

CHOICES
CHARITY NO 291945

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022



Choices
Charity No 291945
Year ended 31 March 2022

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Choices
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Year ended 31 March 2022

Information about the charity

Correspondence address	Alex Wood Hall Norfolk Street Cambridge CB1 2LD
Trustees	Heather Styles Dr. Jorge Zimbron Sally Urquhart Alison Hunte Vince Hesketh Katrine Mackay Lorraine Petersen
Bankers	The Co-operative Bank PO Box 290 Skelmersdale WN8 6WT
Independent examiner	Jayson Lawson FCA Ensors Accountants LLP Victory House Vision Park Chivers Way, Histon Cambridge CB24 9ZR

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Report from Trustees

Structure, management and governance arrangements

Nature of governing document and how charity is constituted

The charity is governed by a Constitution adopted on 22 April 1986, as amended on 18 October 1994, 11 June 1997, 9 March 2017 and 4 June 2020. The constitution specifies the powers of the charity, its membership, Management Committee, arrangements for general meetings, financial arrangements, the provision of indemnity and its dissolution. The members of the Management Committee are also the trustees.

Methods for recruitment, appointment, induction and training of new trustees

Trustees are recruited both internally from existing counsellors, and externally. New trustees are appointed by the Management Committee after appropriate interviews and discussions. On appointment, a trustee is given an induction pack. Both internal and external training is provided for trustees.

Objectives and activities

The object of CHOICES is to relieve mental distress, experienced by adults in the Cambridgeshire and Peterborough area, as a result of being sexually abused as children; in particular, but not exclusively, by the provision of specialised counselling and support, for the public benefit.

The activities are the provision of counselling and other psychological support and are explained in the report below.

The trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers. The trustees believe that the counselling provided is of benefit to the public as a whole. The charity asks for a contribution towards the cost of their counselling which can be as little or as much as clients can afford, but no-one is turned away because they are unable to make a contribution. The charity receives assistance from thirty-one volunteers who provide counselling services and seven volunteer trustees. The day-to-day running of the service is the responsibility of the head of services assisted by a client services manager for Peterborough and Fenland, a clinical administrator and a financial administrator. All positions are part time and equal to less than two full-time equivalents.

Reserves Policy

The trustees reviewed the reserves policy, as is required annually by the Charity Commission, and set a figure of £90k for the 2021-22 year. They also agreed a break-even budget for the financial year.

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Trustees' annual report (continued)

Letter from the Chair of trustees

It is a great pleasure to read the achievements of the organisation in this annual report. The work by the counsellors, staff, and volunteers at Choices is a bright light of hope reaching some of the darkest and most remote corners of human suffering that the world often ignores.

The demand for the services that Choices offers continues to increase. Despite this challenge, it is inspiring to see that imagination, hard work, and good will from Choices and its partner organisations has produced more ways to help more people at different stages in their journey towards recovery.

On behalf of the Trustees, I would like to thank all that continue to support the recovery of our clients. The impact of the service, as reflected in our outcome measures and feedback, is worthy of headline news. I hope those reading this will help us raise awareness of how much can be achieved and help the service continue to grow for the benefit of our society.



Dr Jorge Zimbron
Chair of Trustees

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Trustees' annual report (continued)

Report from the Head of Services

I described the previous financial year as "the toughest year yet", largely because of the negative impact of the pandemic. The year I am reporting on here, 2021-22 could be described as "the busiest year yet".

While we continued to see some negative impact of the pandemic on service delivery, interest in our services remained high with 892 enquiries to the office by phone or email, averaging 17 enquiries per week, mostly handled by our indomitable clinical administrator, Sarah Goretzki.

Following a successful bid to the Office of Police and Crime Commission for Cambridgeshire and Peterborough (OPCC) we received three grants which enabled us to continue the development of additional services for clients alongside our long-term counselling.

This report outlines the charity's achievements during the year 2021-2022.

The counselling service remained online for most for the financial year with a slow return to in-person work in the autumn of 2021. We continue to deliver much of the service online with in person sessions being offered in Peterborough, Cambridge City, Huntingdon, and Ely. We anticipate that this blended offering will continue and become the standard model.

Sadly, the pandemic continues to impact the waiting time for counselling which has increased in all areas, however, the service achievements in this financial year are impressive and clients continue to be well-supported by the charity while on the waiting list for long-term counselling.

During the year, thirty-one counsellors delivered our services to clients supported by five part-time staff (2.5 full time equivalents).

We ran two training courses in this financial year with the hope to recruit a further 10 counsellors, however, recruitment remains a challenge. We were successful in recruiting three new counsellors and welcomed Stephanie Davis, Alison Taylor, and Jo Woods to the counsellor team. We were fortunate that all existing counsellors continued to the end of their client counsellor contracts and only one counsellor left us during the financial year. A number have indicated that they will be leaving us as their current client counselling contracts come to an end. We appreciate the time they have given us and wish them well for the future.

We were fortunate to have the support of two volunteers Christa Effendi and Jo Lyness who joined the admin team. Christa gave us a few months of her time while completing her MA in psychology. We are appreciative of her huge help in administrative tasks. Jo is taking a break from her counselling work and has joined us in a voluntary capacity to help with the gathering of feedback from clients finishing treatment. We have been able to provide feedback on all of our services more extensively as a result of her hard work.

We were joined in October 2021 by Sefanit Inquai as client service manager initially with responsibility for the Huntingdon area. Sefanit brings a wealth of project management and systems development expertise to the charity along with her clinical experience.

The trustees continue to invest in the training and professional development of all counsellors including specialist training if appropriate.

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Trustees' annual report (continued)

Carolyn Kenny completed her EMDR Europe Accredited Training in February 2022 and has incorporated this into her counselling work. Two counsellors expressed an interest in The Foundation in Group Therapy training; however, it was only available online and they wanted an in-person course therefore the funding set aside for this training is to be carried forward.

A programme of in-house and external Continuing Professional Development sessions ran throughout the year, all online.

There was a mix of trauma-related topics combined with some sessions delivered by external speakers: Dan Pawson, Detective Inspector from Cambridgeshire Police spoke about the process of reporting historic abuse to the Police. Dan Neale from the Group Therapy Centre provided an interesting talk on Scapegoating in groups and Kaufman's triangle. Later in the year we had a workshop entitled the Well-Resourced Therapist by Miriam Taylor: which shed light on the profound effects on the therapist of working with trauma and the need to monitor our own trauma response and practice self-care and self-compassion. Tracy Brannan delivered a session on adult safeguarding. Our thanks go to these speakers.

Trustees' annual report (continued)

Service provision 2021-2022

CCG/CC grant funded services

Counselling

"My experience with CHOICES was amazing, I am not exaggerating when I say it changed my life...Being able to have the therapy for two years was outstanding and I am hugely grateful for it."

We continue to be thankful for the support from Cambridgeshire and Peterborough Clinical Commissioning group and Cambridgeshire County Council through a joint Service Level Agreement which was renewed in this financial year, with the emphasis on providing long-term counselling to adult survivors of childhood sexual abuse.

Our core long-term counselling service was delivered to 131 clients either by video or telephone call. In this financial year we offered 3714 counselling sessions which is a slight increase on the previous year.

612 (16%) sessions were cancelled in advance by clients and 230 (6%) were client DNAs which gives a total of 842 (23%) missed sessions, a little up on the previous year. The sessions cancelled in advance consisted of 454 'Could not attend (CNA)', 90 'Client illness' and 68 'Client holiday'.

Clients requesting counselling and going onto the waiting list for this service has risen by 25% on the previous financial year bringing the figure close to pre-pandemic levels: we had 293 client general enquiries. 204 (70%) went on to register for counselling with CHOICES.

Signposting to the service comes from several sources with the highest numbers being signposted from an IAPT or Psychological Well-being service (44%). Signposting from GPs which fell dramatically in the previous financial year, remains static at 19% (17% in 2020-21).

Our current clients continue to reflect a similar demographic to previous years: 82% female and 18% male clients. However, the age range of clients coming onto the waiting list in general is beginning to reflect a younger demographic with 17 – 24-year-olds up by 6% on the previous year.

We use three outcome measurements to demonstrate the benefits of counselling:

- The Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS)
- The CHOICES Client Outcomes form which focuses on trauma symptoms, relationships, and the establishment of safety.
- The CHOICES End of Counselling questionnaire

Of the 69 clients who ended their counselling in this financial year, we were able to gather quantitative and qualitative feedback from over a third of them.

As we would expect, the results continue to show a reduction in trauma symptoms, better engagement with ordinary life, and increased self-confidence and self-awareness.

Trustees' annual report (continued)

Clients reported a reduction in their trauma symptoms such as flashbacks, panic attacks, nightmares, self-harm, and dissociation, with 37% of clients reporting a complete absence of symptoms post-counselling.

Clients reported a reduction in addictive behaviours: prior to starting counselling 32% of those surveyed struggled with alcohol abuse. After counselling over half had stopped abusing, with the remaining clients only reporting occasional misuse. 14% of clients reported drug misuse pre-counselling. 66% of these clients reported that they had stopped misusing drugs completely after counselling.

The establishment of safety is fundamental for clients: 90% of clients reported that, pre-counselling they "often" or "sometimes" found themselves in uncomfortable situations. After counselling only 5% of those surveyed still reported problems with this.

Of the clients surveyed, 77% struggled to be assertive and say "no" when they wanted to, with 41% stating that they were "never" able to say "no" when they wanted to. Post-counselling this was reduced to less than 5% still struggling with this.

Reducing isolation and reconnecting with non-abusing family members, and friends outside the home is often a hope for many clients. Most clients reported improved relationships with family, friends, and work colleagues where applicable. Of the clients who reported a poor relationship with immediate family prior to counselling, 100% of them reported a significant improvement with this.

"My therapy was absolutely brilliant. It was different to any kind of counselling I'd had before because it was so specialised and (and) my counsellor was knowledgeable and understood all the issues. When I first started, I didn't think it would take 2 years to work through my issues, but it really was necessary to delve into the all the complexities and I'm grateful that I was able to have two years of therapy. My relationship with my own family which has always been difficult has improved as a result of having counselling."

Trustees' annual report (continued)

Survivor and supporter workshops

"It gave us a much better understanding of behaviours; I found the IT difficult to follow at times because I just shut down. I don't think you would be able to have changed anything to stop that so the fact my partner was able to attend also was great as we went over slides together after."

We ran two online Survivor and Supporter workshops over three consecutive weeks in June 2021.

The workshops aimed to give survivors and their supporters (usually a partner) a better understanding of the some of the symptoms, emotions, and behaviours that those who have experienced childhood sexual abuse may struggle with.

The workshops were delivered by two experienced members of the CHOICES' counselling team and combined a mixture of theory and practical tools to help alleviate anxiety and stress. These tools included practising breathing techniques; grounding techniques; coping with flashbacks; relaxation techniques for poor sleep; working with dreams and nightmares; working with anger, and mindfulness.

39 survivors and 17 supporters attended.

As always, we asked for feedback, which was generally very positive.

100% of respondents to the question, has the workshop given you a better understanding of your symptoms as a consequence of trauma, answered "Yes". Again 100% of respondents to the questionnaire answered "Yes" to the question "Has the workshop given you a better understanding of how the brain and body respond to trauma and threat?"

When asked about whether the workshops had given them a better understanding of techniques and tools, they could use to help manage their symptoms, 71% were positive that they would help, however, 29% of respondents were less sure and some commented that they would have preferred the workshop to be face-to-face.

It had not been possible to deliver these workshops in person owing to Covid restrictions but we intend to offer in person sessions as soon as it is safe to do so.

"I thought the sessions were well structured and the approach helped me maintain a sense of equilibrium which was down to the calming professionalism of the staff."

Trustees' annual report (continued)

Ministry of Justice (MoJ) grant funded services

Individual symptom management sessions

"I felt the service was good and covered everything. It was helpful and changed my life – now using mindfulness and Headspace. I feel more able to press pause and not escalate thoughts."

Following a successful bid for Covid emergency funding from the MoJ, we were able to offer individual symptom management sessions to 122 clients on the waiting list (27%). Sessions were a mixture of psychoeducation and practical tools. All sessions were delivered online.

Clients were given a framework to explain what to expect in the six symptom management sessions. Counsellors were able to provide some flexibility within the framework to enable the sessions to be tailored to specific client needs, particularly where one trauma symptom is more dominant than another.

In the financial year 2021/22 we offered 402 individual symptom management sessions.

22 (10%) sessions were cancelled in advance by clients and 20 (9%) were client DNAs which gives a total of 42 (19%) missed sessions. The sessions cancelled in advance consisted of 16 'Could not attend (CNA)' and 6 'Client illness'.

The purpose of the sessions is to increase the clients' understanding of their symptoms as a consequence of their traumatic past and to give them some practical tools to help them manage symptoms. Clients are assessed for risk factors and encouraged to identify and think about their own resources.

After the sessions clients are asked if the sessions have helped them to:

Develop positive coping mechanisms – 91% reported that the sessions had helped with this with 54% reporting that it had helped 'significantly'

Have increased control over emotions – 83% reported improvement

Have increased feelings of self-control – 72% reported either 'some' or 'significant' increase

Feel better able to make everyday decisions – 74% reported a positive impact

Regarding the psychoeducational element of the sessions: 100% of clients who gave feedback reported that they had a better understanding of their symptoms as a consequence of trauma.

93% had a better understanding of how the brain and body responds to trauma.

95% of respondents felt that they would use the techniques and tools they had been shown to help manage their symptoms.

Several clients reported that they felt these sessions were a good preparation for their long-term counselling and it is our intention to continue to offer this service to clients, who refer themselves for sessions, prior to their individual therapy.

"It was good. She (the counsellor) was very nice and understanding. And I felt she was really starting to help me figure out what the flashbacks mean. It's a good service you provide – the six sessions whilst I'm waiting for the (long term) one-to-one sessions."

Trustees' annual report (continued)

Pre-counselling symptom management groups

"I was so, so nervous to start the group but (name of facilitators) were so amazing and welcoming and quickly helped by providing a safe place for me and the others that my nerves turned into looking forward to our meetings."

Following feedback from several clients who had completed the individual symptom management sessions, we ran two online symptom management groups.

We were lucky to have two members of the existing counsellor team who had experience of delivering groups in different organisations. We were able to draw upon their expertise to help shape the groups and co-facilitate them.

The groups ran over eight weeks and were designed to build on the psychoeducation and coping strategies that participants had been given in their individual symptom management sessions, as well as covering additional topics such as boundaries and relationships.

The groups were mixed gender, and clients were asked to meet with one of the group facilitators for a pre-group assessment. This was to help determine whether the client was suitable for groupwork and to assess whether clients would benefit from working in this way.

Morning and evening sessions were offered to enable as many participants to access them as possible, particularly those who are working. The final groups were made up of 6 and 5 participants respectively.

On completion of the group, clients were asked to comment on the content and the presentation of the group:

As expected, 100% of participants who responded to the feedback stated that as a result of attending the group: they had benefitted from an increased knowledge of the effects of childhood sexual abuse. 89% of respondents felt they had benefitted from the experience of being in the group with other survivors and 100% of respondents found benefit in the practical tools and techniques.

Participants were sent handouts and other information and 89% reported that they found them useful. Also, most respondents felt well supported by the trainers and found them knowledgeable. Only one respondent had struggled to be in a group.

"I have 100 percent benefited from being a part of this special group. The biggest takeaway for me is a deeper understanding of myself, my symptoms and why I am like I am."

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Trustees' annual report (continued)

Ministry of Justice (MoJ) funded individual counselling

We were fortunate enough to secure some funding to employ counsellors to provide individual counselling to 30 clients. We were able to allocate 23 clients within this financial year.

Clients were offered 571 sessions, with 21% missed sessions (DNAs 7%). Currently these clients are only part of the way through their long-term counselling and the Board of trustees agreed to underwrite the cost of the counselling to these clients in the next financial year.

Trustees' annual report (continued)

Financial governance and fundraising

The Board of Trustees agreed a break-even budget for this financial year which included remuneration for a new part-time client service manager.

The winding down reserve to be utilised in the event of the charity losing a major grant was increased to £90,000 to reflect increased running costs owing to increased activity. A separate bank account was set-up to ringfence this money as a reserve. This reserves policy is reviewed annually. There was a modest surplus of £42,000 which will be invested into the development and delivery of further new client services.

Client donations were down 48% on the previous financial year which was not unexpected as most services continue to be delivered online. We had an unexpected and very welcome donation of £5,000 from the Joan Ainslie Charity.

Income from grants was higher than predicted, with successful bids for further funds from the Ministry of Justice DA/SV uplift fund, Capacity Building fund and Critical Support fund totalling £79,899. These grants are administered by the Cambridge and Peterborough Police and Crime Commissioner (OPCC).

Priorities for 2021-2022

Continue to invest in the training and professional development of all counsellors.

Provide symptom management sessions to a minimum of 60 survivors on the waiting list.

Pilot a post-counselling facilitated peer support group.

Plan, write and deliver four trauma-related webinars to be made available online through the website.

Recruit a mental health project worker.

Re-design the website to include a portal to access the webinars, and provide an online referral process.

Acknowledgements

Our thanks go to our commissioners:

- Cambridgeshire County Council
- Cambridgeshire & Peterborough Clinical Commissioning Group
- Office of the Police and Crime Commissioner for Cambridgeshire and Peterborough and the Ministry of Justice

None of the achievements outlined above would be possible without our dedicated team of counsellors, committed staff members, and the support of our trustees.

And our respect to the brave survivors who trust us to walk with them on their journey to recovery.



Victoria Stevenson
Head of Services

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Independent Examiner's Report to the Trustees of Choices

I report to the trustees on my examination of the accounts of Choices (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

As the Charity Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

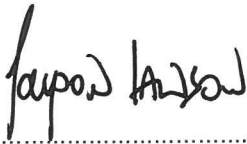
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in any material respect:

1. the accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination.

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



Jayson Lawson FCA
Ensors Accountants LLP
Victory House
Vision Park
Chivers Way, Histon
Cambridge
CB24 9ZR

Date: 2/12/2022

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Statement of Financial Activities

	Note	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Income					
Incoming resources from generated funds:					
- Donations and legacies	2	186,495	-	186,495	150,034
Income from charitable activities	2	-	11,214	11,214	10,632
Total income		186,495	11,214	197,709	160,666
Expenditure					
Cost of charitable activities	5	146,317	8,374	154,691	112,150
Other costs	6	-	594	594	648
Total expenditure		146,317	8,968	155,285	112,798
Net (expenditure) / income		40,178	2,246	42,424	47,868
Reconciliation of funds					
Total funds brought forward		40,900	93,528	134,428	86,560
Total funds carried forward	12, 13	81,078	95,774	176,852	134,428

All activities are continuing activities.

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Balance Sheet

	Note	31 March 2022 £	31 March 2021 £
Tangible fixed assets	9	4,765	828
Current assets			
Debtors	10	23,706	10,368
Cash at bank		171,868	138,545
Creditors: amounts falling due within one year	11	(23,487)	(15,313)
Net assets		<u>176,852</u>	<u>134,428</u>
Represented by			
Restricted fund	13	81,078	40,900
Unrestricted funds			
General	13	95,774	93,528
Designated	13	-	-
		<u>176,852</u>	<u>134,428</u>

The financial statements were approved by the trustees on 15/9/2022 and authorised for issue on their behalf by:

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Dr. Jorge Zimbron
Trustee

Notes to the financial statements

1 Accounting policies

Basis of preparation

The accounts (financial statements) have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16/07/14, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Charities Act 2011 and applicable regulations.

Going concern

The charity's activities, together with the factors likely to affect its future development, performance and position are set out in the trustees' report. The trustees believe that the charity is well placed to manage its risks successfully. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

Incoming resources

Voluntary income, donations and legacies are included in incoming resources when they are receivable, except when the donors specify that they must be used in future accounting periods or donors' conditions have not been fulfilled, then the income is deferred.

The income from activities for generating funds is shown gross, with the associated costs included in the cost of generating voluntary income.

Resources expended

Resources expended are included in the Statement of Financial Activities inclusive of any VAT which cannot be recovered.

General expenditure is accounted for on the accruals basis as soon as a liability arises.

Items of a capital nature costing over £100 are capitalised.

Fixtures, fittings and equipment are depreciated on a 25% straight line basis.

Volunteers

The charity receives assistance from approximately 31 volunteers who provide counselling services.

Funds

Restricted funds represent money that has been given specifically for the provision of counselling to men and women.

Designated funds are funds whose use is not legally restricted but whose purpose has been designated by the trustees. The trustees are entitled to use the funds as they see fit.

2 Donations and legacies

	Note	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Grants	3	186,495	-	186,495	150,034
Miscellaneous	4	-	11,214	11,214	10,632
		<u>186,495</u>	<u>11,214</u>	<u>197,709</u>	<u>160,666</u>

Notes to the financial statements

3 Analysis of grants receivable

	Grants received	Income deferred for future	2022 Total	2021 Total
	£	£	£	£
Restricted				
Cambridgeshire County Council	23,147	-	23,147	23,147
Cambridge City Council	-	-	-	5,000
National Lottery Community Fund	-	-	-	4,100
NHS Cambridgeshire	83,449	-	83,449	79,079
Ministry of Justice	79,899	-	79,899	38,708
	186,495	-	186,495	150,034

4 Income from charitable activities

	Restricted Funds	Unrestricted Funds	2022 Total	2021 Total
	£	£	£	£
Donations	-	5,748	5,748	3,271
Training income	-	1,990	1,990	3,491
Client contributions	-	2,567	2,567	3,215
Interest receivable	-	25	25	-
Miscellaneous	-	884	884	655
	-	11,214	11,214	10,632

Notes to the financial statements

5 Cost of charitable activities

Note	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Advertising	-	550	550	-
Affiliations	361	-	361	336
Associate counsellors' fees	34,879	-	34,879	17,793
Counsellors expenses	2,818	-	2,818	-
Depreciation	194	304	498	551
Insurance	974	-	974	924
Legal and professional fees	40	-	40	50
Pension costs	2,002	-	2,002	1,701
Postage and stationery	1,052	-	1,052	1,203
PC software	1,639	-	1,639	60
Rent	7,785	-	7,785	10,168
Room hire (for training)	-	60	60	-
Room hire (Outreach counselling)	4,003	-	4,003	42
Staff salaries and national insurance	72,043	-	72,043	60,419
Staff training	-	2,565	2,565	1,011
Miscellaneous Expenses	1,429	-	1,429	721
Telephone and internet	2,107	-	2,107	1,633
Trainers' expenses	-	30	30	6
Trainers' fees	-	4,865	4,865	3,075
Volunteer supervision	14,991	-	14,991	12,457
	146,317	8,374	154,691	112,150

6 Other costs

	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Independent examination fee	-	594	594	648

7 Related party transactions

No trustees were paid any remuneration for acting as trustees (2021 - £nil).

During the year no trustees incurred expenses (2021 - £nil) on provision of their duties for the charity.

No trustees were reimbursed expenses for acting as a counsellor (2021 - £nil). At the balance sheet date the amount of £nil (2020 - £nil) was due to the trustees by the charity.

Notes to the financial statements

8 Staff salaries and national insurance

	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Wages and salaries	71,163	-	71,163	60,348
Social security costs	880	-	880	71
Pension costs	2,002	-	2,002	1,701
	<u>74,045</u>	<u>-</u>	<u>74,045</u>	<u>62,120</u>

The average weekly number of staff, calculated as full time equivalents during the year, was 2.5 (2021 - 2).

No employee received remuneration of more than £60,000 during the year (2021 - none).

9 Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 April 2021	7,242
Additions	4,435
At 31 March 2022	<u>11,677</u>
Depreciation and impairment	
At 1 April 2021	6,414
Depreciation charged in the year	498
At 31 March 2022	<u>6,912</u>
Carrying amount	
At 31 March 2021	<u>828</u>
At 31 March 2022	<u>4,765</u>

10 Debtors

	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Trade Debtors	12,576	-	12,576	2,096
Prepayments	11,130	-	11,130	8,272
Other Debtors	-	-	-	-
	<u>23,706</u>	<u>-</u>	<u>23,706</u>	<u>10,368</u>

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Notes to the financial statements

11 Creditors: amounts falling due within one year

	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Trade Creditors	22,887	-	22,887	14,677
Accruals	-	600	600	636
Other Creditors	-	-	-	-
	<u>22,887</u>	<u>600</u>	<u>23,487</u>	<u>15,313</u>

12 Movement of funds

	Funds b/fwd £	Incoming resources £	Outgoing resources £	Transfers	Funds c/fwd £
Restricted main fund	40,900	186,495	(146,317)	-	81,078
Unrestricted funds	93,528	11,214	(8,968)	-	95,774
	<u>134,428</u>	<u>197,709</u>	<u>(155,285)</u>	<u>-</u>	<u>176,852</u>

13 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Funds £	2022 Total £	2021 Total £
Fixed assets	64	4,701	4,765	828
Net current assets:				
Cash at bank	80,195	91,673	171,868	138,545
Debtors	23,706	-	23,706	10,368
Current liabilities	(22,887)	(600)	(23,487)	(15,313)
Net assets	<u>81,078</u>	<u>95,774</u>	<u>176,852</u>	<u>134,428</u>

Restricted funds represent money that has been given specifically for the provision of counselling to men and women.