are here to support, and building the confidence of all we serve. Our focus moving forward is on engagement, dialogue and collaboration, to strengthen our ties with diverse communities in Oxford, through work with community groups, voluntary and statutory sector partners, ensuring our service and learning offers are inclusive.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Recovery groups provide people with the opportunity to come together in a group and work on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members themselves. The Oxfordshire Recovery Service comprises eight recovery groups in total. During the year, Restore provided recovery groups in six locations, and sub-contracts delivery at a further two. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group.

Coaching is one to one support aimed at enabling the person supported to do something specific. Just like our Recovery Services, our coaching service works in close collaboration with other (clinical and non-clinical) services and support, as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client and is based on the GROW model. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work.

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore hosts on behalf of the wider OMHP. ORC takes an educational approach to recovery from mental health challenges. The College offers a wide range of courses and workshops on mental health themes such as Understanding Depression, Introduction to Mindfulness, and Creative Writing. Our courses are free for all, service users, careers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals. We offer both online and "in person" courses at venues across Oxfordshire.

A key value of the Recovery College is co-production. All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (people with lived experience of mental illness) and Experts by Training (professionals) who collaborate together in an equal partnership in order to improve the support and services that those of us affected by mental ill health need.

Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

Mental Health First Aid/Working with Mental Health
Restore offers both accredited and bespoke (developed with 'in house' expertise) courses including Mental Health First Aid Training, Suicide Prevention Training to both individuals and groups.

All courses are offered in person and online. All our trainers are qualified to deliver our MHFA and Suicide Prevention accredited courses.

Achievements and performance

Significant activities and achievements against objectives
Trustees, staff and volunteers worked hard during the year to build our activity and seek new sources of funding. Given the continuing uncertainty caused by the recovery from the COVID-19 pandemic, the income budget for 2024/25 was again intentionally cautious.

The year continued to see excellent results from Restore's recovery groups, in terms of members moving on successfully into volunteering, employment or other meaningful activity, and rating the service highly. This is part of an ongoing healthy consolidation of policy towards establishing a more structured two-year programme within groups, encouraging personal goal setting and aspirational planning from the outset.

Financial review

Trustees and senior staff continued to review the budget regularly throughout the year via our Finance Sub-Committee. We were particularly concerned about the impact of the cost of living crisis on staff, and wanted to make sure that our pay rates remained competitive with other comparable employers. Retsore's Trustees approved the organisation becoming an Oxford Living Wage Employer, with this implemented for all staff from 1 April 2024.

Total income and endowments has increased by less than 4.4% to £2,073,519 (2024: £1,986,264). Expenditure has increased by 9.2% on the previous year at £2,258,915 compared to £2,068,752 the previous year. The deficit for the year was £185,396 compared to a deficit of £86,666 last year.

Grants receivable which includes income from Oxford Health NHS Foundation Trust have decreased from £1,424,672 last year to £1,448,362.

Our principal funder source during the year was Oxford Health NHS Foundation Trust, which acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with Oxford Health commenced in September 2015 for a minimum 5-year period, this was extended taking it to end of March 2025, with a further two year extension to March 2027. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

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 equivalent to between three and six month's expenditure. The trustees consider that 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. This level of reserves has been maintained throughout the year.

As at 31 March 2025 the level of Unrestricted Funds (including designated funds) stood at £1,001,413 (2024: £1,186,809).

As at 31 March 2025, within total unrestricted funds the level of free funds was £316,413 (2024: £501,809). The Trustees believe that reserves are at a level appropriate to cover expenditure.

Principal funding sources

Beneficiaries

In 2024–25, Restore supported 438 people, compared to 462 in 2023–24. Restore & partners facilitated a total of 9,844 attendances at recovery groups and coaching sessions, 7,504 in 2023–24. An encouraging 84% of people reported feeling well-supported, slightly down from 87% in the previous year.

Our training team delivered mental health programmes, including Mental Health First Aid (MHFA) and workplace training, to 885 participants, up from 867 in 2023–24.

In the academic year 2024/25 (September 2024 to July 2025) Oxfordshire Recovery College delivered 330 courses, of which half were in person and half online. We delivered courses in person in Oxford, Witney, Didcot, and Banbury. 480 individual students attended at least one course at ORC. There were 2,628 total student attendances (this includes many individual students attending multiple courses) with 90% of students reported finding the courses very useful and 77% of students reported improvements in managing their own health and wellbeing at their six month review.

The number of staff working at Restore in March 2025 was 51 (41.22 whole time equivalent), compared with 49 (40.4 whole time equivalent) in March 2024.

Volunteers
This year volunteers hours were 8,004 (8,674 2024) across Restore. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work. Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2025.

Investments
From early 2023 Restore's deposits are invested in the Charities Aid Foundation deposit platform operated by Flagstone Group Ltd. This ensures that all deposits are in UK-based banks and building societies, and covered in full by the Financial Services Compensation Scheme. This will ensure that Restore can earn competitive rates of interest with no investment risk.

Principal Risks and Uncertainties
RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are four main areas of risk:

- governance and compliance (such as health and safety)
- financial (such as non-renewal of the OMHP contract after 2027)
- operational (such as the mental health of people using our services)
- external and environmental (such as weather damage to buildings)

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

Plans for future periods
Strategic planning is an iterative process for Restore. Based on Restore's Theory of Change, Trustees and staff base planning on a clear set of priorities for the organisation. The impacts Restore sets out to achieve focus on improving the mental health and wellbeing of adults across Oxfordshire as well as challenging stigma and influencing policy that affects mental health. Restore's Strategic Plan is reviewed annually and objectives set, projecting forward 3 years at a time.

Key priorities for the forthcoming financial year include:

- Work with partners towards a long term contract for the Oxfordshire Mental Health Partnership (OMHP)
- Continue to review and refresh Restore's recovery model
- Develop more community and place-based offers for underserved communities, with a focus on prevention and reducing relapse
- Improve recovery opportunities for younger people and older adults
- Continue to develop the Oxfordshire Recovery College with new, co-produced courses
- Support more people to move into (or back into) education, training and meaningful occupation
- Enhance staff development and wellbeing at Restore, to improve recruitment, retention and progression
- Ensure Equality, Diversity and Inclusion are consistently embedded in Restore's culture, services and ways of working
- Grow and deepen Restore's supporter community by using campaigns, our website and CRM more intelligently to broaden our reach and build meaningful, two-way engagement
- Translate engagement into sustainable income, increasing grants, regular giving, campaigns and events so that supporter relationships clearly contribute to Restore's long-term financial resilience

Structure, governance and management

Restore is a charity and a company limited by guarantee and owned by its Friends.
Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L Gray	
S Haigh	
S Mostyn	
E Peppiatt	(Appointed 27 June 2024 and resigned 5 May 2025)
A Perry	(Resigned 30 April 2025)
H Toomey	(Resigned 27 June 2024)
J Turpin	(Resigned 30 April 2025)
N Warner	
D Wells	(Resigned 30 April 2025)
Mr C Evans	(Appointed 26 November 2024)

Recruitment and appointment of trustees

Unless otherwise stated all trustees served throughout the year.

The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.
Management is carried out by the Chief Executive (Libby Peppiatt) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer – Libby Peppiatt
- Head of Finance & Administration – Sean Garden

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Auditor

In accordance with the company's articles, a resolution proposing that Richardsons Chartered Accountants be reappointed as auditor of the company will be put at a General Meeting.

What We Believe

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

Mission

Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision

Work towards a time when people with mental health problems are fully empowered to live meaningful lives

Values

Recovery
Enabling people to recover from illness and manage their own mental health and wellbeing
Support
Providing the opportunities to help ourselves and each other
Hope
Offering a positive future where everyone can fulfil their potential
Empowerment
Helping people to believe in themselves and what they can achieve
Respect
Accepting without judging as each person is unique

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

.....
S Haigh
Trustee

Date: 25th November 2025

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED



Jemima King (Senior Statutory Auditor)
For and on behalf of Richardsons Chartered Accountants, Statutory Auditor
Richardsons Chartered Accountants
30 Upper High Street
Thame
Oxfordshire
OX9 3EZ
Date: 25/11/2025

Richardsons Chartered Accountants is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:									
Donations and legacies	3	180,889	-	39,592	220,481	152,927	-	28,000	180,927
Charitable activities	4	1,769,489	-	-	1,769,489	1,757,058	-	-	1,757,058
Investments	5	83,549	-	-	83,549	48,279	-	-	48,279
Total income		2,033,927	-	39,592	2,073,519	1,958,264	-	28,000	1,986,264
Expenditure on:									
Raising funds	6	241,883	-	-	241,883	281,275	-	-	281,275
Charitable activities	7	1,977,440	-	39,592	2,017,032	1,759,213	-	28,264	1,787,477
Total expenditure		2,219,323	-	39,592	2,258,915	2,040,488	-	28,264	2,068,752
Net gains/(losses) on investments	12	-	-	-	-	(4,178)	-	-	(4,178)
Net expenditure and movement in funds		(185,396)	-	-	(185,396)	(86,402)	-	(264)	(86,666)
Reconciliation of funds:									
Fund balances at 1 April 2024		501,809	685,000	15,000	1,201,809	588,211	685,000	15,264	1,288,475
Fund balances at 31 March 2025		316,413	685,000	15,000	1,016,413	501,809	685,000	15,000	1,201,809

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		47,727		21,956
Current assets					
Stocks	**15**	14,065		9,489	
Debtors	**16**	110,023		68,100	
Cash at bank and in hand		1,067,164		1,327,789	
		1,191,252		1,405,378	
Creditors: amounts falling due within one year	**17**	(144,823)		(147,782)	
Net current assets			1,046,429		1,257,596
Total assets less current liabilities			1,094,156		1,279,552
Provision for other liabilities	**18**		(77,743)		(77,743)
Net assets			1,016,413		1,201,809
The funds of the charity					
Restricted income funds	**19**		15,000		15,000
Unrestricted funds - general	**21**		316,413		501,809
Unrestricted funds - designated	**20**		685,000		685,000
			1,016,413		1,201,809

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 25th November 2025

.....
S Haigh
Trustee

Company registration number 01324318 (England and Wales)

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash absorbed by operations	**25**		(304,129)		(77,751)
Investing activities					
Purchase of tangible fixed assets		(40,045)		-	
Proceeds from disposal of investments		-		65,367	
Investment income received		83,549		48,279	
Net cash generated from investing activities			43,504		113,646
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(260,625)		35,895
Cash and cash equivalents at beginning of year			1,327,789		1,291,894
Cash and cash equivalents at end of year			1,067,164		1,327,789

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Rehabilitation Services Trust for Oxfordshire Re-employment Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Cowley Road, Manzil Way, Oxford, Oxfordshire, OX4 1YH, UK.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

1 **Accounting policies** **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	over the term of the lease
Plant and equipment	25% straight line
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 **Accounting policies** **(Continued)**

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	180,889	39,592	220,481	152,927	28,000	180,927

4 Charitable activities

	2025	2024
	£	£
Sale of goods	321,127	332,386
Performance related grants	1,448,362	1,424,672
	1,769,489	1,757,058

Performance related grants

Oxford Health Partnership Contract	1,363,836	1,355,524
Oxford Health Forensic Contract	54,632	54,398
Abingdon & Witney College - MHFA Provision/volunteering	29,894	14,750
	1,448,362	1,424,672

These grants receivable are for income arising from contracts for service.

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Rental income	41,229	41,670
Other income	42,320	6,609
	83,549	48,279

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	17,958	6,673
Staff costs	76,245	88,657
	94,203	95,330
Trading costs		
Other trading activities	147,680	185,945
Total costs	241,883	281,275

7 Expenditure on charitable activities

	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2025	2025	2025	2025	2025
	£	£	£	£	£
Direct costs					
Staff costs	125,661	757,882	84,865	206,245	1,174,653
Depreciation and impairment	1,612	8,925	1,090	2,647	14,274
Property costs	47,690	74,346	4,372	10,616	137,024
Direct costs	32,574	44,870	11,304	19,739	108,487
Outsourced	-	160,455	-	-	160,455
Other costs	22,090	136,757	14,876	37,639	211,362
	229,627	1,183,235	116,507	276,886	1,806,255
Share of support and governance costs (see note 8)					
Support	22,525	124,700	15,227	36,975	199,427
Governance	11,350	-	-	-	11,350
	263,502	1,307,935	131,734	313,861	2,017,032
Analysis by fund					
Unrestricted funds - general	223,910	1,307,935	131,734	313,861	1,977,440
Restricted funds	39,592	-	-	-	39,592
	263,502	1,307,935	131,734	313,861	2,017,032

7 Expenditure on charitable activities (Continued)

Previous year:	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
Direct costs					
Staff costs	125,603	687,962	60,769	183,409	1,057,743
Depreciation and impairment	225	7,585	670	2,014	10,494
Property costs	9,977	86,217	4,292	12,898	113,384
Direct costs	25,234	52,336	1,463	12,482	91,515
Outsourced	-	159,718	-	-	159,718
Other costs	1,000	89,511	7,718	23,543	121,772
	162,039	1,083,329	74,912	234,346	1,554,626
Share of support and governance costs (see note 8)					
Support	38,597	25,095	145,333	12,844	221,869
Governance	10,982	-	-	-	10,982
	211,618	1,108,424	220,245	247,190	1,787,477
Analysis by fund					
Unrestricted funds - general	183,354	1,108,424	220,245	247,190	1,759,213
Restricted funds	28,264	-	-	-	28,264
	211,618	1,108,424	220,245	247,190	1,787,477

8 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	176,515	176,165
Expenses	16,346	39,161
Recuritment	6,566	6,543
Governance costs	11,350	10,982
	210,777	232,851
Analysed between:		
Coaching	33,875	49,579
Recovery	124,700	25,095
Volunteer & training	15,227	145,333
Recovery College	36,975	12,844
	210,777	232,851

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	11,200	10,800
Depreciation of owned tangible fixed assets	14,274	10,494

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
	66	64

Employment costs	2025	2024
	£	£
Wages and salaries	1,427,413	1,322,565

There were no employees whose annual remuneration was more than £60,000.

12 Gains and losses on investments

	Unrestricted funds 2025	Unrestricted funds 2024
Gains/(losses) arising on:	£	£
Revaluation of investments	-	(4,178)

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Leasehold land and buildings	Plant and equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2024	462,208	65,876	40,486	568,570
Additions	-	40,045	-	40,045
At 31 March 2025	462,208	105,921	40,486	608,615
Depreciation and impairment				
At 1 April 2024	450,049	60,983	35,582	546,614
Depreciation charged in the year	4,428	8,227	1,619	14,274
At 31 March 2025	454,477	69,210	37,201	560,888
Carrying amount				
At 31 March 2025	7,731	36,711	3,285	47,727
At 31 March 2024	12,159	4,893	4,904	21,956

All tangible fixed assets were held for charitable purposes.

15 Stocks

	2025	2024
	£	£
Finished goods and goods for resale	14,065	9,489

16 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	83,237	46,214
Other debtors	6,516	6,516
Prepayments and accrued income	20,270	15,370
	110,023	68,100

17 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	23,424	21,186
Trade creditors	56,339	89,853
Other creditors	6,011	26,743
Accruals and deferred income	59,049	10,000
	144,823	147,782

18 Provisions for liabilities

	2025	2024
	£	£
	77,743	77,743

Movements on provisions:

	£
VAT provision	77,743

A provision has been made for VAT liabilities anticipated as of 31 March 2025, reflecting estimated amounts due to HMRC for VAT on supplies and transactions that occurred during the previous financial years but have not yet been settled. This provision has been calculated based on expected liabilities, pending confirmation or assessment. Adjustments will be made in subsequent periods if necessary, based on the actual amounts payable.

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Batchworth Trust	15,000	-	-	15,000
Clover Trust	-	3,300	(3,300)	-
Ormonde Charitable Trust	-	600	(600)	-
Batchworth Trust	-	15,000	(15,000)	-
Haddenham Healthcare	-	1,000	(1,000)	-
Oxfordshire Commun Recovery	-	9,000	(9,000)	-
J A PYE Settlement	-	6,000	(6,000)	-
Other Donations	-	3,692	(3,692)	-
Chewell Gen Ay	-	1,000	(1,000)	-
	15,000	39,592	(39,592)	15,000

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Other capital grants	4,462	-	(4,462)	-
Clover Trust	5,802	-	(5,802)	-
South Oxon AMHT	5,000	-	(5,000)	-
Northwick Grant	-	8,000	(8,000)	-
Oxon Comm Foundation	-	4,000	(4,000)	-
Batchworth Trust	-	15,000	-	15,000
BCA Hedley Grant	-	1,000	(1,000)	-
	15,264	28,000	(28,264)	15,000

20 Unrestricted funds - designated

These are unrestricted funds which are material to the charity's activities.

	At 1 April 2024	At 31 March 2025
	£	£
	685,000	685,000

Previous year:

	At 1 April 2023	At 31 March 2024
	£	£
	685,000	685,000

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Gains and losses	At 31 March 2025
	£	£	£	£	£
General funds	501,809	2,033,927	(2,219,323)	-	316,413

Previous year:

	At 1 April 2023	Incoming resources	Resources expended	Gains and losses	At 31 March 2024
	£	£	£	£	£
General funds	588,211	1,958,264	(2,040,488)	(4,178)	501,809

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.

The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.

The Property Fund is created to cover future exceptional revenue and capital property expenditure.

22 Analysis of net assets between funds

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:				
Tangible assets	43,265	-	4,462	47,727
Current assets/(liabilities)	350,891	685,000	10,538	1,046,429
Provisions	(77,743)	-	-	(77,743)
	316,413	685,000	15,000	1,016,413

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:				
Tangible assets	17,494	-	4,462	21,956
Current assets/(liabilities)	562,058	685,000	10,538	1,257,596
Provisions	(77,743)	-	-	(77,743)
	501,809	685,000	15,000	1,201,809

23 Operating lease commitments

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029.

The charity leases 3 printers, 2 document feeders, 4 cassettes and 1 cabinet, which expire in November 2029.

The charity has entered into a lease in respect of its Banbury premises for a term of 5 years at a current annual rental of £15,000, expiring in June 2026.

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	64,340	60,143
Between two and five years	154,470	191,000
	218,810	251,143

24 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

25 Cash absorbed by operations

	2025	2024
	£	£
Deficit for the year	(185,396)	(86,666)
Adjustments for:		
Investment income recognised in statement of financial activities	(83,549)	(48,279)
Fair value gains and losses on investments	-	4,178
Depreciation and impairment of tangible fixed assets	14,274	10,494
Movements in working capital:		
(Increase)/decrease in stocks	(4,576)	9,898
(Increase) in debtors	(41,923)	(22,953)
(Decrease) in creditors	(2,959)	(22,166)
(Decrease) in provisions	-	77,743
Cash absorbed by operations	(304,129)	(77,751)

26 Analysis of changes in net funds

The charity had no material debt during the year.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales - Charity number 274222

Accounts

Charity registration number 274222

Company registration number 01324318 (England and Wales)

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L Gray	
	S Haigh	
	S Mostyn	
	E Peppiatt	(Appointed 27 June 2024)
	A Perry	
	H Toomey	
	J Turpin	
	N Warner	(Appointed 28 November 2023)
	D Wells	
Secretary	S Mostyn	
Charity number	274222	
Company number	01324318	
Principal address	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH	
Registered office	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH	
Auditor	Richardsons Chartered Accountants 30 Upper High Street Thame Oxfordshire OX9 3EZ	
Bankers	Barclays Leicester LE87 2BB	
Solicitors	Blake Morgan LLP West Way Oxford	

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities
Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

Recovery
Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Inclusion
We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality
We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous service improvement. We are committed to professional integrity, objectivity, fairness and ethical business practices.

Co-operation and partnership
Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to collaborate, improve, develop, and expand our services for people with mental health problems in Oxfordshire.

Equality, Diversity, Equity and Inclusion (EDEI)
For Restore, EDEI is about more than just meeting our statutory requirements, it is fundamental to delivering effective services to those who need us most, understanding the needs of the communities we are here to support, and building the confidence of all we serve. Our focus moving forward is on engagement, dialogue and collaboration, to strengthen our ties with diverse communities in Oxford, through work with community groups, voluntary and statutory sector partners, ensuring our service and learning offers are inclusive..

Public benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Recovery groups provide people with the opportunity to come together in a group and work on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members themselves. The Oxfordshire Recovery Service comprises eight recovery groups in total. Restore provides recovery groups in six locations, and sub-contracts delivery at a further two. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group.

Coaching is one to one support aimed at enabling the person supported to do something specific. Just like our Recovery Services, our coaching service works in close collaboration with other (clinical and non-clinical) services and support, as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client and is based on the GROW model. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work.

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore hosts on behalf of the wider OMHP. ORC takes an educational approach to recovery from mental health challenges. The College offers a wide range of courses and workshops on mental health themes such as Understanding Depression, Introduction to Mindfulness, and Creative Writing. Our courses are free for all, service users, careers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals. We offer both online and "in person" courses at venues across Oxfordshire.

A key value of the Recovery College is co-production. All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (people with lived experience of mental illness) and Experts by Training (professionals) who collaborate together in an equal partnership in order to improve the support and services that those of us affected by mental ill health need.

Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

Mental Health First Aid/Working with Mental Health
Restore offers both accredited and bespoke (developed with 'in house' expertise) courses including Mental Health First Aid Training, Suicide Prevention Training to both individuals and groups.

All courses are offered in person and online. All our trainers are qualified to deliver our MHFA and Suicide Prevention accredited courses.

Achievements and performance

Significant activities and achievements against objectives
Trustees, staff and volunteers worked hard during the year to build our activity and seek new sources of funding. Given the continuing uncertainty caused by the recovery from the COVID-19 pandemic, the income budget for 2023/24 was intentionally cautious.

The year continued to see excellent results from Restore's recovery groups, in terms of members moving on successfully into volunteering, employment or other meaningful activity, and rating the service highly. This is part of an ongoing healthy consolidation of policy towards establishing a more structured two-year programme within groups, encouraging personal goal setting and aspirational planning from the outset.

Financial review

Trustees and senior staff continued to review the budget regularly throughout the year via our Finance Sub-Committee. We were particularly concerned about the impact of the cost of living crisis on staff, and wanted to make sure that our pay rates remained competitive with other comparable employers. Trustees approved a pay increase for staff from 1 April 2023.

Total income and endowments has increased by less than 0.5% to £1,986,264 (2023: £1,985,644). Expenditure has increased by 2.5% on the previous year at £2,068,752 compared to £2,017,751 the previous year. The deficit for the year was £86,666 compared to a deficit of £44,014 last year.

Grants receivable which includes income from Oxford Health NHS Foundation Trust have decreased from £1,584,644 last year to £1,424,672 mainly as a result of the IPS service and its staff transferred to the NHS in March 2023.

Our principal funder source during the year was Oxford Health NHS Foundation Trust, which acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with Oxford Health commenced in September 2015 for a minimum 5-year period, this was extended taking it to end of March 2025. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

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 equivalent to between three and six month's expenditure. The trustees consider that 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. This level of reserves has been maintained throughout the year.

As at 31 March 2024 the level of Unrestricted Funds (including designated funds) stood at £1,186,809 (2023: £1,273,211).

As at 31 March 2024, within total unrestricted funds the level of free funds was £501,809 (2023: £588,211). The Trustees believe that reserves are at a level appropriate to cover expenditure.

Principal funding sources

Beneficiaries

In 2023–24, Restore supported 462 people, compared to 510 in 2022–23.Of these, 161 were new, 325 the previous year. Restore & partners facilitated a total of 7,504 attendances at recovery groups and coaching sessions, 8,551 in 2022–23. An encouraging 87% of people reported feeling well-supported, slightly up from 86% in the previous year.

Among active people during the period, 65% concluded their engagement with our services in 2023–24, compared to 57% in 2022–23. Notably, 20% of them transitioned into vocations such as work, volunteering, or training, an increase from 17.5% in the previous year.

Our training team delivered mental health programmes, including Mental Health First Aid (MHFA) and workplace training, to 867 participants, up from 682 in 2022–23.

In the academic year 2023/24 (September 2023 to July 2024) Oxfordshire Recovery College delivered 351 courses, of which half were in person and half online. We delivered courses in person in Oxford, Witney, Didcot, and Banbury. 464 individual students attended at least one course at ORC. There were 3096 total student attendances (this includes many individual students attending multiple courses) which represents an increase of 38% attendance from the year 22/23.

Recovery College work this year included:

- launching new courses in Neurodivergence and Wellbeing, Understanding Bipolar, Creativity for Carers, and Loss, grief and wellbeing.
- holding Student Feedback events to identify factors student find most helpful and coproduce a new Course Prospectus.
- undertaking data analysis which showed a significant increase in goal-based outcome scores, indicating that students take significant steps towards their goals during the period they attend courses at ORC.
- showcasing our work on breaking down stigma at Dorchester Festival.

The number of staff working at Restore in March 2024 was 49 (40.4 whole time equivalent), compared with 52 (41.4 whole time equivalent) in March 2023.

Volunteers
This year volunteers hours were 8,647 (8,751 2023) across Restore. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work. Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2024.

Investments
The investment with Schroder's Charity Fixed Interest Fund has subsequently been closed by the provider, resulting in an unavoidable loss on the investment. From early 2023 we have moved Restore's deposits to a new provider, the Charities Aid Foundation deposit platform operated by Flagstone Group Ltd. This ensures that all deposits are in UK-based banks and building societies, and covered in full by the Financial Services Compensation Scheme. This will ensure that Restore can earn competitive rates of interest with no investment risk.

Principal Risks and Uncertainties

RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are four main areas of risk:

- governance and compliance (such as health and safety)
- financial (such as non-renewal of the OMHP contract after 2025)
- operational (such as the mental health of people using our services)
- external and environmental (such as weather damage to buildings)

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

Plans for future periods
Strategic planning is an iterative process for Restore. Based on Restore's Theory of Change, Trustees and staff base planning on a clear set of priorities for the organisation. The impacts Restore sets out to achieve focus on improving the mental health and wellbeing of adults across Oxfordshire as well as challenging stigma and influencing policy that affects mental health. Restore's Strategic Plan is reviewed annually and objectives set, projecting forward 3 years at a time. The current Strategic Plan runs until 2025.

Key priorities for the forthcoming financial year include:

- Work with partners towards a long term contract for the Oxfordshire Mental Health Partnership
- Review and refresh Restore's recovery model.
- Continue to develop the Compass Digital recovery group, informed by the outcomes of the recovery review
- Establish strong links with Oxfordshire's new Community Mental Health hubs
- Continue to develop the Oxfordshire Recovery College: new courses (including for young people), increase student numbers, engage in research projects, hold another Library of Life event
- Implement the maintenance plan for all Restore's buildings and equipment
- Establish a clear plan to secure new premises for Restore's South Oxfordshire recovery group
- Review and enhance staff development and wellbeing at Restore, to improve employee recruitment and retention
- Expand Restore's supporter base (campaign, website, CRM). Convert support into income (grants, events). Increase outreach and band cohesion to drive awareness, digitally and locally
- Connect external training with Fundraising & Communications: developing journeys across Community & Corporate, aiming to be coordinated, efficient and connected
- Establish a strategic approach to Equality, Diversity and Inclusion across all areas of Restore's work
- Devise a plan for a cloud-based storage system for Restore

Structure, governance and management

Restore is a charity and a company limited by guarantee and owned by its Friends.
Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

G Cole	(Resigned 23 November 2023)
L Gray	
S Haigh	
S Mostyn	
E Peppiatt	(Appointed 27 June 2024)
A Perry	
H Toomey	
J Turpin	
N Warner	(Appointed 28 November 2023)
D Wells	

Recruitment and appointment of trustees
Unless otherwise stated all trustees served throughout the year.

The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.
Management is carried out by the Chief Executive (Lesley Dewhurst) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer - Lesley Dewhurst
- Director of Finance & Administration – Martin Cattermole (to January 2024), Sean Garden (from January 2024)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Auditor
In accordance with the company's articles, a resolution proposing that Richardsons Chartered Accountants be reappointed as auditor of the company will be put at a General Meeting.

What We Believe
We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

Mission
Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision
Work towards a time when people with mental health problems are fully empowered to live meaningful lives

Values

Recovery
Enabling people to recover from illness and manage their own mental health and wellbeing
Support
Providing the opportunities to help ourselves and each other
Hope
Offering a positive future where everyone can fulfil their potential
Empowerment
Helping people to believe in themselves and what they can achieve
Respect
Accepting without judging as each person is unique

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

S Haigh
Trustee

Date: 26th November 2024

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Richardsons

Richardsons Chartered Accountants 26-11-2024

Richardsons Chartered Accountants
Statutory Auditor

30 Upper High Street
Thame
Oxfordshire
OX9 3EZ

Richardsons Chartered Accountants is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:									
Donations and legacies	3	152,927	-	28,000	180,927	104,056	-	8,453	112,509
Charitable activities	4	1,757,058	-	-	1,757,058	1,816,861	-	-	1,816,861
Other trading activities	5	-	-	-	-	6,698	-	-	6,698
Investments	6	48,279	-	-	48,279	49,576	-	-	49,576
Total income		1,958,264	-	28,000	1,986,264	1,977,191	-	8,453	1,985,644
Expenditure on:									
Raising funds	7	281,275	-	-	281,275	196,959	-	-	196,959
Charitable activities	8	1,759,213	-	28,264	1,787,477	1,723,026	-	20,023	1,743,049
Other material expenditure		-	-	-	-	77,743	-	-	77,743
Total expenditure		2,040,488	-	28,264	2,068,752	1,997,728	-	20,023	2,017,751
Net gains/(losses) on investments	13	(4,178)	-	-	(4,178)	(11,907)	-	-	(11,907)
Net expenditure and movement in funds		(86,402)	-	(264)	(86,666)	(32,444)	-	(11,570)	(44,014)
Reconciliation of funds:									
Fund balances at 1 April 2023		588,211	685,000	15,264	1,288,475	620,655	685,000	26,834	1,332,489
Fund balances at 31 March 2024		501,809	685,000	15,000	1,201,809	588,211	685,000	15,264	1,288,475

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	15		21,956		32,450
Investments	16		-		69,545
			21,956		101,995
Current assets					
Stocks	17	9,489		19,387	
Debtors	18	68,100		45,147	
Cash at bank and in hand		1,327,789		1,291,894	
		1,405,378		1,356,428	
Creditors: amounts falling due within one year	19	(147,782)		(169,948)	
Net current assets			1,257,596		1,186,480
Total assets less current liabilities			1,279,552		1,288,475
Provision for other liabilities	20		(77,743)		-
Net assets			1,201,809		1,288,475
The funds of the charity					
Restricted income funds	21		15,000		15,264
Unrestricted funds - general	23		501,809		588,211
Unrestricted funds - designated	22		685,000		685,000
			1,201,809		1,288,475

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 26th November 2024.

S Haigh
Trustee

Company registration number 01324318 (England and Wales)

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash absorbed by operations	27		(77,751)		(55,033)
Investing activities					
Purchase of tangible fixed assets		-		(6,821)	
Proceeds from disposal of investments		65,367		-	
Investment income received		48,279		49,576	
Net cash generated from investing activities			113,646		42,755
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			35,895		(12,278)
Cash and cash equivalents at beginning of year			1,291,894		1,304,172
Cash and cash equivalents at end of year			1,327,789		1,291,894

1 Accounting policies

Charity information

Rehabilitation Services Trust for Oxfordshire Re-employment Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Cowley Road, Manzil Way, Oxford, Oxfordshire, OX4 1YH, UK.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

1 **Accounting policies** **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	over the term of the lease
Plant and equipment	25% straight line
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 **Accounting policies** **(Continued)**

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Donations and gifts	152,927	28,000	180,927	104,056	8,453	112,509

4 Charitable activities

	2024	2023
	£	£
Sale of goods	332,386	232,217
Performance related grants	1,424,672	1,584,644
	1,757,058	1,816,861

Performance related grants

Oxford Health Partnership Contract	1,355,524	1,362,656
Oxford Health IPS Contract	-	161,225
Oxford Health Forensic Contract	54,398	52,890
Abingdon & Witney College - MHFA Provision/volunteering	14,750	7,873
	1,424,672	1,584,644

These grants receivable are for income arising from contracts for service.

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	-	6,698

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Rental income	41,670	43,218
Other income	6,609	6,358
	48,279	49,576

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	6,673	8,210
Staff costs	88,657	61,136
	95,330	69,346
Trading costs		
Other trading activities	185,945	127,613
Total costs	281,275	196,959

8 Expenditure on charitable activities

	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
Direct costs					
Staff costs	125,603	687,962	60,769	183,409	1,057,743
Depreciation and impairment	225	7,585	670	2,014	10,494
Property costs	9,977	86,217	4,292	12,898	113,384
Direct costs	25,234	52,336	1,463	12,482	91,515
Outsourced	-	159,718	-	-	159,718
Other costs	1,000	89,511	7,718	23,543	121,772
	162,039	1,083,329	74,912	234,346	1,554,626
Share of support and governance costs (see note 9)					
Support	38,597	25,095	145,333	12,844	221,869
Governance	10,982	-	-	-	10,982
	211,618	1,108,424	220,245	247,190	1,787,477
Analysis by fund					
Unrestricted funds - general	183,354	1,108,424	220,245	247,190	1,759,213
Restricted funds	28,264	-	-	-	28,264
	211,618	1,108,424	220,245	247,190	1,787,477

8 Expenditure on charitable activities (Continued)

Previous year:	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2023	2023	2023	2023	2023
	£	£	£	£	£
Direct costs					
Staff costs	228,361	587,704	104,373	189,904	1,110,342
Depreciation and impairment	2,648	6,977	1,256	2,282	13,163
Property costs	(2,253)	51,798	2,830	5,142	57,517
Direct costs	12,716	76,175	8,418	20,642	117,951
Outsourced	-	159,756	-	-	159,756
Other costs	13,922	61,737	10,678	19,835	106,172
	255,394	944,147	127,555	237,805	1,564,901
Share of support and governance costs (see note 9)					
Support	33,506	88,237	15,879	28,859	166,481
Governance	11,667	-	-	-	11,667
	300,567	1,032,384	143,434	266,664	1,743,049
Analysis by fund					
Unrestricted funds - general	294,704	1,020,547	143,018	264,757	1,723,026
Restricted funds	5,863	11,837	416	1,907	20,023
	300,567	1,032,384	143,434	266,664	1,743,049

9 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	176,165	148,544
Expenses	39,161	7,709
Recuritment	6,543	10,228
Governance costs	10,982	11,667
	232,851	178,148
Analysed between:		
Coaching	49,579	45,173
Recovery	25,095	88,237
Volunteer & training	145,333	15,879
Recovery College	12,844	28,859
	232,851	178,148

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	10,494	13,163

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	64	52

Employment costs	2024	2023
	£	£
Wages and salaries	1,322,565	1,320,022

There were no employees whose annual remuneration was more than £60,000.

13 Gains and losses on investments

	Unrestricted funds 2024	Unrestricted funds 2023
Gains/(losses) arising on:	£	£
Revaluation of investments	(4,178)	(11,907)

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

15 Tangible fixed assets

	Leasehold land and buildings	Plant and equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2023	462,208	65,876	40,486	568,570
At 31 March 2024	462,208	65,876	40,486	568,570
Depreciation and impairment				
At 1 April 2023	444,378	57,795	33,947	536,120
Depreciation charged in the year	5,671	3,188	1,635	10,494
At 31 March 2024	450,049	60,983	35,582	546,614
Carrying amount				
At 31 March 2024	12,159	4,893	4,904	21,956
At 31 March 2023	17,830	8,081	6,539	32,450

All tangible fixed assets were held for charitable purposes.

16 Fixed asset investments

	Schroders £
Cost or valuation	
At 1 April 2023	69,545
Valuation changes	(4,178)
Disposals	(65,367)
At 31 March 2024	-
Carrying amount	
At 31 March 2024	-
At 31 March 2023	69,545

17 Stocks

	2024 £	2023 £
Finished goods and goods for resale	9,489	19,387

18 Debtors

Amounts falling due within one year:	2024 £	2023 £
Trade debtors	46,214	27,552
Other debtors	6,516	13,325
Prepayments and accrued income	15,370	4,270
	68,100	45,147

19 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	21,186	19,533
Trade creditors	89,853	29,473
Other creditors	26,743	110,742
Accruals and deferred income	10,000	10,200
	147,782	169,948

20 Provisions for liabilities

	2024	2023
	£	£
	77,743	-

Movements on provisions:

	£
VAT provision	77,743

A provision has been made for VAT liabilities anticipated as of 31 March 2024, reflecting estimated amounts due to HMRC for VAT on supplies and transactions that occurred during the previous financial years but have not yet been settled. This provision has been calculated based on expected liabilities, pending confirmation or assessment. Adjustments will be made in subsequent periods if necessary, based on the actual amounts payable.

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
Other capital grants	4,462	-	(4,462)	-
Clover Trust	5,802	-	(5,802)	-
South Oxon AMHT	5,000	-	(5,000)	-
Northwick Grant	-	8,000	(8,000)	-
Oxon Comm Foundation	-	4,000	(4,000)	-
Batchworth Trust	-	15,000	-	15,000
BCA Hedley Grant	-	1,000	(1,000)	-
	15,264	28,000	(28,264)	15,000

21 Restricted funds (Continued)

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
Other capital grants	8,827	-	(4,365)	4,462
Big Give	5,802	-	-	5,802
Clover Trust	-	2,500	(2,500)	-
Ithaca	1,150	-	(1,150)	-
Newbury Building Society	-	3,000	(3,000)	-
Oxford City Council	-	2,000	(2,000)	-
South Oxon AMHT	3,570	-	(3,570)	-
West Mill Solar	5,000	-	-	5,000
Other	2,485	953	(3,438)	-
	26,834	8,453	20,023	15,264

22 Unrestricted funds - designated

These are unrestricted funds which are material to the charity's activities.

	At 1 April 2023 £	At 31 March 2024 £
	685,000	685,000

Previous year:	At 1 April 2022 £	At 31 March 2023 £
	685,000	685,000

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Gains and losses £	At 31 March 2024 £
General funds	588,211	1,958,264	(2,040,488)	(4,178)	501,809

23 Unrestricted funds (Continued)

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Gains and losses £	At 31 March 2023 £
South Oxfordshire Building	275,000	-	-	-	275,000
Service Development	235,000	-	-	-	235,000
Property Fund	175,000	-	-	-	175,000
General funds	(64,345)	1,977,191	(1,997,728)	(11,907)	(96,789)
	620,655	1,977,191	1,997,728	(11,907)	588,211

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.

The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.

The Property Fund is created to cover future exceptional revenue and capital property expenditure.

24 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:				
Tangible assets	17,494	-	4,462	21,956
Current assets/(liabilities)	562,058	685,000	10,538	1,257,596
Provisions	(77,743)	-	-	(77,743)
	501,809	685,000	15,000	1,201,809

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:				
Tangible assets	27,988	-	4,462	32,450
Investments	69,545	-	-	69,545
Current assets/(liabilities)	490,678	685,000	10,802	1,186,480
	588,211	685,000	15,264	1,288,475

25 Operating lease commitments

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029 subject to a break clause in 2023.

The charity leases 3 photocopying machines, 2 expired in 2023, 1 in 2024.

The charity has entered into a lease in respect of its Banbury premises for a term of 5 years at a current annual rental of £15,000, expiring in June 2026.

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	60,143	63,143
Between two and five years	191,000	248,476
In over five years	-	66,000
	251,143	377,619

26 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

27 Cash generated from operations	2024 £	2023 £
Deficit for the year	(86,666)	(44,014)
Adjustments for:		
Investment income recognised in statement of financial activities	(48,279)	(49,576)
Fair value gains and losses on investments	4,178	11,907
Depreciation and impairment of tangible fixed assets	10,494	13,163
Movements in working capital:		
Decrease in stocks	9,898	6,105
(Increase)/decrease in debtors	(22,953)	43,542
(Decrease) in creditors	(22,166)	(11,487)
(Decrease) in provisions	77,743	-
(Decrease) in deferred income	-	(24,673)
Cash absorbed by operations	(77,751)	(55,033)

28 Analysis of changes in net funds

The charity had no material debt during the year.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales - Charity number 274222

Accounts

Charity registration number 274222

Company registration number 01324318 (England and Wales)

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	G Cole	
	L Gray	(Appointed 22 November 2022)
	S Haigh	
	S Mostyn	
	A Perry	(Appointed 22 November 2022)
	H Toomey	(Appointed 22 November 2022)
	J Turpin	
	D Wells	
Secretary	G Cole	
Charity number	274222	
Company number	01324318	
Principal address	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH	

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities
Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Floating Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

Recovery
Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Inclusion
We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality
We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous improvement in our services. We are committed to professional integrity, objectivity, fairness and ethical business practices.

Co-operation and partnership
Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to
improve, develop, and expand our services for people with mental health problems in Oxfordshire.

Equality & Diversity
For everyone Equality & Diversity has been high on the agenda in 2022 - 2023. For Restore, equality diversity and inclusion is about more than just meeting our statutory requirements, it is fundamental to delivering our services and building the confidence of all the communities we serve. Our focus moving forward is on engagement, dialogue and collaboration and strengthening our ties with diverse communities in Oxford, not only through the Ripple Project but also through The Recovery College and the Innovations project.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Recovery groups provide people with the opportunity to come together in a group and work on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members. The Oxfordshire Recovery Service comprises eight recovery groups and some shared services. We provide recovery groups in five locations, and sub-contract delivery at two others. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group. A ninth recovery group is being developed: The Compass Recovery Group. This will be delivered digitally and is designed to reach people who find it difficult to access services in-person.

Coaching is one to one support aimed at enabling the person supported to do something specific. All our coaching services are integrated into other clinical teams as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work. This work continued remotely throughout both COVID-19 lockdowns.

IPS is a service to enable people with complex mental health problems to be able to enjoy a good quality of life, reduce health inequalities, remain independent and in control, achieve paid employment, and support each individual's recovery. The IPS service and its staff transferred to the NHS in March 2023.

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore leads on behalf of the OMHP. ORC takes an educational approach to recovery from mental health challenges. We offer a wide range of courses and workshops on mental health themes such as Understanding Depression, Introduction to Mindfulness, and Creative Writing. Our courses are free for service users, carers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals. We offer both online and "in person" courses at venues across Oxfordshire.

Our key value is co-production. All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (experience of mental illness) and Experts by Training (professionals) that collaborate together in an equal partnership in order to improve the support and services that those affected by mental ill health need.

Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

Since the Pandemic began we have launched our courses online and found students responded well and found this way of learning useful. We now offer both online and in person options for most of our courses and will continue to do so.

Recovery Innovations Project (Compass)
Compass recovery group offers online opportunities to socialise, learn new skills, find out about Restore's mental health services and have some fun with others in a shared setting. The online recovery group runs on a rolling seven-week session basis. Members will attend one session per week.

Mental Health First Aid/Working with Mental Health. We provide Mental Health First Aid Training and tailored Working with Mental Health sessions. Both courses are currently available face to face and on online. All trainers have had to undertake training to learn how to deliver MHFA successfully online.

Achievements and performance

Trustees, staff and volunteers worked hard during the year to build our activity and seek new sources of funding. Given the continuing uncertainty caused by the recovery from the COVID-19 pandemic, the income budget for 2022/23 was deliberately cautious, in particular for both fundraising income and training sales.Thanks to the efforts of the new head of fundraising and engagement and the training team, these sources of income have exceeded the budget

The year saw some excellent results from Restore's recovery groups, in terms of members moving on successfully into volunteering, employment or other meaningful activity. This is part of a healthy consolidation of policy towards establishing a more structured two-year programme within groups, encouraging personal goal setting and aspirational planning from the outset.

We have been thrilled to welcome so many new volunteers to Restore during the year, as well as welcoming back those who had been unable to come during the pandemic.

Financial review

Trustees and senior staff continued to review the budget regularly through the year. We were particularly concerned about the impact of the cost of living crisis on staff, and wanted to make sure that our pay rates remained competitive with other employers. Our contracts with the NHS were confirmed by January, which has allowed trustees to approve a pay increase for staff from 1 April 2023. We also made an extra one-off extra payment to staff in December 2022,

Total income and endowments has increased by 1.5% to £1,985,644 (2022: £1,956,844). Expenditure has increased by 5.4% on the previous year at £2,017,751 compared to £1,915,256 the previous year. The deficit for the year was £44,014 compared to a surplus of £36,932 last year.

Grants receivable which includes income from Oxford Health NHS Foundation Trust have increased from £1,498,145 last year to £1,584,644.
Our principal funder source during the year was Oxford Health NHS Foundation Trust, which acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with Oxford Health commenced in September 2015 for a minimum 5-year period, this was extended taking it to end of March 2025. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

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 equivalent to between three and six month's expenditure. The trustees consider that 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. This level of reserves has been maintained throughout the year.

As at 31 March 2023 the level of Unrestricted Funds (including designated funds) stood at £1,273,211 (2022: £1,305,655). This decrease over last year represents approximately 7.5 months of our normal running costs based upon budgeted costs for the year to 31 March 2024. As at 31 March 2023, within total unrestricted funds the level of free funds was £560,223 (2022: £590,690). The Trustees believe that reserves are at a level appropriate to cover expenditure.

Beneficiaries
We worked with 414 (2022: 489) people, providing 794 (2022: 764) individual support sessions and 682 (2022: 723) MHFA training courses to individuals. We supported 16 (2022: 29) people to get paid work, 4 (2022: 4) people to keep their jobs and 10 (2022: 31) people to start volunteering or to undertake work placements.

In the academic year 2022/23 (September 2022 to July 2023) Oxfordshire Recovery College delivered 302 courses, of which half were in person and half online. We delivered courses in Oxford, Witney, Didcot, Banbury and Berinsfield. There have been 2,250 student attendances (this includes many individual students attending multiple courses). 490 new students expressed interest in enrolling at ORC this year and the majority went on to attend at least one course.

The Recovery College work this year included:

- Library of Life - a collection of video stories about recovery and resilience.
- a public event at the Story Museum in Oxford during Mental Health Awareness Week, with films by students on our Digital Story Telling course.
- a session on using lived experience safely in work with young people at the Youth in Mind conference hosted by Oxfordshire Youth and Oxfordshire Mind.

Staff
The number of staff working at Restore in March 2023 was 52 (41.4 whole time equivalent) , compared with 55 (45.8 whole time equivalent) in March 2022.

Volunteers
This year volunteers hours were 8,751 (7,687 2022) across Restore. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work. Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2023.

Investments
Currently the investment in the Schroder's Charity Fixed Interest Fund is valued at 69,544.52 (2022: £81,451). The investment has subsequently been closed by the provider, resulting in an unavoidable loss on the investment. From early 2023 we have moved Restore's deposits to a new provider, the Charities Aid Foundation deposit platform operated by Flagstone Group Ltd. This ensures that all deposits are in UK-based banks and building societies, and covered in full by the Financial Services Compensation Scheme. This will ensure that Restore can earn competitive rates of interest with no investment risk.

Principal Risks and Uncertainties
RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are four main areas of risk:

- governance and compliance (such as health and safety)
- financial (such as non-renewal of the OMHP contract after 2025)
- operational (such as the mental health of people using our services)
- external and environmental (such as weather damage to buildings)

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

Plans for future periods

Strategic planning is an iterative process for Restore. Based on Restore's Theory of Change, Trustees and staff base planning on a clear set of priorities for the organisation. The impacts Restore sets out to achieve focus on improving the mental health and wellbeing of adults across Oxfordshire as well as challenging stigma and influencing policy that affects mental health. Restore's Strategic Plan is reviewed annually and objectives set, projecting forward 3 years at a time. The current Strategic Plan runs until 2025.

Key priorities for the forthcoming financial year include:

- Work with partners towards a long term contract for the Oxfordshire Mental Health Partnership
- Review and refresh Restore's recovery model.
- Continue to develop the Compass Digital recovery group, informed by the outcomes of the recovery review
- Establish strong links with Oxfordshire's new Community Mental Health hubs
- Continue to develop the Oxfordshire Recovery College: new courses (including for young people), increase student numbers, engage in research projects, hold another Library of Life event
- Implement the maintenance plan for all Restore's buildings and equipment
- Establish a clear plan to secure new premises for Restore's South Oxfordshire recovery group
- Review and enhance staff development and wellbeing at Restore, to improve employee recruitment and retention
- Expand Restore's supporter base (campaign, website, CRM). Convert support into income (grants, events). Increase outreach and band cohesion to drive awareness, digitally and locally
- Connect external training with Fundraising & Communications: developing journeys across Community & Corporate, aiming to be coordinated, efficient and connected
- Establish a strategic approach to Equality, Diversity and Inclusion across all areas of Restore's work
- Devise a plan for a cloud-based storage system for Restore

Structure, governance and management

Restore is a charity and a company limited by guarantee and owned by its Friends.
Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

G Cole	
L Gray	(Appointed 22 November 2022)
S Haigh	
S Mostyn	
D Thurston	(Resigned 22 November 2022)
R Wilkes	(Resigned 22 November 2022)
A Perry	(Appointed 22 November 2022)
H Toomey	(Appointed 22 November 2022)
J Turpin	
D Wells	

Unless otherwise stated all trustees served throughout the year.

The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.
Management is carried out by the Chief Executive (Lesley Dewhurst) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer - Lesley Dewhurst
- Director of Finance & Administration – Rosemary Cox (to 31 August 2022), Martin Cattermole (from 1 September 2022)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

What We Believe

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

Mission

Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision

Work towards a time when people with mental health problems are fully
empowered to live meaningful lives

Values

Recovery
Enabling people to recover from illness and manage their own mental health and wellbeing
Support
Providing the opportunities to help ourselves and each other
Hope
Offering a positive future where everyone can fulfil their potential
Empowerment
Helping people to believe in themselves and what they can achieve
Respect
Accepting without judging as each person is unique

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

.....
S Haigh
Trustee

Date: .....

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Richardsons Chartered Accountants
Statutory Auditor

is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:									
Donations and legacies	**3**	104,056	-	8,453	112,509	146,268	-	35,802	182,070
Charitable activities	**4**	1,816,861	-	-	1,816,861	1,723,373	-	-	1,723,373
Other trading activities	**5**	6,698	-	-	6,698	4,377	-	-	4,377
Investments	**6**	49,576	-	-	49,576	47,030	-	-	47,030
Total income		1,977,191	-	8,453	1,985,644	1,921,048	-	35,802	1,956,850
Expenditure on:									
Raising funds	**7**	196,959	-	-	196,959	174,504	-	-	174,504
Charitable activities	**8**	1,723,026	-	20,023	1,743,049	1,705,238	-	35,514	1,740,752
Material other expenditure		77,743	-	-	77,743	-	-	-	-
Total expenditure		1,997,728	-	20,023	2,017,751	1,879,742	-	35,514	1,915,256
Net gains/(losses) on investments	**12**	(11,907)	-	-	(11,907)	(4,662)	-	-	(4,662)
Net movement in funds		(32,444)	-	(11,570)	(44,014)	36,644	-	288	36,932

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Net movement in funds		(32,444)	-	(11,570)	(44,014)	36,644	-	288	36,932
Fund balances at 1 April 2022		620,655	685,000	26,834	1,332,489	584,011	685,000	26,546	1,295,557
Fund balances at 31 March 2023		588,211	685,000	15,264	1,288,475	620,655	685,000	26,834	1,332,489

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**14**		32,450		38,792
Investments	**15**		69,545		81,451
			101,995		120,243
Current assets					
Stocks	**16**	19,387		25,491	
Debtors	**17**	45,147		88,688	
Cash at bank and in hand		1,291,894		1,304,177	
		1,356,428		1,418,356	
Creditors: amounts falling due within one year	**18**	(169,948)		(206,110)	
Net current assets			1,186,480		1,212,246
Total assets less current liabilities			1,288,475		1,332,489
Income funds					
Restricted funds	**20**		15,264		26,834
Unrestricted funds					
Designated funds	**21**	685,000		685,000	
General unrestricted funds		588,211		620,655	
			1,273,211		1,305,655
			1,288,475		1,332,489

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on .....

.....
S Haigh
Trustee

Company registration number 01324318

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**25**		(55,038)		52,398
Investing activities					
Purchase of tangible fixed assets		(6,821)		(12,697)	
Investment income received		49,576		47,030	
Net cash generated from investing activities			42,755		34,333
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(12,283)		86,731
Cash and cash equivalents at beginning of year			1,304,177		1,217,446
Cash and cash equivalents at end of year			1,291,894		1,304,177

1 Accounting policies

Charity information

Rehabilitation Services Trust for Oxfordshire Re-employment Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	over the term of the lease
Plant and equipment	25% straight line
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies **(Continued)**

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	104,056	8,453	112,509	97,981	35,802	133,783
Government grant income	-	-	-	48,287	-	48,287
	104,056	8,453	112,509	146,268	35,802	182,070

4 Charitable activities

	2023	2022
	£	£
Sales within charitable activities	232,217	225,227
Performance related grants	1,584,644	1,498,146
	1,816,861	1,723,373

5 Other trading activities

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Events income	6,698	4,377

6 Investments

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Rental income	43,218	45,317
Investment income	6,358	1,713
	49,576	47,030

7 Raising funds

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Fundraising and publicity		
Other fundraising costs	8,210	3,759
Staff costs	61,136	71,705
Fundraising and publicity	69,346	75,464

7 Raising funds **(Continued)**

Trading costs		
Other trading activities	127,613	99,040
	196,959	174,504

8 Charitable activities

	Coaching	Recovery	Volunteer & Training	Recovery College	Total 2023	Total 2022
	2023	2023	2023	2023		
	£	£	£	£	£	£
Staff costs	228,361	587,704	104,373	189,904	1,110,342	1,003,147
Depreciation and impairment	2,648	6,977	1,256	2,282	13,163	15,982
Property costs	(2,253)	51,798	2,830	5,142	57,517	111,841
Direct costs	12,716	76,175	8,418	20,642	117,951	73,575
Outsourced	-	159,756	-	-	159,756	152,684
Other costs	13,922	61,737	10,678	19,835	106,172	143,144
	255,394	944,147	127,555	237,805	1,564,901	1,500,373
Share of support costs (see note 9)	33,506	88,237	15,879	28,859	166,481	232,716
Share of governance costs (see note 9)	11,667	-	-	-	11,667	7,663
	300,567	1,032,384	143,434	266,664	1,743,049	1,740,752
Analysis by fund						
Unrestricted funds - general	294,704	1,020,547	143,018	264,757	1,723,026	1,705,238
Restricted funds	5,863	11,837	416	1,907	20,023	35,514
	300,567	1,032,384	143,434	266,664	1,743,049	1,740,752

8 Charitable activities **(Continued)**

For the year ended 31 March 2022

	Coaching	Recovery	Volunteer & Training	Recovery College	Total 2022
	£	£	£	£	£
Staff costs	183,494	578,333	76,062	165,258	1,003,147
Depreciation and impairment	2,923	9,214	1,212	2,633	15,982
Property costs	20,458	64,478	8,480	18,425	111,841
Direct costs	13,457	42,418	5,579	12,121	73,575
Outsourced	-	152,684	-	-	152,684
Other costs	19,922	86,943	11,435	24,844	143,144
Management charge	(4,380)	(13,805)	(1,815)	20,000	-
	235,874	920,265	100,953	243,281	1,500,373
Share of support costs (see note 9)	42,568	134,165	17,645	38,338	232,716
Share of governance costs (see note 9)	7,663	-	-	-	7,663
	286,105	1,054,430	118,598	281,619	1,740,752
Analysis by fund					
Unrestricted funds - general	283,605	1,034,151	108,598	278,884	1,705,238
Restricted funds	2,500	20,279	10,000	2,735	35,514
	286,105	1,054,430	118,598	281,619	1,740,752

9 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	148,544	-	148,544	232,716	-	232,716
Expenses	7,709	-	7,709	-	-	-
Recruitment	10,228	-	10,228	-	-	-
Audit fees	-	10,200	10,200	-	5,000	5,000
Trustee indemnity insurance	-	-	-	-	802	802
Professional advice	-	1,467	1,467	-	1,861	1,861
	166,481	11,667	178,148	232,716	7,663	240,379
Analysed between						
Charitable activities	166,481	11,667	178,148	232,716	7,663	240,379

Governance costs includes payments to the auditors of £10,200 (2022- £4,980) for audit fees.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	52	55

Employment costs	2023 £	2022 £
Wages and salaries	1,320,022	1,307,568

There were no employees whose annual remuneration was more than £60,000.

12 Net gains/(losses) on investments

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Revaluation of investments	(11,907)	(4,662)

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Leasehold land and buildings	Plant and equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2022	462,208	59,055	40,486	561,749
Additions	-	6,821	-	6,821
At 31 March 2023	462,208	65,876	40,486	568,570
Depreciation and impairment				
At 1 April 2022	437,761	53,430	31,766	522,957
Depreciation charged in the year	6,617	4,365	2,181	13,163
At 31 March 2023	444,378	57,795	33,947	536,120
Carrying amount				
At 31 March 2023	17,830	8,081	6,539	32,450
At 31 March 2022	24,447	5,625	8,720	38,792

All tangible fixed assets were held for charitable purposes.

15 Fixed asset investments

	Schroders £
Cost or valuation	
At 1 April 2022	81,451
Valuation changes	(11,906)
At 31 March 2023	69,545
Carrying amount	
At 31 March 2023	69,545
At 31 March 2022	81,451

16 Stocks

	2023 £	2022 £
Finished goods and goods for resale	19,387	25,491

17 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	27,552	61,231
Other debtors	13,325	24,690
Prepayments and accrued income	4,270	2,767
	45,147	88,688

18 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		19,533	21,406
Deferred income	19	-	24,673
Trade creditors		29,473	37,475
Other creditors		110,742	113,556
Accruals and deferred income		10,200	9,000
		169,948	206,110

19 Deferred income

	2023	2022
	£	£
Other deferred income	-	24,673

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	-	24,673
Movements in the year:		
Deferred income at 1 April 2022	24,673	31,543
Released from previous periods	(24,673)	(6,870)
Deferred income at 31 March 2023	-	24,673

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			Movement in funds		
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£
Other capital grants	12,345	-	(3,518)	8,827	-	(4,365)	4,462
Big Give	-	5,802	-	5,802	-	-	5,802
Clover Trust	-	2,500	(2,500)	-	2,500	(2,500)	-
Ithaca	1,570	-	(420)	1,150	-	(1,150)	-
Low Carbon Hub	-	1,255	(1,255)	-	-	-	-
Mid Counties Co-operative	3,000	-	(3,000)	-	-	-	-
Newbury Building Society	-	-	-	-	3,000	(3,000)	-
Oxford City Council	-	2,315	(2,315)	-	2,000	(2,000)	-
South Oxon AMHT	3,570	-	-	3,570	-	(3,570)	-
Wates	-	10,000	(10,000)	-	-	-	-
West Mill Solar	-	5,000	-	5,000	-	-	5,000
Other	6,061	8,930	(12,506)	2,485	953	(3,438)	-
	26,546	35,802	(35,514)	26,834	8,453	(20,023)	15,264

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Movement in funds: Incoming resources	Balance at 1 April 2022	Movement in funds: Incoming resources	Balance at 31 March 2023
	£	£	£	£	£
South Oxfordshire Building	275,000	-	275,000	-	275,000
Service Development	235,000	-	235,000	-	235,000
Property Fund	175,000	-	175,000	-	175,000
	685,000	-	685,000	-	685,000

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.

The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.

The Property Fund is created to cover future exceptional revenue and capital property expenditure.

22 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:								
Tangible assets	27,988	-	4,462	32,450	29,965	-	8,827	38,792
Investments	69,545	-	-	69,545	81,451	-	-	81,451
Current assets/(liabilities)	490,678	685,000	10,802	1,186,480	509,239	685,000	18,007	1,212,246
	588,211	685,000	15,264	1,288,475	620,655	685,000	26,834	1,332,489

23 Operating lease commitments

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029 subject to a break clause in 2023.

The charity leases 3 photocopying machine 2 expire in 2023, 1 in 2024

The charity has entered into a lease in respect of its Banbury premises for a term of 5 years at a current annual rental of £15,000, expiring in June 2026.

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	63,143	62,131
Between two and five years	248,476	239,131
In over five years	66,000	110,000
	377,619	411,262

24 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

25 Cash generated from operations	2023	2022
	£	£
(Deficit)/surpus for the year	(44,014)	36,932
Adjustments for:		
Investment income recognised in statement of financial activities	(49,576)	(47,030)
Fair value gains and losses on investments	11,907	4,662
Depreciation and impairment of tangible fixed assets	13,163	15,982
Movements in working capital:		
Decrease/(increase) in stocks	6,104	(9,942)
Decrease/(increase) in debtors	43,541	(14,479)
(Decrease)/increase in creditors	(11,489)	73,143
(Decrease) in deferred income	(24,673)	(6,870)
Cash (absorbed by)/generated from operations	(55,037)	52,398

26 Analysis of changes in net funds

The charity had no debt during the year.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales - Charity number 274222

Accounts

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

Registered office address:
Manzil Way, Cowley Road, Oxford, OX4 1YH
Telephone: 01865 455821
Email: info@Restore.org.uk

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

Registered Charity number: 274222

Company number: 1324318

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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PROFESSIONAL ADVISERS

Auditors:	Richardsons Chartered Accountants, 30 Upper High Street, Thame, Oxfordshire OX9 3EZ
Bankers:	Barclays, Leicester, LE87 2BB
Insurance Brokers:	Norris & Fisher, 34a Hiltingbury Road, Chandlers Ford Towergate Insurance, 81-83 The Broadway, Didcot
Solicitors	Knights PLC, West Way, Oxford Blake Morgan LLP, West Way, Oxford

REPORT OF THE TRUSTEES

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the audited financial statements for the financial year ending 31st March 2022.

The Financial Statements of the Charitable Company have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

STRUCTURE AND GOVERNANCE

Restore is a charity and a company limited by guarantee and owned by its Friends. Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

Trustees who served during the year were follows:

Samantha Mostyn (Chair 23 November 2021) (Chair of External Relations sub-committee)
Godfrey Cole (Company Secretary) (Chair of Finance sub-committee)
(John) Stuart Haigh (Treasurer)
David Thurston
Jon Turpin (Chair of Quality and Performance sub-committee)
David Wells (Chair of Human Resources sub-committee)
Bob Wilkes (Chair until 23 November 2021)

Mary Robertson (Resigned 23 November 2021)
Louise Wheeler (Resigned 23 November 2021)
Andrew Perry (Co-opted 25 January 2022)
Lee Gray (Co-opted 25 January 2022)

Unless otherwise stated all trustees served throughout the year.
The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.
Management is carried out by the Chief Executive (Lesley Dewhurst) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer - Lesley Dewhurst
- Director of Finance & Administration – Rosemary Cox

WHAT WE BELIEVE

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

Mission:
Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision:
Work towards a time when people with mental health problems are fully empowered to live meaningful lives

Values:

Recovery
Enabling people to recover from illness and manage their own mental health and wellbeing
Support
Providing the opportunities to help ourselves and each other
Hope
Offering a positive future where everyone can fulfil their potential
Empowerment
Helping people to believe in themselves and what they can achieve
Respect
Accepting without judging as each person is unique

OBJECTIVES AND PROGRAMMES

Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Floating Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

OPERATIONAL PRINCIPLES

Recovery

Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Inclusion

We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality

We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous improvement in our services. We are committed to professional integrity, objectivity, fairness and ethical business practices.

Co-operation and partnership

Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to
improve, develop, and expand our services for people with mental health problems in Oxfordshire.

Equality & Diversity

For everyone Equality & Diversity has been high on the agenda in 2021 -2022. For Restore, equality diversity and inclusion is about more than just meeting our statutory requirements, it is fundamental to delivering our services and building the confidence of all the communities we serve. Our focus moving forward is on engagement, dialogue and collaboration and strengthening our ties with diverse communities in Oxford, not only through the Ripple Project but also through The Recovery College and the Innovations project.

PROGRAMMES

Recovery groups provide people with the opportunity to come together in a group and work
on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members. The Oxfordshire Recovery Service comprises eight recovery groups and some shared services. We provide recovery groups in five locations, and sub-contract delivery at two others. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group. A ninth recovery group is being developed: The Compass Recovery Group. This will be delivered digitally and is designed to reach people who find it difficult to access services in-person.

Coaching is one to one support aimed at enabling the person supported to do something specific. All our coaching services are integrated into other clinical teams as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work. This work continued remotely throughout both COVID-19 lockdowns.

IPS is a service to enable people with complex mental health problems to be able to enjoy a good quality of life, reduce health inequalities, remain independent and in control, achieve paid employment, and support each individual's recovery**.**

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore leads on behalf of the OMHP. ORC takes an educational approach to recovery from mental health challenges. We offer a wide range of courses and workshops on mental health themes such as *Understanding Depression, Introduction to Mindfulness,* and *Creative Writing.* Our courses are free for service users, carers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals. We offer both online and "in person" courses at venues across Oxfordshire.

Our key value is co-production. All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (experience of mental illness) and Experts by Training (professionals) that collaborate together in an equal partnership in order to improve the support and services that those affected by mental ill health need.

Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

Since the Pandemic began we have launched our courses online and found students responded well and found this way of learning useful. We now offer both online and in person options for most of our courses and will continue to do so.

Recovery Innovations Project (Compass)

Compass recovery group offers online opportunities to socialise, learn new skills, find out about Restore's mental health services and have some fun with others in a shared setting. The online recovery group runs on a rolling seven-week session basis. Members will attend one session per week.

Mental Health First Aid/Working with Mental Health. We provide Mental Health First Aid Training and tailored Working with Mental Health sessions. Both courses are currently available face to face and on online. All trainers have had to undertake training to learn how to deliver MHFA successfully online.

REVIEW OF THE YEAR

Given the continuing uncertainty caused by the ongoing COVID-19 pandemic, the budget for 2021/22 was deliberately cautious. The initial wave of COVID-19 grants was tailing off and the impact on Trusts and Foundations caused by both an increase in demand and a reduction in investment income had resulted in a tangible effect on Restore's income from this source. Feedback from other areas of the charitable sector demonstrate that Restore was not alone in experiencing these issues.

Trustees, staff and volunteers worked hard during the year to manoeuvre past such obstacles and continue to develop and build on the solid foundations created over Restore's 44-year journey.

Operationally – COVID-19 restrictions continued throughout the period in terms of face coverings, social distancing and the self-isolation requirements. This resulted in a continued reduction in numbers attending Restore's services in person due to social distancing requirements within group settings and ongoing anxiety by participants resulting in non-attendance. This was tackled in a number of ways: the development of the digitally delivered Compass Recovery Group for people unable to attend in person; ongoing digital delivery of a range of courses by the Oxfordshire Recovery College (as well as in-person courses); ongoing digital delivery of Mental Health First Aid courses (as well as the re-introduction of in-person training). Work to combat the understandable anxieties caused by the pandemic is ongoing.

The year saw some excellent results from Restore's recovery groups, in terms of members moving on successfully into volunteering, employment or other meaningful activity. This is part of a healthy consolidation of policy towards establishing a more structured two-year programme within groups, encouraging personal goal setting and aspirational planning from the outset.

We have been thrilled to welcome so many new volunteers to Restore during the year, as well as welcoming back those who had been unable to come during the pandemic.

Financially: Trustees and senior staff continued to review the budget regularly through the year. There has been a steady increase in income and some savings in expenditure over the first few months of the financial year. This was helped by a steady growth in sales from Restore's shops, cafes and training products once COVID-19 restrictions started to lift. As a result, Trustees felt able to approve a small salary increase for staff, backdated to the start of the financial year. This included the implementation of a plan to build in a system of small salary increments to recognise length of service. This had been held over from the previous year and broadly welcomed by staff.

Total income and endowments has decreased by 3.1% to £1,956,843 (2021: £2,019,329). Expenditure has increased by 8.6% on the previous year at £1,915,255 compared to £1,763,016 the previous year. The surplus for the year was £36,926 compared to £252,519 last year.

Grants receivable which includes income from Oxford Health (OH) have increased from £1,478,916 last year to £1,498,145.

Our principal funder source during the year was OH the NHS Provider Trust that acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with OH commenced in September 2015 for a minimum 5-year period, this was extended taking it to end of March 2023. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

Reserves

As at 31 March 2022 the level of Unrestricted Funds (including designated funds) stood at £1,305,649 (2021: £1,269,011). This represents approximately 7.5 months of our normal running costs based upon budgeted costs for the year to 31 March 2023. As at 31 March 2022, within total unrestricted funds the level of free funds was £590,690 (2021: £554,284). The Trustees believe that reserves are now at a level appropriate to cover expenditure.

Investments

Currently the investment in the Schroder's Charity Fixed Interest Fund is valued at £81,451.

Covid, the cost of living and the war in Ukraine has had a detrimental effect on the vast majority of investments throughout the year. The reduction of our investment by 5.4% is not considered to be material. As a result of this we are not considering changing our investment policy.

Beneficiaries

We worked with 489 (2021:502) people, providing 764 (2021: 1,535) individual support sessions and 723 (2021:529) MHFA training courses to individuals. We supported 29 (2021:37) people to get paid work, 4 (2021:9) people to keep their jobs and 31 (2021:36) people to start volunteering or to undertake work placements. In the academic year 21/22 (September 21 to July 22) Oxfordshire Recovery College delivered 286 courses, 146 of which were in person and 140 online. We delivered courses in Oxford, Witney, Didcot, Banbury and Berinsfield. There have been 2022

student attendances (this includes many individual students attending multiple courses). 302 new students have enrolled with the College over the year (around 6 every week).

In addition to offering courses to students we have delivered a variety of trainings in facilitation skills, including Tutor Training within the partnership Forensic Recovery College, Tutor Training for OMHP staff and two 12-hour training courses for Oxfordshire Mind staff. We have also coproduced a new course for Under 25s in collaboration with the Mental Wealth Academy.

Staff
The number of full time equivalent staff employed by Restore has increased during the year, principally due to the IPS contract, Recovery Innovations Project (Compass) and growth of MHFA.

Volunteers
This year Volunteers hours increased to 7,687 (1,780 2021) across Restore as the service returned gradually to a face to face presentation as Covid restrictions were lifted. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work.
Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2022.

PRINCIPAL RISKS AND UNCERTAINTIES

RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are five main areas of risk:

- Planning and strategic risks
- Health and Safety risk management
- Risks in association to the mental health of people using our services
- Financial risk of the impact of inflation
- Financial risk of the non-renewal of the OMHP contract (Currently ends March 2023 with active discussions towards the award of a new contract ongoing)

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

PUBLIC BENEFIT

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit in reviewing the activities of the charity. They ensure the activities of RESTORE meet the requirement for public benefit.

FUTURE PLANS

Strategic planning is an iterative process for Restore. Based on Restore's Theory of Change, Trustees and staff base planning on a clear set of priorities for the organisation. The impacts Restore sets out to achieve focus on improving the mental health and wellbeing of adults across Oxfordshire as well as challenging stigma and influencing policy that affects mental health. Restore's Strategic Plan is reviewed annually and objectives set, projecting forward 3 years at a time. The current Strategic Plan runs until 2025**.**

Key priorities for the forthcoming financial year:

- Continue to work with Oxford Health, our third sector partners in the Oxfordshire Mental Health Partnership and with local health commissioners towards the recommissioning of the Outcomes Based Contract (which expires at the end of March 2023). This process has been complicated by significant changes within NHS and local authority commissioning structures
- Build on the introduction of a new data management system at Restore, work to refine the detail of demonstrating impact
- Grow and develop digital methods for mental health support and training
- Develop ongoing projects to reach further into diverse communities, aspiring to reflect the diversity of communities within all parts of Restore
- Move forward with plans for new premises at Restore's South Oxfordshire site in Didcot

FUNDING

The Trustees are satisfied that the charity's assets attributable to each of its individual funds are available and adequate to fulfil its obligations in relation to those funds.

RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income

and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102)
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In preparing the accounts the trustees have considered, whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, that no restatement of comparative items was required.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

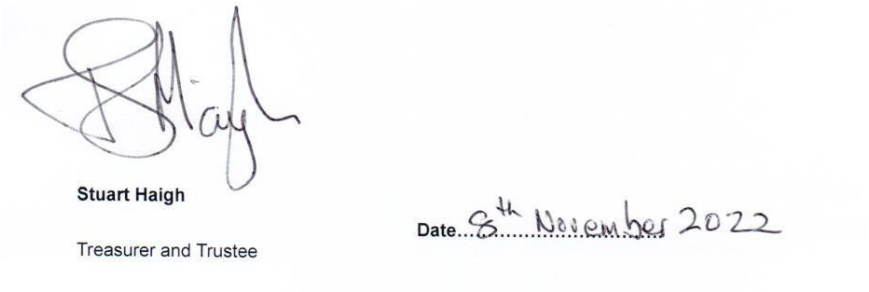
We the directors/trustees of the company who held office at the date of approval of these financial statements, as set out above, each confirm so far as we are aware that:

- The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.
- There is no relevant information of which the company's auditors are unaware; and
- We have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITORS

Richardsons have offered themselves to be re-appointed as auditors and a resolution to this effect will be proposed at the Annual General Meeting.

On behalf of the Board of Trustees



Stuart Haigh

Treasurer and Trustee

Date...8th November 2022.....

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The Trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire
Re-employment Limited (Restore) for the purpose of company law, are responsible for preparing the Trustees Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF A CHARITABLE COMPANY

Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure account, the Balance Sheet, the Statement of Cash Flows, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charity’s ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of the charity's staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Richardsons

For and on behalf of Richardsons **Date** 8th November 2022

Chartered Accountants, Statutory Auditor

30 Upper High Street
Thame
Oxfordshire
OX9 3EZ

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 March 2022
(incorporating the income and expenditure account)

			2022				2021
		Note	Unrestricted	Designated	Restricted	Total	Total
			£	£	£	£	£
INCOME AND ENDOWMENTS FROM:							
Income from donations and legacies		1	97,981	-	35,802	133,783	288,235
Income from Local Authority covid grants			48,287	-	-	48,287	62,953
Income from other trading activities		2	4,377	-	-	4,377	(486)
Income from investments			1,713	-	-	1,713	3,941
Rental Income			45,317	-	-	45,317	36,703
Income from charitable activities							
Grants receivable		3	1,498,145	-		1,498,145	1,478,916
Sale of goods and services			225,222	-	-	225,222	149,067
Total Income and Endowments			1,921,042	-	35,802	1,956,843	2,019,329
EXPENDITURE ON							
Expenditure on raising funds							
Cost of fundraising			75,464	-	-	75,464	59,398
Sale of goods and services sold			99,040	-	-	99,040	90,735
Expenditure on charitable activities							
	Coaching		283,605	-	2,500	286,105	314,569
	Recovery		1,034,151	-	20,279	1,054,430	963,523
	Volunteer & Training		108,599	-	10,000	118,599	100,936
	Recovery College		278,883	-	2,735	281,618	233,855
		4	1,705,238	-	35,514	1,740,752	1,612,883
Total expenditure			1,879,741	-	35,514	1,915,255	1,763,016
Loss on Investments		9	(4,662)	-	-	(4,662)	(3,794)
Net Income for the year			36,638	-	288	36,926	252,519
Transfer		12	-	-	-	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR			36,638	-	288	36,926	252,519
FUNDS AT 1 APRIL 2021			584,011	685,000	26,546	1,295,557	1,043,038
FUNDS AT 31 MARCH 2022			620,649	685,000	26,834	1,332,483	1,295,557

See Note 20 for comparative figures for funds

BALANCE SHEET - 31 March 2022	Note	**2022**	**2021**
		£	£
Fixed assets	7	38,787	42,072
Current assets			
Stocks		25,491	15,549
Debtors	8	88,688	74,209
Bank and cash balances		1,304,177	1,217,451
Investments	9	81,451	86,113
		1,499,807	1,393,322
Less Creditors falling due within one year	10	(206,110)	(139,837)
Net current assets		1,293,697	1,253,485
Net assets		1,332,483	1,295,557
The funds of the charity:			
Unrestricted Funds	11	620,649	584,011
Designated Funds	11, 12	685,000	685,000
Restricted Funds	11, 13	26,834	26,546
		1,332,483	1,295,557

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

Stuart Haigh
Treasurer

Date 8th November 2022

Statement of cash flows

	2022	2021
	£	£
Cash flows from operating activities (see below)	97,710	(9,567)
Cash flows from investing activities		
Interest	1,713	3,941
Purchase of fixed assets	(12,697)	(9,125)
Net cash provided by financing activities	86,726	(14,751)
Change in cash and bank balances during the year		
At the beginning of the year	1,217,451	1,232,202
At the end of the year	1,304,177	1,217,451
	86,726	(14,751)
Cash flows from operating activities		
Net income for the year	36,926	252,519
Depreciation	15,982	21,135
Loss/Gains on investments	4,662	3,794
Interest	(1,713)	(3,941)
(Increase)/decrease in stocks	(9,942)	1,158
(Increase)/decrease in debtors	(14,479)	56,655
Increase/(decrease) in creditors	66,274	(340,887)
	97,710	(9,567)

ACCOUNTING POLICIES

Rehabilitation Services Trust for Oxfordshire Re-Employment Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Restore, Manzil Way, Cowley Road, Oxford, OX4 1YH, England.

The charity constitutes a public benefit as defined by FRS102

Basis of preparation and assessment of going concern

The Financial Statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

The Trustees consider that there are no material uncertainties about the trust's ability to continue as a going concern.

The accounts have been prepared in pounds sterling (£) rounded to the nearest pound.

Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are written off against profits in the year they are payable.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost net of depreciation.

Depreciation is calculated to write off the cost of all tangible fixed assets over their expected useful life.

Leasehold buildings are depreciated in equal annual instalments over the term of the lease or anticipated period of occupation if shorter.

Motor vehicles are depreciated at 25% on the reducing balance.

Other equipment is depreciated using straight-line methods using rates which will write these assets off over periods of between 4 and 5 years.

Stock

Stock is stated at the lower of cost and net realisable value.

Investments

Investments are stated at market value at the balance sheet date. Investment Income is recognised on a receivable basis.

Income and Endowments

Donations and gifts
All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Grants receivable
Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Expenditure

Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly to the fulfilment of the charity's objectives (direct charitable and project expenditure)
- expenditure incurred directly in the effort to raise voluntary contributions (cost of raising funds)

- expenditure on goods purchased for resale.
- items of expenditure involving more than one category are apportioned to categories by reference to the use to which the expenditure has been put. In doing this a number of estimates are made and on-costs of central overheads are included.

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources for which it was incurred.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. INCOME FROM DONATIONS AND LEGACIES

	2022			2021
	Unrestricted	Restricted	Total	Total
Grants & Donations	**£**	**£**	**£**	£
Bunkers Hill Nursery	7,891	-	7,891	5,146
BUPA	-	-	-	19,268
CDC	-	-	-	10,000
Clover Trust	-	2,500	2,500	4,000
Elder Stubbs Charity	-	-	-	12,000
Enthuse	-	-	-	4,513
Henry Smith Charity (Café)	-	-	-	26,976
Ian McTaggart Trust	-	-	-	5,517
Low Carbon Hub	-	1,255	1,255	-
Northwick Trust	-	-	-	5,000
OCC We Are Oxford		2,315	2,315	-
Oxon Community Fund	-	-	-	9,909
St Michael's and All Saints' Charities	9,081	-	9,081	26,191
The Big Give	-	5,802	5,802	-
The Big Lottery	-	-	-	74,149
Wates Foundation	-	10,000	10,000	-
Westmill Solar	-	5,000	5,000	-
Other Grants & Donations	81,009	8,930	89,939	85,566
	97,981	35,802	133,783	288,235

2. INCOME FROM OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Events Income	4,377	(486)
	4,377	(486)

3. INCOME RECEIVED

	2022			2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Oxford Health Partnership Contract	1,302,601	-	1,302,601	1,304,611
Oxford Health IPS Contract	137,361	-	137,361	102,645
Oxford Health Forensic Contract	51,350	-	51,350	50,000
Other Contracts	-	-	0	8,086
Abingdon & Witney College - MHFA Provision/volunteering	6,834	-	6,834	13,574
	1,498,145	-	1,498,145	1,478,916

These grants receivable are for income arising from contracts for services

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2022					2021
	Coaching	Recovery	Volunteer & Training	Recovery College	Total	Total
	£	£	£	£	£	£
Staff costs	226,060	712,498	93,708	203,596	1,235,863	1,126,629
Property Costs	20,458	64,478	8,480	18,425	111,841	95,911
Direct Costs	13,458	42,418	5,579	12,121	73,575	51,803
Outsourced	-	152,684	-	-	152,684	157,357
Other Costs	27,585	86,943	11,435	24,844	150,807	160,049
Management charge	(4,380)	(13,805)	(1,816)	20,000	-	-
Depreciation and surplus on disposal	2,923	9,214	1,212	2,633	15,982	21,134
	286,105	1,054,430	118,599	281,618	1,740,752	1,612,883

Support staff costs of £232,716 (2021: £192,136) are allocated in proportion to direct salary costs relating to the various charitable activities.

5. EXPENDITURE INCURRED

Expenditure incurred includes the following amounts:	2022	2021
	£	£
Employee costs		
Wages and salaries	1,193,762	1,074,861
Social security costs	91,092	81,614
Other pension costs	22,714	20,328
	1,307,568	1,176,803

The average number of employees (FTE) during the year was 55. (2021: 49)
No employee earned £60,000 pa or more in the current or preceding accounting period.
The total paid to key management personnel during the year was £80,211 (2021: £77,575)

	2022	2021
	£	£
Governance costs (Included in other costs in charitable activities - see Note 4)		
Audit fee	5,000	4,500
Trustee Indemnity Insurance	802	489
Professional Advice	1,861	4,280
	7,663	9,269

	2022	2021
	£	£
Depreciation	15,982	21,135

6. PAYMENTS TO AND FROM TRUSTEES AND CONNECTED PERSONS

No trustee or person with a family or business connection with a trustee, received remuneration in the year, directly or indirectly, from the charity (2021:Nil).
No expenses were reimbursed to the trustees during the year.
No Donations were received from Trustees during the year.

7. TANGIBLE FIXED ASSETS

	Short leasehold buildings	Other equipment	Motor Vehicles	Total
	£	£	£	£
Cost				
At 1 April 2021	455,441	85,610	40,486	581,537
Additions	6,767	5,930	-	12,697
Disposals	-	(32,485)	-	(32,485)
At 31 March 2022	462,208	59,055	40,486	561,749
Depreciation				
At 1 April 2021	428,005	82,600	28,860	539,465
Charge for the year	9,761	3,315	2,906	15,982
Disposals		(32,485)	-	(32,485)
At 31 March 2022	437,766	53,430	31,766	522,962
Net book amount				
31 March 2022	24,442	5,625	8,720	38,787
31 March 2021	27,436	3,010	11,626	42,072

All tangible fixed assets were held for charitable purposes

8. DEBTORS

	2022	2021
	£	£
Trade Debtors	61,231	56,065
Prepayments	2,767	2,767
Other Debtors	24,690	15,377
	88,688	74,209

9. INVESTMENTS

Schroder
Investments comprise monies invested in the Schroders Charity Fixed Interest Fund and are stated at a valuation advised by Schroders.

Movement on investments during the year comprise:	2022	2021
	£	£
As at 1 April 2021	86,113	89,907
Decrease in market value during the year	(4,662)	(3,794)
As at 31 March 2022	81,451	86,113

10. CREDITORS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	37,475	9,157
Other creditors	113,556	94,637
Deferred income	24,673	31,543
Accruals	9,000	4,500
Tax and National Insurance	21,406	-
	206,110	139,837

Deferred income comprises grant income specifically restricted to future periods:

	2022	2021
	£	£
Balance at beginning of year	31,453	61,073
Released during the year	(31,453)	(61,073)
Income deferred during the year	24,673	31,543
Balance at end of year	24,673	31,543

11. ACCUMULATED FUNDS

	Unrestricted	Designated	Restricted
	£	£	£
At beginning of year	584,011	685,000	26,546
Net movement in funds for the year	36,638	-	288
At 31 March 2022	620,649	685,000	26,834
		See note 12	See note 13

12. DESIGNATED FUNDS

	At 1 April 2021	Transfer In year	At 31 March 2022
	£	£	£
South Oxfordshire Building	275,000	-	275,000
Service Development	235,000	-	235,000
Property Fund	175,000	-	175,000
	685,000	-	685,000

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.
The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.
The Property Fund is created to cover future exceptional revenue and capital property expenditure.

13. RESTRICTED FUNDS

	At 1 April 2021	Income received	Employment costs	Other costs	At 31 March 2022
	£ £		£	£	£
Capital Funds					
Represented by the net book value of tangible fixed assets					
Other capital grants	12,345	-	-	(3,518)	8,827
	12,345	-	-	(3,518)	8,827
Operating Funds					
Represented by cash reserves					
Big Give	-	5,802	-	-	5,802
Clover Trust	-	2,500	(2,500)	-	-
Ithaca	1,570	-	-	(420)	1,150
Low Carbon Hub	-	1,255	-	(1,255)	-
Mid Counties Co-operative	3,000	-	-	(3,000)	-
OCC We Are Oxford	-	2,315	-	(2,315)	-
South Oxon AMHT	3,570	-	-	-	3,570
Wates Foundation	-	10,000	(10,000)	-	-
West Mill Solar	-	5,000	-	-	5,000
Other	6,061	8,930	(6,445)	(6,061)	2,485
	14,201	35,802	(18,945)	(13,051)	18,007
	26,546	35,802	(18,945)	(16,569)	26,834

Details of the funds are as follows:

Big Give - Solar Panel Installation
Clover Trust - Coaching Salaries
Ithaca-On dissolution, this Oxford based Arts charity distributed some of their remaining balances to Restore for Art.
Low Carbon Hub - LCD Lighting Installation
Mid Counties Co-op - The Orchard various items inc Laptops
OCC We Are Oxford - Recovery College LBGTQ+ course
South Oxon AMHT - ~Ridgeway Garden Project
Wates Foundation- Ripple Project delivery
West Mill - Solar Panel Inverters

14. CAPITAL COMMITMENTS

The charity has no capital commitment as at 31 March 2022 (2021: £2180)

15. CONTINGENT LIABILITIES

There were no contingent liabilities at 31 March 2022 or 31 March 2021

16. PENSIONS

The charity operates a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by trustees in a fund independent from the charity.
As at 31 March 2022 there is a outstanding balance of £17861 (2021:Nil)

17. LEASING COMMITMENTS

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029 subject to a break clause in 2023.
The charity leases 3 photocopying machine 2 expire in 2023, 1 in 2024
The charity has entered into a lease in respect of its Banbury premises for a term of 5 years at a current annual rental of £15,000, expiring in June 2026.

Type	Detail	Annual charge	Ends	Under 1 year	2 - 5 Years	Over 5 Years	Total
				£	£	£	£
Building	Manzil Way	£44,000	29/09/2029	44,000	176,000	110,000	330,000
Building	Banbury	£15,000	15/06/2026	15,000	60,000	-	75,000
Building	Littlemore	No rent charged	Not finalised	-	-	-	-
				-	-	-	-
Photocopier		£1,143	2023	1,143	1,143	-	2,286
Photocopier		£1,988	2023, 2024	1,988	1,988	-	3,976
				62,131	239,131	110,000	411,262

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	
Not later than one year	62,131	45,988
Later than one and not later than five years	239,131	177,988
Later than five years	110,000	154,000
	411,262	377,976

18. RELATED PARTY TRANSACTION

There were no related party transactions.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds	Designated Funds	Unrestricted Funds	Total	Total March 31 2021
	£	£	£	£	£
Fund balances at 31 March 2022 are represented by:					
Tangible Fixed Assets	8,827	-	29,960	38,787	42,072
Current Assets	18,007	685,000	796,800	1,499,807	1,393,322
Current Liabilities	-	-	(206,110)	(206,110)	(139,837)
	26,834	685,000	620,650	1,332,484	1,295,557

20. STATEMENT OF FINANCIAL ACTIVITIES BY FUND FOR THE YEAR ENDING 31 MARCH 2021

	Unrestricted £	Designated £	Restricted £	Total £
INCOME AND ENDOWMENTS FROM:				
Income from donations and legacies	208,293	-	79,942	288,235
Income from Local Authority Covid Grants	62,953			62,953
Income from other trading activities	(486)	-	-	(486)
Income from investments	3,941	-	-	3,941
Rental Income	36,703	-	-	36,703
Income from charitable activities				
Grants receivable	1,312,697	-	166,219	1,478,916
Sale of goods and services	149,067	-	-	149,067
Total Incoming Endowments	1,773,168	-	246,161	2,019,329
EXPENDITURE ON				
Expenditure on raising funds				
Cost of fundraising	59,398	-	-	59,398
Cost of goods sold	90,735	-	-	90,735
Expenditure on charitable activities				
Coaching	205,517	-	109,052	314,569
Recovery	863,068	-	100,455	963,523
Volunteer & Training	76,596	-	24,340	100,936
Recovery College	212,979	-	20,876	233,855
	1,358,160	-	254,723	1,612,883
Total Expenditure	1,508,293	-	254,723	1,763,016
Net gains on Investments	(3,794)	-	-	(3,794)
NET INCOME (EXPENDITURE)	261,081	-	(8,562)	252,519
Transfer	(210,000)	210,000	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR	51,081	210,000	(8,562)	252,519

21. VOLUNTEERS

The work and activities of Restore were assisted during the year to 31 March 2022 by 144 (2021: 87) volunteers providing 7,687 (2021:1,780) hours of support.

22. In the event of the winding up of the Company, members are liable to contribute an amount of no more than £1.

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

England & Wales - Charity number 274222

Accounts

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

Registered office address:
Manzil Way, Cowley Road, Oxford, OX4 1YH
Telephone: 01865 455821
Email: info@Restore.org.uk

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Registered Charity number: 274222

Company number: 1324318

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

RESTORE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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PROFESSIONAL ADVISERS

Auditors:	Richardsons Chartered Accountants, 30 Upper High Street, Thame, Oxfordshire OX9 3EZ
Bankers:	Barclays, Leicester, LE87 2BB
Insurance Brokers:	Norris & Fisher, 34a Hiltingbury Road, Chandlers Ford Towergate Insurance, 81-83 The Broadway, Didcot
Solicitors	Knights PLC, West Way, Oxford Blake Morgan LLP, West Way, Oxford

REPORT OF THE TRUSTEES

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the audited financial statements for the financial year ending 31st March 2021.

The Financial Statements of the Charitable Company have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

STRUCTURE AND GOVERNANCE

Restore is a charity and a company limited by guarantee and owned by its Friends.
Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

At 31 March 2021 the Board of Trustees comprised:

Bob Wilkes (Chair)
Godfrey Cole (Company Secretary) (Chair of Finance sub-committee)
Stuart Haigh (Treasurer)
Sam Mostyn (Chair of External Relations sub-committee)
Mary Robertson (Chair of Human Resources sub-committee)
Trisha Andrew (Resigned January 2021)
David Thurston
Louise Wheeler (Chair of Quality and Performance sub-committee)
David Wells
Jon Turpin (Appointed 25 Nov 2020)

Unless otherwise stated all trustees served throughout the year.
The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.
Management is carried out by the Chief Executive (Lesley Dewhurst) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer - Lesley Dewhurst
- Director of Finance & Administration – Rosemary Cox

WHAT WE BELIEVE

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

Mission:
Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

Vision:
Work towards a time when people with mental health problems are fully empowered to live meaningful lives

Values:

Recovery
Enabling people to recover from illness and manage their own mental health and wellbeing
Support
Providing the opportunities to help ourselves and each other
Hope
Offering a positive future where everyone can fulfil their potential
Empowerment
Helping people to believe in themselves and what they can achieve
Respect
Accepting without judging as each person is unique

OBJECTIVES AND PROGRAMMES

Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Floating Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

OPERATIONAL PRINCIPLES

Recovery
Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

Inclusion
We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

Quality
We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous improvement in our services. We are committed to professional integrity, objectivity, fairness and ethical business practices.

Co-operation and partnership
Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to improve, develop, and expand our services for people with mental health problems in Oxfordshire.

Equality & Diversity
For everyone Equality & Diversity has been high on the agenda in 2020 -2021. For Restore, equality diversity and inclusion is about more than just meeting our statutory requirements, it is fundamental to delivering our services and building the confidence of all the communities we serve. Our focus moving forward is on engagement, dialogue and collaboration and strengthening our ties with diverse communities in Oxford, not only through the Ripple Project but also through The Recovery College and the Innovations project.

PROGRAMMES

Recovery groups provide people with the opportunity to come together in a group and work on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members. The Oxfordshire Recovery Service comprises eight recovery groups and some shared services. We provide recovery groups in five locations, and sub-contract delivery at two others. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group.

For the duration of the COVID-19 lockdowns (March – June 2020 and January to March 2021) all "in person" recovery and coaching sessions ceased but were delivered remotely, using a combination of one-to-one calls, group activities on-line, newsletters and (when possible) some outside walks (following all guidelines). As soon as in-person services were permitted, recovery groups recommenced. Buildings were made COVID-19 secure, with a combination of social distancing, screening around work-stations, routine sanitising and the wearing of face coverings.

Coaching is one to one support aimed at enabling the person supported to do something specific. All our coaching services are integrated into other clinical teams as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work. This work continued remotely throughout both COVID-19 lockdowns.

IPS is a service to enable people with complex mental health problems to be able to enjoy a good quality of life, reduce health inequalities, remain independent and in control, achieve paid employment, and support each individual's recovery.

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore leads on behalf of the OMHP. ORC takes an educational approach to recovery from mental health challenges. We offer a wide range of courses and workshops on mental health themes such as *Understanding Depression, Introduction to Mindfulness,* and *Creative Writing.* Our courses are free for service users, carers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals.

Our key value is co-production. All our courses are designed and delivered by Experts by Experience (those who have lived experience of mental illness) and Experts by Training (Professionals) collaborating together in an equal partnership. Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (those who have lived experience of mental illness) and Experts by Training (professionals) that collaborate together in an equal partnership in order to improve the support and services that those affected by mental ill health need.

Since the Pandemic began we have launched our courses online and found students responded well and found this way of learning useful. We now offer both online and in person options for most of our courses and will continue to do so.

Mental Health First Aid/Working with Mental Health. We provide Mental Health First Aid Training and tailored Working with Mental Health sessions. Due to COVID-19 both courses are currently being delivered online via Zoom. All trainers have had to undertake training to learn how to deliver MHFA successfully online. When restrictions are lifted we will resume offering both in house and external sessions to local organisations and companies.

REVIEW OF THE YEAR

The effects of COVID-19 were felt across the charity sector in terms of the availability of some new sources of funding and the curtailment of others. To this end, Restore focused on applying for specific COVID-19 grants where possible, as well as tailoring applications to suit a post-pandemic situation (reflecting the anticipated increase in need). We also used learning from the remote delivery of services to apply for funding to continue some aspects of our digital delivery, with some success. This has enabled us to develop some services to reach out to people in a new and different way.

The effects of COVID-19 have dominated the past year, as has been the case for the rest of the world. Restore rose to the challenge, determined to keep delivering quality services and remain financial stable. This was achieved as follows:

Operationally - all services were delivered remotely from the start of lockdown, with support provided by phone and digital means, newsletters, virtual group activities and the normal range of interagency communication and follow-up on issues relating to Restore's members. The Oxfordshire Recovery College moved swiftly to develop a range of courses that could be delivered digitally.

Financially - Staff and Trustees set a revised budget for 20/21, showing a worst case scenario in terms of unsecured income and prudent plans have been put in place to mitigate against financial losses. A small number of staff were put on furlough, though this was lifted part way through the year. This prudent approach resulted in a positive financial situation at the end of the financial year, largely due to a combination of savings on expenditure, income from COVID-19 related grants, a healthy level of sales of produce from the recovery sites, sales from shops and cafes (when this was possible) and some successful applications to trusts and foundations.

Local Authority business support grants were very welcome during this period, given the downturn in income from sales during the pandemic.

Total income and endowments have increased by 7.5% to £2,019,329. Expenditure was only very slightly up on the previous year at £1,763,016 compared to £1,761,375 the previous year. The surplus on unrestricted funds was £51,081 compared to £42,928, and on designated funds £210,000 with a deficit of £8,562 on restricted funds.

The surplus on designated funds has been allocated £75,000 to the South Oxfordshire Building Fund and in particular the proposed replacement building at Didcot, £85,000 to the Service Development Fund to fund new service offers for members, specifically aimed at those in the community more difficult to reach including on-line and £50,000 to the Property Fund as a provision against known building repairs at Manzil Way.

Grants receivable which includes income from Oxford Health (OH) have increased from £1,314,019 last year to £1,478,916.

Our principal funder source during the year was OH the NHS Provider Trust that acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with OH commenced in September 2015 for a minimum 5-year period, this was extended last year taking it to end of March 2023. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

Reserves
As at 31 March 2021 the level of Unrestricted Funds (including designated funds) stood at £1,269,011 (2020: £1,007,930). This is a significant increase over last year and represents approximately 8 months of our normal running costs based upon budgeted costs for the year to 31 March 2021. As at 31 March 2021, within total unrestricted funds the level of free funds was £554,284 (2020: £502,134). The Trustees believe that reserves have now returned to a level appropriate to anticipated future expenditure and gives scope for development of services particularly online.

Investments
Currently the investment in the Schroder's Charity Fixed Interest Fund is valued at £86,113. Covid has had a detrimental effect on the vast majority of investments throughout the year. The reduction of our investment by 4.2% is not considered unusual or material. As a result of this we are not considering changing our investment policy.

Beneficiaries
We worked with 502 (2020:1,043) people, providing 1,535 (2020: 1,176) individual support sessions and 529 (2020:969) MHFA training courses to individuals. We supported 37 (2020:53) people to get paid work, 9 (2020:41) people to keep their jobs and 36 (2020:101) people to start volunteering or to undertake work placements. From April 20 to March 21 the Recovery College delivered 220 courses, 201 of which were online, with 1083 attendances by students. (due to Covid 19 regulations it was only possible to deliver in person in a brief period in September/October 2020). This term (Summer 21) we are on track to deliver 61 courses online and 34 in person, with 498 student attendances.

Staff
The number of full time equivalent staff employed by RESTORE has increased during the year, principally due to the IPS contract and growth of MHFA and the Recovery College.

Volunteers
The year saw a sharp decline in volunteering hours due to the pandemic from 12,913 in the year to 31 March 2020 to 1,780 in the current year. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work.
Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2021.

PRINCIPAL RISKS AND UNCERTAINTIES

RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are four main areas of risk:

- Planning and strategic risks
- Health and Safety risk management
- Risks in association to the mental health of people using our services
- Financial risk of the impact of the Pandemic due to material uncertainties

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

PUBLIC BENEFIT

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit in reviewing the activities of the charity. They ensure the activities of RESTORE meet the requirement for public benefit.

FUTURE PLANS

Trustees hold regular reviews on the strategic position of Restore and make plans so that we can continue to meet our objectives and the needs of people with mental health problems in Oxfordshire. The Business Plan is reviewed annually and objectives set, projecting forward 3 years at a time. The current Business Plan runs until the end of 2024. Trustees are mindful that the existing contract with OH will end in March 2023 and the Chief Executive is working with colleagues within OMHP to prepare for the next iteration of the OMHP and associated contract.

Innovations – Restore's current Business Plan has resulted in some key areas for new work: -

- Extending Restore's reach into more diverse communities through the Ripple Effect project, which uses Mental Health First Aid training to initiate conversations about mental health to tackle stigma
- Learning from the success of digital delivery during lockdown, to develop the Recovery Innovations Project. This one-year pilot is developing digital recovery and training sessions aimed at reaching people who would not otherwise be able to engage with Restore (due to waiting lists, geography, anxiety of attending in person, fear of stigma etc.)
- Developing work with 16 – 25 year olds through the Recovery College
- Planning for new premises at Restore's South Oxfordshire site in Didcot
- Completing work to bring in a new data capture and management system

During the COVID-19 period, Restore received funds from a variety of sources in recognition of the increased and additional pressures on mental health caused by the pandemic. To ensure that the spirit of that additional funding was maintained the Board concluded that it would be prudent to allocate some of that income to designated projects. This designated fund partly relates to specific expenditure, including an amount towards the much needed rebuilding of our property at Fleet Meadow, and also to various other currently unquantifiable capital expenditure. The latter includes provision for the repair of the roof at our main building in Manzil Way, and also specific expenditure to supplement key areas of ongoing recovery work in future years where needs are expected only to increase.

FUNDING

The Trustees are satisfied that the charity's assets attributable to each of its individual funds are available and adequate to fulfil its obligations in relation to those funds.

RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102)
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In preparing the accounts the trustees have considered, whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, that no restatement of comparative items was required.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

We the directors/trustees of the company who held office at the date of approval of these financial statements, as set out above, each confirm so far as we are aware that:

- The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.
- There is no relevant information of which the company's auditors are unaware; and
- We have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITORS

Richardsons have offered themselves to be re-appointed as auditors and a resolution to this effect will be proposed at the Annual General Meeting.

On behalf of the Board of Trustees

Stuart Haigh
Treasurer and Trustee

Date...16th November 2021

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The Trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (Restore) for the purpose of company law, are responsible for preparing the Trustees Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent Auditor's Report to the members of Rehabilitation Services Trust for Oxfordshire Re-employment Limited.

Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (Restore) (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

- have been have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or

- sufficient accounting records have not been kept; or

- the financial statements are not in agreement with the accounting records; or

- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of trustee's responsibilities, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of the charity's staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Richardsons

For and on behalf of Richardsons

16th November 2021

Chartered Accountants
Statutory Auditor

30 Upper High Street
Thame
Oxfordshire
OX9 3EZ

Richardsons is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 March 2021
(incorporating the income and expenditure account)

	Note	2021 Unrestricted £	Designated £	Restricted £	Total £	2020 Total £
INCOME AND ENDOWMENTS FROM:						
Income from donations and legacies	1	208,293	-	79,942	288,235	215,401
Income from Local Authority covid grants		62,953	-	-	62,953	-
Income from other trading activities	2	(486)	-	-	(486)	16,522
Income from investments		3,941	-	-	3,941	3,879
Rental Income		36,703	-	-	36,703	75,284
Income from charitable activities						
Grants receivable	3	1,312,697	-	166,219	1,478,916	1,314,019
Sale of goods and services		149,067	-	-	149,067	253,252
Total Income and Endowments		1,773,168	-	246,161	2,019,329	1,878,357
EXPENDITURE ON						
Expenditure on raising funds						
Cost of fundraising		59,398	-	-	59,398	64,504
Sale of goods and services sold		90,735	-	-	90,735	91,839
Expenditure on charitable activities						
Coaching		205,517	-	109,052	314,569	256,600
Recovery		863,068	-	100,455	963,523	986,707
Volunteer & Training		76,596	-	24,340	100,936	101,037
Recovery College		212,979	-	20,876	233,855	260,688
	4	1,358,160	-	254,723	1,612,883	1,605,032
Total expenditure		1,508,293	-	254,723	1,763,016	1,761,375
Loss on Investments	9	(3,794)	-	-	(3,794)	8,596
Net Income (Expenditure)for the year		261,081	-	(8,562)	252,519	125,578
Transfer	12	(210,000)	210,000	-	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		51,081	210,000	(8,562)	252,519	125,578
FUNDS AT 1 APRIL 2020		532,930	475,000	35,108	1,043,038	917,460
FUNDS AT 31 MARCH 2021		584,011	685,000	26,546	1,295,557	1,043,038

See Note 20 for comparative figures for funds

BALANCE SHEET - 31 March 2021	Note	2021	2020
		£	£
Fixed assets	7	42,072	54,062
Current assets			
Stocks		15,549	16,707
Debtors	8	74,209	130,864
Bank and cash balances		1,217,451	1,232,202
Investments	9	86,113	89,907
		1,393,322	1,469,680
Less: Creditors falling due within one year	10	(139,837)	(480,724)
Net current assets		1,253,485	988,956
Net assets		1,295,557	1,043,038
The funds of the charity:			
Unrestricted Funds	11	584,011	532,930
Designated Funds	11	685,000	475,000
Restricted Funds	11	26,546	35,108
		1,295,557	1,043,038

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

Stuart Haigh (Treasurer):
Registered Charity Number: 274222
Registered Company Number: 1324318

Date: 16th November 2021

Statement of cash flows

	2021	2020
	£	£
Cash flows from operating activities (see below)	(9,567)	413,228
Cash flows from investing activities		
Interest	3,941	3,879
Purchase of fixed assets	(9,125)	(28,846)
Net cash provided by financing activities	(14,751)	388,261
Change in cash and bank balances during the year		
At the beginning of the year	1,232,202	843,941
At the end of the year	1,217,451	1,232,202
	(14,751)	388,261
Cash flows from operating activities		
Net income for the year	252,519	125,578
Depreciation	21,135	28,395
Loss/Gains on investments	3,794	(8,596)
Interest	(3,941)	(3,879)
(Increase)/decrease in stocks	1,158	(6,512)
(Increase)/decrease in debtors	56,655	(89,864)
Increase/(decrease) in creditors	(340,887)	368,106
	(9,567)	413,228

PRINCIPAL ACCOUNTING POLICIES

The charity constitutes a public benefit as defined by FRS102.

Basis of preparation and assessment of going concern

The Financial Statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

The Trustees consider that there are no material uncertainties about the trust's ability to continue as a going concern.

The accounts have been prepared in pounds sterling (£) rounded to the nearest pound.

Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are written off against profits in the year they are payable.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost net of depreciation.

Depreciation is calculated to write off the cost of all tangible fixed assets over their expected useful life.

Leasehold buildings are depreciated in equal annual instalments over the term of the lease or anticipated period of occupation if shorter.

Motor vehicles are depreciated at 25% on the reducing balance.

Other equipment is depreciated using straight-line methods using rates which will write these assets off over periods of between 4 and 5 years.

Stock

Stock is stated at the lower of cost and net realisable value.

Investments

Investments are stated at market value at the balance sheet date. Investment Income is recognised on a receivable basis.

Income and Endowments

Donations and gifts
All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Grants receivable
Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Expenditure

Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly to the fulfilment of the charity's objectives (direct charitable and project expenditure)
- expenditure incurred directly in the effort to raise voluntary contributions (cost of raising funds)
- expenditure on goods purchased for resale.
- items of expenditure involving more than one category are apportioned to categories by reference to the use to which the expenditure has been put. In doing this a number of estimates are made and on-costs of central overheads are included.

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources for which it was incurred.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. INCOME FROM DONATIONS AND LEGACIES

		2021			2020
		Unrestricted	Restricted	Total	Total
Grants & Donations		£	£	£	£
	Association of Funeral Directors	-	-	-	6,198
	Batchworth Trust	-	-	-	7,500
	Bunkers Hill Nursery	5,146	-	5,146	-
	BUPA	-	19,268	19,268	-
	CDC	10,000	-	10,000	
	Clover Trust	-	4,000	4,000	3,663
	Elder Stubbs Charity	12,000	-	12,000	14,500
	Enthuse	4,513	-	4,513	-
	Henry SmithCharity (Café)	-	26,976	26,976	20,475
	Ian McTaggart Trust	5,517	-	5,517	-
	Mid Counties Co-operative	-	-	-	5,226
	Northwick Trust	5,000	-	5,000	5,000
	Oxon Community Fund	-	9,909	9,909	-
	Rotary Club of Oxford Isis	-	-	-	6,000
	South Oxon AMHT	-	-	-	7,300
	St Michael's and All Saints' Charities	26,191	-	26,191	26,191
	The Big Lottery	74,149	-	74,149	-
	Other Grants & Donations	65,777	19,789	85,566	113,348
		208,293	79,942	288,235	215,401

2. INCOME FROM OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Events Income	(486)	16,522
	(486)	16,522

3. INCOME RECEIVED

	2021			2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Oxford Health Partnership Contract	1,304,611	-	1,304,611	1,200,238
Oxford Health IPS Contract	-	102,645	102,645	40,675
Oxford Health Forensic Contract	-	50,000	50,000	50,000
Other Contracts	8,086	-	8,086	10,849
Abingdon & Witney College - MHFA Provision/volunteering	-	13,574	13,574	12,257
	1,312,697	166,219	1,478,916	1,314,019

These grants receivable are for income arising from contracts for services

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2021					2020
	Coaching	Recovery	Volunteer & Training	Recovery College	Total	Total
	£	£	£	£	£	£
Staff costs	247,474	634,217	79,406	165,532	1,126,629	1,079,272
Property Costs	21,068	53,991	6,760	14,092	95,911	125,704
Direct Costs	11,379	29,162	3,651	7,611	51,803	135,368
Outsourced	-	157,357	-	-	157,357	135,929
Other Costs	35,156	90,097	11,281	23,515	160,049	100,364
Management charge	(5,150)	(13,198)	(1,652)	20,000	-	-
Depreciation and surplus on disposal	4,642	11,897	1,490	3,105	21,134	28,395
	314,569	963,523	100,936	233,855	1,612,883	1,605,032

Support staff costs of £192,136 (2020: £215,749) are allocated in proportion to direct salary costs relating to the various charitable activities.

5. EXPENDITURE INCURRED

Expenditure incurred includes the following amounts:

	2021	2020
	£	£
Employee costs		
Wages and salaries	1,074,861	983,501
Social security costs	81,614	71,025
Other pension costs	20,328	17,136
	1,176,803	1,071,662

The average number of employees (FTE) during the year was 49. (2020: 43)
No employee earned £60,000 pa or more in the current or preceding accounting period.
The total paid to key management personnel during the year was £77,575 (2020: £86,063)

	2021	2020
	£	£
Governance costs (Included in other costs in charitable activities - see Note 4)		
Audit fee	4,500	4,200
Trustee Meetings	-	202
Trustee Indemnity Insurance	489	425
Professional Advice	4,280	3,381
	9,269	8,208

	2021	2020
	£	£
Depreciation	21,135	28,395

6. PAYMENTS TO AND FROM TRUSTEES AND CONNECTED PERSONS

No trustee or person with a family or business connection with a trustee, received remuneration in the year, directly or indirectly, from the charity (2020:Nil).
No expenses were reimbursed to the trustees during the year.
Donations of £200 in total were received from 2 Trustees during the year.

7. TANGIBLE FIXED ASSETS

	Short leasehold buildings	Other equipment	Motor Vehicles	Total
	£	£	£	£
Cost				
At 1 April 2020	446,316	96,652	40,486	583,454
Additions	9,125	-	-	9,125
Disposals	-	(11,042)	-	(11,042)
At 31 March 2021	455,441	85,610	40,486	581,537
Depreciation				
At 1 April 2020	414,451	89,937	24,984	529,372
Charge for the year	13,554	3,705	3,876	21,135
Disposals	-	(11,042)	-	(11,042)
At 31 March 2021	428,005	82,600	28,860	539,465
Net book amount				
31 March 2021	27,436	3,010	11,626	42,072
31 March 2020	31,865	6,715	15,502	54,082

All tangible fixed assets were held for charitable purposes

8. DEBTORS

	2021	2020
	£	£
Trade Debtors	56,065	86,233
Prepayments	2,767	11,392
Other Debtors	15,377	33,239
	74,209	130,864

9. INVESTMENTS

Schroder
Investments comprise monies invested in the Schroders Charity Fixed Interest Fund and are stated at a valuation advised by Schroders.

Movement on investments during the year comprise:	2021	2020
	£	£
As at 1 April 2020	89,907	81,311
Decrease in market value during the year	(3,794)	8,596
As at 31 March 2021	86,113	89,907

10. CREDITORS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	9,157	26,391
Other creditors	94,637	368,373
Deferred income	31,543	61,073
Accruals	4,500	4,500
Tax and National Insurance	-	20,387
	139,837	480,724

Deferred income comprises grant income specifically restricted to future periods:

	2021	2020
	£	£
Balance at beginning of year	61,073	39,464
Released during the year	(61,073)	(39,464)
Income deferred during the year	31,543	61,073
Balance at end of year	31,543	61,073

11. ACCUMULATED FUNDS

	Unrestricted	Designated	Restricted
	£	£	£
At beginning of year	532,930	475,000	35,108
Net movement in funds for the year	51,081	210,000	(8,562)
At 31 March 2021	584,011	685,000	26,546
		See note 12	See note 13

12. DESIGNATED FUNDS

	At 1 April 2020	Transfer In year	At 31 March 2021
	£	£	£
South Oxfordshire Building	200,000	75,000	275,000
Service Development	150,000	85,000	235,000
Property Fund	125,000	50,000	175,000
	475,000	210,000	685,000

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.
The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.
The Property Fund is created to cover future exceptional revenue and capital property expenditure.

13. RESTRICTED FUNDS

	At 1 April 2020	Income received	Employment costs	Other costs	At 31 March 2021
	£	£	£	£	£
Capital Funds					
Represented by the net book value of tangible fixed assets					
Other capital grants	23,286	-	-	(10,941)	12,345
	23,286	-	-	(10,941)	12,345
Operating Funds					
Represented by cash reserves					
Abingdon & Witney College	-	13,574	(13,574)	-	-
Bupa	-	19,268	(19,268)	-	-
Clover Trust	-	4,000	(4,000)	-	-
Henry Smith Charity (Café)	-	26,976	(26,976)	-	-
Ithaca	1,730	-	-	(160)	1,570
Mid Counties Co-operative	3,000	-	-	-	3,000
Oxfordshire Community Fund	-	9,909	(9,909)	-	-
Oxford Health Forensic	-	50,000	(50,000)	-	-
Oxford Health IPS Contract	-	102,645	(102,645)	-	-
South Oxon AMHT	7,092	-	-	(3,522)	3,570
Other	-	9,789	-	(3,728)	6,061
	11,822	236,161	(226,372)	(7,410)	14,201
	35,108	236,161	(226,372)	(18,351)	26,546

Details of the funds are as follows:

Abingdon & Witney College - MHFA provision & salaries
BUPA - MHFA Ripple project (Diversity)
Clover Trust - Coaching Salaries
Henry Smith -Garden Café manager salary costs to support members
Ithaca-On dissolution, this Oxford based Arts charity distributed some of their remaining balances to Restore for Art.
Mid Counties Co-op - The Orchard various items inc Laptops
Oxfordshire Community Fund - Littlemore Recovery Worker Salary
Oxford Health Forensic - To provide Littlmore Recover Project Services
Oxford Health IPS Contract - Provision of IPS workers
South Oxon AMHT - -Ridgeway Garden Project

14. CAPITAL COMMITMENTS

The charity has capital commitment of £2180 as at 31 March 2021 (2020: £0)

15. CONTINGENT LIABILITIES

There were no contingent liabilities at 31 March 2021 or 31 March 2020

16. PENSIONS

The charity operates a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by trustees in a fund independent from the charity.
As at 31 March 2021 there were no outstanding balances (2020:Nil)

17. LEASING COMMITMENTS

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029 subject to a break clause in 2023.
The charity leases 2 photocopying machine expiring in 2023
The charity has entered into a lease in respect of its Banbury premises for a term of 10 years at a current annual rental of £21,000, expiring in June 2021. Subsequent to the year end a new lease has been signed expiring in June 2026 at a rental of £15,000 per annum.

Type	Detail	Annual charge	Ends	Under 1 year	2 - 5 Years	Over 5 Years	Total
				£	£	£	£
Building	Manzil Way	£44,000	29/09/2029	44,000	176,000	154,000	374,000
Building	Banbury	£21,000	2021		-	-	-
Building	Littlemore	No rent charged	Not finalised	-	-	-	-
				-	-	-	-
Photocopier		£1,988	2023	1,988	1,988	-	3,976
				45,988	177,988	154,000	377,976

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	
Not later than one year	45,988	56,488
Later than one and not later than five years	177,988	179,976
Later than five years	154,000	198,000
	377,976	434,464

18. RELATED PARTY TRANSACTION

There was no related party transactions.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds	Designated Funds	Unrestricted Funds	Total	Total March 31 2020
	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:					
Tangible Fixed Assets	12,345	-	29,727	42,072	54,082
Current Assets	14,201	685,000	694,121	1,393,322	1,469,680
Current Liabilities	-	-	(139,837)	(139,837)	(480,724)
	26,546	685,000	584,011	1,295,557	1,043,038

20. STATEMENT OF FINANCIAL ACTIVITIES BY FUND FOR THE YEAR ENDING 31 MARCH 2020

		Unrestricted £	Designated £	Restricted £	Total £
INCOME AND ENDOWMENTS FROM:					
Income from donations and legacies		155,691	-	59,710	215,401
Income from other trading activities		16,522	-	-	16,522
Income from investments		3,879	-	-	3,879
Rental Income		75,284	-	-	75,284
Income from charitable activities					
Grants receivable		1,211,087	-	102,932	1,314,019
Sale of goods and services		253,252	-	-	253,252
Total Incoming Endowments		1,715,715	-	162,642	1,878,357
EXPENDITURE ON					
Expenditure on raising funds					
Cost of fundraising		64,504	-	-	64,504
Cost of goods sold		91,839	-	-	91,839
Expenditure on charitable activities					
	Coaching	202,103	-	54,497	256,601
	Recovery	881,950	-	104,757	986,707
	Volunteer & Training	87,734	-	13,303	101,037
	Recovery College	258,253	-	2,435	260,687
		1,430,040	-	174,992	1,605,032
Total Expenditure		1,586,383	-	174,992	1,761,375
Net gains on Investments		8,596	-	-	8,596
NET INCOME (EXPENDITURE)		137,928	-	(12,350)	125,578
Transfer		(95,000)	95,000	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		42,928	95,000	(12,350)	125,578

21. VOLUNTEERS

The work and activities of Restore were assisted during the year to 31 March 2021 by 87 (2020: 167) volunteers providing 1,780 (2020:12,913) hours of support.

22. In the event of the winding up of the Company, members are liable to contribute an amount of no more than £1.