

Company Number: 01467946
Charity Number: 279376



THE HARINGTON SCHEME LIMITED

(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST JULY 2023

THE HARINGTON SCHEME
ANNUAL REPORT AND ACCOUNTS
2022-2023

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Foreword by the Chair of the Board of Trustees

Harington was established over 40 years ago by the local community.

We are a leading and trusted charity, supporting students with learning differences to develop life skills and to have the most fulfilling life possible. We provide individual education, learning, training, and support across a range of activities including retail, horticulture, and employability, delivered from inspirational places, and supported by a passionate team, including volunteers. Our students come from across North London.

Our principal location is a hidden gem in Highgate, North London. We have two very successful charity shops in Archway and Hornsey. Hornsey also has an excellent student learning hub. And we have a flourishing gardening business.

We are fortunate to be Trustees of an organisation with huge strengths. We have an exceptionally strong Board. During the year we appointed new Trustees who particularly focus on special educational needs, further education, teaching, learning, student voice, health and safety, and fundraising.

We have a very hardworking team of staff colleagues led by an outstanding interim Chief Executive, a brilliant site, and a strong local reputation, many members of whom support us through volunteering, raising funds and spreading our good name throughout the community. We have much to be proud of.

Alison Kelly

Our Mission

Our mission is to create an inclusive environment, that delivers outstanding personalised education, learning, and support, which leads to further education, employment opportunities, and a fulfilling and meaningful life for each of our students. Our Vision is a society where all young people with learning differences thrive and lead a fulfilling and meaningful life.

Achieving Our Objectives

Harington is an Ofsted registered specialist college and a charity, rooted in the local community and open to beneficiaries across North London. We provide a pathway for young people aged 16-25 with learning differences, so they can engage in meaningful employment or community-based projects and can live an independent life. We also provide support to adults with learning differences to do valuable activities that support their mental health and wellbeing including participating in enterprise projects and gardening in our beautiful gardens in Highgate.

Our specialist college provides a personalised and flexible curriculum which is designed and delivered by a passionate team across three vocational areas - Horticulture, Employability, Retail and Customer Service. The vocational curriculum offers accredited and non-accredited provision from Entry 1 to Level 1, delivering skills for independence and employment, skills for working life, practical horticulture, and skills for progression in retail and supported internships. We have two training sites in Highgate and Hornsey.

We provide holistic care for our students by supporting their positive behaviour, mental health, and emotional and social needs. We provide access to counselling, speech and language therapy, and one to one mentoring to work towards student-led goals. We also provide additional financial support bursaries for students who are economically disadvantaged.

Our team of Job Coaches and Advisors work with our students to support their career aspirations. We engage and support local employers to create suitable and accessible work experience placements. We support our students with travel training and on their work placements until they are confident to be independent. For some students we

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also support their progression into employment - both within Harington and through our many partnerships with businesses, charities and other organisations.

Our businesses provide valuable opportunities for our young people to apply their learning in real life work experience placements. Some students also progress into their first paid jobs with our businesses. Our businesses include two charity shops based in Archway and Hornsey and the Harington Gardeners which provides gardening services. These businesses also raise funds to support our main activities.

Our Impact and Achievements

Beneficiaries

In 2022 / 23 we worked with 61 young people and adults. This included 52 young people and adults with learning differences who received education, training, or support from us during the year and nine adults who benefitted from our social care provision. 11 out of the 51 students accessed our bursary.

We also provide support to 53 families and carers of our young people and adults with strategies and resources for supporting their young people and signposting parents to additional support.

Retention Rate and Attendance

In our education programme we achieved a 96% retention rate of our students across the year. Our attendance rate was 89.03%.

Qualification Achievement Rate

Our overall qualification achievement rate was 95.5% for 2022/23.

This includes:

- 97% in Maths qualifications
- 94% in English qualifications
- 95% in Vocational and Supported Internship qualifications

Work experience placements

In 2022 / 23 we successfully placed 48 of our students into 67 placements at 22 different employers. The largest number of types of work placements were in retail, horticulture, and catering. Harington provided work experience opportunities for 18 students within our own businesses.

Mentoring

Harington's Mentoring Programme has been in place since 2019, providing emotional and practical support for students. It is a safe space for the students to talk about how they are feeling about all aspects of their lives - homelife, their future, Harington relationships - with a mentor and to work towards making positive improvements in their lives. In total 24 students benefitted from this mentoring and were able to achieve their personal set goals.

Student Voice

At Harington we support the students to deliver student-led activities and participate in decision making. Our student council with seven student-elected representatives is called Student Voice. They planned and delivered student-led activities during the year and made budgeting decisions on equipment purchases to benefit the whole cohort.

Progression and destinations

20 students left Harington in 2022/23. 90% of these students achieved a positive destination, including employment, further education, further training, or other valued daytime activity. 25% of our leavers entered employment. Four of our students were employed by Harington businesses, as Assistant Gardeners, or as Shop Assistants in one of our charity shops. The fifth student gained employment at Nandos.

There has been a marked increase in the number of students going into Supported Internships. Four out of the six of our students are joining Mencap's Supported Internship programmes, with three learning to become baristas.

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Student Enrichment through Partnerships

This year we collaborated with Highgate School in a Sustainable Enterprise project where the students made products out of waste plastic that were then sold to support Harington. The students collected everyday household waste plastic, which they melted, remolded, and made into combs. These were sold at one of our Harington sales. Students also had the opportunity to have their art-work framed and exhibited at Lauderdale House, with a launch to celebrate their achievements.

Future Developments

The strategic priorities for Harington for 2023 / 24, which have been agreed by our Trustees, are:

1. Excellence – delivering a high quality, educational student experience
2. Skills for a Sustainable Future – high quality education supports a sustainable future for students, employers and communities we serve
3. Our People – commitment to developing a professional and ambitious workforce who are dedicated to delivering positive outcomes for our students
4. Financial Resilience and Investment – achieve strong finances to support investment in high quality learning and growth of the business

All our strategic priorities have key performance indicators so that we are able to track our progress in the year.

Thank You

We would like to say a huge thank you for the generous support for Harington that members of the community and organisations provide to support the work that we do.

42 regular volunteers supported our students with their learning or provided retail support in our shops. 29 corporate volunteers from Worth Global Style Network helped for a day to maintain and improve our Highgate site.

We are very grateful to all the dedicated and active volunteers who belong to The Friends of Harington. They delivered their own fundraising activities in the year and supported our events. We would also like to thank Gary Sycamore and Robin Vicary who regularly donate the proceeds of their sales to Harington.

We would like to thank all of our businesses, charities and schools and other partner who provide work placements for our students or share their facilities which enhance the learning experience of our students.

We would also like to thank all of the individual donors that have financially supported the organisation and the charitable trusts and foundations who support the work that they do.

FINANCIAL REVIEW

Most of Harington's income comes from public funds in two forms:

- Grants from the Education and Skills Funding Agency, for the core provision of education for our students; and
- Grants from local authorities to meet the additional needs for care and support for our students who needs and requirements are identified in the Education, Care and Health plans.

We supplement these funds with the net income from Harington Gardeners and our two charity shops. We also raise funds from trusts, foundations, and generous individuals. Some of these are for specific projects and activities, and are recorded as restricted funds in our accounts. Others contribute to our general funds and enhance our work.

Following two years in which we had small deficits, we achieved a surplus in 2022-23 of £114,964 (2022 – deficit £8,847).

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Our total income grew during the year to £2,170,357 (2022 - £1,901,099). Income for our training provision grew to £1,499,115 (2022 - £1,292,874). Harington Gardeners income fell slightly to £139,128 (2022- £150,147) while shop sales increased to £321,420 (2022 - £282,149)

Income from donations, legacies, fundraising events, and other income increased to £210,694 (2022- £174,175)

Expenditure grew by about 7% on the previous year to £2,055,393 (2022 - £1,909,946) mainly reflecting the level of inflation during the year, rather than any material changes in our activities.

Reserves

As a result of the surplus for the year, we have net assets of £830,477 (2022 - £715,513). The only material change to the make-up of our net assets has been an increase in the amount of cash held to £381,324 (2022 - £179,020).

Our net assets are allocated as follows:

	2023 £	2022 £
Restricted funds, which can only be spent for particular purposes	22,115	22,400
Operating fixed assets (our properties and equipment)	270,642	301,196
Operating working capital (net current assets except cash)	59,993	119,898
Designated funds, amounts set aside by the Trustees for future projects	80,000	113,793
Leaving free reserves of	399,664	158,226

The designated funds have been set aside for new IT infrastructure. Previously designated funds have been released as they are not currently required for identified projects.

The Trustees have reviewed their Reserves and Designated Funds Policy prior to approving these accounts. They have concluded that the level of free reserves required is £500,000. This implies that the current level of free reserves is less than prudently required. They will therefore plan to achieve further surpluses sufficient to bring free reserves to the target level as soon as reasonably practicable

Investment policy

The Trustees consider that the free reserves need to be readily available to meet any contingencies, so it would be inappropriate to invest them for the medium or long-term. Consequently, available funds are invested in short term fixed interest deposits or held as cash.

Risk management

The Trustees have developed a strategic risk register which identifies the main risks faced by Harington, and the controls and actions necessary to mitigate them. The principal risks are those which would adversely affect its students, including a significant deterioration in the quality of education and training provided, or a safeguarding failure. These are mitigated by a range of measures, including clear policies, training for both staff and Trustees, and regular monitoring by Trustees including through our Quality and Standards Committee. The development of adequate reserves, as set out above will provide mitigation against any unanticipated fall in income or increase in costs.

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Our fundraising practices

Harington benefits greatly from the support of local people. We gain new supporters mainly through networking, word of mouth and recommendations that lead to unsolicited donations and legacies. When we carry out fundraising, we strive to give the best experience to our supporters.

Most of our fundraising activities are carried out by Harington staff and volunteers, including the Friends of Harington and Trustees. We do not use professional fundraisers or involve commercial participators.

Our regular fundraising activities include:

- raising funds through our charity shops;
- raising funds through the sale of plants and produce at annual sales and a weekly stall;
- fundraising events such as concerts, walks, open gardens and social events;
- subscribing to giving websites such as JustGiving; and
- raising funds via other sources such as charitable trusts, foundations or companies.

Harington staff and Trustees also help to co-ordinate and publicise events organised for our benefit by our supporters in the wider community. These supporters are briefed by Harington staff on any relevant rules and conditions as appropriate, e.g., gift aid rules.

We occasionally make appeals for donations towards specific projects by writing to existing supporters (direct marketing), advertising in the Friends of Harington newsletter, local media and posting appeals on our website and social media. All direct marketing is co-ordinated by Harington's Business Support team to ensure that it is not unreasonably intrusive or persistent and meets data protection requirements. When contact is made through direct marketing, the material contains clear instructions on how a person can be removed from mailing lists.

There have been no complaints about fundraising activity this year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The legal form of Harington is a company limited by guarantee (Harington Scheme Ltd (the)) governed by its Memorandum and Articles of Association.

Trustees are recruited by a variety of means, depending on the skills and experience required. Use is made of existing networks of Trustee and supporters, together with low cost means of advertising vacancies. New Trustees are usually appointed in the first instance by the Trustees, then reappointed at the following the annual general meeting of members. Trustees normally serve for a three-year term, which can normally be renewed twice.

Trustees receive an induction programme including safeguarding and any other required training when first appointed, with further training being planned whenever required to keep them up to date with good practice.

The Trustees operate collectively as a Board. Operational decisions are delegated through a formal scheme of delegation to the Chief Executive, with the Board retaining decisions over strategy, budgeting, and other appropriate matters. The Board has established two sub-committees: Quality and Standards, and Finance and Resources to provide more detailed scrutiny of relevant matters and provide advice to the Board, but has not delegated any decision-making powers to them. The remuneration of the Chief Executive is determined by the Board on the recommendation of the Chair and Treasurer. Where necessary external advice is taken on the appropriate level. The pay of all staff is determined by reference to pay scales approved by the Trustees. These are benchmarked against external comparators from time to time.

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ANNUAL REPORT AND ACCOUNTS
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REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 01467946

Charity Number: 279376

Registered Office: 55a Cholmeley Park London N6 5EH

Auditors: Calder & Co. Chartered Accountants and Statutory Auditors 30 Orange Street
London WC2H 7HF

Accountants: Moore Stephens Northern Home Counties Limited

Bankers: Metro Bank
1 Southampton Row
London
WC1B 5HA

DIRECTORS AND TRUSTEES

The Trustees of the Company are its directors for the purpose of company law and throughout this report they are collectively referred to as the Trustees

The Trustees that served during the year and since the year end were as follows:

Alison Kelly	Chair
Margaret Barth	Resigned 14 December 2022
Mark Cooke	Treasurer and Vice Chair
Hazel Dales	Appointed 14 September 2022
Peter Drummond	Resigned 14 December 2022
Julie Forsythe	Appointed 14 June 2023
Matthew Hagopian	Appointed 6 April 2022
Edward Jordan	Resigned 14 December 2022
Penelope Kenway	Vice Chair Appointed 14 June 2023
Katherine Lamb	Appointed 14 June 2023
Pauline Treen	

KEY MANAGEMENT PERSONNEL

Adrian Evans	Chief Executive 1 June 2022-28 February 2023
Esther Norman	Interim Chief Executive appointed 6 March 2023

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Trustees' responsibilities in relation to the financial statements

The Trustees, who are also the directors of the Harington Scheme for the purposes of company law, are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to 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 the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities

Statement as to disclosure to our auditors

In accordance with company law, as the company's Trustees, we certify that:

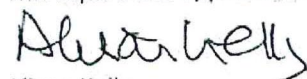
- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Trustees of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

Auditor

The auditors, Calder & Co, will be proposed for reappointment in accordance with Section 485 of the Companies Act 2006.

In preparing this report, the Trustees have taken advantage of the Small Companies Exemptions provided by Section 415A of the Companies Act 2006.

This report was approved by the Trustees on 17 January 2024 and signed on its behalf by



Alison Kelly
Chair

**THE HARINGTON SCHEME
INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE HARINGTON SCHEME
FOR THE YEAR ENDED 31 JULY 2023**

OPINION

We have audited the financial statements of The Harington Scheme (the 'charitable company') for the year ended 31 July 2023 which comprise The Statement of Financial Activities (incorporating income and expenditure account), the Balance Sheet, the Statement of Cash Flows and 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 July 2023 and of its incoming
- resources and application of resources, including its income and expenditure, 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 entity'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, except to the extent otherwise explicitly stated in our report, 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.

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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

THE HARINGTON SCHEME
INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE HARINGTON SCHEME
FOR THE YEAR ENDED 31 JULY 2023

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 Trustees' Report.

- We have nothing to report in respect of the following matters in relation to which 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement set out on page 6, 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 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

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:

Discussions with and enquiries of management and those charged with governance were held with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Company and Charity Law.

With regards to laws and regulations relating to the operating aspects of the charitable company, these were discussed with management and were not considered fundamental to the operating of the business therefore should not have a material impact on the financial statements.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE HARINGTON SCHEME
FOR THE YEAR ENDED 31 JULY 2023

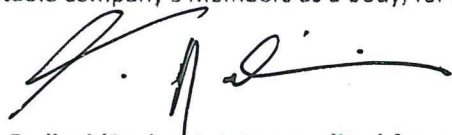
whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tony Badiani (Senior statutory auditor) for and on behalf of

Calders (1883) LLP Statutory Auditor and Chartered Accountants, 30 Orange Street, London WC2H 7HF

Date: 17 January 2024

**THE HARINGTON SCHEME
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2022**

Summary Income and Expenditure Account

		<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>2023</u>	<u>2022</u>
	Note	£	£	£	£
Income from:					
<u>Donations and legacies</u>					
Charity grants and donations	2	70,003	53,327	123,330	135,167
Legacies and other donations	3	37,942	-	37,942	37,102
<u>Charitable Activities:</u>					
Training scheme income including fees and grants from public bodies	5	1,488,254	10,861	1,499,115	1,292,874
Harington Gardeners	6	139,128	-	139,128	150,147
Charity Shops	7	321,420	-	321,420	282,149
Fundraising events	8	2,191	-	2,191	1,906
Investment income	4	2,856	-	2,856	1,352
Other income	9	44,375	-	44,375	402
Total Income		2,106,169	64,188	2,170,357	1,901,099
Expenditure on:					
<u>Raising funds</u>					
Expenditure on raising funds	13	31,528	-	31,528	16,718
<u>Charitable Activities:</u>					
Harington Gardeners	10	250,845	42,706	293,551	345,971
Training Scheme	11	1,461,668	21,767	1,483,435	1,358,808
Charity Shops	12	246,879	-	246,879	188,449
Total Expenditure		1,990,920	64,473	2,055,393	1,909,946
NET INCOME FOR THE YEAR		115,249	(285)	114,964	(8,847)
Total Funds at 1st August 2022		693,113	22,400	715,513	724,360
Total Funds at 31st July 2023		808,362	22,115	830,477	715,513

The notes on Pages 16 to 26 form part of these Financial Statements.

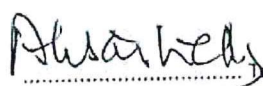
**THE HARINGTON SCHEME
BALANCE SHEET
FOR THE YEAR ENDED 31 JULY 2023**

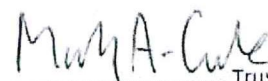
			<u>2023</u>		<u>2022</u>
	Note	£	£	£	£
Fixed Assets:					
Tangible assets	17		270,642		301,196
Investments	18		<u>118,518</u>		<u>115,399</u>
			389,160		416,595
Current Assets:					
Debtors	19	201,936		248,051	
Cash at bank and in hand		<u>381,324</u>		<u>179,020</u>	
		583,260		427,071	
Creditors: Amounts falling due within one year	20	<u>(141,943)</u>		<u>(128,153)</u>	
Net Current Assets			441,317		298,918
Total Net Assets			<u>830,477</u>		<u>715,513</u>
The Funds Of The Charity:					
Restricted funds	21		22,115		22,400
Unrestricted funds:	22				
Designated funds			408,698		113,793
General			<u>399,664</u>		<u>579,320</u>
			<u>830,477</u>		<u>715,513</u>

The trustees responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

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

The Financial Statements were approved by the Board on 17 January 2024 and signed on its behalf.


..... Trustee
Alison Kelly


..... Trustee
Mark Cooke

The notes on Pages 16 to 26 form part of these Financial Statements.

THE HARINGTON SCHEME
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2023

		<u>2023</u>	<u>2022</u>
	Note	£	£
Cash flows from operating activities			
Cash generated by operations	1	211,088	24,410
Investing activities			
Movement in fixed asset investments		(3,119)	162,327
Purchase of tangible fixed assets		(9,005)	(31,921)
Proceed on disposal of tangible fixed assets		484	-
Interest received		<u>2,856</u>	<u>1,352</u>
Net cash (used)/generated by investing activities		<u>(8,784)</u>	<u>131,758</u>
Net increase in cash and cash equivalents		202,304	156,168
Cash and cash equivalents at beginning of year		179,020	22,852
Cash and cash equivalents at end of year		<u>381,324</u>	<u>179,020</u>

1. Cash generated from operations

Surplus/(Deficit) for the year	114,964	(8,847)
Adjustments for:		
Investment income	(2,856)	(1,352)
Depreciation	38,810	51,256
Loss on fixed asset disposal	265	-
Movements in working capital:		
Movement in debtors	46,115	4,835
Movement in creditors	13,790	(21,482)
Cash generated by operations	<u>211,088</u>	<u>24,410</u>

The notes on Pages 16 to 26 form part of these Financial Statements.

**THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

1. Accounting Policies

Charity information

The Harington Scheme is a private company limited by guarantee incorporated in England and Wales. The registered office is 55A Cholmeley Park, London, N6 5EH.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Memorandum and Articles of Association, 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 2015)". The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Income

Income from donations and legacies income is included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.

Income from charitable activities from investments are included when receivable.

Income from Central and Local Government grants is accounted for in the SOFA in the period to which it relates. All other income is accounted for when receivable.

1.3 Expenditure

Expenditure is recognised in the period in which a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds are those costs incurred in attracting voluntary income from grants and donations and the costs of staging fundraising events.

Charitable activities include expenditure associated with Harington Gardeners, the training scheme and the charity shops and include both the direct costs and support costs relating to these activities.

Governance costs include those costs incurred in the governance of the Charity and its assets and are primarily associated with constitutional and statutory requirements.

Support and governance costs have been allocated to the appropriate cost categories on a basis consistent with the use of resources.

1.4 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Leasehold buildings and improvements	-	Over the life of the lease
Short-life buildings	-	Over 10 years
Motor vehicles	-	over 5 years
Office equipment	-	33% reducing balance method

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

1.5 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).

1.6 Stocks and Work in Progress

Stocks and work in progress are valued at the lower of cost and net realisable value.

1.7 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.

1.8 Unrestricted Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Charity without further specified purpose and are available as general funds.

1.9 Designated Funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

1.10 Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

1.11 Workshop and Nursery Tools

Small items of equipment are written off to the Scheme Income and Expenditure Account in the year of purchase.

1.12 Donated goods

Donated goods are not being recognised at the point of receipt from donor. The charity recognises the value of the donated goods when the goods are sold.

1.13 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.

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

1.13 Financial instruments

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

Derecognition of financial liabilities

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

2. Charity Grants and Donations

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>2023</u>	<u>2022</u>
	£	£	£	£
Tottenham Grammar School	42,000	-	42,000	38,500
Nina & Roger Stewart Charitable Trust	-	-	-	-
Channing school - donation	1,000	-	1,000	-
Jack Petchey Foundation	-	1,800	1,800	2,665
Gary Sycamore and the city and Country Farmers Market	6,490	-	6,490	-
John Lyon Charity	-	37,400	37,400	34,000
Ford Tipper grant	-	7,000	7,000	5,250
Other donations	-	1,920	1,920	39,752
The Whittington Charitable Trust	10,000	-	10,000	-
Bernard Lewis	-	-	-	15,000
Just Giving	10,513	-	10,513	-
Hornsey Parochial Charities	-	4,100	4,100	-
Worshipful Company of Gardeners	-	1,107	1,107	-
	<u>70,003</u>	<u>53,327</u>	<u>123,330</u>	<u>135,167</u>

3. Legacies and Other Donations

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>2023</u>	<u>2022</u>
	£	£	£	£
Friends of Harington Scheme	11,512	-	11,512	9,088
Other donations Unrestricted	21,430	-	21,430	-
United Charities Fund	-	-	-	10,000
Woodford Stauffer - Jennifer Wright	-	-	-	13,014
Leila Hodge	-	-	-	5,000
legacy re Vera Plaut-donation from David Plaut and Marily Kanter	5,000	-	5,000	-
	<u>37,942</u>	<u>-</u>	<u>37,942</u>	<u>37,102</u>

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

4. Investment Income

	2023	2022
	£	£
Interest received from cash deposits	2,856	1,352

5. Training Scheme Income including Fees and Grants from Public Bodies

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	2023	2022
	£	£	£	£
Education and Skills Funding Agency	664,242	-	664,242	627,260
Local Authorities HNS funding	760,309	-	760,309	585,532
Training fees (local authorities, schools and individuals)	48,417	-	48,417	60,730
Training Scheme Sales	8,851	-	8,851	11,864
DWP Grant - Harington Gardeners	6,435	-	6,435	1,485
ESFA Student Support Funds	-	10,861	10,861	6,003
	<u>1,488,254</u>	<u>10,861</u>	<u>1,499,115</u>	<u>1,292,874</u>

6. Harington Gardeners Income

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	2023	2022
	£	£	£	£
Customer sales	139,128	-	139,128	150,147
	<u>139,128</u>	<u>-</u>	<u>139,128</u>	<u>150,147</u>

7. Charity Shops Income

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	2023	2022
	£	£	£	£
Sales of donated goods	244,535	-	244,535	210,465
Sales of bought in goods	-	-	-	-
Donations from gift aided items	74,646	-	74,646	69,596
Gift Aid agency fees	2,239	-	2,239	2,088
	<u>321,420</u>	<u>-</u>	<u>321,420</u>	<u>282,149</u>

8. Fundraising events

	2023	2022
	£	£
Fundraising event income	2,191	1,906

9. Other income

	2023	2022
	£	£
Other income	6,440	3,364
Other income - Business Grants	37,935	2,962
	<u>44,375</u>	<u>402</u>

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

10. Harington Gardeners Expenditure

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2023</u>	<u>2022</u>
	<u>Funds</u>	<u>Funds</u>		
	£	£	£	£
Salaries and consultancy fees	86,970		86,970	106,630
Gardeners' wages	63,596	34,000	97,596	75,732
Other staff costs	686	-	686	197
Delivery costs	11,484	-	11,484	13,430
Repairs and maintenance	5,839	1,706	7,545	10,087
Heating and lighting	3,007	-	3,007	1,370
Depreciation	6,711	7,000	13,711	22,589
Support and governance costs	72,287	-	72,287	115,936
Loss on fixed asset disposal	265	-	265	-
	<u>250,845</u>	<u>42,706</u>	<u>293,551</u>	<u>345,971</u>

11. Training Scheme Expenditure

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2023</u>	<u>2022</u>
	<u>Funds</u>	<u>Funds</u>		
	£	£	£	£
Salaries and consultancy fees	1,013,997	3,400	1,017,397	1,033,598
Other staff costs	59,247	-	59,247	11,565
Student bursaries and free meals	459	11,169	11,628	6,644
Training delivery costs	77,028	3,717	80,745	64,918
Repairs and maintenance	22,922	1,527	24,449	30,049
Heating and lighting	12,448	-	12,448	14,635
Depreciation	8,773	723	9,496	13,070
Support and governance costs	238,169	1,231	239,400	159,003
Computing expenses	28,625	-	28,625	25,326
	<u>1,461,668</u>	<u>21,767</u>	<u>1,483,435</u>	<u>1,358,808</u>

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

12. Charity Shops Expenditure

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>2023</u>	<u>2022</u>
	£	£	£	£
Salaries and consultancy fees	117,702	-	117,702	91,550
Other staff costs	162	-	162	21
Delivery costs	3,699	-	3,699	1,473
Repairs and maintenance	2,348	-	2,348	371
Heating and lighting	3,764	-	3,764	4,625
Depreciation	15,603	-	15,603	15,597
Support and governance costs	103,601	-	103,601	74,812
	<u>246,879</u>	<u>-</u>	<u>246,879</u>	<u>188,449</u>

13. Support and Governance Costs

	<u>Costs of</u> <u>Generating</u> <u>Funds</u>	<u>Harington</u> <u>Gardeners</u>	<u>Training</u> <u>Scheme</u>	<u>Charity Shops</u>	<u>Total</u> <u>2023</u>	<u>Total</u> <u>2022</u>
	£	£	£	£	£	£
Support Costs						
Salaries	5,736	6,439	114,414	9,186	135,775	90,167
Rates and rent	-	-	7,250	57,400	64,650	59,942
Telephone/Internet	-	-	7,894	-	7,894	6,394
Stationery, Printing and Postage	469	1,501	7,410	387	9,767	11,970
Insurances	-	11,306	17,534	-	28,840	23,377
Public relations and marketing	-	431	1,005	-	1,436	752
Sundry expenses	221	1,395	2,867	94	4,577	4,593
Subscriptions	768	4,605	9,977	-	15,350	5,117
Cleaning and Hygiene Expenses	2,389	3,339	29,516	16,332	51,576	43,135
Refreshments	359	1,075	5,738	-	7,172	5,117
Computing Expenses	110	220	1,871	-	2,201	10,128
Fundraising Expenses	174	-	-	-	174	667
Professional Services	598	14,404	19,662	1,315	35,979	39,576
Bank charges	-	-	560	5,184	5,744	5,133
Bad debts	-	13,869	-	-	13,869	56,092
Governance Costs						
Salaries	12,539	12,539	12,538	12,538	50,154	-
Professional Services	7,000	-	-	-	7,000	-
Audit and accountancy	1,165	1,165	1,164	1,165	4,659	4,309
	<u>31,528</u>	<u>72,288</u>	<u>239,400</u>	<u>103,601</u>	<u>446,817</u>	<u>366,469</u>

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14. Surplus/(Deficit) for the Year

	<u>2023</u>	<u>2022</u>
	£	£
The surplus/(deficit) for the year is stated after charging:		
Depreciation of tangible fixed assets	38,810	51,256
Auditors' remuneration:		
Audit fee	4,659	4,309

**THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

15. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

No remuneration was paid to the Trustees in accordance with the Memorandum of Association. The staff costs included in the Financial Statements are as follows:-

	<u>2023</u>	<u>2022</u>
	£	£
Wages & salaries	1,343,338	1,160,034
Social Security costs	113,991	97,710
Pension contributions	30,117	28,233
	<u>1,487,446</u>	<u>1,285,977</u>

The average weekly number of staff employed by the Charity during the year was as follows:-

	<u>2023</u>	<u>2022</u>
Staff	49	46
Assistant gardeners	10	9
	<u>59</u>	<u>55</u>

1 employee had employee benefits in excess of £60,000 in 2022/23 (2021/22: 0). Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021/22: £nil) neither were they reimbursed expenses during the year (2021/22: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021/22: £nil).

Key management personnel of the charity comprise the trustees and the Chief Executive Officer. The employee benefits of the key management personnel were £71,232(2021/22: £75,000).

16. Taxation

As a registered Charity, the Scheme is exempt from income tax and corporation tax.

THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

17. Tangible Assets

	<u>Leasehold buildings and improvements</u>	<u>Short life buildings</u>	<u>Fixtures & Equipment</u>	<u>Motor Vehicles</u>	<u>Total</u>
	£	£	£	£	£
Cost or Valuation At 1st August 2022	276,933	206,701	186,218	97,081	766,933
Additions	9,005	-	-	-	9,005
Disposals	-	-	(19,190)	(6,150)	(25,340)
At 31st July 2023	285,938	206,701	167,028	90,931	750,598
Depreciation At 1st August 2022	30,778	201,397	163,620	69,942	465,737
Charge for Year	18,069	5,304	9,053	6,384	38,810
Disposals	-	-	(18,441)	(6,150)	(24,591)
At 31st July 2023	48,847	206,701	154,232	70,176	479,956
Net Book Value At 31st July 2023	237,091	-	12,796	20,755	270,642
Net Book Value At 31st July 2022	246,155	5,304	22,598	27,139	301,196

18. Investments

	<u>2023</u>	<u>2022</u>
	£	£
Cash deposits	118,518	115,399

19. Debtors: Due within one year

	<u>2023</u>	<u>2022</u>
	£	£
Trade debtors	50,435	119,550
Other debtors	129,840	102,141
Prepayments and accrued income	21,661	26,360
	<u>201,936</u>	<u>248,051</u>

**THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

20. Creditors: Amounts falling due within one year

	<u>2023</u>	<u>2022</u>
	£	£
Trade creditors	31,035	22,008
Tax, social security and pensions	34,543	32,043
Other creditors	12,075	18,315
Accruals	64,290	55,787
	<u>141,943</u>	<u>128,153</u>

21. Restricted Funds

	<u>Balance at 1</u> <u>August 2022</u>	<u>Incoming</u> <u>Resources</u>	<u>Expenditure</u>	<u>Balance at 31</u> <u>July 2023</u>
	£	£	£	£
<u>Grants and Donations:</u>				
Former restricted grants and donations towards capital items	1,771	-	723	1,048
ESFA Student Financial Support Funding	2,537	10,861	11,169	2,229
Haringey Ward Budget	3,481	-	-	3,481
Jack Petchey Foundation	638	1,800	1,800	638
LB Barnet- Pocket Parks Plus	2,950	-	-	2,950
John Lyon Charity	-	37,400	37,400	-
United Charities Fund	9,563	-	1,894	7,669
Leila Hodge	1,460	-	1,460	-
Ford Tipper grant	-	7,000	7,000	0
Other	-	1,920	1,920	-
Hornsey Parochial Charities	-	4,100	-	4,100
Worshipful Company of Gardeners	-	1,107	1,107	-
	<u>22,400</u>	<u>64,188</u>	<u>64,473</u>	<u>22,115</u>

The restricted funds in the year were from:

The former grants and donations for capital items including a portacabin and vehicles that are reducing as these items depreciate.

ESFA Student Support Funds - Student bursaries and Free Meals in Education

Haringey Ward Budget - Haringey Council Ward Budget grant to provide, supply and fit planters on Archway Road.

Jack Petchey Foundation - Projects chosen by winners of Jack Petchey Achievement Awards

London Borough of Barnet - Pocket Parks Plus - Delivery of practical and community events, to develop and established community garden at the Tarling Road Site.

John Lyon's Charity- Internship fund: Toward a Horticultural Supervisor Salary

**THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

21. Restricted Funds (continued)

Hornsey Parochial Charities - towards outdoor classroom

Worshipful Company of Gardeners - towards gardening tools

Former restricted grants and donations towards capital items - The former grants and donations for capital items including a portacabin and vehicles that are reducing as these items depreciate.

Other donation - Site improvements for social distancing

Donations totalling £57,188 were received during the year, and there was a further £24,100 brought forward for a number of restricted purposes. £57,473 of this income was expended prior to the year end, thereby discharging the restriction.

Movement between funds

	<u>General Fund</u>	<u>Designated Funds</u>	<u>Restricted Funds</u>	<u>Total</u>
	£	£	£	£
Balance at 1st August 2022	579,320	113,793	22,400	715,513
Movement in funds for the year	115,249	-	(285)	114,964
Transfer between funds	(294,905)	294,905	-	-
Balance at 31st July 2023	<u>399,664</u>	<u>408,698</u>	<u>22,115</u>	<u>830,477</u>

Designated funds

Designated Reserves comprise:

Operating fixed assets	268,705
Operating working capital	59,993
IT infrastructure	<u>80,000</u>
	<u>408,698</u>

The Trustees have reviewed their Reserves and Designated Funds Policy prior to approving these accounts. They have concluded that the level of free reserves required is £500,000. This implies that the current level of free reserves is less than prudently required, and they will therefore plan to achieve further surpluses sufficient to bring free reserves to the target level as soon as reasonably practicable.

**THE HARINGTON SCHEME
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

22. Analysis of Fund Balances Between the Net Assets

	<u>Unrestricted Funds</u>		<u>Restricted</u>	<u>Total</u>
	<u>General Fund</u>	<u>Designated Funds</u>	<u>Funds</u>	
	£	£	£	£
Tangible fixed assets	-	268,705	1,937	270,642
Investments	118,518	-	-	118,518
Net current assets	281,146	139,993	20,178	441,317
	<u>399,664</u>	<u>408,698</u>	<u>22,115</u>	<u>830,477</u>

23. Operating lease commitments

Lessee

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

	<u>2023</u>	<u>2022</u>
	£	£
Less than 1 year	49,958	62,388
More than 1 year and less than 5 years	-	49,958
	<u>49,958</u>	<u>112,346</u>

24. Related party transactions

During the year the company received donations from related parties as follows:

	<u>2023</u>	<u>2022</u>
	£	£
Aggregated donations	<u>nil</u>	<u>nil</u>

There were no other transactions with related parties.