

**COMMUNITY CONNEX LIMITED**  
**(Formerly HARROW MENCAP)**

**(A Company Limited by Guarantee)**

**REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**31st MARCH 2021**

**Company Number: 02050929**  
**Charity number: 295263**

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

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**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Charitable Company information**

**Directors**

M L Nolan	- Chair
A Verma	- Vice Chair
B Pritchard	- Treasurer
H Paterson	
R Tailor	
D House	
A Robinson	

**Key management personnel**

D. Pillay	- Chief Executive and Secretary
A Davies	- Deputy Chief Executive
H Anaele	- Director of Finance

Until 14 October 2021

**Reference and Administrative Details**

Charity Number: 0295263

Company Number: 02050929

**Registered Office:**

3 Jardine House, Harrovian Business Village, Bessborough Road, Harrow HA1 3EX.

**Our advisers**

**Auditors:**

Calculus Audit Services, 5 Priory Road, Loughton, IG10 1AF

**Bankers:**

Lloyds Bank Plc, 286 - 288, Station Road, Harrow, HA1 2EB

NatWest Bank; 81 Uxbridge Road, Hatch End, Pinner, HA5 4JN

Metro Bank; One Southampton Row, London, WC1B 5HA

**Solicitors:**

Walter Wilson Richmond. 360B Station Road, Harrow, HA1 2DE.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Report of the Trustees for the Year Ending 31st March 2021**

**Change of Name**

Harrow Mencap changed its name to Community Connex Limited by Special Resolution of the members on 16 March 2021 and the change of name was registered by Companies House on 16 April 2021.

**Financial statements**

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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).

**ACHIEVEMENTS AND PERFORMANCE**

**Key Priorities and achievements**

**Help and inspire people to have a great life and fulfil their needs and aspirations**

**What we expect by 2022.**

People who have used our services will continue to have more opportunities to re-engage and be included in mainstream community life.

Through our rebranding and remodelling we will have further developed flexible, responsive and inclusive services that build resilience and self-determination benefiting a broader range of people.

**What we have done this year.**

We tailored our services and quickly implemented innovative support to meet emerging needs that developed because of isolation due to the pandemic. We have increased our impact and reach to a further 230 people and families compared to the previous year with many describing us as "a lifeline" during this unprecedented time when many services closed. In Brent we became the main distributor of PPE to unpaid carers delivering supplies to their homes.

Over the April 2020 to March 2021 period, a total of 535 citizens received statutory advocacy support to speak up around their wishes and rights to enable them to access the support they need to fulfil their needs and aspirations. We adapted the way we delivered advocacy to be able to represent our clients effectively in what were everchanging and challenging times.

Our People Connex programme has continued to engage throughout the pandemic with citizens at risk of loneliness and social isolation. We have secured funding from Hillingdon Council and 2 years funding from the National Lottery to expand the programme into three new wards in Hillingdon. We have also started delivering activities in Hertfordshire.

We secured grant funding from European Social Fund to deliver Next Step Supported Employment service to support 30 young people into training and/or paid work.

Across our services we have supported clients in managing their mental health, and wellbeing, overcome anxiety and regain their confidence to re-engage with services, peers and the wider community as covid restrictions have eased.

**What we will be doing next year.**



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Report of the Trustees for the Year Ending 31st March 2021**

We expect a continued demand for advocacy services due to a rise in safeguarding concerns and more people seeking support with assessments and challenges to local authority decisions over personal budget cuts and reduced care packages

**Provide outstanding services that are value for money**

**What we expect by 2022.**

We will be developing more high quality preventative services to build resilience in the community through a wider collaborative approach.

**What we have done this year:**

We have embedded bespoke services for children and young people with complex needs and strengthened our weekend clubs and school holiday activity schemes. We have achieved Ofsted registration for our children and young peoples services in Hillingdon.

Our Advocacy service successfully renewed its Quality Performance Mark for a further 3 years.

We have remodelled and rebranded our Day Opportunities delivery model now called Together Connex with a Hub approach and greater emphasis on inclusion and utilisation of mainstream community resources. We are delivering weekend and evening activities to increase choice and changed staff contracts to enable greater flexibility to support clients during these hours.

We have trained staff to improve quality of recording so that we can gather intelligence in relation to our client base.

We have remodelled our respite and short breaks offer and now offer mid-week breaks to new and existing clients.

Our Care Agency (Care Connex) now operates on a geographical locality basis.

We have increased our engagement with schools and started working with Family Wellbeing Centres in Brent to extend our reach and gather intelligence about gaps in services to inform business development.

We have recruited to key Senior Leadership posts and have experienced Business Managers for Advocacy 1<sup>st</sup> and Community Support Departments.

**What we will be doing next year**

We will review the effectiveness of our new programmes and delivery models in delivering a range of outcomes for citizens.

**Challenge and campaign for the rights of people with learning disabilities, autism, and their families**

**What we expect by 2022**

By 2022 we will see the impact of our approach to Campaigning as a result of the experiences of individuals and families resulting from the Covid 19 pandemic. We will have further increased the team of citizens with learning disabilities and autism leading on campaigns and confident about speaking up and taking actions on issues important to them and their carers.

**What we have done this year.**

We have maintained contact with our clients and families throughout the Covid 19 pandemic and have raised the issues affecting people in their daily lives, both locally and in partnership nationally. We have continued to provide both online and face to face support resulting in a number of interventions and escalation where there have been infringements of rights or poor services. We have increased the number of self-advocates, individuals and groups we support to speak up.

We have introduced a system of Community Impact Reporting across the organization to identify issues requiring intervention and measure the effectiveness of our campaigning work.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Report of the Trustees for the Year Ending 31st March 2021**

Our Learning Disability Nurses Not Hearses Campaign won the parliament awards digital campaign of the year. The campaign resulted in the appointment of an additional Learning Disability Nurse at Northwick Park Hospital and grew momentum becoming a national campaign. It has been supported by the All Party Parliamentary Group on Disability and calls for every NHS trust in the UK to have at least two learning disability nurses.

We have successfully delivered a project to improve access to health and address inequalities compounded by the pandemic. This has included significantly increasing the number of people with learning disabilities signed onto health passports and improved awareness by healthcare professionals of health issues experienced by citizens with learning disabilities, production of accessible information, signposting around health and mental health support.

We have delivered campaign and engagement activities to increase the Covid Vaccine uptake by raising awareness to tackle issues around mis information and vaccine hesitancy.

Citizens with learning disabilities are entitled to an Annual Health Check which can make a real difference by identifying health problems early on and in supporting an individual to live a healthy lifestyle. We have produced 2 information packs with Easy read resources and video links and run online information sessions to raise awareness and significantly increase the uptake.

We have secured membership of the Learning Disability and Autism Integrated Care Partnership for self-advocates.

**What we will be doing next year.**

We will continue to build on our partnership approach at a North West London and national level to highlight the issues that people face in their daily lives to influence national policy and strategy

We will identify and co-produce with citizens with learning disabilities a further 3 issue-based campaigns to address inequalities the Covid 19 pandemic has highlighted and bring about change.

We will extend our engagement with communities experiencing inequalities and developed a programme of raising awareness and championing issues of racial sensitivity.

**Financial Review**

The total income for the year was £2,637,279 compared to £2,636,195 in the previous year. There was a decrease of 7.7% in the total expenditure resulting in a surplus of £233,888 compared to £32,357 in 2020. The financial impact of Covid-19 on future financial performance is set out in note 26.

The growth in income is partly due to winning new contracts in neighbouring boroughs (Brent and Hillingdon) and partly due to the organic growth of the Community Connex programme in Harrow. Principal funding sources are Community Connex agency/services and other contractual receipts £1,989,240 (2020: £2,041,031).

Fundraising activities cost £49,298 (2020: £60,321) (note 7) and brought in income from events £116,440 (2020: £217,498) (note 6) and donations and gift aid recovered £20,844 (2020: £22,690) (note 4).

**RESERVES**

**Funds Review**

The Directors' policy is to aim to build up uncommitted reserves to a level equivalent to 6 months current running costs. This is in order to safeguard and underwrite Community Connex's continuing activities and meet its contractual obligations in the event of a reduction or cut in our income. At the year-end, the total funds were £1,869,576 with £1,119,589 designated to meet our existing freehold and leasehold obligations to our Pinner Green centres, and our Jardine House office, other reserve funds comprise £55,774 restricted funds, £31,685 other group restricted funds and £662,528 unrestricted and undesignated funds representing approximately four months operating expenses.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Report of the Trustees for the Year Ending 31st March 2021**

**Restricted Funds**

These funds are given for specific projects and cannot be utilised to fund shortfalls in the general charity income. Any surpluses remaining after a project has finished are required to be returned to the funding body.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

Community Connex (formerly Harrow Mencap) is incorporated as a company limited by guarantee and not having any share capital. The company is also registered with the Charity Commission. The charity's objects, powers, board and membership details are contained within the company's Memorandum and Articles of Association, as revised on 28 March 2018, which is the governing document.

**Objects**

Community Connex's objects as set out in its Memorandum and Articles of Association are:

The Objects of the Charity are, for the public benefit:

- in particular to relieve the need of those with a learning disability but also for the relief of persons with a need arising from age, disability or other disadvantage giving rise to a charitable need by the provision of help and support for them and for their families, dependents and carers; and
- to provide or assist in the provision of facilities for the recreation or other leisure time occupation, in particular for those with a learning disability but also for people who have need thereof arising from age, disability or other disadvantage giving rise to a charitable need, with the object of improving their conditions of life.

**Public Benefit**

We have set out in this report the main activities undertaken by the organisation in order to carry out the charity's aims for the public benefit as set out in its Memorandum. In doing so, we have had due regard to the public benefit guidance published by the Charity Commission.

**Management**

The charity is managed by the senior staff team following delegated authorities set out in standing orders and financial regulations approved by the board. The standing orders contain board member rules, staff appointments, procedures for board and committees, financial control procedures. The financial regulations contain detailed rules on the financial management and control of the charity.

The Chief Executive and the Senior Leadership Team manage the charity's operations. The charity currently has three senior leaders.

The remuneration of key senior personnel is set by the board taking into account comparative salaries in the sector and advice from specialist recruitment consultants working in the charity sector. Amounts paid in the year are included in note 11.

**Recruitment of Directors/Trustees**

- Potential candidates meet with the Chair & the Chief Executive/Company Secretary
- Skills & qualities of potential directors are matched with the job description & person specification
- Successful candidates have a DBS check, sign a declaration of eligibility and disqualification, contract, code of conduct, become a member of Community Connex LTD, attend a Board meeting to be formally elected with full voting rights.
- Identify training, support needs and review sessions and send an appointment form to Companies House

**Directors'/Trustees' responsibilities in relation to the financial statements**

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Report of the Trustees and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Report of the Trustees for the Year Ending 31st March 2021**

Company law requires the 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the 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 2019 (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 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 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.

**Compliance with laws and regulations**

The trustees have established policies and procedures designed to ensure that it complies with all material laws and regulations in relation to the charitable company's operations and activities. The trustees after enquiring of staff are not aware of any significant non-compliance with laws and regulations.

**Risk Management**

The major risks to the charity include government policies around budget cuts, reliance on short term funding and risks associated with the organisational structure. The Senior Leadership Team with input from operational staff continuously conduct reviews of the risks to which the charity is exposed and produce systems and procedures to manage those risks.

**Volunteers**

Community Connex has always valued and used volunteers in carrying out various activities. In the year just ended, we made a significant use of volunteers in charitable income generating activities. However, we have not included volunteer time as a gift in kind in the accounts.

**Related Parties and connected charities**

Community Connex is affiliated to the national Mencap charity but is constituted as a separate independent charity. All trustees and senior staff complete a declaration of interests form at the time of appointment which is updated annually for any changes. From these declarations potential related parties can be identified. Transactions with related parties are detailed in note 24.

**Fundraising Standards Information**

Community Connex employs one full time community fundraising manager and two part time community fundraising officers (equivalent to a 1.80 fte post). These community fundraisers specialize in tin collections at local supermarkets and organizing community events and activities for donations from attendees. We also work with external bid writers in applying for trusts & foundations grants, lottery funds and government commissioning contracts.

Community Connex complies with the Fundraising Code of Practice regulations that came into effect in October 2019 and conducts our fundraising efforts accordingly. There were no reported incidents of regulation breach or complaints made about any of our fundraisers.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Report of the Trustees for the Year Ending 31st March 2021**

In line with our GDPR and safeguarding policies, we only make direct fundraising appeals to attendees of our community events and activities who have freely given us consent. An unsubscribe button was available on every email appeal to allow for easy and instant termination of messages at the recipient's request. Our social media-based campaigns are of non-financial option to support our work through spreading the word or volunteering, so the community is made aware of other valuable ways to get involved. Social media users can easily un-follow or temporarily mute such campaign posts from our charity.

Donations are received from members of the public and attendees to our community events either via cash collecting tins or via an envelope to the administration office/community fundraising manager. Community Connex seeks to protect vulnerable people by not directing fundraising to specific individuals, monitoring amounts received from individuals and refusing excessive donations from vulnerable individuals. Where staff receiving or monitoring donations from individuals are concerned that the level of giving is disproportionate to their circumstances, they will refer this to the safeguarding team to review.

**Statement of disclosure of information to auditors**

We, the directors 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:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- we have taken all steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the auditor is aware of that information.

**Appointment of auditors**

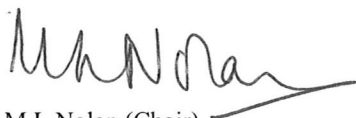
The trustees carried a tender process to ensure the charity was receiving value for money for its audit service. As a result of the tender the trustees appointed Calculus Audit Services as external auditor for three years commencing with the year ended 31 March 2019.

A resolution proposing that Calculus Audit Services be re-appointed as auditors of the charity will be put to the Board Meeting in January 2022

**Small company exemptions**

The report of the directors has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 14 October 2021 and signed on its behalf, by:



M L Nolan (Chair)



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Independent Auditor's Report to the Trustees of Community Connex for the year ended 31 March 2021**

**Opinion**

We have audited the financial statements of Community Connex Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the consolidated and parent company statement of financial activities, consolidated and parent company balance sheet and the consolidated 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 group's and parent charitable company's affairs as at 31 March 2021, and of the group's 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, the Charities Act 2011 and the Small Companies and Groups (Accounts and Directors' Report) Regulations 2008.

**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 group and parent 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.

We have undertaken the audit in accordance with the requirements of the FRC Ethical Standards including FRC Ethical Standard section 6 – Provisions Available for Audits of Small Entities, in the circumstances set out in note 9b) to the financial statements.

**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's or parent 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 trustees 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.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report to the Trustees of Community Connex for the year ended 31 March 2021**

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' 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 pages 5 to 6 the trustees (who are also the directors of the parent 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 groups and parent 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 group or parent 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 auditor under section 151 of the Charities Act 2011 and report in accordance with this Act.

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:

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
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**Independent Auditor's Report to the Trustees of Community Connex for the year ended 31 March 2021**

**Use of our report**

This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Calculus Audit Services*

*Calculus Audit Services,  
Statutory Auditor*

*5 Priory Road  
Loughton  
IG10 1AF*

*Date: 14 December 2021*

*Calculus Audit Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006*

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Consolidated Statement of Financial Activities (including income and expenditure account)**  
**for the year ended 31 March 2021**

		2021			2020		
	Note	Unrestricted Funds £	Restricted Funds £	Total funds Group £	Total funds Parent £	Total funds Group £	Total funds Parent £
<b>Income</b>							
Donations and legacies	4	254,870	274,516	529,386	459,386	360,577	308,577
Charitable activities	5	1,989,240	0	1,989,240	2,039,736	2,041,031	2,098,050
Other - activities for generating funds	6	118,440	0	118,440	116,440	232,556	219,996
Investments	6	213	0	213	213	2,031	2,022
<b>Total income</b>		<b>2,362,763</b>	<b>274,516</b>	<b>2,637,279</b>	<b>2,615,774</b>	<b>2,636,195</b>	<b>2,628,645</b>
<b>Expenditure</b>							
Cost of generating funds	8	49,298	0	49,298	49,298	67,085	67,085
Charitable activities	7	2,066,713	281,825	2,348,538	2,338,284	2,529,989	2,524,315
Governance costs	9	5,555	0	5,555	5,085	6,764	5,300
<b>Total expenditure</b>		<b>2,121,566</b>	<b>281,825</b>	<b>2,403,391</b>	<b>2,392,667</b>	<b>2,603,838</b>	<b>2,596,700</b>
Realised gains / (losses) on investments		0	0	0	0	0	0
Unrealised gains / (losses) on investments		0	0	0	0	0	0
<b>Net income / (expenditure)</b>		<b>241,197</b>	<b>(7,309)</b>	<b>233,888</b>	<b>223,107</b>	<b>32,357</b>	<b>31,945</b>
Transfers between funds		0	0	0	0	0	0
<b>Other recognised gains / (losses):</b>							
Gains / (losses) on revaluation of fixed assets		0	0	0	0	0	0
<b>Net movement in funds</b>		<b>241,197</b>	<b>(7,309)</b>	<b>233,888</b>	<b>223,107</b>	<b>32,357</b>	<b>31,945</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		1,540,920	61,615	1,602,535	1,602,536	1,571,645	1,570,591
Restricted fund arising on consolidation			33,153	33,153		31,685	
<b>Total funds carried forward</b>		<b>1,782,117</b>	<b>87,459</b>	<b>1,869,576</b>	<b>1,825,643</b>	<b>1,635,687</b>	<b>1,602,536</b>

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

The notes on pages 14 to 27 form an integral part of these financial statements.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**COMPANY NUMBER: 02050929**  
**Balance Sheet/Statement of Financial Position as at 31 March 2021**

	Note	2021		2020	
		Group	Parent	Group	Parent
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	14	744,169	744,169	788,898	788,898
Investments		0	0		0
<b>Total fixed assets</b>		<b>744,169</b>	<b>744,169</b>	<b>788,898</b>	<b>788,898</b>
<b>Current assets</b>					
Debtors	15	362,508	356,830	587,498	600,729
Cash at bank		1,273,979	1,234,421	753,773	720,406
<b>Total current assets</b>		<b>1,636,487</b>	<b>1,591,252</b>	<b>1,341,271</b>	<b>1,321,135</b>
<b>Liabilities</b>					
Creditors falling due within one year	16	(223,842)	(222,541)	(188,777)	(201,794)
<b>Net current assets</b>		<b>1,412,645</b>	<b>1,368,711</b>	<b>1,152,494</b>	<b>1,119,341</b>
<b>Total assets less current liabilities</b>		<b>2,156,814</b>	<b>2,112,880</b>	<b>1,941,392</b>	<b>1,908,239</b>
Creditors falling due after more than one year	18	(287,238)	(287,238)	(305,704)	(305,704)
<b>Net assets</b>		<b>1,869,576</b>	<b>1,825,642</b>	<b>1,635,688</b>	<b>1,602,535</b>
<b>The funds of the charity:</b>	19				
Restricted income funds		55,774	55,774	63,083	63,083
Other restricted funds		31,685	0	31,685	0
Designated funds		1,119,589	1,119,589	962,704	962,704
Unrestricted funds		650,279	650,279	576,748	576,748
Other group funds		12,249	0	1,468	0
<b>Total charity funds</b>		<b>1,869,576</b>	<b>1,825,642</b>	<b>1,635,688</b>	<b>1,602,535</b>

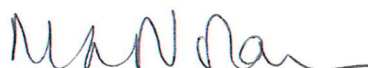
For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 Section 1A and the Charities SORP (FRS 102).

These financial statements set out on pages 11 to 27 were approved and authorised for issue by the Trustees on 14 October 2021 and signed on their behalf by:



M L NOLAN, CHAIR

The notes on pages 14 to 27 form an integral part of these financial statements.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Consolidated Cash Flow Statement for the year ended 31 March 2021**

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash provided by (used in) operating activities	i	561,493	15,743
		<u><b>561,493</b></u>	<u><b>15,743</b></u>
<b>Cash flows from investing activities:</b>			
Dividends and interest from investments		213	2,031
Net assets other than cash introduced on business combination			
Purchase of property, plant and equipment		(23,033)	(18,581)
<b>Net cash provided by (used in) investing activities</b>		<u><b>(22,820)</b></u>	<u><b>(16,550)</b></u>
<b>Cash flows from financing activities:</b>			
Repayments of borrowing		(18,466)	(15,868)
<b>Net cash provided by (used in) financing activities</b>		<u><b>(18,466)</b></u>	<u><b>(15,868)</b></u>
<b>Change in cash &amp; cash equivalents in the reporting period</b>		<u><b>520,206</b></u>	<u><b>(16,675)</b></u>
Cash and cash equivalents at start of the reporting period		753,773	770,448
Cash introduced on business combination			0
<b>Cash and cash equivalents at end of the reporting period</b>		<u><b>1,273,979</b></u>	<u><b>753,773</b></u>
<b>Note i</b>			
Net movement in funds		233,888	32,357
Depreciation		67,762	72,698
Dividends and interest from investments		(213)	(2,031)
Interest payable			
Gains/losses in value of investments		0	0
Cash introduced on business combination			0
Loan repayments			
Decrease /(increase) in debtors		224,990	(92,797)
Increase / (decrease) in creditors		35,066	5,516
<b>Net cash inflow from operating activities</b>		<u><b>561,493</b></u>	<u><b>15,743</b></u>

The notes on pages 14 to 27 form an integral part of these financial statements.



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Notes to the Consolidated Financial Statements for the year ended 31 March 2021**

**1. Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**Basis of preparation**

The charity constitutes a public benefit entity as defined by FRS 102. The 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 applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 the Small Companies and Groups (Accounts and Directors Reports) Regulation 2008 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The Charity has availed itself of paragraph 3(3) of Schedule 4 of the Companies Act and adapted the Companies Act formats to reflect the special nature of the charity's activities.

**Basis of Consolidation**

The consolidated financial statements has been prepared using the acquisition method of accounting where the results of subsidiary undertakings are included from the date of acquisition (when the parent obtains control) and inter group transactions are eliminated on consolidation.

**Going concern**

The charity is dependent upon grant funding and purchase of personal support services. While these sources of income are highly likely to continue for the foreseeable future, there is a risk that some grants will not be renewed beyond their current term. Taking all factors into consideration the trustees have concluded that the charity remains a going concern, and no material uncertainties exist.

**Income**

Membership subscriptions, donations and fund raising income are accounted for when received by the company.

Other income is accounted for on an accruals basis as far as is prudent to do so. Income included any income tax recoverable thereon. It is the charity's policy to show income before deduction of expenses except where otherwise stated.

**Government Grants**

Grants income received from the Department of Health, the London Borough of Harrow and others are detailed in notes 4 and 5. These are accounted for on a performance basis, unless they are related to a specific time period, when the grant is accounted for on an accruals basis.

**Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects.



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**1. Accounting Policies (continued)**

**Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services & other activities together with their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated to expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

**Operating leases**

The charity classifies lease agreements for premises and printing and other equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced before the end of its economic life. Rental charges are charged on a straight line basis over the term of the lease.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- Freehold buildings: Depreciated over 50 years, straight line method
- Other property, plant and equipment: 5%-25% on cost
- No depreciation is provided on freehold land.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**

**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**1. Accounting Policies (continued)**

**Pensions**

Employees are automatically enrolled into a defined contributions pension scheme operated by The Peoples Pension. Employees can subsequently opt out. Employees joining the scheme, contract directly with the pension company. Pre-existing pension arrangements for the chief executive with St James' Place continue alongside The Peoples Pension, other staff arrangements with Clerical Medical and Aviva were transferred to the Peoples Pension.

The charity makes a matching contribution of 1% of qualifying earnings to this pension scheme and acts as agent in collecting and paying over employee pension contributions. The contributions made for the accounting period are treated as an expense and were £60,890 (2020: £71,039).

**2. Legal status of the charity**

Community Connex is a charitable private company limited by guarantee incorporated in England under the Companies Act 2006. 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. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to promote care, treatment and education for children and adults with a learning disability and to secure provisions and services commensurate with their needs.

**3. Key Judgement Areas**

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Where income is received for specific projects that income is recognised when the project is delivered unless the income is specific to certain expenditure for example salary costs or purchase of equipment, in which case the income is recognised when the expenditure is incurred.

All financial instruments are basic instruments.

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

Useful economic lives of fixed assets have been compared to past experience or in relation to buildings and significant components therein, on recommended life cycle replacement period.

Bad debt provisions are based on past experience for personal debtors while amounts receivable from local authorities and health authorities are regarded as recoverable in full unless a specific query has been lodged which is provided against in full.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**

**(A Company Limited by Guarantee)**

**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**4. Income from donations and legacies**

	<b>2021</b>		<b>2020</b>	
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Gifts and donations	20,844	20,844	18,220	18,220
Gift Aid tax recovered	0	0	4,470	4,470
Legacies	0	0	0	0
Grants (see below)	508,329	438,329	334,571	269,571
Subscriptions	213	213	3,316	3,316
Gift Aid donation from subsidiary	0	0	0	13,000
Parental Contribution	0	0	0	0
	<u>529,386</u>	<u>459,386</u>	<u>360,577</u>	<u>308,577</u>
Grants receivable				
- Restricted	274,516	204,516	105,924	40,924
- Unrestricted	233,813	233,813	228,647	228,647
	<u>508,329</u>	<u>438,329</u>	<u>334,571</u>	<u>269,571</u>

All income from donations and legacies was unrestricted (2020 - all unrestricted).

**5. Income from charitable activities**

	<b>2021</b>		<b>2020</b>	
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Contractual receipts:				
Harrow Council	0	0	0	0
Harrow CCG	55,696	55,696	54,604	54,604
Others: Home Care agency	612,823	612,823	533,791	533,791
Day Opportunities	759,186	759,186	949,090	949,090
Children service	205,027	205,027	353,135	353,135
Community Unit	223,230	223,230	134,016	134,016
Core Unit	133,278	183,774	16,395	73,414
All unrestricted	<u>1,989,240</u>	<u>2,039,736</u>	<u>2,041,031</u>	<u>2,098,050</u>

**6. Other income**

	<b>2021</b>		<b>2020</b>	
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fundraising events	116,440	116,440	217,498	217,438
Trips/Breaks	2,000	0	14,562	2,062
Transport	0	0	496	496
	<u>118,440</u>	<u>116,440</u>	<u>232,556</u>	<u>219,996</u>
Interest	213	213	2,031	2,022
All unrestricted	<u>118,653</u>	<u>116,653</u>	<u>234,587</u>	<u>222,018</u>

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**7. Analysis of expenditure on charitable activities**

<u>Current year</u>	Costs of generating funds	Charitable Activities	Governance costs	2021	
				Total Group	Parent
	£	£	£	£	£
Staffing and related costs	47,200	1,826,984	0	1,874,183	1,874,047
Office		170,560	0	170,560	170,504
Loan interest		13,815	0	13,815	13,815
Administration		101,112	0	101,112	97,492
Other	2,098	236,068	0	238,166	231,724
	49,298	2,348,538	0	2,397,836	2,387,582
Governance	9	0	5,555	5,555	5,085
	49,298	2,348,538	5,555	2,403,391	2,392,667

Analysis between restricted and unrestricted expenditure:

Restricted(Carers Advocacy)	0	281,825	0	281,825	281,825
Unrestricted	49,298	2,066,713	5,555	2,121,566	2,110,842
	49,298	2,348,538	5,555	2,403,391	2,392,667

<u>Prior year</u>	Costs of generating funds	Charitable Activities	Governance costs	2020	
				Total Group	Parent
	£	£	£	£	£
Staffing and related costs	56,112	1,823,262	0	1,879,374	1,923,944
Office		201,446	0	201,446	202,820
Loan interest		17,442	0	17,442	17,442
Administration		128,503	0	128,503	126,363
Other	4,209	366,100	0	370,309	320,831
	60,321	2,536,753	0	2,597,074	2,591,400
Governance	9	0	6,764	6,764	5,300
	60,321	2,536,753	6,764	2,603,838	2,596,700

Analysis between restricted and unrestricted expenditure: 4%

Restricted(Carers Advocacy)	0	94,808	0	94,808	94,808
Unrestricted	60,321	2,441,945	6,764	2,509,030	2,501,893
	60,321	2,536,753	6,764	2,603,838	2,596,701

Expenditure on charitable activities was £2348538 (2020: £2536753) of which £2066713 was unrestricted (2020: £2441945) and £281825 was restricted (2020: £94808).

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**8 a) Summary analysis of expenditure and related income for charitable activities**

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

<u><b>Current year</b></u>	<b>Access &amp; advocacy services £</b>	<b>Care and Support £</b>	<b>Children &amp; Young People others £</b>	<b>Total 2021 £</b>	<b>2020 £</b>
Personal budgets and direct payments	239,470	1,663,396	205,027	2,107,893	2,301,624
Direct grant support	223,569	262,817	43,000	529,386	334,571
Net income	463,039	1,926,213	248,027	2,637,279	2,636,195

<u><b>Prior year</b></u>	<b>Access &amp; advocacy services £</b>	<b>Care and Support £</b>	<b>Children &amp; Young People others £</b>	<b>Total 2020 £</b>	<b>2019 £</b>
Personal budgets and direct payments	136,486	1,992,302	172,836	2,301,624	2,035,051
Direct grant support	302,730	0	31,841	334,571	284,946
Net income	439,216	1,992,302	204,677	2,636,195	2,319,997

**8 b) Summary analysis of expenditure for raising funds and governance**

<u><b>Current year</b></u>	<b>Raising Funds £</b>	<b>Governance £</b>	<b>2021 £</b>	<b>2020 £</b>
Allocation of Support Costs	£	£	£	£
Staff costs	47,200	0	47,200	56,112
Other direct costs	2,098	0	2,098	4,209
Governance Costs	0	5,555	5,555	6,764
	49,298	5,555	54,853	67,085

<u><b>Prior year</b></u>	<b>Raising Funds £</b>	<b>Governance £</b>	<b>2020 £</b>	<b>2019 £</b>
Allocation of Support Costs	£	£	£	£
Staff costs	56,112	0	56,112	57,861
Other direct costs	4,209	0	4,209	4,581
Governance Costs	0	6,764	6,764	7,916
	60,321	6,764	67,085	70,358



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**9a) Analysis of governance and support costs**

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to governance. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities undertaken (see note 8) in the year.

Refer to the table below for the basis for apportionment and the analysis of support and governance costs.

<b><u>Current year</u></b>	<b>General Support</b>	<b>Governance</b>	<b>Total</b>	<b>Basis of Apportionment</b>
	£	£	£	
Salary, wages & related costs	0	0	0	Apportioned on an income basis except where limited by grant conditions or where specific cost allocations identified.
General office costs	170,560	0	170,560	
Audit fees & annual report	0	5,555	5,555	
Finance, HR & Strategy consultancy	0	0	0	
Legal	0	0	0	
	<u>170,560</u>	<u>5,555</u>	<u>176,115</u>	

<b><u>Prior year</u></b>	<b>General Support</b>	<b>Governance</b>	<b>Total</b>	<b>Basis of Apportionment</b>
	£	£	£	
Salary, wages & related costs	0	0	0	Apportioned on an income basis except where limited by grant conditions or where specific cost allocations identified.
General office costs	201,446	0	201,446	
Audit fees & annual report	0	5,300	5,300	
Finance, HR & Strategy consultancy	0	0	0	
Legal	0	0	0	
	<u>201,446</u>	<u>5,300</u>	<u>206,746</u>	

**9b) Governance costs**

	<b>2021</b>		<b>2020</b>	
	£	£	£	£
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
Auditors remuneration including expenses and benefits in kind:				
- Group consolidation (2019)			1,464	
- Audit Services (2020)	470		5,300	5,300
- Audit Services (2021)	5,085	5,085	0	0
	<u>5,555</u>	<u>5,085</u>	<u>6,764</u>	<u>5,300</u>

Prior year fees represent an under accrual and additional accountancy work in relation to the group consolidation.

In common with many entities of similar size and organisation, we use our auditors to assist with preparing the annual financial statements.



**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**  
**(A Company Limited by Guarantee)**  
**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**10. Net income/(expenditure) for the year**

This is stated after charging:

	2021		2020	
	£	£	£	£
	Group	Parent	Group	Parent
Operating leases	44,594	44,594	44,594	44,594
Depreciation	67,762	67,762	72,386	72,386
Mortgage interest payable	13,815	13,815	17,442	17,442
Audit fees - Current Year	5,300	5,300	5,300	5,300
- Prior year	950	950	950	950
- Other services	750	750	750	750
	<u>133,171</u>	<u>133,171</u>	<u>141,422</u>	<u>141,422</u>

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

	2021		2020	
	£	£	£	£
	Group	Parent	Group	Parent
Salaries and wages	1,637,001	1,637,001	1,563,881	1,563,881
Social security costs	106,413	106,413	99,483	99,483
Pension costs	60,890	60,890	71,039	71,039
	<u>1,804,304</u>	<u>1,804,304</u>	<u>1,734,403</u>	<u>1,734,403</u>

Employees who had pay and benefits in excess of £60,000 (2020: 1) are detailed below. Pension costs are allocated to activities in proportion to the related staffing costs incurred.

Between £60,000 and £70,000	-	-	1	1
Between £70,000 and £80,000	<u>1</u>	<u>1</u>	<u>-</u>	<u>-</u>

The charity trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and senior management team. The total employee benefits (including employer pension contribution but excluding employer national insurance) of the key management personnel of the charity were £185,382 (2020: £272,822).

**12. Staff numbers**

The average monthly head count was 114 staff (2020 124 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2021		2020	
	Group	Parent	Group	Parent
	Number	Number	Number	Number
Community care services	88	88	110	110
Management and administration	26	26	14	14
	<u>114</u>	<u>114</u>	<u>124</u>	<u>124</u>
Full time equivalent	74	74	81	81

**13. Corporate taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**COMMUNITY CONNEX LIMITED (Formerly HARROW MENCAP)**

**(A Company Limited by Guarantee)**

**Notes to the Consolidated Financial Statements for the year ended 31st March 2021**

**14. Tangible fixed assets**

**Group and Parent Company**

	<b>Freehold Land</b>	<b>Freehold Buildings (Property)</b>	<b>Computer &amp; IT</b>	<b>Fixtures &amp; Fittings</b>	<b>Motor Vehicle</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>		<b>£</b>	<b>£</b>
Cost						
Balance as at 1.4.20	254,738	615,939	255,844	240,876	114,966	1,482,363
Additions	0	0	17,634	5,399	0	23,033
Disposals	0	0	0	0	0	0
Balance as at 31.3.21	254,738	615,939	273,478	246,275	114,966	1,505,396
Depreciation						
Balance as at 1.4.20	0	234,236	167,287	195,604	96,338	693,465
Charged for year	0	9,788	34,926	13,413	9,635	67,762
Disposals	0	0	0	0	0	0
Balance as at 31.3.21	0	244,024	202,213	209,017	105,973	761,227
Net book value 31.3.21	254,738	371,915	71,265	37,258	8,993	744,169
Net book value at 31.3.20	254,738	381,703	88,557	45,272	18,628	788,898

The charity's freehold office at 3 Jardine House is pledged as security for a long term loan from Charity Bank

Investments in subsidiary companies are detailed in note 27.

**15. Debtors**

Amounts falling due within one year

	<b>2021</b>		<b>2020</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
Trade debtors	319,730	317,836	448,931	449,162
Bad debt Provision	(25,897)	(25,897)	(25,897)	(25,897)
Amount owed by group undertaking	0	0	0	13,000
Prepayments and accrued income	66,283	62,499	157,506	157,506
Other Debtors	2,392	2,392	6,958	6,958
Legacy	0	0	0	0
	362,508	356,830	587,498	600,729

**16. Creditors**

Amounts falling due within one year

	<b>2021</b>		<b>2020</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
Loan due within one year	16,629	16,629	15,921	15,921
Trade and other creditors	49,791	48,987	32,753	46,216
Amount owed to group undertaking	0	0	0	0
Accruals and deferred income	86,111	85,611	74,208	74,208
Pension contributions	8,180	8,180	0	0
Tax and social security	28,700	28,703	39,092	38,646
Other creditors	34,432	34,432	26,803	26,803
	223,842	222,541	188,777	201,794

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**17. Deferred income**

Deferred income comprises amounts received from grant and funding bodies that relate to income awarded relating to the following financial year.

	2021		2020	
	£	£	£	£
	Group	Parent	Group	Parent
Balance at 1.4.20	0	0	14,629	4,629
Amount released to income earned from charitable activities	0	0	(14,629)	(4,629)
Amount deferred in year	30,000	30,000	0	0
	<u>30,000</u>	<u>30,000</u>	<u>0</u>	<u>0</u>

**18. Creditors: amounts falling due after more than one year**

The mortgage is secured on the charity's office. The mortgage is repayable over 25 years at an initial interest rate of 6.4%.

	2021		2020	
	£	£	£	£
	Group	Parent	Group	Parent
Bank loans	<u>287,238</u>	<u>287,238</u>	<u>305,704</u>	<u>305,704</u>
Total secured liabilities	<u>303,867</u>	<u>303,867</u>	<u>321,625</u>	<u>321,625</u>

**19. Analysis of charitable funds**

**19a) Analysis of movements in unrestricted funds:**

<u>Current year</u>		Balance 1.4.20	Incoming Resources	Resources Expended	Transfers to/from funds	Investment gain/(loss)	Funds 31.3.21
		£	£	£	£	£	£
General fund	Parent	576,748	2,341,258	(2,110,842)	(156,885)	0	650,279
<b>Designated funds:</b>							
Freehold land/property		311,735	0	0	11,051	0	322,786
Research & Development		30,000	0	0	0	0	30,000
Asset Replacement		72,000	0	0	(20,000)	0	52,000
Operating Reserve		324,697	0	0	200,000	0	524,697
Stakeholder engagement		25,000	0	0	0	0	25,000
Lease reserve		123,882	0	0	(34,166)	0	89,716
Software Development		75,390	0	0	0	0	75,390
		<u>962,704</u>	<u>0</u>	<u>0</u>	<u>156,885</u>	<u>0</u>	<u>1,119,589</u>
General fund	Other group	1,468	21,505	(10,724)			12,249
		<u>1,540,920</u>	<u>2,362,763</u>	<u>(2,121,566)</u>	<u>0</u>	<u>0</u>	<u>1,782,117</u>

The designated funds are being released over the term of the lease, loan and useful economic life of the asset.

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**19a) Analysis of movements in unrestricted funds (continued):**

<u>Prior year</u>		Balance 1.4.19	Incoming Resources	Resources Expended	Transfers to/from funds	Investment gain/(loss)	Funds 31.3.20
		£	£	£	£	£	£
General fund	Parent	282,754	2,522,721	(2,501,893)	273,166	0	576,748
<b>Designated funds:</b>							
Freehold land/property		311,735	0	0	0	0	311,735
Research & Development		40,000	0	0	(10,000)	0	30,000
Asset Replacement		96,000	0	0	(24,000)	0	72,000
Operating Reserve		524,697	0	0	(200,000)	0	324,697
Stakeholder engagement		30,000	0	0	(5,000)	0	25,000
Lease reserve		158,048	0	0	(34,166)	0	123,882
Software Development		75,390	0	0	0	0	75,390
		1,235,870	0	0	(273,166)	0	962,704
	Other group	1,054	7,550	(7,136)			1,468
		1,519,678	2,530,271	(2,509,029)	0	0	1,540,920

Name of designated fund	Description, nature and purposes of the fund:
Freehold premises	This fund represents the charity's net investment in freehold offices at 3 Jardine House, after taking account of outstanding borrowings, which is therefore not available to fund charitable activities.
Research and development fund	This fund represents amounts designated to research opportunities to further the charity's objects.
Asset replacement fund	This fund represents amounts designated to replace equipment and IT across the charity.
Operating reserve fund	This fund represents amounts designated to support operating cash flow in the event of changes in funding.
Stakeholder engagement fund	This fund represents amounts designated to further engage with our stakeholders in meeting the charity's objects.
Lease reserve fund	This fund represents the unexpired lease commitment in respect of the Pinner Green centre.
Software development fund	This fund represents amounts designated to fund software development to improve operating efficiencies, compliance with care quality standards and maintaining client privacy.

**19b) Analysis of movements in restricted funds:**

<u>Current year</u>	Balance 1.4.20	Incoming Resources	Resources Expended	Transfers to/from restricted funds	Investment gain/(loss)	Funds 31.3.21
	£	£	£	£	£	£
Restricted income fund	63,083	274,516	(281,825)	0	0	55,774
Other: arising on consolidation	31,685					31,685
Restricted funds	94,768	274,516	(281,825)	0	0	87,459
<b>Unrestricted funds:</b>						
General reserve	1,540,920	2,362,763	(2,121,566)	0	0	1,782,117
	1,635,688	2,637,279	(2,403,391)	0	0	1,869,576

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**19b) Analysis of movements in restricted funds:**

Name of restricted fund	Description, nature and purposes of the fund:					
Big Lottery Fund - Carers Advocacy	This project provides advocacy support to those in need as part of the social care process.					
<u>Prior year</u>	Balance 1.4.19	Incoming Resources	Resources Expended	Transfers to/from restricted funds	Investment gain/(loss)	Funds 31.3.20
	£	£	£	£	£	£
Restricted income fund	51,967	105,924	(94,808)	0	0	63,083
Other: arising on consolidation	31,685	0	0	0	0	31,685
Restricted funds	83,652	105,924	(94,808)	0	0	94,768
<b>Unrestricted funds:</b>						
General reserve	1,519,678	2,530,271	(2,509,029)	0	0	1,540,920
	1,603,330	2,636,195	(2,603,837)	0	0	1,635,688

**20. Analysis of group net assets between funds**

<u>Current year</u>	Unrestricted funds	Unrestricted Designated funds	Restricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	345,993	398,176	0	744,169
Cash at bank and in hand	730,107	456,413	87,459	1,273,979
Other net current assets/(liabilities)	(126,334)	265,000	0	138,666
Creditors of more than one year	(287,238)	0	0	(287,238)
	662,528	1,119,589	87,459	1,869,576
<u>Prior year</u>				
	Unrestricted funds	Unrestricted Designated funds	Restricted funds	Total 2020
	£	£	£	£
Tangible fixed assets	401,773	387,125	0	788,898
Cash at bank and in hand	348,426	310,579	94,768	753,773
Other net current assets/(liabilities)	133,721	265,000	0	398,721
Creditors of more than one year	(305,704)	0	0	(305,704)
	578,216	962,704	94,768	1,635,688



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**21. Financial Instruments**

Financial instruments measured at amortised cost comprise the mortgage provided by Charity Bank Limited to the charity secured on the freehold land and buildings at 3 Jardine House, Harrovian Business Village, Bessborough Road, Harrow, HA1 3EX which had a carrying value at 31 March 2021 of £870,677. The initial mortgage of £450,000 is repayable over 25 years. The interest rate is 6.4%.

	<b>2021</b>		<b>2020</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
Mortgage repayable - less than 1 year	16,629	16,629	15,921	15,921
Mortgage repayable - within 1 to 2 years	17,589	17,589	31,842	31,842
Mortgage repayable - within 2 to 5 years	59,096	59,096	47,763	47,763
Mortgage repayable in over 5 years	210,553	210,553	226,099	226,099
	<u>303,867</u>	<u>303,867</u>	<u>321,625</u>	<u>321,625</u>

**Financial Assets**

	<b>2021</b>		<b>2020</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
<b>Financial assets measured at amortised cost</b>				
Trade debtors	293,833	291,939	423,034	423,265
Other debtors	68,675	64,891	164,464	177,464
Cash and cash equivalents	1,273,979	1,234,421	753,773	720,406
<b>Total financial assets</b>	<u>1,636,487</u>	<u>1,591,252</u>	<u>1,341,271</u>	<u>1,321,135</u>

**Financial Liabilities**

**Financial liabilities measured at amortised cost**

Trade creditors	49,791	48,987	32,753	46,216
Other creditors	157,423	156,926	140,103	139,657
Mortgage payable	303,867	303,867	321,625	321,625
<b>Total financial liabilities</b>	<u>511,080</u>	<u>509,779</u>	<u>494,481</u>	<u>507,498</u>

**22. Operating leases**

	<b>2021</b>		<b>2020</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Group</b>	<b>Parent</b>	<b>Group</b>	<b>Parent</b>
Land and buildings which expire:				
Within one year	37,100	37,100	63,000	63,000
Between 1 and 2 years	37,100	37,100	63,000	63,000
Between 2 and 5 years	111,300	111,300	45,000	45,000
More than 5 years	0	0	26,000	26,000
	<u>185,500</u>	<u>185,500</u>	<u>197,000</u>	<u>197,000</u>
Other Equipment which expire:				
Within one year	63,462	63,462	69,888	69,888
Between 1 and 2 years	52,529	52,529	106,656	106,656
Between 2 and 5 years	43,648	43,648	159,984	159,984
More than 5 years	0	0	0	0
	<u>159,639</u>	<u>159,639</u>	<u>336,528</u>	<u>336,528</u>

The totals above represent the total future minimum lease payments under non-cancellable operating leases.



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	2021	2020
	£	£
<b>23. Capital Commitments</b>		
Capital expenditure that has been contracted for but has not been provided for in the financial statements	0	0
Capital expenditure that has been authorised by the Board but has not yet been contracted for	0	0

**24. Related Party Transactions**

Ash Verma the former chief executive of Enterprise Wellness Limited (EWL) is also a trustee of Community Connex, as part of the transfer of EWL to the Community Connex group it was agreed that Mr Verma would be paid consultancy fees of £10,000 by EWL for the year ending 31 March 2020 in place of his salary from EWL prior to the business combination

Avis Robinson is the controlling director of KCL Communications Limited (KCL) a PR and communications agency and also a trustee of Community Connex. Community Connex has entered into an arrangement with KCL to provide her with desk space at 3 Jardine House in exchange for public relations and communications services. KCL pays for incidental services such as telephone, use of the photocopier and printer. From Community Connex's perspective the desk space is surplus to requirements so there is no cost associated with providing it, and the benefit of "free" press release drafting etc far outweighs the cost of providing the desk space.

**25. Ultimate controlling party**

The charity is controlled by its trustees meeting together.

**26. Subsequent events**

The COVID-19 pandemic has effected how services have been delivered post 31 March 2021 and has some impact on income streams, due to the restrictions in force until July 2021. However, the UK Government's Job Retention Scheme additional grant funding and our reserves have enabled Community Connex to reframe activities and continue delivering services to beneficiaries in a COVID-19 secure environment. The impact has not affected the going concern basis of accounting.

The trustees were not aware of any other post balance sheet events at the date of approval of the financial statements and accordingly there are no related provisions.

**27. Investments in subsidiary companies**

<u>Name</u>	<u>Type</u>	<u>Control</u>
Enterprise Wellness Limited (number 01689903)	limited by guarantee	appointment of directors

**Year ended 31 March 2021:**

	£		£
Assets	56,269	Turnover	72,000
Liabilities	(12,336)	Expenditure	(61,220)
Net assets	<u>43,933</u>	Profit	<u>10,780</u>
Funds	<u>43,933</u>		

**Year ended 31 March 2020:**

	£		£
Assets	49,634	Turnover	77,569
Liabilities	(16,481)	Expenditure	(64,155)
Net assets	<u>33,153</u>	Profit	<u>13,414</u>
Funds	<u>33,153</u>		

