

LINK-ABILITY

England & Wales · Charity number 701132

Details

Status Registered

Legal form Charitable company

Company number [02350533](#)

Registered 1989-03-02

Register [View on the Charity Commission register](#)

Contact

Address Linkability
Conway House
Ackhurst Business Park
Foxhole Road
Chorley
PR7 1NY

Phone 01257241899

Website www.linkability.org.uk

Activities

Objects: TO RELIEVE MENTALLY HANDICAPPED CHILDREN AND ADULTS BY THE PROVISION OF ACCOMMODATION AND SERVICES DESIGNED TO MEET THEIR INDIVIDUAL NEEDS TO ENABLE THEM TO PARTICIPATE FULLY IN SOCIETY.

Activities: Registered and Domicilliary Care and Support services to persons with Learning Disabilities

Classification

- **How:** Provides Services
- **What:** Disability
- **Who:** Children/young People, People With Disabilities

Geography

- Lancashire
- Rochdale

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£7,441,777	£7,311,087	£1,345,863	255
2024-03-31	£6,445,878	£6,400,706	£1,210,264	234
2023-03-31	£6,213,812	£5,657,419	£1,139,608	225
2022-03-31	£4,488,608	£4,528,870	£605,942	191
2021-03-31	£4,029,540	£3,972,125	£638,523	177

Trustees

Name	Role	Appointed
PHILIP ENTWISTLE	Chair	2013-09-03
Alison Tupling		2016-12-13
Christine Chu		2020-03-10
Claire Margerison		2023-09-05
Kathryn Fiona Pattinson		2016-12-13
Peter Sullivan		2023-09-05

LINK-ABILITY

England & Wales - Charity number 701132

Accounts

Company registration number: 02350533

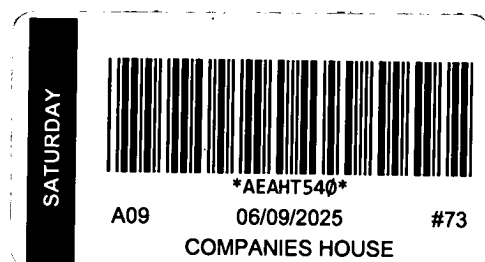
Charity registration number: 701132

Link-Ability

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025



Link-Ability

Contents

Reference and Administrative Details	1
Strategic Report	2 to 6
Trustees' Report	7 to 11
Independent Auditors' Report	12 to 14
Statement of Financial Activities	15
Balance Sheet	16
Statement of Cash Flows	17
Notes to the Financial Statements	18 to 34

Link-Ability

Reference and Administrative Details

Trustees	Mr Philip Entwistle - Chair Mrs Christine Chu - Vice Chair Mrs Kathryn Pattinson - Finance Chair Mrs Alison Tupling Ms Claire Margerison Mr Peter Sullivan
Secretary	Mrs C Cochrane
Chief Executive Officer	Mrs J Adshead
Charity Registration Number	701132
Company Registration Number	02350533
Registered Office	The charity is incorporated in England and Wales. Conway House Ackhurst Business Park Foxhole Road Chorley Lancashire PR7 1NY
Auditor	Smith & Goulding Limited 2 Southport Road Chorley Lancashire PR7 1LB
Solicitors	Brabners LLP Horton House Exchange Flags Liverpool L2 3YL Farleys Solicitors LLP Charnley House 13 Winckley Square Preston PR1 3JJ
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Investment Managers	RBC Brewin Dolphin 1 The Avenue Spinningfields Square Hardman Street Manchester M3 3AP

Link-Ability

Strategic Report for the Year Ended 31 March 2025

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2025, in compliance with s414C of the Companies Act 2006.

Achievements and performance

Staff recruitment in the year continued to ease. We began to concentrate on building an internal agency of staff who are willing to work irregular shifts on smaller contracts to cover sickness, training and annual leave. This has proved very popular with staff who have a main occupation elsewhere and students. Although staffing numbers have increased in the year safe staffing levels were maintained throughout with the continued use of some external agency workers. It is our ambition to completely remove the need for external agency in the coming year.

We revisited the possibility of providing overseas sponsorship to staff who we already employ but who have limited time on their visa. Such staff must have a good command of the English language and have passed probation. In April we were granted a licence which enables Link-Ability to provide a certificate of sponsorship enabling the individual to apply for a visa. At the end of March we had provided two certificates to one community support worker in Rochdale and another in Preston.

We continued to offer progression into more responsible roles for those capable staff who wish to progress. It is pleasing to see that all operations and registered managers in each location have risen through the ranks of the organisation.

Trustee board meetings and sub board meetings continued. Most full board meetings taking place in person with a hybrid facility for those who prefer this. Sub boards have continued mainly on Teams with the exception of Quality which is attended by some of the people we support. It is of note that the confidence of these board members/charity beneficiaries has visibly increased during their involvement. They are eager to share their activities and proud of their achievements.

The annual general meeting took place on 27th September at Conway House. The meeting was facilitated in a hybrid configuration to enable those unable to travel from our branch locations to attend. A belated 35th anniversary celebration evening was held on 5th June at Rivington Barn. Performances from the people we support at each location were a special treat for all those who attended.

Provider meetings with LCC and RBC continued to take place. Throughout the year the Executive Director continued to work alongside other office bearers of the Lancashire Learning Disability Consortium. Member organisations worked together to share experiences and good practice; and provide mutual support in matters arising. In addition, she continued to take part in the Northwest Commissioners and Chief Executive Core group facilitated by Skills for Care. During the year Skills for Care launched their new workforce strategy. The Executive Director continues to work with professionals from the region to develop a plan of how the strategy is to be rolled out.

Our registered managers and operations managers joined the Lancashire Learning Disability Registered Manager Network. They attend groups as champions for sex and relationships, safeguarding, infection control and positive behaviour management. Our Assistant Directors attended the Lancashire Learning Disability Forum and the Oliver McGowan Operational Delivery Group, the Rochdale Learning Disability Partnership Board, Health Inequalities Group, Lancashire Care Home Forum.

Link-Ability

Strategic Report for the Year Ended 31 March 2025

Our tenants group meetings 'Linked Voices' has proved extremely popular. Facilitated by an external drama therapist Susie. We included information/educational topics such as 'Staying Safe,' 'Friendships' and 'Diversity, Equality and Inclusion'. Importantly the opportunity to express views about the quality of service was provided. The use of the red buzzer for things that are not working and golden buzzer for things that are working along with sound effects proved extremely popular. More importantly the practical solutions to problems were explored and then put forward to the management and board of Link-Ability in the form of a report. At each subsequent meeting an update about how Link-Ability has responded to concerns is provided.

Drama, choir, art, gardening, music and many social activity groups were enjoyed by those we support in the year.

Sadly, in the year two people we support in the Rochdale location and one in the Chorley location passed away. The people we support and their teams and families will continue to be offered support to come to terms with these losses.

The Family Forum continued to meet in line with the origins of the Charity as a family led organisation. These sessions often proved invaluable to maintaining communication with families throughout the year. In the coming year we will explore how we can connect with our new families. This may be by newsletter by electronic means in line with their stated preferences.

Lancashire County Council continued to monitor our Supported Living services against the contract criteria and have been happy with our performance. As one of the bigger learning disability providers in the county the Lancashire area is split into two contracts. The first for Chorley and West Lancs and the second for Preston. Each contract has an annual service development plan attached to it which includes making efficiencies for the council and modernising some existing supported living settings. We find efficiencies are limited and will only modernise supported living setting should that be in the best interest of those people who live there. The quality of our support has never been found to be lacking.

Rochdale Borough Council continue to monitor the contracts for supported living, homecare and outreach against their criteria. Our quality has been found to be high.

Our partnership with The Money Carer Foundation has continued and at the end of the year in review only a very small number of accounts remain under the old system. People we support have enjoyed greater independence with the use of their debit cards for their shopping including online purchases. Managers at Link-Ability are able to monitor the accounts in real time and family advocates remain involved as they wish.

During the year no Link- Ability locations were inspected by the Care Quality Commission.

In the year our new partnership with Onward Homes continued. The four bungalows in Middleton are now all occupied and a full staff team has been recruited. This has provided a significant increase in support provided in the Rochdale location and has secured the future of the location.

Many of the people we support enjoyed a fun filled day at Preston Flag Market for the very first 'Disability Pride' event. We had our own stall promoting Link-Ability with give away bracelets and tattoos in pride colours. The ADA Drama group treated the crowd to a version of their Pride in Preston performance.

This was followed up by BBC Northwest running an article on the group and their Preston video. TV Cameras interviewed Susie and some group members while they spoke about how much they had gained from performing and having the performance videoed.

Link-Ability

Strategic Report for the Year Ended 31 March 2025

In Chorley the original Link-Ability house was handed back to the housing provider. Link-Ability is extremely grateful to Jigsaw housing for all of the years of support to the tenants and our team. The tenants moved into their newly refurbished and extended bungalow in September. Progress Housing, the architect and contractors worked alongside our management team with incredible results. A bespoke property now fully meets the needs of the complex tenants and provides a pleasant and safe working environment for the team.

Progress Housing obliged Link-Ability again when in March another newly refurbished, bespoke property was handed over to a very happy lady.

In the year we were busy with the development of a new website. Design company Pumpkin from Preston supported this process. A fun filled photoshoot with a professional photographer took place in the autumn. Photographer Racheal attended all locations to capture our work and activities. Everyone has enjoyed seeing their photographs. The staff zone within the website is yet to be launched. Work is underway and once it is completed this will provide staff with one area where they can access news and staff information.

In October a decision was taken to apply for a tender to provide services in new apartments in Ormskirk. As the scheme is very close to the West Lancs office/hub we felt it was a natural progression which will secure the future of the West Lancs location. Although competition was strong we were delighted to be awarded the contract and enjoyed the positive feedback from our application. We now look forward to taking referrals for the apartments in the summer. We are excited to meet and support new people and their families.

In the early new year the Board agreed to move forward with the acquisition of additional office spaces on the ground floor at Conway House. We are excited to take up working in the new area in the coming financial year. Having an all ground floor space means that it is fully accessible to everyone we support without the need to use the lift in the building. This additional space now accommodates the head office and Chorley location function in line with the growth we have enjoyed due to the additional people we are now able to support across all of our locations.

Financial review

The Board of Trustees have acted with prudence and care in challenging times and rising employee associated costs. Total income on unrestricted funds during the year ended 31 March 2025 was £7,438,566 (2024: £6,443,222). The total unrestricted funds applied as expenditure for charitable purposes were £7,290,699 (2024: £6,377,858), resulting in a surplus on general funds for the year of £146,097 (2024: £65,364). Gains on investments of £4,909 (2024: £25,484) resulted in a net movement after investments of £152,776 (2024: £90,848).

Link-Ability maintains a discretionary long service award scheme. Employees qualify for small discretionary awards following 5, 10, 15, 20, 25 and 30 years continued service.

During the year ended 31 March 2025 Link-Ability received income on restricted funds of £3,211 (2024: £2,656), with restricted expenditure of £20,388 (2024: £22,848). The balance on restricted funds as at 31 March 2025 was £25,063 (2024: £42,240).

Link-Ability

Strategic Report for the Year Ended 31 March 2025

Policy on reserves

This reserve is unrestricted and can be used for any purpose within the Charity's objectives. The Trustees aim for Link-Ability to hold sufficient reserves, in order to maintain continuity and consistency to service users and employees in the event of a gap in funding, or the loss of a service provision contract. This includes the reduction in income due to voids (unoccupied places in homes). If a service user moves on or sadly passes away, the Charity wishes to allow ample time for people to adjust to this change, and for service users to be properly consulted about new people moving into Link-Ability's support. The availability of reserves for this purpose bridges what may be substantially long periods of loss of fees/rents. The general reserves held on 31 March 2025 represent approximately 1.4 months' worth of charitable expenditure based on current activity levels.

Investment policy and objectives

The investment policy of the Trustees is to invest and grow at least in line with inflation, to assist with the sustainability of the organisation. The investment portfolio is managed by Brewin Dolphin, in a balanced portfolio, which takes account of social, environmental and ethical considerations with the ability to move investments if an ethical debate arises.

The Trustees review the investment performance and the investment objective on an annual basis.

Given the challenging investment conditions over the past year, the Investment Managers have performed as well as can be expected. The Trustees continue to monitor the investment performance on a quarterly basis.

Plans for future periods

Aims and key objectives for future periods

Continue to recruit to the internal agency in all locations and recruit for the new apartment scheme in Ormskirk.

We wish to recruit new trustees to ensure the future smooth running of the organisation.

We aim to complete the fitting out of the new ground floor office space at Conway House by June 2025 and occupy and utilise the space for those we support and employ.

We aim to continue to train, mentor and grow people we employ into new and existing roles.

We aim to continue the digitisation of our systems.

A new leased internet line via BT Open Reach ensures that head office is always connected.

Continuous improvement of our cyber security utilising the NHS Security and protection tool kit is ongoing.

Being 'paper light' in part of or green credentials and we will continue to improve on progress made so far.

In the coming year new 'Access Compliance' software will be rolled out with the ability to audit multiple aspects of our work, carry out mock CQC inspections and produce reports and action plans. All with the aim of continuously improving our work and importantly the experiences of those we support.

Link-Ability

Strategic Report for the Year Ended 31 March 2025

Principal risks and uncertainties

Reviewing major risk

Link-Ability has and maintains a risk framework that is reviewed at least annually. Overview and scrutiny are undertaken by the full Board of Trustees, senior management and other stakeholders, as appropriate. For example, ensuring staff continuity in the event of a pandemic, extreme adverse weather conditions or IT failure and cyber-attack.

The review of the risks, to the continuity of the business of the charity in connection with a pandemic have proved invaluable in the planning towards managing major future risks.

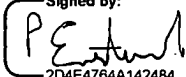
The Charity maintains comprehensive insurance to cover a range of potential risks, including Trustee and Officers professional indemnity, employee and public liability. Excellent advice comes from our broker DE Ford.

Sector pressures from a funding perspective continue to present enormous challenge to providers such as Link-Ability. Recruitment to the care sector continues to be challenging, not helped by its lack of positive public image. A number of Link-Ability staff are paid more than the Real Living Wage, and all are aware that there is attainable progression beyond the entry level for all roles. We continue to value our workforce, as we believe it to be our greatest asset supporting the aims of the charity. We are committed to the pursuance of proper remuneration of the workforce in recognition of the value of the work performed, and continue to lobby those with the power to affect changes to this. At the end of the period in review Link-Ability, Rochdale, West Lancashire and Preston are all fully staffed. The staff vacancies at the Chorley location have reduced significantly.

As has been consistently reported each year, given the nature of the volatile market Link-Ability operates in, there is an ever-present risk of the sudden loss of fees, sadly due to the death of someone it supports. To manage the risk, Link-Ability continues to carry a void reserve, that for a short period can ameliorate the risk. As mentioned in past reports this gives time to review staffing need and look at redeployment.

27 August 2025

The strategic report was approved by the trustees of the charity on and signed on its behalf by:

Signed by:


.....204E4764A142484.....
Mr Philip Entwistle - Chair
Trustee

Link-Ability

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Objectives and activities

Objects and aims

Link-Ability's broad objective is to provide services to adults (including young people in transition from children's services), who have learning disabilities, so as to enable them to live in and be part of the local community. The objects of the Charity are also underpinned with a number of core values, such as all people supported have a right to live a life of their own choosing, in their own neighbourhood. This means the human rights and opportunity to citizenship irrespective of ability is upheld.

The communities in which Link-Ability presently provides services are Chorley / South Ribble, Ormskirk, Tarleton and Skelmersdale (Lancashire County Council), and Rochdale, Heywood and Middleton (Rochdale Borough Council) and Preston.

People using Link-Ability's care and support services may also experience physical and sensory impairment; they may also have positive behavioural support needs and / or experience enduring mental health needs. Link-Ability currently discharges this objective through the regulated provision of Registered Care or Registered Domiciliary Care and support to adults or younger people within the provisions of The Health and Social Care Act 2008. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

For the year in review the Care Quality Commission undertook no inspections of our services. All current CQC reports are on both the CQC website <https://www.cqc.org.uk/provider/1-101612259> and Link-Ability's website, www.linkability.org.uk.

Public benefit

The Trustees are confident that the activities detailed below satisfy the requirement of the Charity to show that it meets the public benefit requirements in accordance with the duty in section 14(2) of the 2016 Charities Act.

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

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern

Link-Ability

Trustees' Report

Trustees and officers

Mr Phil Entwistle remains as Chairperson, with Mrs Christine Chu as Vice Chairperson.

No new trustees were appointed during the year.

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Mr Philip Entwistle - Chair
	Mrs Christine Chu - Vice Chair
	Mrs Kathryn Pattinson - Finance Chair
	Mrs Alison Tupling
	Ms Claire Margerison
	Mr Peter Sullivan

Chief Executive Officer:	Mrs J Adshead
--------------------------	---------------

Secretary:	Mrs C Cochrane
------------	----------------

Structure, governance and management

Nature of governing document

The organisation is a charitable company limited by guarantee, incorporated on 21 February 1989 and registered as a charity on 2 March 1989.

The Memorandum and Articles of Association govern the activities of the Charity, these were amended, and a resolution passed in September 2018 to enable the amendments. In addition, two supporting documents were developed, these being, a 'person specification for the appointment of trustees' and 'rules relating to the admission of beneficiary members'.

The Board apply Charity Governance Code and the seven principles of organisation purpose, leadership, integrity, decision making and risk control, effectiveness, diversity and openness and accountability to the running of the Charity.

Link-Ability

Trustees' Report

Recruitment and appointment of trustees

Trustee/Director's are sought whose skills build on the skill base of the existing Board of Trustees which are outlined in the Person Specification for the appointment of trustees' document. Where possible Link-Ability seeks to appoint Trustees living in communities in which it provides care and support services, personal lived experience of the needs of beneficiaries and/or skills required by the Board.

Under normal circumstances trustees must not receive any monies or material benefit from the charity. Trustees may only be remunerated, employed or provide goods or services to the charity in the most exceptional of circumstances as outlined in detail in the governing document. Link-Ability is permitted however to refund legitimate Trustee expenses. During the year Trustees have not claimed any expenses. There is a process of application for new Trustees that includes taking references, undertaking background checks such as a Disclosure and Baring Service (DBS) check and attending/observing a number of Board and/or Sub Board meetings. The applicant receives all the relevant information regarding the organisation, Trustee Job Description, Guidance on Trustee Responsibilities and Trustee National Occupational Standards. This is further supported with verbal information from The Executive Director and/or Chair of Trustees/an experienced Trustee. Once the prospective Trustee has attended a series of meetings the Chair discusses the applicant's suitability with other Trustees and will meet with the prospective Trustee prior to their appointment at the next Board meeting. The appointment is confirmed formally at the next AGM.

Induction and training of trustees

The induction and training of Trustees continues with the provision of an induction pack comprising previous minutes, the latest audited financial report, organisational structures and plans, dates of meetings and a copy of the Memorandum and Articles of Association.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Link-Ability

Trustees' Report

Employment of disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee involvement

It is Link-Ability's policy to consult and listen to the views of all those employed. Staff are surveyed on an annual basis and reports are produced to reflect their views. Where matters are likely to affect the interests of the employees it is Link-Ability's practice to consult and discuss with employees.

Statement of trustees' responsibilities

The trustees (who are also the directors of Link-Ability for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that can 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Link-Ability

Trustees' Report

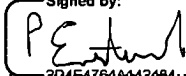
Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

27 August 2025

The annual report was approved by the trustees of the charity on and signed on its behalf by:

Signed by:



2D4E4764A1M2484:.....

Mr Philip Entwistle - Chair
Trustee

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion

We have audited the financial statements of Link-Ability (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion on other matter prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 10), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and addressing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

- We obtained an understanding of laws and regulations that affect the Charity, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the Statement of Recommended Practice applicable to Charities.
- We enquired of the Members and reviewed meeting minutes for evidence of non-compliance with relevant laws and regulations.
- We enquired of the Members about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations was discussed within the audit team and tests were planned and performed to address these risks.
- We enquired of the Members about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Simm FCA (Senior Statutory Auditor)
For and on behalf of Smith & Goulding Limited, Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

Date: 1/9/2025

Link-Ability

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	24,761	3,211	27,972	24,690
Charitable activities	4	7,404,902	-	7,404,902	6,413,985
Investment income	5	7,458	-	7,458	7,203
Other income	6	1,445	-	1,445	-
Total income		<u>7,438,566</u>	<u>3,211</u>	<u>7,441,777</u>	<u>6,445,878</u>
Expenditure on:					
Raising funds	7	(4,078)	-	(4,078)	(2,905)
Charitable activities	8	<u>(7,286,621)</u>	<u>(20,388)</u>	<u>(7,307,009)</u>	<u>(6,397,801)</u>
Total expenditure		<u>(7,290,699)</u>	<u>(20,388)</u>	<u>(7,311,087)</u>	<u>(6,400,706)</u>
Net income/(expenditure)		147,867	(17,177)	130,690	45,172
Other recognised gains and losses					
Gains/(losses) on revaluation of fixed assets investments	16	<u>4,909</u>	-	<u>4,909</u>	<u>25,484</u>
Net movement in funds		152,776	(17,177)	135,599	70,656
Reconciliation of funds					
Total funds brought forward		<u>1,168,024</u>	<u>42,240</u>	<u>1,210,264</u>	<u>1,139,608</u>
Total funds carried forward	21	<u><u>1,320,800</u></u>	<u><u>25,063</u></u>	<u><u>1,345,863</u></u>	<u><u>1,210,264</u></u>

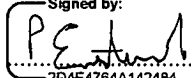
All of the charity's activities derive from continuing operations during the above two periods.

Link-Ability

(Registration number: 02350533) Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	15	23,958	24,188
Investments	16	<u>323,675</u>	<u>310,395</u>
		<u>347,633</u>	<u>334,583</u>
Current assets			
Debtors	17	667,133	389,964
Cash at bank and in hand	18	<u>1,085,346</u>	<u>1,206,652</u>
		1,752,479	1,596,616
Creditors: Amounts falling due within one year	19	<u>(754,249)</u>	<u>(720,935)</u>
Net current assets		<u>998,230</u>	<u>875,681</u>
Net assets		<u>1,345,863</u>	<u>1,210,264</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	21	25,063	42,240
Unrestricted income funds			
Unrestricted funds		<u>1,320,800</u>	<u>1,168,024</u>
Total funds	21	<u>1,345,863</u>	<u>1,210,264</u>

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on 27 August 2025 and signed on their behalf by:

Signed by:

 Mr Philip Entwistle - Chair
 Trustee

The notes on pages 18 to 34 form an integral part of these financial statements.

Link-Ability

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net income/(expenditure)		135,599	70,656
Adjustments to cash flows from non-cash items			
Depreciation	7	5,530	6,505
Investment income	5	(7,458)	(7,203)
Profit on disposal of tangible fixed assets		(1,445)	-
Revaluation of investments		(4,908)	(25,484)
		127,318	44,474
Working capital adjustments			
Increase in debtors	17	(277,169)	(1,577)
Increase/(decrease) in creditors	19	33,314	(97,146)
Net cash flows from operating activities		(116,537)	(54,249)
Cash flows from investing activities			
Interest receivable and similar income	5	7,458	7,203
Purchase of tangible fixed assets	15	(14,855)	(660)
Sale of tangible fixed assets		11,000	-
Purchase of investments	16	(121,480)	(5,108)
Sale of investments		113,108	-
Net cash flows from investing activities		(4,769)	1,435
Cash flows from financing activities			
Repayment of loans and borrowings	19	-	(32,401)
Net decrease in cash and cash equivalents		(121,306)	(85,215)
Cash and cash equivalents at 1 April		1,206,652	1,291,867
Cash and cash equivalents at 31 March		1,085,346	1,206,652

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 18 to 34 form an integral part of these financial statements.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Conway House Ackhurst Business Park
Foxhole Road
Chorley
Lancashire
PR7 1NY

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Link-Ability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of the financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It can also require the trustees to exercise their judgement in the process of applying the charity's accounting policies. The charity is not considered to have any critical accounting estimates or judgements at this time.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Leasehold improvements	25% to 33% on cost
Office equipment and fixtures	5% to 25% on cost
Service base equipment and fixtures	5% to 25% on cost
Caravan for service users	10% on cost

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

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

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

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

Basic financial assets

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

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Employee benefits

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

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

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies;				
Donations received	20,536	3,211	23,747	2,056
Legacies	-	-	-	11,160
Other income	4,225	-	4,225	11,474
	<u>24,761</u>	<u>3,211</u>	<u>27,972</u>	<u>24,690</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Income from charitable activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Provision of care	7,404,902	7,404,902	6,413,385
Grants received	-	-	600
	7,404,902	7,404,902	6,413,985

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	197	197	354
Other income from fixed asset investments	7,261	7,261	6,849
	7,458	7,458	7,203

6 Other income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Gains on sale of tangible fixed assets for charity's own use	1,445	1,445	-
	1,445	1,445	-

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Expenditure on raising funds

a) Investment management costs

	Note	Unrestricted funds General £	Total 2025 £	Total 2024 £
Other investment management costs;				
Amounts payable to investment managers		4,078	4,078	2,905
		<u>4,078</u>	<u>4,078</u>	<u>2,905</u>

8 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £
Provision of care		5,887,983	16,788	5,904,771
Support staff costs		997,980	-	997,980
Other support costs	9	372,425	3,600	376,025
Governance costs	9	28,233	-	28,233
		<u>7,286,621</u>	<u>20,388</u>	<u>7,307,009</u>

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £
Provision of care		5,103,532	19,248	5,122,780
Support staff costs		901,617	-	901,617
Other support costs	9	349,895	3,600	353,495
Governance costs	9	19,909	-	19,909
		<u>6,374,953</u>	<u>22,848</u>	<u>6,397,801</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

9 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Info technology £	Staff costs £	Admin costs £	Premises costs including depreciation £	Other support costs £	Total 2025 £
Provision of care	100%	<u>28,233</u>	<u>629</u>	<u>70,156</u>	<u>26,276</u>	<u>44,962</u>	<u>173,907</u>	<u>60,095</u>	<u>404,258</u>

	Basis of allocation	Governance costs £	Finance costs £	Info technology £	Staff costs £	Admin costs £	Premises costs including depreciation £	Other support costs £	Total 2024 £
Provision of care	100%	<u>19,909</u>	<u>783</u>	<u>69,518</u>	<u>28,142</u>	<u>37,425</u>	<u>152,331</u>	<u>65,296</u>	<u>373,404</u>

Governance costs

	Unrestricted funds General £	Total 2025 £
Audit fees		
Audit of the financial statements	9,000	9,000
Allocated support costs	<u>19,233</u>	<u>19,233</u>
	<u>28,233</u>	<u>28,233</u>
	Unrestricted funds General £	Total 2024 £
Audit fees		
Audit of the financial statements	5,000	5,000
Allocated support costs	<u>14,909</u>	<u>14,909</u>
	<u>19,909</u>	<u>19,909</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

10 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025	2024
	£	£
Audit fees	9,000	5,000
Profit on disposal of tangible fixed assets	(1,445)	-
Depreciation of fixed assets	5,530	6,793
	5,530	6,793

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

12 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	5,566,578	4,930,105
Social security costs	528,569	412,838
Pension costs	166,295	142,046
	6,261,442	5,484,989

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Care and support staff	255	234

The number of employees whose emoluments fell within the following bands was:

	2025	2024
	No	No
£60,001 - £70,000	1	1
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

The total employee benefits of the key management personnel of the charity were £438,764 (2024 - £410,847).

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

13 Auditors' remuneration

	2025 £	2024 £
Audit of the financial statements	9,000	5,000

14 Taxation

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

15 Tangible fixed assets

	Leasehold improvements £	Office equipment and fixtures £	Service base equipment and fixtures £	Caravan for service users £	Total £
Cost					
At 1 April 2024	37,506	105,727	89,721	36,004	268,958
Additions	-	14,257	598	-	14,855
Disposals	-	-	-	(36,004)	(36,004)
At 31 March 2025	37,506	119,984	90,319	-	247,809
Depreciation					
At 1 April 2024	37,506	96,303	88,112	22,849	244,770
Charge for the year	-	321	1,609	3,600	5,530
Eliminated on disposals	-	-	-	(26,449)	(26,449)
At 31 March 2025	37,506	96,624	89,721	-	223,851
Net book value					
At 31 March 2025	-	23,360	598	-	23,958
At 31 March 2024	-	9,424	1,609	13,155	24,188

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

16 Fixed asset investments

	2025 £	2024 £
Listed investments	<u>323,675</u>	<u>310,395</u>
	Listed investments £	Total £
Cost or Valuation		
At 1 April 2024	310,395	310,395
Additions	121,480	121,480
Disposals	(113,108)	(113,108)
Revaluation	<u>4,908</u>	<u>4,908</u>
At 31 March 2025	<u>323,675</u>	<u>323,675</u>
Net book value		
At 31 March 2025	<u>323,675</u>	<u>323,675</u>
At 31 March 2024	<u>310,395</u>	<u>310,395</u>

17 Debtors

	2025 £	2024 £
Trade debtors	82,003	54,303
Prepayments and accrued income	578,156	331,091
Other debtors	<u>6,974</u>	<u>4,570</u>
	<u>667,133</u>	<u>389,964</u>

18 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	<u>1,085,346</u>	<u>1,206,652</u>

The charity has corporate governance over bank balances amounting to £339k (2024: £339k) in relation to the people who it supports but does not have beneficial ownership and therefore these are not included in the financial statements.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

19 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	92,922	73,226
Other taxation and social security	91,434	86,788
Other creditors	32,732	121,455
Accruals and deferred income	537,161	439,466
	<u>754,249</u>	<u>720,935</u>

20 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	2025 £	2024 £
Other		
Within one year	98,112	54,056
Between one and five years	202,808	96,393
After five years	24,000	9,000
	<u>324,920</u>	<u>159,449</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

21 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
<i>General</i>						
Unrestricted funds	1,002,931	7,438,566	(7,290,699)	(57,000)	4,909	1,098,707
Revaluation reserve	70,056	-	-	-	-	70,056
	<u>1,072,987</u>	<u>7,438,566</u>	<u>(7,290,699)</u>	<u>(57,000)</u>	<u>4,909</u>	<u>1,168,763</u>
<i>Designated</i>						
Development	95,037	-	-	-	-	95,037
Refurbishment	-	-	-	57,000	-	57,000
	<u>95,037</u>	<u>-</u>	<u>-</u>	<u>57,000</u>	<u>-</u>	<u>152,037</u>
Total unrestricted funds	<u>1,168,024</u>	<u>7,438,566</u>	<u>(7,290,699)</u>	<u>-</u>	<u>4,909</u>	<u>1,320,800</u>
Restricted funds						
West Lancashire Positive Living	17,426	-	(17,426)	-	-	-
Skills for care	-	1,200	(1,200)	-	-	-
Rochdale BC - Innovation grant	7,746	-	-	-	-	7,746
Spire donation	17,068	2,011	(1,762)	-	-	17,317
Total restricted funds	<u>42,240</u>	<u>3,211</u>	<u>(20,388)</u>	<u>-</u>	<u>-</u>	<u>25,063</u>
Total funds	<u>1,210,264</u>	<u>7,441,777</u>	<u>(7,311,087)</u>	<u>-</u>	<u>4,909</u>	<u>1,345,863</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

Analysis of funds - prior year

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
<i>General</i>						
Unrestricted funds	1,032,604	6,443,222	(6,377,858)	(95,037)	-	1,002,931
Revaluation reserve	<u>44,572</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>25,484</u>	<u>70,056</u>
	1,077,176	6,443,222	(6,377,858)	(95,037)	25,484	1,072,987
<i>Designated</i>						
Development	<u>-</u>	<u>-</u>	<u>-</u>	<u>95,037</u>	<u>-</u>	<u>95,037</u>
Total unrestricted funds	<u>1,077,176</u>	<u>6,443,222</u>	<u>(6,377,858)</u>	<u>-</u>	<u>25,484</u>	<u>1,168,024</u>
Restricted						
West Lancashire Positive Living	21,026	-	(3,600)	-	-	17,426
Rochdale BC - Workforce grant	18,648	-	(18,648)	-	-	-
Rochdale BC - Innovation grant	7,746	-	-	-	-	7,746
Spire donation	15,012	2,056	-	-	-	17,068
Skills For Care - Registered Managers Network	<u>-</u>	<u>600</u>	<u>(600)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total restricted funds	<u>62,432</u>	<u>2,656</u>	<u>(22,848)</u>	<u>-</u>	<u>-</u>	<u>42,240</u>
Total funds	<u>1,139,608</u>	<u>6,445,878</u>	<u>(6,400,706)</u>	<u>-</u>	<u>25,484</u>	<u>1,210,264</u>

The specific purposes for which the funds are to be applied are as follows:

The Roots donation is to be applied to provide training and equipment for the benefit of staff and service users in Rochdale.

The Charity took over the operations of West Lance Positive Living Limited in 2016, including staff and service users. Prior to being formally dissolved, West Lance Positive Living Limited made donations to Link-Ability of its remaining bank balances, and it also donated a static caravan, which was held for the benefit of service users.

The caravan was upgraded to a newer caravan and continues to be offered for use by service users. The fund value carried forwards includes the carrying value of tangible fixed assets purchased as restricted asset (including the caravan).

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

22 Analysis of net assets between funds

	Unrestricted funds		Restricted funds £	Total funds at 31 March 2025 £
	General £	Designated £		
Tangible fixed assets	23,958	-	-	23,958
Fixed asset investments	323,675	-	-	323,675
Current assets	1,575,379	152,037	25,063	1,752,479
Current liabilities	(754,249)	-	-	(754,249)
Total net assets	1,168,763	152,037	25,063	1,345,863

	Unrestricted funds		Restricted funds £	Total funds at 31 March 2024 £
	General £	Designated £		
Tangible fixed assets	11,033	-	13,155	24,188
Fixed asset investments	310,395	-	-	310,395
Current assets	1,472,494	95,037	29,085	1,596,616
Current liabilities	(720,935)	-	-	(720,935)
Total net assets	1,072,987	95,037	42,240	1,210,264

23 Analysis of net funds

	At 1 April 2024 £	Financing cash flows £	At 31 March 2025 £
Cash at bank and in hand	1,206,652	(120,265)	1,086,387
Net debt	1,206,652	(120,265)	1,086,387

	At 1 April 2023 £	Financing cash flows £	At 31 March 2024 £
Cash at bank and in hand	1,291,867	(86,215)	1,205,652
Debt due after more than one year	(32,401)	32,401	-
Net debt	1,259,466	(53,814)	1,205,652

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

24 Related party transactions

During the year the Charity entered into the following transactions with related parties:

Community Living Initiatives - This charitable organisation publishes a sector specific magazine - 'Community Living'. Mrs J Adshead is a director. In the year ended 31 March 2025 Link-Ability paid £4,000 for sponsorship and advertising (2024: £4,000). At the year end date there was no balance outstanding.

The Lancashire Learning Disability Consortium (LLDC) - Link-Ability is a member of this organisation and Mrs J Adshead sits on its board. During the year ended 31 March 2025 Link-Ability paid membership fees of £600 (2024: £800). At the year end date there was no balance outstanding.

The related parties are charities or community organisations with activities which are complementary to and in furtherance of the objectives of Link-Ability. The trustees and officers of Link-Ability do not receive remuneration from these organisations and do not hold any beneficial interest.

No guarantees have been given or received.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2025

25 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	22,634	2,056	24,690
Charitable activities	4	6,413,385	600	6,413,985
Investment income	5	7,203	-	7,203
Total income		<u>6,443,222</u>	<u>2,656</u>	<u>6,445,878</u>
Expenditure on:				
Raising funds	7	(2,905)	-	(2,905)
Charitable activities	8	<u>(6,374,953)</u>	<u>(22,848)</u>	<u>(6,397,801)</u>
Total expenditure		<u>(6,377,858)</u>	<u>(22,848)</u>	<u>(6,400,706)</u>
Net income/(expenditure)		65,364	(20,192)	45,172
Other recognised gains and losses				
Gains/(losses) on revaluation of fixed assets		<u>25,484</u>	-	<u>25,484</u>
Net movement in funds		90,848	(20,192)	70,656
Reconciliation of funds				
Total funds brought forward		<u>1,077,176</u>	<u>62,432</u>	<u>1,139,608</u>
Total funds carried forward	21	<u>1,168,024</u>	<u>42,240</u>	<u>1,210,264</u>

LINK-ABILITY

England & Wales - Charity number 701132

Accounts

Company registration number: 02350533

Charity registration number: 701132

Link-Ability

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

FRIDAY



ADE0DWJ4

A23

18/10/2024

#47

COMPANIES HOUSE

Link-Ability

Contents

Reference and Administrative Details	1
Strategic Report	2 to 6
Trustees' Report	7 to 10
Independent Auditors' Report	11 to 13
Statement of Financial Activities	14
Balance Sheet	15
Statement of Cash Flows	16
Notes to the Financial Statements	17 to 33

Link-Ability

Reference and Administrative Details

Trustees	Mr Philip Entwistle - Chair Mrs Christine Chu Mr John Holland, (resigned 19 January 2024) Mrs Kathryn Pattinson - Finance Chair Mrs Alison Tupling Ms Claire Margerison, (appointed 5 September 2023) Mr Peter Sullivan, (appointed 5 September 2023)
Secretary	Mrs C Cochrane
Chief Executive Officer	Mrs J Adshhead
Charity Registration Number	701132
Company Registration Number	02350533
Registered Office	The charity is incorporated in England and Wales. Conway House Ackhurst Business Park Foxhole Road Chorley Lancashire PR7 1NY
Auditor	Smith & Goulding Limited 2 Southport Road Chorley Lancashire PR7 1LB
Solicitors:	Brabners LLP Horton House Exchange Flags Liverpool L2 3YL
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Investment Managers	RBC Brewin Dolphin 1 The Avenue Spinningfields Square Hardman Street Manchester M3 3AP

Link-Ability

Strategic Report for the Year Ended 31 March 2024

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2024, in compliance with s414C of the Companies Act 2006.

Achievements and performance

Staff recruitment in the year eased having found that we have greater volumes of applications and offered more work to staff from overseas. We have however after careful consideration stopped short of offering sponsorship for overseas candidates. Due to the higher volume of staff being recruited we began to use the 'Due Diligence Checking' service. This external service provides pre-employment screening, reference requests, DBS and right to work checks. This ensured that our full-time recruiter was able to devote more resource to interviewing and inducting new recruits.

We continued to offer progression into more responsible roles for those capable staff who wished to progress. Although staffing numbers have increased in the year safe staffing levels were maintained throughout the year with the continued use of some external agency workers.

Staff training continued in person for in house safeguarding and first aid. New online platform 'My Learning Cloud' had proved extremely efficient and effective. Training profiles are produced so the needs of the people we support are met. Reports are easily accessed by the cloud-based system enabling compliance with regulatory requirements. Our policies are also available on this platform which enables staff to explore these are they complete the relevant learning. Staff may access the system from wherever they are based.

An additional paid bank holiday was enjoyed by all of our staff for King Charles's coronation in May 2023.

We were saddened in the year as two serving members of staff sadly passed away. The people supported by the staff have been supported to come to terms with their loss as have the staff who had worked with them closely as colleagues. We were touched to be involved with one funeral as some of our team who were close friends to the deceased were pallbearers during the requiem Mass.

Trustee board meetings and sub board meetings continued. Most full board meetings taking place in person with a hybrid facility for those who prefer this. Sub boards have continued mainly on Teams. These meetings proving invaluable to the strategic direction and smooth running of the organisation.

The Board and management team met for a strategy and planning day in May 2023. Members of the new Preston team were able to meet informally with trustees over lunch at Chorley Golf Club.

The annual general meeting took place on 5th September at Conway House. The meeting was facilitated in a hybrid configuration to enable those unable to travel from our branch locations to attend.

Provider meetings with LCC and RBC continued to take place. Throughout the year the Executive Director continued to work alongside other office bearers of the Lancashire Learning Disability Consortium. Member organisations worked together to share experiences and good practice; and provide mutual support in matters arising. In addition, she continued to take part in the Northwest Commissioners and Chief Executive Core group facilitated by Skills for Care. Our registered managers and operations managers joined the Lancashire Learning Disability Registered Manager Network. They attend groups as champions for sex and relationships, safeguarding, infection control and positive behaviour management. Our Assistant Directors attended the Lancashire Learning Disability Forum and the Oliver McGowan Operational Delivery Group, the Rochdale Learning Disability Partnership Board, Health Inequalities Group, Lancashire Care Home Forum.

Link-Ability

Strategic Report for the Year Ended 31 March 2024

Our tenants group meetings 'Linked Voices' were reimagined and in the year were facilitated by an external drama therapist Susie. We included information/educational topics such as 'Staying Safe,' 'World Issues' and 'Helping Others.' Importantly the opportunity to express views about the quality of service was provided. The use of the red buzzer for things that are not working and golden buzzer for things that are working along with sound effects proved extremely popular. More importantly the practical solutions to problems were explored and then put forward to the management and board of Link-Ability in the form of a report.

Drama, choir, art, gardening, music and many social activity groups were enjoyed by those we support in the year.

Sadly, in the year two people we support in the Rochdale location and one in the West Lancashire location passed away. The people we support and their teams and families will continue to be offered support to come to terms with these losses.

The Family Forum continued to meet in line with the origins of the Charity as a family led organisation. Amongst the topics covered during the year were: The Money Carer project, staff recruitment, who's who at Link-Ability, findings from the staff survey, findings from Linked Voices sessions and local authority care charges. These sessions proved invaluable to maintaining excellent communication with families throughout the year.

Lancashire County Council continued to monitor our Supported Living services against the contract criteria and have been happy with our performance. The 12-month review focused on Chorley services this year. Homes of the people support were visited by the officers of the council and data reviewed. Only minimal actions have been recorded. Rochdale Borough Council monitored the contracts for supported living, homecare and outreach against a new set of criteria. Officers of the council attend a Link-Ability music session from which we received extremely positive feedback. Link-Ability is working in partnership with Rochdale Borough Council to make amendments to the monitoring system.

Our partnership with The Money Carer Foundation has continued and at the end of the year in review the majority of bank accounts in the Chorley location are now administered in partnership with them and Cash Plus Bank. People we support have enjoyed greater independence with the use of their debit cards for their shopping including online. Managers at Link-Ability are able to monitor the accounts in real time and family advocates remain involved as they wish.

CQC announced their new inspection framework in 2023. Although the fundamental standards remain unchanged a new way of inspecting has been launched in the year. Registered manager, senior managers and the operations team working hard to learn what is expected from the new system. During the year, no Link-Ability locations were inspected.

Our new partnership with Onward Homes meant that the first of 4 newly refurbished bungalows became home to two women in the Rochdale location in March 2024. A new staff team has been recruited to support the women and referrals have been received for the remaining 2 bungalows. A selection process is ongoing with levels of need and compatibility being assessed in partnership with Rochdale Borough Council.

Link-Ability

Strategic Report for the Year Ended 31 March 2024

Plans for the replacement of the original Link-Ability house have progressed well during the year. The new property has now been acquired by Progress Housing. Work to convert this small bungalow into a bespoke home for 4 people with a very high level of need has commenced. It is anticipated that the work will be completed in time for people to take up their tenancy in August 2024. Conversely meetings to establish the process of handing back the old property took place in January with housing provider Jigsaw Homes. Jigsaw Homes have kindly agreed to allow the tenants to remain in the property as long as in needed in line with the completion of the works. Jigsaw Homes have offered the property to other social care providers as Link-Ability do not plan to retain it.

In February 2024 Link-Ability passed the 35 years since incorporation milestone. The day passed off quietly however a larger celebration is planned for June 2024 at Rivington Barn where we are anticipating being entertained by drama/music groups for all four locations.

Financial review

The Board of Trustees have acted with prudence and care in challenging times and rising employee associated costs. Total income on unrestricted funds during the year ended 31 March 2024 was £6,443,222 (2023: £6,160,577). The total unrestricted funds applied as expenditure for charitable purposes were £6,377,858 (2023: £5,634,948), resulting in a surplus on general funds for the year of £65,364 (2023: £525,629). Gains on investments of £25,484 (2023: Losses £22,727) resulted in a net movement after investments of £90,848 (2023: £502,992).

Link-Ability maintains a discretionary long service award scheme. Employees qualify for small discretionary awards following 5, 10, 15, 20, 25 and 30 years continued service.

During the year ended 31 March 2024 Link-Ability received income on restricted funds of £2,656 (2023: £53,235), with restricted expenditure of £22,848 (2023: £22,471). The balance on restricted funds as at 31 March 2024 was £42,240 (2023: £62,432).

Policy on reserves

This reserve is unrestricted and can be used for any purpose within the Charity's objectives. The Trustees aim for Link-Ability to hold sufficient reserves, in order to maintain continuity and consistency to service users and employees in the event of a gap in funding, or the loss of a service provision contract. This includes the reduction in income due to voids (unoccupied places in homes). If a service user moves on or sadly passes away, the Charity wishes to allow ample time for people to adjust to this change, and for service users to be properly consulted about new people moving into Link-Ability's support. The availability of reserves for this purpose bridges what may be substantially long periods of loss of fees/rents. The general reserves held on 31 March 2024 represent approximately 1.4 months' worth of charitable expenditure based on current activity levels.

Investment policy and objectives

The investment policy of the Trustees is to invest and grow at least in line with inflation, to assist with the sustainability of the organisation. The investment portfolio is managed by Brewin Dolphin, in a balanced portfolio, which takes account of social, environmental and ethical considerations with the ability to move investments if an ethical debate arises.

The Trustees review the investment performance and the investment objective on an annual basis.

Given the challenging investment conditions over the past year, the Investment Managers have performed as well as can be expected. The Trustees continue to monitor the investment performance on a quarterly basis.

Link-Ability

Strategic Report for the Year Ended 31 March 2024

Plans for future periods

Aims and key objectives for future periods

Continue to recruit in the Rochdale location, in anticipation of the completion of the selections of new tenants for the two remaining bungalows.

Continue to work with Progress Housing, the contractor and health and social care professionals towards the current occupants of Mavis Drive taking up their tenancies in their new purpose-built home.

We aim to further digitise our processes to streamline our financial and administrative work in partnership with software companies and professional advisors.

We aim to develop a new website, associated social media and promotional material to enhance our reputation amongst the communities we serve and those we wish to support, employ and volunteer for us.

We aim to complete our work in transferring people we have supported with their banking and finances: onto a new digital platform with the Money Carer Foundation charity, safely using carer cards instead of cheques and cash.

We wish to recruit new trustees to ensure the future smooth running of the organisation.

We aim to set up a mentoring programme for staff at all levels.

We aim to review our office spaces to enable best practice and sustain the continued growth of the organisation into the future.

We aim to provide exceptional care to those we support by innovation and creativity in all that we do.

Link-Ability

Strategic Report for the Year Ended 31 March 2024

Principal risks and uncertainties

Reviewing major risk

Link-Ability has and maintains a risk framework that is reviewed at least annually. Overview and scrutiny are undertaken by the full Board of Trustees, senior management and other stakeholders, as appropriate. For example, ensuring staff continuity in the event of a pandemic, extreme adverse weather conditions or IT failure and cyber-attack.

The review of the risks, to the continuity of the business of the charity in connection with a pandemic have proved invaluable in the planning towards managing major future risks.

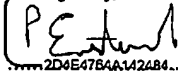
The Charity maintains comprehensive insurance to cover a range of potential risks, including Trustee and Officers professional indemnity, employee and public liability. Excellent advice comes from our broker DE Ford.

Sector pressures from a funding perspective continue to present enormous challenge to providers such as Link-Ability. Recruitment to the care sector continues to be challenging, not helped by its lack of positive public image. Many Link-Ability staff are paid more than the Real Living Wage, and all are aware that there is attainable progression beyond the entry level for all roles. We continue to value our workforce, as we believe it to be our greatest asset supporting the aims of the charity. We are committed to the pursuance of proper remuneration of the workforce in recognition of the value of the work performed, and continue to lobby those with the power to affect changes to this. At the end of the period in review Link-Ability, Rochdale, West Lancashire and Preston are all fully staffed. The staff vacancies at the Chorley location have reduced significantly.

As has been consistently reported each year, given the nature of the volatile market Link-Ability operates in, there is an ever-present risk of the sudden loss of fees, sadly due to the death of someone it supports. To manage the risk, Link-Ability continues to carry a void reserve, that for a short period can ameliorate the risk. As mentioned in past reports this gives time to review staffing need and look at redeployment.

The strategic report was approved by the trustees of the charity on 10 September 2024 and signed on its behalf by:

Signed by:



.....2D9E47BAA142484.....

Mr Philip Entwistle - Chair
Trustee

Link-Ability

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2024.

Objectives and activities

Objects and aims

Link-Ability's broad objective is to provide services to adults (including young people in transition from children's services), who have learning disabilities, so as to enable them to live in and be part of the local community. The objects of the Charity are also underpinned with a number of core values, such as all people supported have a right to live a life of their own choosing, in their own neighbourhood. This means the human rights and opportunity to citizenship irrespective of ability is upheld.

The communities in which Link-Ability presently provides services are Chorley / South Ribble, Ormskirk, Tarleton and Skelmersdale (Lancashire County Council), and Rochdale, Heywood and Middleton (Rochdale Borough Council) and from May 2022 the Preston area.

People using Link-Ability's care and support services may also experience physical and sensory impairment; they may also have positive behavioural support needs and / or experience enduring mental health needs. Link-Ability currently discharges this objective through the regulated provision of Registered Care or Registered Domiciliary Care and support to adults or younger people within the provisions of The Health and Social Care Act 2008. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

For the year in review the Care Quality Commission undertook no inspections of our services. All current CQC reports are on both the CQC website <https://www.cqc.org.uk/provider/1-101612259> and Link-Ability's website, www.linkability.org.uk CQC has informed the Charity that due to the ongoing Coronavirus situation the normal inspection processes are severely delayed. CQC has examined the data that it holds on Link-Ability and have found no evidence which would necessitate the prioritising of inspection for any of the four locations.

Public benefit

The Trustees are confident that the activities detailed below satisfy the requirement of the Charity to show that it meets the public benefit requirements in accordance with the duty in section 14(2) of the 2016 Charities Act.

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

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Going concern

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

Trustees and officers

Mr Phil Entwistle remains as Chairperson, with Mrs Christine Chu as Vice Chairperson.

We were pleased to welcome Mrs Claire Margerison and Mr Peter Sullivan to join the Board during the year.

Link-Ability is extremely grateful to Mr John Holland who retired during the year for his service to the Charity

Link-Ability

Trustees' Report

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Mr Philip Entwistle - Chair
	Mrs Christine Chu
	Mr John Holland, (resigned 19 January 2024)
	Mrs Kathryn Pattinson - Finance Chair
	Mrs Alison Tupling
	Ms Claire Margerison, (appointed 5 September 2023)
	Mr Peter Sullivan, (appointed 5 September 2023)
Chief Executive Officer:	Mrs J Adshead
Secretary:	Mrs C Cochrane

Structure, governance and management

Nature of governing document

The organisation is a charitable company limited by guarantee, incorporated on 21 February 1989 and registered as a charity on 2 March 1989.

The Memorandum and Articles of Association govern the activities of the Charity, these were amended, and a resolution passed in September 2018 to enable the amendments. In addition, two supporting documents were developed, these being, a 'person specification for the appointment of trustees' and 'rules relating to the admission of beneficiary members'.

The Board apply Charity Governance Code and the seven principles of organisation purpose, leadership, integrity, decision making and risk control, effectiveness, diversity and openness and accountability to the running of the Charity.

Recruitment and appointment of trustees

Trustee/Director's are sought whose skills build on the skill base of the existing Board of Trustees which are outlined in the Person Specification for the appointment of trustees' document. Where possible Link-Ability seeks to appoint Trustees living in communities in which it provides care and support services, personal lived experience of the needs of beneficiaries and/or skills required by the Board.

Under normal circumstances trustees must not receive any monies or material benefit from the charity. Trustees may only be remunerated, employed or provide goods or services to the charity in the most exceptional of circumstances as outlined in detail in the governing document. Link-Ability is permitted however to refund legitimate Trustee expenses. During the year Trustees have not claimed any expenses. There is a process of application for new Trustees that includes taking references, undertaking background checks such as a Disclosure and Baring Service (DBS) check and attending/observing a number of Board and/or Sub Board meetings. The applicant receives all the relevant information regarding the organisation, Trustee Job Description, Guidance on Trustee Responsibilities and Trustee National Occupational Standards. This is further supported with verbal information from The Executive Director and/or Chair of Trustees/an experienced Trustee. Once the prospective Trustee has attended a series of meetings the Chair discusses the applicant's suitability with other Trustees and will meet with the prospective Trustee prior to their appointment at the next Board meeting. The appointment is confirmed formally at the next AGM.

Link-Ability

Trustees' Report

Induction and training of trustees

The induction and training of Trustees continues with the provision of an induction pack comprising previous minutes, the latest audited financial report, organisational structures and plans, dates of meetings and a copy of the Memorandum and Articles of Association.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Statement of trustees' responsibilities

The trustees (who are also the directors of Link-Ability for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

Link-Ability

Trustees' Report

The trustees are responsible for keeping proper accounting records that can 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 10 September 2024 and signed on its behalf by:

Signed by:



204E4769A142484.....
Mr Philip Entwistle - Chair
Trustee

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion

We have audited the financial statements of Link-Ability (the 'charity') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion on other matter prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 9 and 10), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and addressing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

- We obtained an understanding of laws and regulations that affect the Charity, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the Statement of Recommended Practice applicable to Charities.
- We enquired of the Members and reviewed meeting minutes for evidence of non-compliance with relevant laws and regulations.
- We enquired of the Members about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations was discussed within the audit team and tests were planned and performed to address these risks.
- We enquired of the Members about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Simm FCA (Senior Statutory Auditor)
For and on behalf of Smith & Goulding Limited, Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

Date: 18/9/2024

Link-Ability

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £	
Income and Endowments from:					
Donations and legacies	3	22,634	2,056	24,690	456,975
Charitable activities	4	6,413,385	600	6,413,985	5,750,798
Investment income	5	7,203	-	7,203	6,039
Total income		<u>6,443,222</u>	<u>2,656</u>	<u>6,445,878</u>	<u>6,213,812</u>
Expenditure on:					
Raising funds	6	(2,905)	-	(2,905)	(2,821)
Charitable activities	7	(6,374,953)	(22,848)	(6,397,801)	(5,654,598)
Total expenditure		<u>(6,377,858)</u>	<u>(22,848)</u>	<u>(6,400,706)</u>	<u>(5,657,419)</u>
Net income/(expenditure)		65,364	(20,192)	45,172	556,393
Other recognised gains and losses					
Gains/(losses) on revaluation of fixed assets investments	15	25,484	-	25,484	(22,727)
Net movement in funds		90,848	(20,192)	70,656	533,666
Reconciliation of funds					
Total funds brought forward		<u>1,077,176</u>	<u>62,432</u>	<u>1,139,608</u>	<u>605,942</u>
Total funds carried forward	20	<u>1,168,024</u>	<u>42,240</u>	<u>1,210,264</u>	<u>1,139,608</u>

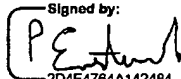
All of the charity's activities derive from continuing operations during the above two periods.

Link-Ability

(Registration number: 02350533)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	24,188	30,033
Investments	15	310,395	279,803
		334,583	309,836
Current assets			
Debtors	16	389,964	388,387
Cash at bank and in hand	17	1,206,652	1,291,867
		1,596,616	1,680,254
Creditors: Amounts falling due within one year	18	(720,935)	(850,482)
Net current assets		875,681	829,772
Net assets		1,210,264	1,139,608
Funds of the charity:			
Restricted income funds			
Restricted funds	20	42,240	62,432
Unrestricted income funds			
Unrestricted funds		1,168,024	1,077,176
Total funds	20	1,210,264	1,139,608

The financial statements on pages 14 to 33 were approved by the trustees, and authorised for issue on 10 September 2024 and signed on their behalf by:

Signed by:

3D4E4764A142484
 Mr Philip Entwistle - Chair
 Trustee

The notes on pages 17 to 33 form an integral part of these financial statements.

Link-Ability

Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net income/(expenditure)		70,656	533,666
Adjustments to cash flows from non-cash items			
Depreciation	6	6,505	7,321
Investment income	5	(7,203)	(6,039)
Revaluation of investments		<u>(25,484)</u>	<u>23,480</u>
		44,474	558,428
Working capital adjustments			
(Increase)/decrease in debtors	16	(1,577)	54,056
(Decrease)/increase in creditors	18	<u>(97,146)</u>	<u>216,227</u>
Net cash flows from operating activities		<u>(54,249)</u>	<u>828,711</u>
Cash flows from investing activities			
Interest receivable and similar income	5	7,203	6,039
Purchase of tangible fixed assets	14	(660)	(4,996)
Purchase of investments	15	<u>(5,108)</u>	<u>-</u>
Net cash flows from investing activities		1,435	1,043
Cash flows from financing activities			
Repayment of loans and borrowings	18	<u>(32,401)</u>	<u>(10,000)</u>
Net (decrease)/increase in cash and cash equivalents		(85,215)	819,754
Cash and cash equivalents at 1 April		<u>1,291,867</u>	<u>472,113</u>
Cash and cash equivalents at 31 March		<u><u>1,206,652</u></u>	<u><u>1,291,867</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 17 to 33 form an integral part of these financial statements.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Conway House Ackhurst Business Park
Foxhole Road
Chorley
Lancashire
PR7 1NY

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Link-Ability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of the financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It can also require the trustees to exercise their judgement in the process of applying the charity's accounting policies. The charity is not considered to have any critical accounting estimates or judgements at this time.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Leasehold improvements	25% to 33% on cost
Office equipment and fixtures	5% to 25% on cost
Service base equipment and fixtures	5% to 25% on cost
Caravan for service users	10% on cost

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

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

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

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

Basic financial assets

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

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Employee benefits

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

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

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations received	-	2,056	2,056	439,432
Legacies	11,160	-	11,160	-
Other income	11,474	-	11,474	17,543
	<u>22,634</u>	<u>2,056</u>	<u>24,690</u>	<u>456,975</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Provision of care	6,413,385	-	6,413,385	5,714,575
Grants received	-	600	600	36,223
	<u>6,413,385</u>	<u>600</u>	<u>6,413,985</u>	<u>5,750,798</u>

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	354	354	124
Other income from fixed asset investments	6,849	6,849	5,915
	<u>7,203</u>	<u>7,203</u>	<u>6,039</u>

6 Expenditure on raising funds

a) Investment management costs

	Note	Unrestricted funds General £	Total 2024 £	Total 2023 £
Other investment management costs;				
Amounts payable to investment managers		2,905	2,905	2,821
		<u>2,905</u>	<u>2,905</u>	<u>2,821</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £
Provision of care		5,103,532	19,248	5,122,780
Support staff costs		901,617	-	901,617
Other support costs	8	349,895	3,600	353,495
Governance costs	8	19,909	-	19,909
		<u>6,374,953</u>	<u>22,848</u>	<u>6,397,801</u>

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £
Provision of care		4,612,194	22,471	4,634,665
Support staff costs		656,367	-	656,367
Other support costs	8	337,819	-	337,819
Governance costs	8	25,747	-	25,747
		<u>5,632,127</u>	<u>22,471</u>	<u>5,654,598</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

8 Analysis of governance and support costs

Support costs allocated to charitable activities

Basis of allocation	Governance costs £	Finance costs £	Info technology £	Staff costs £	Admin costs £	Premises costs	Other support costs	Total 2024 £	
						including depreciation £	£		
Provision of care	100%	<u>19,909</u>	<u>783</u>	<u>69,518</u>	<u>28,142</u>	<u>37,425</u>	<u>152,331</u>	<u>65,296</u>	<u>373,404</u>

Basis of allocation	Governance costs £	Finance costs £	Info technology £	Admin costs £	Premises costs	Other support costs	Total 2023 £	
					including depreciation £	£		
Provision of care	100%	<u>25,747</u>	<u>1,387</u>	<u>75,011</u>	<u>41,450</u>	<u>163,331</u>	<u>56,640</u>	<u>363,566</u>

Governance costs

	Unrestricted funds General £	Total 2024 £
Audit fees		
Audit of the financial statements	5,000	5,000
Allocated support costs	<u>14,909</u>	<u>14,909</u>
	<u>19,909</u>	<u>19,909</u>
	Unrestricted funds General £	Total 2023 £
Audit fees		
Audit of the financial statements	2,500	2,500
Allocated support costs	<u>23,247</u>	<u>23,247</u>
	<u>25,747</u>	<u>25,747</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2024 £	2023 £
Audit fees	5,000	2,500
Depreciation of fixed assets	<u>6,793</u>	<u>7,321</u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	4,930,105	4,515,329
Social security costs	412,838	360,772
Pension costs	<u>142,046</u>	<u>120,861</u>
	<u>5,484,989</u>	<u>4,996,962</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Care and support staff	<u>234</u>	<u>225</u>

The number of employees whose emoluments fell within the following bands was:

	2024 No	2023 No
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	<u>1</u>	<u>-</u>

The total employee benefits of the key management personnel of the charity were £410,847 (2023 - £341,182).

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Auditors' remuneration

	2024 £	2023 £
Audit of the financial statements	<u>5,000</u>	<u>2,500</u>

13 Taxation

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Tangible fixed assets

	Leasehold improvements £	Office equipment and fixtures £	Service base equipment and fixtures £	Caravan for service users £	Total £
Cost					
At 1 April 2023	37,505	105,067	89,721	36,004	268,297
Additions	<u>-</u>	<u>660</u>	<u>-</u>	<u>-</u>	<u>660</u>
At 31 March 2024	<u>37,505</u>	<u>105,727</u>	<u>89,721</u>	<u>36,004</u>	<u>268,957</u>
Depreciation					
At 1 April 2023	37,013	94,160	87,842	19,249	238,264
Charge for the year	<u>492</u>	<u>2,143</u>	<u>270</u>	<u>3,600</u>	<u>6,505</u>
At 31 March 2024	<u>37,505</u>	<u>96,303</u>	<u>88,112</u>	<u>22,849</u>	<u>244,769</u>
Net book value					
At 31 March 2024	<u>-</u>	<u>9,424</u>	<u>1,609</u>	<u>13,155</u>	<u>24,188</u>
At 31 March 2023	<u>492</u>	<u>10,907</u>	<u>1,879</u>	<u>16,755</u>	<u>30,033</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

15 Fixed asset investments

	2024 £	2023 £
Listed investments	<u>310,395</u>	<u>279,803</u>
	Listed investments	Total
	£	£
Cost or Valuation		
At 1 April 2023	279,803	279,803
Revaluation	25,484	25,484
Additions	<u>5,108</u>	<u>5,108</u>
At 31 March 2024	<u>310,395</u>	<u>310,395</u>
Net book value		
At 31 March 2024	<u>310,395</u>	<u>310,395</u>
At 31 March 2023	<u>279,803</u>	<u>279,803</u>

16 Debtors

	2024 £	2023 £
Trade debtors	54,303	95,216
Prepayments and accrued income	331,091	288,601
Other debtors	<u>4,570</u>	<u>4,570</u>
	<u>389,964</u>	<u>388,387</u>

17 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>1,206,652</u>	<u>1,291,867</u>

The charity has corporate governance over bank balances amounting to £339k (2023: £322k) in relation to the people who it supports but does not have beneficial ownership and therefore these are not included in the financial statements.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

18 Creditors: amounts falling due within one year

	2024	2023
	£	£
Bank loans	-	32,401
Trade creditors	73,226	66,005
Other taxation and social security	86,788	72,888
Other creditors	121,455	87,713
Accruals and deferred income	439,466	591,475
	720,935	850,482

19 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	2024	2023
	£	£
Other		
Within one year	54,056	42,056
Between one and five years	96,393	55,045
After five years	9,000	-
	159,449	97,101

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

20 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
<i>General</i>						
Unrestricted funds	1,032,604	6,443,222	(6,377,858)	(95,037)	-	1,002,931
Revaluation reserve	44,572	-	-	-	25,484	70,056
	<u>1,077,176</u>	<u>6,443,222</u>	<u>(6,377,858)</u>	<u>(95,037)</u>	<u>25,484</u>	<u>1,072,987</u>
<i>Designated</i>						
Development	-	-	-	95,037	-	95,037
Total unrestricted funds	<u>1,077,176</u>	<u>6,443,222</u>	<u>(6,377,858)</u>	<u>-</u>	<u>25,484</u>	<u>1,168,024</u>
Restricted funds						
West Lancashire Positive Living	21,026	-	(3,600)	-	-	17,426
Rochdale BC - Workforce grant	18,648	-	(18,648)	-	-	-
Rochdale BC - Innovation grant	7,746	-	-	-	-	7,746
Spire donation	15,012	2,056	-	-	-	17,068
Skills For Care - Registered Managers Network	-	600	(600)	-	-	-
Total restricted funds	<u>62,432</u>	<u>2,656</u>	<u>(22,848)</u>	<u>-</u>	<u>-</u>	<u>42,240</u>
Total funds	<u>1,139,608</u>	<u>6,445,878</u>	<u>(6,400,706)</u>	<u>-</u>	<u>25,484</u>	<u>1,210,264</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

Analysis of funds - prior year

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	506,975	6,160,577	(5,634,948)	-	1,032,604
Revaluation reserve	67,299	-	-	(22,727)	44,572
	<u>574,274</u>	<u>6,160,577</u>	<u>(5,634,948)</u>	<u>(22,727)</u>	<u>1,077,176</u>
Restricted					
Roots Donation	6,706	-	(6,706)	-	-
West Lancashire Positive Living	23,749	-	(2,723)	-	21,026
Skills for care	738	-	(738)	-	-
Infection control funding	475	-	(475)	-	-
Skills for care - Workforce Development Fund	-	500	(500)	-	-
Rochdale BC - Infection Control	-	9,329	(9,329)	-	-
Rochdale BC - Workforce grant	-	18,648	-	-	18,648
Rochdale BC - Innovation grant	-	7,746	-	-	7,746
Spire donation	-	17,012	(2,000)	-	15,012
Total restricted funds	<u>31,668</u>	<u>53,235</u>	<u>(22,471)</u>	<u>-</u>	<u>62,432</u>
Total funds	<u>605,942</u>	<u>6,213,812</u>	<u>(5,657,419)</u>	<u>(22,727)</u>	<u>1,139,608</u>

The specific purposes for which the funds are to be applied are as follows:

The Roots donation is to be applied to provide training and equipment for the benefit of staff and service users in Rochdale.

The Charity took over the operations of West Lance Positive Living Limited in 2016, including staff and service users. Prior to being formally dissolved, West Lance Positive Living Limited made donations to Link-Ability of its remaining bank balances, and it also donated a static caravan, which was held for the benefit of service users.

The caravan was upgraded to a newer caravan and continues to be offered for use by service users. The fund value carried forwards includes the carrying value of tangible fixed assets purchased as restricted asset (including the caravan).

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

21 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	11,033	-	13,155	24,188
Fixed asset investments	310,395	-	-	310,395
Current assets	1,472,494	95,037	29,085	1,596,616
Current liabilities	(720,935)	-	-	(720,935)
Total net assets	1,072,987	95,037	42,240	1,210,264

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets		13,278	16,755	30,033
Fixed asset investments		279,803	-	279,803
Current assets		1,634,577	45,677	1,680,254
Current liabilities		(850,482)	-	(850,482)
Total net assets		1,077,176	62,432	1,139,608

22 Analysis of net funds

	At 1 April 2023	Financing cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	1,291,867	(86,245)	1,205,622
Debt due after more than one year	(32,401)	32,401	-
Net debt	1,259,466	(53,844)	1,205,622

	At 1 April 2022	Financing cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	472,113	819,754	1,291,867
Debt due after more than one year	(42,401)	10,000	(32,401)
Net debt	429,712	829,754	1,259,466

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

23 Related party transactions

During the year the Charity entered into the following transactions with related parties:

Community Living Initiatives - This charitable organisation publishes a sector specific magazine - 'Community Living'. Mrs J Adshead is a director. In the year ended 31 March 2024 Link-Ability paid £4,000 for sponsorship and advertising (2023: £4,000).

The Lancashire Learning Disability Consortium (LLDC) - Link-Ability is a member of this organisation and Mrs J Adshead sits on its board. During the year ended 31 March 2024 Link-Ability paid membership fees of £800 (2023: £800).

The related parties are charities or community organisations with activities which are complementary to and in furtherance of the objectives of Link-Ability. The trustees and officers of Link-Ability do not receive remuneration from these organisations and do not hold any beneficial interest.

No guarantees have been given or received.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2024

24 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	439,963	17,012	456,975
Charitable activities	4	5,714,575	36,223	5,750,798
Investment income	5	6,039	-	6,039
Total income		<u>6,160,577</u>	<u>53,235</u>	<u>6,213,812</u>
Expenditure on:				
Raising funds	6	(2,821)	-	(2,821)
Charitable activities	7	(5,632,127)	(22,471)	(5,654,598)
Total expenditure		<u>(5,634,948)</u>	<u>(22,471)</u>	<u>(5,657,419)</u>
Net income		525,629	30,764	556,393
Other recognised gains and losses				
Gains/(losses) on revaluation of fixed assets		(22,727)	-	(22,727)
Net movement in funds		502,902	30,764	533,666
Reconciliation of funds				
Total funds brought forward		<u>574,274</u>	<u>31,668</u>	<u>605,942</u>
Total funds carried forward	20	<u>1,077,176</u>	<u>62,432</u>	<u>1,139,608</u>

LINK-ABILITY

England & Wales - Charity number 701132

Accounts

Company registration number: 02350533

Charity registration number: 701132

Link-Ability

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended 31 March 2023



Link-Ability

Contents

Reference and Administrative Details	1
Strategic Report	2 to 5
Trustees' Report	6 to 9
Independent Auditors' Report	10 to 12
Statement of Financial Activities	13
Balance Sheet	14
Statement of Cash Flows	15
Notes to the Financial Statements	16 to 30

Link-Ability

Reference and Administrative Details

Trustees	Mr Philip Entwistle - Chair Mrs Christine Chu Mr John Holland Mrs Kathryn Pattinson - Finance Chair Mrs Alison Tupling
Secretary	Mrs C Cochrane
Chief Executive Officer	Mrs J Adshead
Charity Registration Number	701132
Company Registration Number	02350533
Registered Office	The charity is incorporated in England and Wales. Conway House Ackhurst Business Park Foxhole Road Chorley Lancashire PR7 1NY
Auditor	Smith & Goulding Limited 2 Southport Road Chorley Lancashire PR7 1LB
Solicitors:	Brabners LLP Horton House Exchange Flags Liverpool L2 3YL
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Investment Managers	RBC Brewin Dolphin 1 The Avenue Spinningfields Square Hardman Street Manchester M3 3AP

Link-Ability

Strategic Report for the Year Ended 31 March 2023

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2023, in compliance with s414C of the Companies Act 2006.

Achievements and performance

During the year quality visits to tenancies in the community by members of the operations team were recommenced. These ensure that the support people receive in their homes is consistent with the demands of the regulations set out by the Care Quality Commission and their five 'Key Lines of Enquiry'. Senior support staff evaluate the quality of their work using documentation devised for this purpose. These visits continued to assess the correct use of PPE and infection prevention control measures needed to ensure the health and safety of all.

In Lancashire the Chorley and Ormskirk locations started to be monitored under the Lancashire County Council Approved Provider Framework for Supported Living and fee payments for these services were paid in arrears in line with the new framework. The finance sub-board and professional team continued to monitor the cash flow as the effects of this new arrangement became a reality.

Explain, our HR advisors, have continued to provide support on an ongoing basis and in particular to the process of transferring staff into Link-Ability's employment from the Spire Preston service.

The merger with Spire Preston Ltd was delayed slightly from the planned date of April 2022 to 23 May 2022 due to delays within the process of CQC registration. Link-Ability has very much enjoyed working with the new people who receive support, their families and staff who were transferred to our employment.

Staff continue to be trained both online and in person. Almost 6,000 online training courses were delivered to our staff members. The completion of diplomas was again delayed, being hindered by the inability of local colleges to deploy tutors to support the qualification.

Staff recruitment in the year became increasingly difficult as is the case for many sectors, but most sorely felt by the care sector. Link-Ability continued to pay the Real Living Wage, and took every opportunity to use best practice in recruitment, utilising resources from Skills for Care and seeing the benefits of the in-house recruitment co-ordinator. We turned our attention to best practice in retention from the first contact of new candidates, through the pre-employment stage, into induction and the probationary period. We offered progression into more responsible roles for several staff as the organisation has grown and developed. Safe staffing levels were maintained throughout the year with support from external agency workers. This is a resource which the organisation had not used for many years until the post pandemic era.

The Annual General Meeting took place in September at Rivington Barn. The required formal business of the charity was undertaken. Sadly, during the formal meeting an announcement proclaiming the death of Her Majesty the Queen was received. A minute of silence is unachievable at Link-Ability, so instead a period of applause in recognition of the respect of her was more appropriate. The evening progressed with the awarding of prizes to staff who had long service, and had been nominated and won awards. Attendees were also entertained by 4 performances by the staff and people supported in the Chorley, West Lancashire, Heywood and Preston locations.

Provider meetings with LCC and RBC continued to take place. Throughout the year the Executive Director continued to work alongside other office bearers of the Lancashire Learning Disability Consortium. Member organisations worked together to share experiences and good practice; and provide mutual support in matters arising from the post pandemic climate.

Link-Ability

Strategic Report for the Year Ended 31 March 2023

The Family Forum continued to meet in line with the origins of the Charity as a family led organisation. During the year the attendance at the group continued to be patchy, and we were able to organise meetings in the new Preston location. Amongst the topics covered during the year were: Feedback from the family survey, the Spire/Link-Ability merger, Agency use, the pressures faced by social care, community-based activities, The Money Carer Foundation, changes to the management structure, the role of CQC, and changes to the Lancashire contract. In addition, there was a presentation by Vincent's solicitors in connection with wills, trusts and estate planning. These sessions proved invaluable to maintaining excellent communication with families throughout the year.

Trustee Board meetings and Sub Board meetings continued as normal. Some were conducted in person, some by Teams or Zoom, and others as a hybrid meeting. It is believed that these hybrid meetings must continue to be offered into the future as we look to ensure that we are a fully inclusive, digitally proficient and forward-thinking organisation.

The effects of the coronavirus pandemic and its variants continued to be felt throughout the year in review. Free PPE was available, but during the year the need for staff to test frequently diminished. Outbreaks of two or more cases in a setting became far less frequent and severity of illness diminished.

Financial review

The Board of Trustees have acted with prudence and care in challenging times and rising employee associated costs. Total income on unrestricted funds during the year ended 31 March 2023 was £6,160,577 (2022: £4,383,884). The total unrestricted funds applied as expenditure for charitable purposes were £5,634,948 (2022: £4,406,881), resulting in a surplus on general funds for the year of £525,629 (2022: Deficit £22,997). Losses on investments of £22,727 (2022: Gains £7,680) resulted in a net movement after investments of £502,992 (2022: deficit £15,317).

Link-Ability maintains a discretionary long service award scheme. Employees qualify for small discretionary awards following 5, 10, 15, 20 & 25 years continued service.

During the year ended 31 March 2023 Link-Ability received income on restricted funds of £53,235 (2022: £104,724), with restricted expenditure of £22,471 (2022: £121,989). The balance on restricted funds as at 31 March 2023 was £62,432 (2022: £31,668).

Policy on reserves

This reserve is unrestricted and can be used for any purpose within the Charity's objectives. The Trustees aim for Link-Ability to hold sufficient reserves, in order to maintain continuity and consistency to service users and employees in the event of a gap in funding, or the loss of a service provision contract. This includes the reduction in income due to voids (unoccupied places in homes). If a service user moves on or sadly passes away, the Charity wishes to allow ample time for people to adjust to this change, and for service users to be properly consulted about new people moving into Link-Ability's support. The availability of reserves for this purpose bridges what may be substantially long periods of loss of fees/rents. The general reserves held on 31 March 2022 represent approximately 1.4 months' worth of charitable expenditure based on current activity levels.

Link-Ability

Strategic Report for the Year Ended 31 March 2023

Investment policy and objectives

The investment policy of the Trustees is to invest and grow at least in line with inflation, to assist with the sustainability of the organisation. The investment portfolio is managed by Brewin Dolphin, in a balanced portfolio, which takes account of social, environmental and ethical considerations with the ability to move investments if an ethical debate arises.

The Trustees review the investment performance and the investment objective on an annual basis.

Given the challenging investment conditions over the past year, the Investment Managers have performed as well as can be expected. The Trustees continue to monitor the investment performance on a quarterly basis.

Plans for future periods

Aims and key objectives for future periods

At the end of the period in review, we are pleased to report that Link-Ability has forged links with a new housing provider, Onward Housing in the Rochdale location, they have four, currently unoccupied bungalows which we hope to offer as new homes for people identified by the local authority in the coming year. We continue to recruit in the location, in anticipation of the new work, and look forward to meeting the new people and their families.

The original Link-Ability house in Coppull has for some considerable time been identified as in need of redevelopment. We are delighted that a new property has been purchased by Progress Housing for the four tenants, and that planning consent has been obtained and work is underway on the new property.

We seek also now to review our human and physical resources, to ensure that the structure of the organisation is fit to carry us forward in our new larger form.

We aim to further digitise our processes to streamline our administrative work.

We aim to transfer people we have supported with their banking and finances: onto a new digital platform with the Money Carer Foundation charity, safely using carer cards instead of cheques and cash.

We wish to recruit new trustees to ensure the future smooth running of the organisation.

We aim to set up a mentoring programme for staff at all levels.

We aim to continue our digital progression through further reviewing and updating our 'systems'.

Link-Ability

Strategic Report for the Year Ended 31 March 2023

Principal risks and uncertainties

Reviewing major risk

Link-Ability has and maintains a risk framework that is reviewed at least annually. Overview and scrutiny are undertaken by the full Board of Trustees, senior management and other stakeholders, as appropriate. For example, ensuring staff continuity in the event of a pandemic, extreme adverse weather conditions or IT failure and cyber-attack.

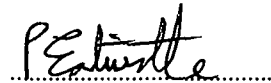
The review of the risks, to the continuity of the business of the charity in connection with a pandemic have proved invaluable in the planning towards managing major future risks.

The Charity maintains comprehensive insurance to cover a range of potential risks, including Trustee and Officers professional indemnity, employee and public liability. Excellent advice comes from our broker DE Ford.

Sector pressures from a funding perspective continue to present enormous challenge to providers such as Link-Ability. Recruitment to the care sector continues to be challenging, not helped by its lack of positive public image. Many Link-Ability staff are paid more than the Real Living Wage, and all are aware that there is attainable progression beyond the entry level for all roles. We continue to value our workforce, as we believe it to be our greatest asset supporting the aims of the charity. We are committed to the pursuance of proper remuneration of the workforce in recognition of the value of the work performed, and continue to lobby those with the power to affect changes to this. At the end of the period in review Link-Ability, Rochdale, West Lancashire and Preston are all fully staffed. The staff vacancies at the Chorley location have reduced significantly.

As has been consistently reported each year, given the nature of the volatile market Link-Ability operates in, there is an ever-present risk of the sudden loss of fees, sadly due to the death of someone it supports. To manage the risk, Link-Ability continues to carry a void reserve, that for a short period can ameliorate the risk. As mentioned in past reports this gives time to review staffing need and look at redeployment.

The strategic report was approved by the trustees of the charity on 25/8/23 and signed on its behalf by:



Mr Philip Entwistle - Chair
Trustee

Link-Ability

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2023.

Objectives and activities

Objects and aims

Link-Ability's broad objective is to provide services to adults (including young people in transition from children's services), who have learning disabilities, so as to enable them to live in and be part of the local community. The objects of the Charity are also underpinned with a number of core values, such as all people supported have a right to live a life of their own choosing, in their own neighbourhood. This means the human rights and opportunity to citizenship irrespective of ability is upheld.

The communities in which Link-Ability presently provides services are Chorley / South Ribble, Ormskirk, Tarleton and Skelmersdale (Lancashire County Council), and Rochdale, Heywood and Middleton (Rochdale Borough Council) and from May 2022 the Preston area.

People using Link-Ability's care and support services may also experience physical and sensory impairment; they may also have positive behavioural support needs and / or experience enduring mental health needs. Link-Ability currently discharges this objective through the regulated provision of Registered Care or Registered Domiciliary Care and support to adults or younger people within the provisions of The Health and Social Care Act 2008. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

For the year in review the Care Quality Commission undertook no inspections of our services. All current CQC reports are on both the CQC website <https://www.cqc.org.uk/provider/1-101612259> and Link-Ability's website, www.linkability.org.uk CQC has informed the Charity that due to the ongoing Coronavirus situation the normal inspection processes are severely delayed. CQC has examined the data that it holds on Link-Ability and have found no evidence which would necessitate the prioritising of inspection for any of the four locations.

Public benefit

The Trustees are confident that the activities detailed below satisfy the requirement of the Charity to show that it meets the public benefit requirements in accordance with the duty in section 14(2) of the 2016 Charities Act.

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

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern

Trustees and officers

Mr Phil Entwistle remains as Chairperson, with Mrs Christine Chu as Vice Chairperson.

We were pleased to welcome Mr Peter Sullivan who was a Trustees of Spire Preston Ltd. to join the Board as a guest during the year. It is hoped that he will be voted onto the Board at the AGM in September 2023.

Link-Ability is extremely grateful to the trustees retiring during the year for their service to the Charity.

Link-Ability

Trustees' Report

The trustees and officers serving during the year and since the year end were as follows:

Trustees: Mr Philip Entwistle - Chair
Mrs Christine Chu
Mr John Holland
Mrs Kathryn Pattinson - Finance Chair
Mrs Alison Tupling
Mr Ian Haworth (resigned 3 April 2022)

Chief Executive Officer: Mrs J Adshead

Secretary: Mrs C Cochrane

Structure, governance and management

Nature of governing document

The organisation is a charitable company limited by guarantee, incorporated on 21 February 1989 and registered as a charity on 2 March 1989.

The Memorandum and Articles of Association govern the activities of the Charity, these were amended, and a resolution passed in September 2018 to enable the amendments. In addition, two supporting documents were developed, these being, a 'person specification for the appointment of trustees' and 'rules relating to the admission of beneficiary members'.

The Board apply Charity Governance Code and the seven principles of organisation purpose, leadership, integrity, decision making and risk control, effectiveness, diversity and openness and accountability to the running of the Charity.

Recruitment and appointment of trustees

Trustee/Director's are sought whose skills build on the skill base of the existing Board of Trustees which are outlined in the Person Specification for the appointment of trustees' document. Where possible Link-Ability seeks to appoint Trustees living in communities in which it provides care and support services, personal lived experience of the needs of beneficiaries and/or skills required by the Board.

Under normal circumstances trustees must not receive any monies or material benefit from the charity. Trustees may only be remunerated, employed or provide goods or services to the charity in the most exceptional of circumstances as outlined in detail in the governing document. Link-Ability is permitted however to refund legitimate Trustee expenses. During the year Trustees have not claimed any expenses. There is a process of application for new Trustees that includes taking references, undertaking background checks such as a Disclosure and Baring Service (DBS) check and attending/observing a number of Board and/or Sub Board meetings. The applicant receives all the relevant information regarding the organisation, Trustee Job Description, Guidance on Trustee Responsibilities and Trustee National Occupational Standards. This is further supported with verbal information from The Executive Director and/or Chair of Trustees/an experienced Trustee. Once the prospective Trustee has attended a series of meetings the Chair discusses the applicant's suitability with other Trustees and will meet with the prospective Trustee prior to their appointment at the next Board meeting. The appointment is confirmed formally at the next AGM.

Link-Ability

Trustees' Report

Induction and training of trustees

The induction and training of Trustees continues with the provision of an induction pack comprising previous minutes, the latest audited financial report, organisational structures and plans, dates of meetings and a copy of the Memorandum and Articles of Association.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Statement of trustees' responsibilities

The trustees (who are also the directors of Link-Ability for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

Link-Ability

Trustees' Report

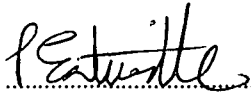
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 25/8/23 and signed on its behalf by:



Mr Philip Entwistle - Chair
Trustee

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion

We have audited the financial statements of Link-Ability (the 'charity') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

Opinion on other matter prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 8 and 9), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and addressing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

Link-Ability

Independent Auditor's Report to the Members of Link-Ability

- We obtained an understanding of laws and regulations that affect the Charity, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the Statement of Recommended Practice applicable to Charities.
- We enquired of the Members and reviewed meeting minutes for evidence of non-compliance with relevant laws and regulations.
- We enquired of the Members about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations was discussed within the audit team and tests were planned and performed to address these risks.
- We enquired of the Members about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Simon Worswick BA FCA (Senior Statutory Auditor)
For and on behalf of Smith & Goulding Limited, Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

Date: 1 September 2023

Link-Ability

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	3	439,963	17,012	456,975	10,039
Charitable activities	4	5,714,575	36,223	5,750,798	4,477,916
Investment income	5	6,039	-	6,039	653
Total income		<u>6,160,577</u>	<u>53,235</u>	<u>6,213,812</u>	<u>4,488,608</u>
Expenditure on:					
Raising funds	6	(2,821)	-	(2,821)	(3,087)
Charitable activities	7	(5,632,127)	(22,471)	(5,654,598)	(4,525,783)
Total expenditure		<u>(5,634,948)</u>	<u>(22,471)</u>	<u>(5,657,419)</u>	<u>(4,528,870)</u>
Net income/(expenditure)		525,629	30,764	556,393	(40,262)
Other recognised gains and losses					
Gains/(losses) on revaluation of fixed assets		(22,727)	-	(22,727)	7,680
Net movement in funds		502,902	30,764	533,666	(32,582)
Reconciliation of funds					
Total funds brought forward		574,274	31,668	605,942	638,524
Total funds carried forward	20	<u>1,077,176</u>	<u>62,432</u>	<u>1,139,608</u>	<u>605,942</u>

All of the charity's activities derive from continuing operations during the above two periods.

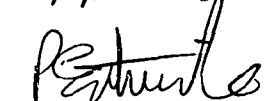
The notes on pages 16 to 30 form an integral part of these financial statements.

Link-Ability

(Registration number: 02350533)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	30,033	32,358
Investments	15	<u>279,803</u>	<u>303,283</u>
		<u>309,836</u>	<u>335,641</u>
Current assets			
Debtors	16	388,387	442,443
Cash at bank and in hand	17	<u>1,291,867</u>	<u>472,113</u>
		1,680,254	914,556
Creditors: Amounts falling due within one year	18	<u>(850,482)</u>	<u>(644,255)</u>
Net current assets		<u>829,772</u>	<u>270,301</u>
Net assets		<u>1,139,608</u>	<u>605,942</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	62,432	31,668
Unrestricted income funds			
Unrestricted funds		<u>1,077,176</u>	<u>574,274</u>
Total funds	20	<u>1,139,608</u>	<u>605,942</u>

The financial statements on pages 13 to 30 were approved by the trustees, and authorised for issue on 25/3/23 and signed on their behalf by:



Mr Philip Entwistle - Chair
Trustee

The notes on pages 16 to 30 form an integral part of these financial statements.

Link-Ability

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income/(expenditure)		533,666	(32,582)
Adjustments to cash flows from non-cash items			
Depreciation	6	7,321	10,732
Investment income	5	(6,039)	(653)
Revaluation of investments		<u>23,480</u>	<u>(5,905)</u>
		558,428	(28,408)
Working capital adjustments			
Decrease/(increase) in debtors	16	54,056	(235,851)
Increase/(decrease) in creditors	18	<u>216,227</u>	<u>(5,221)</u>
Net cash flows from operating activities		<u>828,711</u>	<u>(269,480)</u>
Cash flows from investing activities			
Interest receivable and similar income	5	6,039	653
Purchase of tangible fixed assets	14	<u>(4,996)</u>	<u>(7,691)</u>
Net cash flows from investing activities		1,043	(7,038)
Cash flows from financing activities			
Repayment of loans and borrowings	18	<u>(10,000)</u>	<u>(7,599)</u>
Net increase/(decrease) in cash and cash equivalents		819,754	(284,117)
Cash and cash equivalents at 1 April		<u>472,113</u>	<u>756,230</u>
Cash and cash equivalents at 31 March		<u><u>1,291,867</u></u>	<u><u>472,113</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 16 to 30 form an integral part of these financial statements.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Conway House Ackhurst Business Park
Foxhole Road
Chorley
Lancashire
PR7 1NY

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Link-Ability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of the financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It can also require the trustees to exercise their judgement in the process of applying the charity's accounting policies. The charity is not considered to have any critical accounting estimates or judgements at this time.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Leasehold improvements	25% to 33% on cost
Office equipment and fixtures	5% to 25% on cost
Service base equipment and fixtures	5% to 25% on cost
Caravan for service users	10% on cost

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

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

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

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

Basic financial assets

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

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Employee benefits

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

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

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations received	422,420	17,012	439,432	-
Other income	17,543	-	17,543	10,039
	439,963	17,012	456,975	10,039

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Provision of care	5,714,575	-	5,714,575	4,346,694
Grants received	-	36,223	36,223	131,222
	5,714,575	36,223	5,750,798	4,477,916

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	124	124	653
Other income from fixed asset investments	<u>5,915</u>	<u>5,915</u>	<u>-</u>
	<u>6,039</u>	<u>6,039</u>	<u>653</u>

6 Expenditure on raising funds

a) Investment management costs

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Note			
Other investment management costs;			
Amounts payable to investment managers	<u>2,821</u>	<u>2,821</u>	<u>3,087</u>
	<u>2,821</u>	<u>2,821</u>	<u>3,087</u>

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Note			
Provision of care	4,612,194	22,471	4,634,665
Support staff costs	656,367	-	656,367
Other support costs	8 337,819	-	337,819
Governance costs	8 25,747	-	25,747
	<u>5,632,127</u>	<u>22,471</u>	<u>5,654,598</u>

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Note			
Provision of care	3,548,914	121,989	3,670,903
Support staff costs	612,342	-	612,342
Other support costs	8 227,250	-	227,250
Governance costs	8 15,288	-	15,288
	<u>4,403,794</u>	<u>121,989</u>	<u>4,525,783</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Info technology £	Admin costs £	Premises costs including depreciation £	Other support costs £	Total 2023 £
Provision of care	100%	<u>25,747</u>	<u>1,387</u>	<u>75,011</u>	<u>41,450</u>	<u>163,331</u>	<u>56,640</u>	<u>363,566</u>

	Basis of allocation	Governance costs £	Finance costs £	Info technology £	Admin costs £	Premises costs including depreciation £	Other support costs £	Total 2022 £
Provision of care	100%	<u>15,288</u>	<u>195</u>	<u>52,908</u>	<u>35,546</u>	<u>117,858</u>	<u>20,743</u>	<u>242,538</u>

Governance costs

	Unrestricted funds General £	Total 2023 £
Audit fees		
Audit of the financial statements	2,500	2,500
Allocated support costs	<u>23,247</u>	<u>23,247</u>
	<u>25,747</u>	<u>25,747</u>

	Unrestricted funds General £	Total 2022 £
Audit fees		
Audit of the financial statements	2,450	2,450
Allocated support costs	<u>12,838</u>	<u>12,838</u>
	<u>15,288</u>	<u>15,288</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

9 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2023 £	2022 £
Audit fees	2,500	2,450
Depreciation of fixed assets	7,321	10,731

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	4,515,329	3,772,859
Social security costs	360,772	294,001
Pension costs	120,861	128,497
	<u>4,996,962</u>	<u>4,195,357</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Care and support staff	<u>225</u>	<u>191</u>

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£60,001 - £70,000	-	1
£70,001 - £80,000	<u>1</u>	<u>-</u>

The total employee benefits of the key management personnel of the charity were £341,182 (2022 - £230,727).

12 Auditors' remuneration

	2023 £	2022 £
Audit of the financial statements	<u>2,500</u>	<u>2,450</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

13 Taxation

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Tangible fixed assets

	Leasehold improvements £	Office equipment and fixtures £	Service base equipment and fixtures £	Caravan for service users £	Total £
Cost					
At 1 April 2022	37,505	100,071	89,721	36,004	263,301
Additions	-	4,996	-	-	4,996
At 31 March 2023	<u>37,505</u>	<u>105,067</u>	<u>89,721</u>	<u>36,004</u>	<u>268,297</u>
Depreciation					
At 1 April 2022	36,244	90,600	87,573	16,526	230,943
Charge for the year	769	3,560	269	2,723	7,321
At 31 March 2023	<u>37,013</u>	<u>94,160</u>	<u>87,842</u>	<u>19,249</u>	<u>238,264</u>
Net book value					
At 31 March 2023	<u>492</u>	<u>10,907</u>	<u>1,879</u>	<u>16,755</u>	<u>30,033</u>
At 31 March 2022	<u>1,261</u>	<u>9,471</u>	<u>2,148</u>	<u>19,478</u>	<u>32,358</u>

15 Fixed asset investments

	2023 £	2022 £
Listed investments	<u>279,803</u>	<u>303,283</u>
	Listed investments £	Total £
Cost or Valuation		
At 1 April 2022	303,283	303,283
Revaluation	<u>(23,480)</u>	<u>(23,480)</u>
At 31 March 2023	<u>279,803</u>	<u>279,803</u>
Net book value		
At 31 March 2023	<u>279,803</u>	<u>279,803</u>
At 31 March 2022	<u>303,283</u>	<u>303,283</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

16 Debtors

	2023 £	2022 £
Trade debtors	95,216	73,114
Prepayments and accrued income	288,601	359,536
Other debtors	4,570	9,793
	<u>388,387</u>	<u>442,443</u>

17 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	<u>1,291,867</u>	<u>472,113</u>

18 Creditors: amounts falling due within one year

	2023 £	2022 £
Bank loans	32,401	42,401
Trade creditors	66,005	49,049
Other taxation and social security	72,888	71,658
Other creditors	87,713	61,552
Accruals and deferred income	591,475	419,595
	<u>850,482</u>	<u>644,255</u>

19 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	2023 £
Other	
Within one year	51,286
Between one and five years	940
	<u>52,226</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

20 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	506,975	6,160,577	(5,634,948)	-	1,032,604
Revaluation reserve	67,299	-	-	(22,727)	44,572
	<u>574,274</u>	<u>6,160,577</u>	<u>(5,634,948)</u>	<u>(22,727)</u>	<u>1,077,176</u>
Restricted funds					
Roots Donation	6,706	-	(6,706)	-	-
West Lancashire Positive Living	23,749	-	(2,723)	-	21,026
Skills for care	738	-	(738)	-	-
Infection control funding	475	-	(475)	-	-
Skills for care - Workforce Development Fund	-	500	(500)	-	-
Rochdale BC - Infection Control	-	9,329	(9,329)	-	-
Rochdale BC - Workforce grant	-	18,648	-	-	18,648
Rochdale BC - Innovation grant	-	7,746	-	-	7,746
Spire donation	-	17,012	(2,000)	-	15,012
Total restricted funds	<u>31,668</u>	<u>53,235</u>	<u>(22,471)</u>	<u>-</u>	<u>62,432</u>
Total funds	<u>605,942</u>	<u>6,213,812</u>	<u>(5,657,419)</u>	<u>(22,727)</u>	<u>1,139,608</u>

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

Analysis of funds - prior year

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	529,973	4,383,883	(4,406,881)	-	506,975
Revaluation reserve	59,617	-	-	7,682	67,299
	<u>589,590</u>	<u>4,383,883</u>	<u>(4,406,881)</u>	<u>7,682</u>	<u>574,274</u>
Restricted					
Roots Donation	6,740	-	(34)	-	6,706
West Lancashire Positive Living	29,283	-	(5,534)	-	23,749
Skills for care	538	200	-	-	738
Infection control funding	12,372	73,851	(85,748)	-	475
Skills for care - Workforce Development Fund	-	3,760	(3,760)	-	-
Rochdale BC - Infection Control	-	21,313	(21,313)	-	-
Rochdale BC - Workforce grant	-	4,111	(4,111)	-	-
Rochdale BC - Innovation grant	-	1,489	(1,489)	-	-
Total restricted funds	<u>48,933</u>	<u>104,724</u>	<u>(121,989)</u>	<u>-</u>	<u>31,668</u>
Total funds	<u><u>638,523</u></u>	<u><u>4,488,607</u></u>	<u><u>(4,528,870)</u></u>	<u><u>7,682</u></u>	<u><u>605,942</u></u>

The specific purposes for which the funds are to be applied are as follows:

The Roots donation is to be applied to provide training and equipment for the benefit of staff and service users in Rochdale.

The Charity took over the operations of West Lance Positive Living Limited in 2016, including staff and service users. Prior to being formally dissolved, West Lance Positive Living Limited made donations to Link-Ability of its remaining bank balances, and it also donated a static caravan, which was held for the benefit of service users.

The caravan was upgraded to a newer caravan and continues to be offered for use by service users. The fund value carried forwards includes the carrying value of tangible fixed assets purchased as restricted asset (including the caravan).

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	13,278	16,755	30,033
Fixed asset investments	279,803	-	279,803
Current assets	1,634,577	45,677	1,680,254
Current liabilities	(850,482)	-	(850,482)
Total net assets	1,077,176	62,432	1,139,608

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Tangible fixed assets	12,880	19,478	32,358
Fixed asset investments	303,283	-	303,283
Current assets	902,366	12,190	914,556
Current liabilities	(644,255)	-	(644,255)
Total net assets	574,274	31,668	605,942

22 Analysis of net funds

	At 1 April 2022 £	Financing cash flows £	At 31 March 2023 £
Cash at bank and in hand	472,113	819,754	1,291,867
Debt due after more than one year	(42,401)	10,000	(32,401)
Net debt	429,712	829,754	1,259,466

	At 1 April 2021 £	Financing cash flows £	At 31 March 2022 £
Cash at bank and in hand	756,230	(284,117)	472,113
Debt due within one year	(50,000)	7,599	(42,401)
Net debt	706,230	(276,518)	429,712

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

23 Related party transactions

During the year the Charity entered into the following transactions with related parties:

Community Living Initiatives - This charitable organisation publishes a sector specific magazine - 'Community Living'. Mrs J Adshead is a director. In the year ended 31 March 2023 Link-Ability paid £4,000 for sponsorship and advertising (2022: £4,000).

The Lancashire Learning Disability Consortium (LLDC) - Link-Ability is a member of this organisation and Mrs J Adshead sits on its board. During the year ended 31 March 2022 Link-Ability paid membership fees of £800 (2022: £800).

The related parties are charities or community organisations with activities which are complementary to and in furtherance of the objectives of Link-Ability. The trustees and officers of Link-Ability do not receive remuneration from these organisations and do not hold any beneficial interest.

No guarantees have been given or received.

Link-Ability

Notes to the Financial Statements for the Year Ended 31 March 2023

24 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	10,039	-	10,039
Charitable activities	4	4,373,192	104,724	4,477,916
Investment income	5	653	-	653
Total income		<u>4,383,884</u>	<u>104,724</u>	<u>4,488,608</u>
Expenditure on:				
Raising funds	6	(3,087)	-	(3,087)
Charitable activities	7	(4,403,794)	(121,989)	(4,525,783)
Total expenditure		<u>(4,406,881)</u>	<u>(121,989)</u>	<u>(4,528,870)</u>
Net expenditure		(22,997)	(17,265)	(40,262)
Other recognised gains and losses				
Gains/(losses) on revaluation of fixed assets		7,680	-	7,680
Net movement in funds		(15,317)	(17,265)	(32,582)
Reconciliation of funds				
Total funds brought forward		<u>589,591</u>	<u>48,933</u>	<u>638,524</u>
Total funds carried forward	20	<u>574,274</u>	<u>31,668</u>	<u>605,942</u>

LINK-ABILITY

England & Wales - Charity number 701132

Accounts

Charity registration number 701132

Company registration number 02350533 (England and Wales)

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

LINKABILITY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Philip Entwistle - Chair Mr John Holland Mrs Kathryn Pattinson - Finance Chair Mrs Alison Tupling Mrs Christine Chu
Secretary	Mrs C Cochrane
Executive director	Mrs J Adshead
Charity number	701132
Company number	02350533
Principal address	Conway House Ackhurst Business Park Chorley Lancashire PR7 1NY
Registered office	Conway House Ackhurst Business Park Chorley Lancashire PR7 1NY
Auditor	Smith & Goulding Limited 2 Southport Road Chorley Lancashire PR7 1LB

LINKABILITY

CONTENTS

	Page
Trustees' report	1 - 10
Statement of Trustees' responsibilities	11
Independent auditor's report	12 - 13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 30

LINKABILITY

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and audited financial statements for the year ended 31 March 2022.

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

This year we have continued to experience the effects of the Coronavirus pandemic and in particular the increased infections caused by the Omicron variant. The senior management team, operations team and all employees and volunteers of the Charity have continued to adapt their working practices to ensure positive outcomes for the vulnerable people we support are achieved.

The Charity continues to provide safe working and living environments for all, along with ensuring the emotional wellbeing of those employed and supported alike throughout this enduring situation.

Objectives and activities

Linkability's broad objective is to provide services to adults (including young people in transition from children's services) who have learning disabilities so as to enable them to live in and be part of the local community. The objects of the Charity are also underpinned with a number of core values such as all people supported have a right to live a life of their own choosing, in their own neighbourhood. This means the human right and opportunity to citizenship irrespective of ability is upheld.

The communities in which Linkability presently provides services are Chorley / South Ribble, Ormskirk, Tarleton and Skelmersdale (Lancashire County Council), and Rochdale, Heywood and Middleton (Rochdale Borough Council).

People using Linkability's care and support services may also experience physical and sensory impairment; they may also have positive behavioural support needs and / or experience enduring mental health needs.

Linkability currently discharges this objective through the regulated provision of Registered Care or Registered Domiciliary Care and support to adults or younger people within the provisions of The Health and Social Care Act 2008. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

For the year in review the Care Quality Commission undertook no inspections of our services. All current CQC reports are on both the CQC website <https://www.cqc.org.uk/provider/1-101612259> and Linkability's website, www.linkability.org.uk

CQC has informed the Charity that due to the ongoing Coronavirus situation the normal inspection processes are severely delayed. CQC has examined the data that it holds on Linkability and have found no evidence which would necessitate the prioritising of inspection for any of the four locations.

Public Benefit Statement

The Trustees are confident that the activities detailed below satisfy the requirement of the Charity to show that it meets the public benefit requirements in accordance with the duty in section 14(2) of the 2016 Charities Act.

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

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Achievements and performance

During the year quality visits to tenancies in the community by members of the operations team were recommenced. These ensure that the support people receive in their homes is consistent with the demands of the regulations set out by the Care Quality Commission and their five 'Key Lines of Enquiry'. Senior support staff evaluate the quality of their work using documentation devised for this purpose. These visits continued to assess the correct use of PPE and infection prevention control measures needed to ensure the health and safety of all.

During the year we surveyed our staff asking for responses to the following statements:

My manager treats me with dignity and respect

I have constructive supervision on a regular basis

I feel valued at work

I am able to contribute to decisions made at work

I feel welcome when I visit the office

I would recommend Linkability to someone looking for work

I have the training I need to do a good job

I would be confident to report abuse and know who to tell

I would recommend Linkability to someone looking for support

The management team are approachable and committed to the company running well.

The survey was extremely positive, and the response rate stands at 68% Chorley staff, 65% West Lancs staff, 41% Rochdale staff.

Our local authority funders have been in contact with Registered Managers on a daily basis during the year due to the pandemic to ensure that the services continued to run safely and provide support in managing the difficult circumstances under which providers were operating.

Explain, our HR advisors have continued to provide support with the new demands posed by the pandemic and the ever-changing landscape in which the charity is operating.

The majority of office-based staff returned to our bases during the year in order to work cohesively as part of the Link-Ability team. Home working arrangements are still possible in the event that key personnel were required to isolate but were fit for work.

Link-Ability had been accepted onto the Approved Provider List of Lancashire County Council, progress towards moving onto the new framework was delayed due to the pandemic however transfer onto the framework was eventually achieved in January 2022.

Within the year Link-Ability continued to train its staff. Remote on-line sessions remain in place, but we were pleased to begin to resume in person training in some instances.

In total 747 online training courses were delivered to our staff members. The completion of diplomas was again delayed but continued in a manner which was adapted to ensure the safety of all.

Staff recruitment was commenced in earnest by our in-house recruitment co-ordinator and in person interviews resumed. We continue to be challenged by the paucity of staff who are seeking new work opportunities. New staff inductions began to be conducted in person again during the year.

Safe staffing levels were maintained throughout the year. Some outreach support that had been suspended during the year recommenced and all people living independently in the community continued to be supported.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The Annual General Meeting took place in September once again this year using Zoom technology as the only safe option. The required formal business of the charity was undertaken. The annual staff awards were delayed until the end of November and beginning of December 2021.

Provider meetings with LCC and RBC continued to take place by Zoom and became less frequent as all parties became accustomed to Coronavirus being our new normal.

Throughout the year the Executive Director continued to work alongside other office bearers of the LLDC. Member organisations worked together to share experiences and good practice; and provide mutual support in matters arising from the pandemic at the monthly meetings.

During the summer we were approached to discuss joint working with LLDC member, Spire Preston. Talks continued into the autumn and eventually a memorandum of understanding was arranged whereby the two organisations would work towards a merger in the financial year 2022/23. A process of due diligence was started in January 2022 supported by the Charity's solicitors Brabners LLP and professionals from Beever and Struthers accountants. Spire Preston have been known to Link-Ability since inception. They were founded on the same principles by The Federation of Supported Living Group.

The Family Forum continued to meet in line with the origins of the Charity as a family led organisation. During the year the attendance at the group increased due to being held on Zoom. The aim of the forum is to involve families in the charity and to be a source of support and information to them. Amongst the topics covered during the year were: Covid government updates, FaceBook promotion, local and national pressures on recruitment of social care staff, Lancashire County Council supported living contract and how this affects support, CQC changes to inspection, a day in the life of a support worker (a support worker attended to discuss the highs and lows of their work), our internal quality check system, supported living and direct payments. These sessions proved invaluable to maintaining excellent communication with families throughout the year.

Trustee Board meetings and Sub Board meetings continued as normal but due to the ongoing Covid pressures they were all conducted by Zoom. There were several additional meetings due to the proposed merger with Spire, Preston Ltd.

The effects of the pandemic continued to be felt throughout the year in review. Outbreaks continued and staffing was particularly challenged when the Omicron variant of Coronavirus emerged towards the end of 2021. This was extremely difficult to manage, however due to the availability of PPE, the training and supervision of staff in infection prevention control, the availability of regular testing, high levels of vaccinated staff and people we support and the continued diligence of staff, this ensured that all outbreaks were extremely well contained.

Financial review

The Board of Trustees have acted with prudence and care in challenging times and rising employee associated costs. Total income on unrestricted funds during the year ended 31 March 2022 was £4,383,884. The total unrestricted funds applied as expenditure for charitable purposes were £4,406,881 resulting in a deficit on general funds for the year of £22,997. Gains on investments of £7,680 resulted in a net movement after investments of minus £15,317.

Link-Ability maintains a discretionary long service award scheme. Employees qualify for small discretionary awards following 5, 10, 15, 20 & 25 years continued service.

During the year ended 31 March 2022 Link-Ability received income on restricted funds of £104,724, with restricted expenditure of £121,989. The balance on restricted funds as at 31 March 2022 was £31,668.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Policy on Reserves:

General Operating Reserve (£506,976 Unrestricted funds)

This reserve is unrestricted and can be used for any purpose within the Charity's objectives. The Trustees aim for Linkability to hold sufficient reserves in order to maintain continuity and consistency to service users and employees in the event of a gap in funding or the loss of a service provision contract. This includes the reduction in income due to voids (unoccupied places in homes). If a service user moves on or sadly passes away, the Charity wishes to allow ample time for people to adjust to this change and for service users to be properly consulted about new people moving into Linkability's support. The availability of reserves for this purpose bridges what may be substantially long periods of loss of fees/rents. The general reserves held on 31 March 2022 represent approximately 1.4 months' worth of charitable expenditure based on current activity levels.

Revaluation Reserve (£67,298 Unrestricted funds)

This reserve represents the revaluation of investments, being the increase in value between the purchase price and the current market value. Whilst categorised within unrestricted funds, this reserve is linked to the investments held and will only be available for general operating purposes should the investments be sold at which time any increase in value since the acquisition date would be recorded as a realised gain. The Trustees regularly monitor the performance of investments to ensure that the Charity is not put at undue financial risk.

ROOTS Donation (£6,706 Restricted fund)

The restriction is that this fund is to be used for the direct benefit of service users and/or staff who were formerly supported by ROOTS. The Statement of Financial Activities shows utilisation during the year of £34 from this fund.

West Lancashire Positive Living (£23,749 Restricted fund)

This fund relates to monies and assets previously donated by West Lancashire Positive Living, of which Linkability took over the operations of in 2016. The majority of the restricted fund balance relates to a static caravan which is offered for use to service users of the Charity, utilisation this year of £5,534. The fund balance will be reduced each year by the depreciation charge applied to the assets which have been purchased, and the utilisation of funds to further improve facilities for those within West Lancashire.

Work Force Development Fund (Skills for Care) (£738 restricted fund)

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification, £200 was received to increase the fund, but there was no utilisation in this period.

Covid Infection Control Funding from (Lancashire County Council) (£475)

Committed expenditure agreed to be spent for Infection Control purposes.

The Trustees, in line with the Charity Commission's guidance on holding reserves, will review the above reserve policy alongside any newly identified financial risks and commitments and make appropriate allocations during 2021/2022.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Reviewing Major Risks

Link-Ability has and maintains a risk framework that is reviewed at least annually. Overview and scrutiny are undertaken by the full Board of Trustees, senior management and other stakeholders, as appropriate. For example, ensuring staff continuity in the event of a pandemic or extreme adverse weather conditions, IT failure and cyber-attack.

The review of the risks to the continuity of the business of the charity in connection with a pandemic continued to be reviewed and revised throughout the year. The senior management team, and Executive Director continue to meet weekly in relation to this.

The Charity maintains comprehensive insurance to cover a range of potential risks, including Trustee and Officers professional indemnity, employee and public liability. Excellent advice comes from our broker DE Ford.

Sector pressures from a funding perspective continue to present enormous challenge to providers such as Link-Ability. Recruitment to the care sector continues to be challenging, not helped by its lack of positive public image. During the year grant monies supported the appointment of a full-time recruitment co-ordinator. As a result, Link-Ability's retention rates continue to remain above the national average for the sector and vacancy rates have been stabilised.

Link-Ability was pleased to utilise grant monies to fund an early uplift to front line staff from December 2021 (Rochdale staff) and January 2022 (Lancashire staff). All staff being paid no less than the *Real Living Wage*. We continue to value our workforce as we believe it to be our greatest asset supporting the aims of the charity. We are committed to the pursuance of proper remuneration of the workforce in recognition of the value of the work performed and continue to lobby those with the power to affect changes to this.

As has been consistently reported each year, given the nature of the volatile market Link-Ability operates in, there is an ever-present risk of the sudden loss of fees, sadly due to the death of someone it supports. To manage the risk, Link-Ability continues to carry a void reserve, that for a short period can ameliorate the risk. As mentioned in past reports this gives time to review staffing need and look at redeployment. During the year in review, sadly one person passed away who had received support for some years in the Chorley location. In the Rochdale location one person moved on to a new home. And we started to support two new people.

Reporting Serious Incidents

Link-Ability Trustees believe they have taken all reasonable steps to assess and manage risks associated with the activities of the Charity, beneficiaries, property, work, and reputation. In this regard, the Trustees of Link-Ability make a declaration that there are no serious incidents or other matters relating to the Charity, concerning the previous financial year that have not already been brought to the attention of The Charity's Commission or in such event has failed to do so.

Plans for future periods

Link-Ability was delighted to start negotiations in the summer of 2021 with Spire Preston Ltd. with a view to partnership working. It was decided by both parties that a merger with Spire Preston was in the interests of both charities. The process of consultation with stakeholders was commenced at the latter end of 2021. A rigorous due diligence exercise began in earnest in January 2022. Led by the Executive Director and Board of Trustees and supported by Brabners LLP and Beever and Struthers the major risks and benefits were explored. A target date of April 2022 was set for the merger. Spire Preston was founded on the same principles as Link-Ability and it was established that these principles had been maintained throughout.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Other key priorities for the year ahead are:

- To continue to manage the risks posed by Coronavirus and the post pandemic social care environment.
- To achieve the renewal of the original Link-Ability house in partnership with Jigsaw Housing.
- Recruit trustees and plan for succession of others.
- Continue to recruit staff who hold our values and maintain and improve our retention rates.
- Plan to remunerate our staff at the best possible rates above NM/NL Wage.
- Respond to requests for support in a considered manner, ensuring that our locations offer small and local support, and our homes are domestically scaled.
- To ensure our office hubs are suitably placed in the communities in which we work.

Structure, Governance and Management

Linkability is a charitable company whose Board of Directors are also Trustees of the Charity. Trustees are appointed to reflect the range of skills, experience, interests, and capability needed for effective governance, given the needs of beneficiaries and nature of its activities. Members of the Charity hold responsibility for appointing Trustees.

The Memorandum and Articles of Association govern the activities of the Charity, these were amended, and a resolution passed in September 2018 to enable the amendments. In addition, two supporting documents were developed, these being, a 'person specification for the appointment of trustees' and 'rules relating to the admission of beneficiary members.

The Board apply Charity Governance Code and the seven principles of organisation purpose, leadership, integrity, decision making and risk control, effectiveness, diversity and openness and accountability to the running of the Charity.

There are regular Board meetings to review and govern the business of Linkability. Chairs of Sub Boards, The Executive Director and Assistant Directors have a reporting structure to full Trustee meetings. Reports typically illustrate what is working well, what Linkability needs to do to improve and alerting the Trustees to any potential risk and plans to manage such risk. Overall, the reporting structure monitors progress of the business plan.

Continued and well-planned growth of Linkability is key to maintaining viability and to offset any risk of financial stability.

None of the Trustees have any beneficial interest in the company. All the Trustees are Members of the company and guarantee to contribute £1 in the event of winding up. The Charity is a company limited by guarantee registered in England number 2350533. The Trustees who are also the directors for the purpose of company law, who served during the year, were:

Mr Philip Entwistle - Chair
Mr John Holland
Mr Duncan Mitchell (resigned September 2021)
Mrs Kathryn Pattinson
Mrs Alison Tupling
Mrs Christine Chu - Vice chair
Mr Ian Haworth (resigned April 2022)

Recruitment / Selection of Trustee Directors

Trustee / Directors are sought whose skills build on the skill base of the existing Board of Trustees which are outlined in the Person Specification for the appointment of trustees' document. Where possible Link-Ability seeks to appoint Trustees living in communities in which it provides care and support services, personal lived experience of the needs of beneficiaries and/or skills required by the Board.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Under normal circumstances trustees must not receive any monies or material benefit from the charity. Trustees may only be remunerated, employed or provide goods or services to the charity in the most exceptional of circumstances as outlined in detail in the governing document. Link-Ability is permitted however to refund legitimate Trustee expenses. During the year Trustees have not claimed any expenses.

There is a process of application for new Trustees that includes taking references, undertaking background checks such as a Disclosure and Baring Service (DBS) check and attending / observing a number of Board and / or Sub Board meetings. The applicant receives all the relevant information regarding the organisation, Trustee Job Description, Guidance on Trustee Responsibilities and Trustee National Occupational Standards. This is further supported with verbal information from The Executive Director and / or Chair of Trustees / an experienced Trustee.

Once the prospective Trustee has attended a series of meetings the Chair discusses the applicant's suitability with other Trustees and will meet with the prospective Trustee prior to their appointment at the next Board meeting. The appointment is confirmed formally at the next AGM.

Mr Phil Entwistle remains as Chairperson, with Mrs Christine Chu as Vice Chairperson.

We hope to welcome two Trustees from Spire Preston Ltd. to the Link-Ability Board following the completion of the merger.

Link-Ability is extremely grateful to the trustees retiring during the year for their long service to the Charity.

Induction and training

The induction and training of Trustees continues with the provision of an induction pack comprising previous minutes, the latest audited financial report, organisational structures and plans, dates of meetings and a copy of the Memorandum and Articles of Association.

Structure and Wider Network

Linkability employs professional managers with experience and expertise relevant to the business of the Charity and the people it supports. The Trustees set and monitor the scale of delegated responsibility invested in the senior management team. Likewise, they monitor and review the overall strategy and business plan.

The Board of Trustees meet regularly with The Executive Director. The Company Secretary and Assistant Directors attend quarterly Board meetings. Additional to this Trustees also meet the professional managers at various Sub Board and ad hoc meetings.

Linkability uses a structure of Sub Boards to support and monitor its strategic and operational goals. During the year in review the following Sub Boards met at least once but, in most cases, quarterly. The chairs of Sub Boards take recommendations to the full Trustee quarterly Board meetings.

The Financial Sub Board
The Remuneration Sub Board
The Quality Sub Board
The Premises Board
The IT & Digital Board
The Human Resources Sub Board

In addition, there is a family forum chaired by Mrs A Tupling and a tenant's group 'Linked Voices', for Chorley, Heywood, and West Lancashire, each is chaired by a person who receives support from Linkability.

During the year all of these Boards were conducted on Zoom in order to maintain standards of safety.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Employee involvement and employment of people with disabilities

Tenants meet in the Chorley, Heywood, and West Lancashire locations at least quarterly. These 'Linked Voices' meetings are funded by Link-Ability and are arranged at times and dates specified by the people we support. A willing chairperson is supported by a staff member to preside over the meetings. The agendas include information from the Charity to tenants and the communication of good news and bad news to Link-Ability which may then be communicated to the Board. Guest speakers make presentations and role play reinforces the messages. Accessible sessions during the year all took place by Zoom and included seasonal celebrations.

Representatives from the people we support attend the Quality Sub Board with support from suitably experienced workers. Here they represent the views of their peers, including issues brought forward by the Linked Voices members, and they also bring the news from self-advocacy groups they attend.

Employees continued to be consulted on issues of concern to them by means of consultative meetings/team discussions and in person with respective supervisors. Formal meetings of the staff steering group remained difficult due to the risks from Coronavirus however the representative kept in contact with staff by email.

Link-Ability has long been mindful of the wellbeing of its workforce. 'Able Futures' deliver the 'Access to Work Mental Health Support Service' on behalf of the Department for Work and Pensions continues. Link-Ability has been able to refer staff to the service where staff may receive up to nine months of advice and guidance from a mental health professional. If needed Link-Ability has provided the meeting space to enable the sessions to happen. Staff continue to be offered and take up the service for a range of mental health needs. The need for this service has been heightened by the pandemic. Staff receive reminders about this and other support services each week on 'Wellbeing Wednesday'.

Link-Ability relates the standards and guidance set out by Skills for Care. Staff training data sets are maintained electronically using a specialist software package, 'People Planner'. This links directly with the Skills for Care Adult Social Care Workforce Data Set to ensure that Link-Ability fulfils its responsibility towards the National data connected with the present and future development of the workforce. In return grant funding is received to offset the cost of training our workforce.

Link-Ability, in accordance with its equal opportunities policy has long established recruitment, retention and training protocols. Analysis of records show retention rates remain well above national averages.

Link-Ability has several detailed policies in relation to personnel matters, such as: -

- Equal Opportunities Policy
- Health and Safety Policy
- Harassment, and Bullying Policy (Including Whistle Blowing)
- Staff Handbook, Conditions of Service
 - Recruitment handbook

The arrangement for review and updating the staff handbook is provided under a contract for services with Explaw. The procedural guidance for Equal Opportunities takes account of an individual staff or prospective employee's strengths and approach to fair employment practice.

The senior management team have a plan for annual review and updating statements on policy and procedures.

Relationships with related parties:

Staff at various levels in Link-Ability continue to participate in the local networks. This serves to ensure that people with disabilities take a rightful place at the hub of local services design and delivery. Many of the concepts found in local and national social policy, hold true to Link-Ability's principles and core values as laid down over 30 years ago.

Link-Ability is a member of The Lancashire Learning Disability Consortium (LLDC) which is an Industrial and Provident Society with Charitable exemption. The LLDC was incorporated by several voluntary organisations in Lancashire, of which Link-Ability was a founding member. The aims of the Consortium are to share information, represent issues, share specialist training, and offer representation on various Lancashire Council led consultative groups.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Skills for Care is the strategic body for workforce development in adult social care in England. It is an independently registered charity working with 35,000 adult social care employers, regarding setting the standards to equip over 1.5 million social care workers to deliver quality social care. The Executive Director attends meetings of the Skills for Care Chief Executive Round Table. During the pandemic this reduced to a small select group of North West leaders who have focussed in particular on the challenges of Covid. This has fed into the national picture for the sector.

All the Link-Ability Registered Managers are members of the National Skills Academy for Social Care. The Academy provides peer support to Registered Managers. This ensures a strengthening of their leadership capacity which has been positively reflected in the continuance of improvement in the quality of the support we offer. Link-Ability holds Skills for Care funding in order to chair and host the regional Learning Disability Registered Managers' Network. During the year this group continued to meet by Zoom and shared good practice examples in relation to managing the effects of the pandemic.

The Restraint Reduction Network Training Standards were introduced in 2019. This provides a national and international benchmark for training in supporting people who are distressed, in education and health and social care settings. Our trainer in Positive Behaviour Management complies with these training standards. Link-Ability is an affiliated organisation in line with RRN training standards 2019. Our lead trainer is an associated trainer. We were delighted in the year to invest in an additional trainer who was selected from our talent pool. We have seen consistently that having staff trained to these levels results in excellent outcomes for people we support who may otherwise be denied their ordinary life in our communities.

Link-Ability enjoys a mutual and positive relationship with Integrate (Preston & Chorley) Ltd. Integrate is a charitable organisation working primarily in Preston with adults and young people, who experience learning disabilities. As has been the case since the incorporation of Link-Ability (February 1989) both organisations have supported each other by sharing information, joint working, and mutual support in sector related issues.

Housing partners such as Chorley Community Housing, Places for People, Progress Housing Association, Golden Lane Housing, Rochdale Borough Housing, Adactus, Empower, Assured Living, Moss Care St Vincent and Regenda continue to support the objects of Link-Ability.

For the tenth year in succession Link-Ability was pleased to be a main sponsor of C L Initiatives. C L Initiatives is a charitable organisation dedicated to ensuring the publication of a sector specific magazine, 'Community Living'. One of the most tangible benefits of sponsorship is all employees have access to the magazine, each quarter. The Executive Director fulfils the role of publisher for the magazine, holds a place on both the magazine's Editorial Board and the Board of CL Initiatives. Link-Ability continues to provide back-office support to the subscription and distribution of the magazine. The web version and website offer sponsors like Link-Ability another marketplace for Job adverts, Trustee appointments or other short articles promoting Link-Ability's values and achievements. It is thought that 'Community Living' is the only magazine which campaigns for the rights of people experiencing learning disability in the UK. Link-Ability is proud to be so closely associated with this quality magazine which is distributed and read nationally.

Link-Ability is pleased to note that five independent companies sponsored the staff awards scheme. Prizes for the award winners were donated by Wizard Computers, RP Smith & Co, Brewin Dolphin, DE Ford and Whittle Jones.

Since 2009 Link-Ability has been a prominent provider in the Rochdale location. Rochdale is situated in Greater Manchester which is a HM government devolved area. Our Registered Manager is an active member of the GM strategy group which is working on ten areas: reducing inequality, advocacy, bespoke commissioning, good health, employment, workforce development, early support solutions, the justice system, strategic leadership and belonging.

Our Registered Manager is the Chair of the Rochdale Learning Disability Provider Network. A relationship has been built with the local Health Action Group who now join the Provider Network to present and promote best practice towards achieving and maintaining optimum health for people who receive support in the area. The manager then represents providers at the Rochdale Learning Disability Partnership Board alongside representatives from the local CCG, parent carers groups, people who receive support, the community health team and training and developments teams.

The manager is also a panellist at the Deprivation of Liberty Safeguards Dilemma group which provides advice and support to other providers with sensitive support issues.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Trustees' key responsibilities

The trustees specifically consider the various risks faced by the Charity. As well as generally monitoring financial and operational management, as indicated under Governance, the main trading and operational risks are assessed and addressed through the business planning process. Through a quality assurance policy and individual support plans for each service user, the Trustees seek to discharge the risks faced by the Charity in the care of vulnerable individuals. Similar risks associated with the employment of staff are addressed through the development of staffing, training and health and safety policies and by placing responsibility on the Executive Director to carry out the required risk assessments.

Disclosure of information to auditor

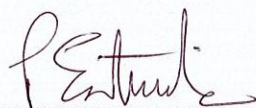
Each of the directors / trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor

A resolution proposing that Smith & Goulding Limited be reappointed as auditors of the company will be put to the members at the Annual General Meeting.

In preparing this report the Trustees have taken advantage of the small companies exemptions provided by Section 419(2) of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees and signed on its behalf by:



Mr Philip Entwistle - Chair

Dated: 27/09/2022

LINKABILITY

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees, who are also the directors of Linkability for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the Trustees are required to:

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

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

LINKABILITY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LINKABILITY

Opinion

We have audited the financial statements of Linkability (the 'the Charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

LINKABILITY

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF LINKABILITY

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Simon Worswick BA FCA (Senior Statutory Auditor)
for and on behalf of Smith & Goulding Limited

12 September 2022
.....

Chartered Accountants
Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

LINKABILITY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<u>Income and endowments from:</u>					
Charitable activities	2	4,373,192	104,724	4,477,916	4,022,844
Investments	3	653	-	653	123
Other income	4	10,039	-	10,039	6,573
Total income and endowments		4,383,884	104,724	4,488,608	4,029,540
<u>Expenditure on:</u>					
Charitable activities	5	4,406,881	121,989	4,528,870	3,972,125
Net incoming resources/(resources expended) before gains/(losses) on investments		(22,997)	(17,265)	(40,262)	57,415
Net gains/(losses) on investments	9	7,680	-	7,680	54,601
Net movement in funds		(15,317)	(17,265)	(32,582)	112,016
Fund balances at 1 April 2021		589,591	48,933	638,524	526,507
Fund balances at 31 March 2022		574,274	31,668	605,942	638,523

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

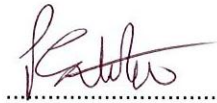
LINKABILITY

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	10		32,358		35,399
Investments	11		303,283		297,378
			<u>335,641</u>		<u>332,777</u>
Current assets					
Debtors	12	442,443		206,591	
Cash at bank and in hand		472,113		756,230	
		<u>914,556</u>		<u>962,821</u>	
Creditors: amounts falling due within one year	14	(644,255)		(657,075)	
Net current assets			270,301		305,746
Total assets less current liabilities			<u>605,942</u>		<u>638,523</u>
Income funds					
Restricted funds	15		31,668		48,933
<u>Unrestricted funds</u>					
General unrestricted funds		506,976		529,973	
Revaluation reserve		67,298		59,617	
		<u>574,274</u>		<u>589,590</u>	
			<u>605,942</u>		<u>638,523</u>

The financial statements were approved by the Trustees on



Mr Philip Entwistle - Chair
Trustee



Mrs Kathryn Pattinson - Finance Chair
Trustee

Company Registration No. 02350533

LINKABILITY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	19		(269,482)		325,663
Investing activities					
Purchase of tangible fixed assets		(7,690)		(5,084)	
Interest received		654		123	
Net cash used in investing activities			(7,036)		(4,961)
Financing activities					
Bank loans advanced		(7,599)		50,000	
Net cash (used in)/generated from financing activities			(7,599)		50,000
Net (decrease)/increase in cash and cash equivalents			(284,117)		370,702
Cash and cash equivalents at beginning of year			756,230		385,528
Cash and cash equivalents at end of year			472,113		756,230

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Linkability is a private company limited by guarantee incorporated in England and Wales. The registered office is Conway House, Ackhurst Business Park, Chorley, Lancashire, PR7 1NY.

1.1 Accounting convention

The accounts 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) (effective 1 January 2019), with FRS 102 and with the requirements of the Companies Act 2006. The Charity is a Public Benefit Entity as defined by FRS 102.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The accounts have been prepared on the historical cost convention, except for the valuation of investment assets, which are shown at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees' continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

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

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 Resources expended

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

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

Resources expended are accounted for in accordance with the accruals convention. Expenditure on operational programmes is recognised in the period in which it has been incurred. A designated fund is established for expenditure which has been committed to projects, but remains unspent at the year end.

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of Trustees meetings and the cost of any legal advice to Trustees on governance or constitutional matters. All the governance costs have been included in Charitable Activities as a whole rather than being apportioned.

1.6 Tangible fixed assets

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

Tangible fixed assets are stated at cost less depreciation. Assets costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	25% to 33% on cost
Office equipment and fixtures	5% to 25% on cost
Service base equipment and fixtures	5% to 25% on cost
Caravan for service users	10% on cost

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

1.7 Fixed asset investments

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

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

Basic financial assets

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

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Apportionment of costs

Costs of direct charitable expenditure are allocated on the basis of consumption of goods and services in each of the service bases operated by the charity. Support costs include any other costs borne by the charity in continuance of its activities. Where expenditure has been incurred which represents both charitable project support and general management of the charity the cost has been apportioned on the basis of the management time allocated to each activity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements. Costs are apportioned gross including irrecoverable VAT.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

2 Charitable activities

	Provision of care 2022 £	Provision of care 2021 £
Services provided under contract	4,346,694	3,830,637
Grants received	131,222	192,207
	<u>4,477,916</u>	<u>4,022,844</u>
Analysis by fund		
Unrestricted funds - general	4,373,192	3,866,345
Restricted funds	104,724	156,499
	<u>4,477,916</u>	<u>4,022,844</u>
For the year ended 31 March 2021		
Unrestricted funds - general	3,866,345	
Restricted funds	156,499	
	<u>4,022,844</u>	

3 Investments

	Unrestricted funds general 2022 £	Total 2021 £
Interest receivable	653	123
	<u>653</u>	<u>123</u>

4 Other income

	2022 £	2021 £
Other income	10,039	6,573
	<u>10,039</u>	<u>6,573</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

5 Charitable activities

	Provision of care 2022 £	Provision of care 2021 £
Staff costs	3,583,015	3,081,214
Depreciation and impairment	4,031	6,481
Agency staff	10,307	4,316
Staff training	13,387	14,036
Premises repairs, servicing, heat and light	6,289	4,051
Residents' living and household expenses	1,636	1,636
Staff travel and residents' transport	3,200	1,194
Medical supplies	29,019	22,440
Registration fees and subscriptions	11,539	11,590
Recruitment expenses	8,480	5,367
	<u>3,670,903</u>	<u>3,152,325</u>
Share of support costs (see note 6)	842,679	816,494
Share of governance costs (see note 6)	15,288	3,306
	<u>4,528,870</u>	<u>3,972,125</u>
Analysis by fund		
Unrestricted funds - general	4,406,881	3,817,981
Restricted funds	121,989	154,144
	<u>4,528,870</u>	<u>3,972,125</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

6 Support costs

	Support costs	Governance costs	2022 Support costs	Governance costs	2021
	£	£	£	£	£
Staff costs	612,342	-	612,342	603,889	603,889
Depreciation	6,700	-	6,700	10,119	10,119
Office rent and rates	92,728	-	92,728	89,450	89,450
Insurance	19,350	-	19,350	15,091	15,091
Office light and heat	3,358	-	3,358	2,987	2,987
Office repairs	2,422	-	2,422	810	810
Office supplies and IT costs	52,908	-	52,908	49,686	49,686
Telephone	7,026	-	7,026	8,011	8,011
Professional fees	28,520	-	28,520	28,158	28,158
Bank charges	195	-	195	61	61
Investment charges	3,087	-	3,087	2,661	2,661
Sundry expenses	14,043	-	14,043	5,571	5,571
Audit fees	-	2,450	2,450	-	3,306
Consultancy fees	-	12,000	12,000	-	-
Bank loan interest paid	-	838	838	-	-
	<u>842,679</u>	<u>15,288</u>	<u>857,967</u>	<u>816,494</u>	<u>819,800</u>
Analysed between Charitable activities	<u>842,679</u>	<u>15,288</u>	<u>857,967</u>	<u>816,494</u>	<u>819,800</u>

7 Trustees

None of the trustees, or any persons connected with them, received any remuneration, benefits or expenses from the Charity during the year.

The insurance charge in the accounts includes premiums paid in respect of a combined policy which provides cover to protect the charity from loss arising from the neglect or defaults of its trustees or employees. The cost of this cover has not been separately quantified.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Care and support staff	191	177

Employment costs

	2022 £	2021 £
Wages and salaries	3,772,859	3,316,496
Social security costs	294,001	246,506
Other pension costs	128,497	122,101
	<u>4,195,357</u>	<u>3,685,103</u>

The key management personnel of the Charity comprise of the Trustees, the Executive Director and the Assistant Directors. The total employee benefits of the key management personnel of the Charity were £230,727 (2021: £247,086).

The number of employees whose annual remuneration was £60,000 or more were:

	2022 Number	2021 Number
£60,000 - £70,000	1	1

9 Net gains/(losses) on investments

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Revaluation of investments	7,680	54,601

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

10 Tangible fixed assets

	Leasehold improvements	Office equipment and fixtures	Service base equipment and fixtures	Caravan for service users	Total
	£	£	£	£	£
Cost					
At 1 April 2021	37,505	92,380	89,721	36,004	255,610
Additions	-	7,691	-	-	7,691
At 31 March 2022	37,505	100,071	89,721	36,004	263,301
Depreciation and impairment					
At 1 April 2021	34,763	85,381	86,880	13,187	220,211
Depreciation charged in the year	1,481	5,219	693	3,339	10,732
At 31 March 2022	36,244	90,600	87,573	16,526	230,943
Carrying amount					
At 31 March 2022	1,261	9,471	2,148	19,478	32,358
At 31 March 2021	2,742	6,999	2,841	22,817	35,399

11 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	297,378
Valuation changes	5,905
At 31 March 2022	303,283
Carrying amount	
At 31 March 2022	303,283
At 31 March 2021	297,378

Fixed asset investments revalued

The investments are valued at their current market value, taken from the relevant stock exchange prices. A valuation report is received quarterly from the investment managers detailing the values of all securities held.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

12 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	73,114	26,174
Other debtors	9,793	6,097
Prepayments and accrued income	359,536	174,320
	<u>442,443</u>	<u>206,591</u>

13 Loans and overdrafts

	2022	2021
	£	£
Bank loans	<u>42,401</u>	<u>50,000</u>
Payable within one year	<u>42,401</u>	<u>50,000</u>

In June 2020 the Charity obtained a £50,000 bank loan under the Bounce-Back Loan scheme.

14 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Loans and overdrafts	13	42,401	50,000
Other taxation and social security		71,658	51,830
Trade creditors		49,049	29,907
Other creditors		61,552	42,890
Accruals and deferred income		419,595	482,448
		<u>644,255</u>	<u>657,075</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

15 Restricted funds

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

	Movement in funds			Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£	£	£	£
Roots donation	7,100	-	(360)	6,740	-	(34)	6,706
West Lancashire Positive Living	38,769	-	(9,486)	29,283	-	(5,534)	23,749
Skills for Care	709	48	(219)	538	200	-	738
Infection control funding	-	156,451	(144,079)	12,372	73,851	(85,748)	475
Workforce Capacity Fund	-	-	-	-	3,760	(3,760)	-
Workforce Retention Grant	-	-	-	-	21,313	(21,313)	-
Workforce Development Grant	-	-	-	-	4,111	(4,111)	-
Residential Workforce Grant	-	-	-	-	1,489	(1,489)	-
	<u>46,578</u>	<u>156,499</u>	<u>(154,144)</u>	<u>48,933</u>	<u>104,724</u>	<u>(121,989)</u>	<u>31,668</u>

The Roots donation is to be applied to provide training and equipment for the benefit of staff and service users in Rochdale.

The Charity took over the operations of West Lancs Positive Living Limited in 2016, including staff and service users. Prior to being formally dissolved, West Lancs Positive Living Limited made donations to Linkability of its remaining bank balances, and it also donated a static caravan, which was held for the benefit of service users. The caravan was upgraded to a newer caravan and continues to be offered for use by service users. The fund value carried forwards includes the carrying value of tangible fixed assets purchased as restricted assets (including the caravan).

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	12,880	19,478	32,358	12,583	22,816	35,399
Investments	303,283	-	303,283	297,378	-	297,378
Current assets/(liabilities)	258,111	12,190	270,301	279,629	26,117	305,746
	<u>574,274</u>	<u>31,668</u>	<u>605,942</u>	<u>589,590</u>	<u>48,933</u>	<u>638,523</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Operating lease commitments

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

	2022	2021
	£	£
Within one year	51,286	54,038
Between two and five years	940	38,320
	<u>52,226</u>	<u>92,358</u>

18 Related party transactions

Transactions with related parties

During the year the Charity entered into the following transactions with related parties:

Community Living Initiatives - This charitable organisation publishes a sector specific magazine - 'Community Living'. Mrs J Adshead is a director. In the year ended 31 March 2022 Linkability paid £4,000 for sponsorship and advertising (2021: £4,000).

The Lancashire Learning Disability Consortium (LLDC) - Linkability is a member of this organisation and Mrs J Adshead sits on its board. During the year ended 31 March 2022 Linkability paid membership fees of £800 (2021: £800).

The related parties are charities or community organisations with activities which are complementary to and in furtherance of the objectives of Linkability. The trustees and officers of Linkability do not receive remuneration from these organisations and do not hold any beneficial interest.

No guarantees have been given or received.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

19	Cash generated from operations		2022	2021
			£	£
	(Deficit)/surplus for the year		(32,582)	112,016
	Adjustments for:			
	Investment income recognised in profit or loss		(653)	(123)
	Fair value gains and losses on investments		(5,905)	(46,466)
	Depreciation and impairment of tangible fixed assets		10,731	16,600
	Movements in working capital:			
	(Increase)/decrease in debtors		(235,852)	29,879
	(Decrease)/increase in creditors		(5,221)	213,757
	Cash (absorbed by)/generated from operations		(269,482)	325,663
20	Analysis of changes in net funds			
		At 1 April 2021	Cash flowsAt 31 March 2022	
		£	£	£
	Cash at bank and in hand	756,230	(284,117)	472,113
	Loans falling due within one year	(50,000)	7,599	(42,401)
		<u>706,230</u>	<u>(276,518)</u>	<u>429,712</u>

LINK-ABILITY

England & Wales - Charity number 701132

Accounts

Charity Registration No. 701132

Company Registration No. 02350533 (England and Wales)

LINKABILITY
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

LINKABILITY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Philip Entwistle - Chair Mr John Holland Mr Duncan Mitchell - Vice Chair Mrs Kathryn Pattinson - Finance Chair Mrs Alison Tupling Mrs Christine Chu Mr Ian Haworth	(Appointed 13 October 2020)
Secretary	Ms G Pilkington	
Executive director	Mrs J Adshead	
Charity number	701132	
Company number	02350533	
Principal address	Conway House Ackhurst Business Park Chorley Lancashire PR7 1NY	
Registered office	Conway House Ackhurst Business Park Chorley Lancashire PR7 1NY	
Auditor	R P Smith & Co 2 Southport Road Chorley Lancashire PR7 1LB	

LINKABILITY

CONTENTS

	Page
Trustees' report	1 - 12
Statement of Trustees' responsibilities	13
Independent auditor's report	14 - 16
Statement of financial activities	17
Balance sheet	18
Statement of cash flows	19
Notes to the financial statements	20 - 32

LINKABILITY

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and audited financial statements for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)"

This year we have seen unprecedented challenges for the Charity due to the Coronavirus pandemic. The senior management team, operations team and all employees and volunteers of the Charity have constantly adapted their working practices to ensure continued positive outcomes for the vulnerable people we support are achieved.

The Charity has been committed to providing safe working and living environments for all, along with ensuring the emotional wellbeing of those employed and supported alike throughout this most challenging of times.

Objectives and activities

Linkability's broad objective is to provide services to adults (including young people in transition from children's services) who have learning disabilities so as to enable them to live in and be part of the local community. The objects of the Charity are also underpinned with a number of core values such as all people supported have a right to live a life of their own choosing, in their own neighbourhood. This means the human right and opportunity to citizenship irrespective of disability is upheld.

The communities in which Linkability presently provides services are Chorley / South Ribble, Ormskirk, Tarleton and Skelmersdale (Lancashire County Council), and Rochdale, Heywood and Middleton (Rochdale Borough Council).

People using Linkability's care and support services may also experience physical and sensory impairment; they may also have positive behavioural support needs and / or experience enduring mental health needs.

Linkability currently discharges this objective through the regulated provision of Registered Care or Registered Domiciliary Care and support to adults or younger people within the provisions of The Health and Social Care Act 2008. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

For the year in review the Care Quality Commission undertook no inspections of our services. All current CQC reports are on both the CQC website <https://www.cqc.org.uk/provider/1-101612259> and Linkability's website, www.linkability.org.uk

CQC has informed the Charity that due to the Coronavirus pandemic the normal inspection processes are severely delayed. CQC has examined the data that it holds on Linkability and have found no evidence which would necessitate the prioritising of inspection for any of our four locations.

Public Benefit Statement

The Trustees are confident that the activities detailed below satisfy the requirement of the Charity to show that it meets the public benefit requirements in accordance with the duty in section 14(2) of the 2016 Charities Act.

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

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

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance

Normal quality visits to tenancies in the community by members of the operations team were prohibited due to the Coronavirus pandemic. Led by Linkability's Quality Sub Board, alternative arrangements were made to ensure that the support people receive in their homes was consistent with the demands of the regulations set out by the Care Quality Commission and their five 'Key Lines of Enquiry'. Senior support staff evaluated the quality of their work using documentation devised for this purpose. This was further adapted in the year to assess the correct use of PPE and infection prevention control measures needed to ensure the health and safety of all.

During the year we surveyed our staff asking for responses to the following statements:

My manager treats me with dignity and respect

I have constructive supervision on a regular basis

I feel valued at work

I am able to contribute to decisions made at work

I feel welcome when I visit the office

I would recommend Linkability to someone looking for work

I have the training I need to do a good job

I would be confident to report abuse and know who to tell

I would recommend Linkability to someone looking for support

The management team are approachable and committed to the company running well.

The survey was extremely positive, and the response rate had improved at 62% compared to 48% in the previous year.

Our local authority funders have been in contact with Registered Managers on a daily basis during the year due to the pandemic to ensure that the services continued to run safely and provide support in managing the difficult circumstances under which providers were operating.

Explain, our HR advisors have continued to provide support with the new and increasing demands posed by the pandemic. In particular with support around furlough for staff who were assessed as being clinically extremely vulnerable and administrative staff who could not be provided with safe access to work when restrictions and risks were considered too high.

Home working for some staff was enabled with the assistance of our IT support company Wizard. Past investment in Microsoft Office 365, VOIP telephone systems, cloud-based workforce planning and care planning software proved invaluable. A small number of administrative staff, operational staff and the Executive Director continued to work in the head office environment to enable a rapid physical response to the unfolding crisis situation.

Linkability had been accepted onto the Approved Provider List of Lancashire County Council, however progress towards moving onto the new framework was delayed throughout the year due to the pandemic.

Within the year Linkability continued to train its staff, however in person training was suspended and all training moved to remote on-line sessions.

In total 1917 online training courses were delivered to our staff members. The completion of diplomas was delayed but continued in a manner which was adapted to ensure the safety of all.

Staff recruitment although suspended for a short period during the height of restrictions continued with Zoom and telephone interviews in place. New staff completed their inductions remotely, until the eventual return to office bases was considered safe.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Safe staffing levels were maintained throughout the year. Some outreach support was suspended during the year, however all people living independently in the community continued to be supported throughout.

The Annual General Meeting took place in September as usual but this year using Zoom technology. The required formal business of the charity was undertaken. The annual staff awards were replaced by the awarding of monetary vouchers to all staff in recognition of the work they had all undertaken in this exceptional year. Monies donated in memory of founding trustee Lynda Nolan were added to those of our sponsors to make this possible.

Provider meetings with LCC and RBC took place by Zoom initially on a weekly, and later a fortnightly basis. This provided much needed support to the organisation in matters such as infection prevention control, testing, vaccination, PPE, grant funding and the ever changing legal and regulatory requirements demanded by the pandemic.

Throughout the year the Executive Director continued to work alongside other office bearers of the LLDC. Member organisations worked together to share experiences and good practice; and provide mutual support in matters arising from the pandemic at the monthly meetings. In late summer LLDC commissioned a piece of work by a specialist solicitor on behalf of members which enabled a deep understanding of; and challenged some of the terms of the new contract issued by Lancashire County Council. The cost of this expensive piece of work would normally be out of reach of most LLDC members but the collective power of LLDC enabled all members to benefit.

The Family Forum continued to meet in line with the origins of the Charity as a family led organisation. During the year the attendance at the group increased due to being held on Zoom. The aim of the forum is to involve families in the charity and to be a source of support and information to them. Amongst the topics covered during the year were: Advocacy with a guest speaker from Advocacy Focus, Assistive Technology with a speaker from Lifeline Services. Each session covered the current position with regard to Covid restrictions, visiting, emotional support, testing, vaccination, solutions to finance and banking. These sessions proved invaluable to maintaining excellent communication with families throughout the year.

All Board meetings and Sub Board meetings continued as normal but were all conducted by Zoom.

The capability of software packages was extended and new pieces of hardware, web cams, speakers, headsets and tablets were acquired to enable the smooth running of the Charity. Some were funded using grants provided in supporting infection prevention control.

A number of tablet computers were obtained following a successful bid for grant funding from The Good Things Foundation. These were made available specifically to people who we support, who would otherwise have not been able to access the necessary IT, this greatly reduced their social isolation during the lockdown periods of the pandemic. This provided what was described as a 'digital lifeline'. People were enabled to make bookings for events, research pet health, practice motor skills, Zoom family and friends, engage with the Charity's Quality sub group and Linked Voices group.

A business planning day was held in the summer where the senior management team used the results of surveys, compliments, complaints and concerns to work on the stated values of the Charity. This resulted in the production of the Ten Things that Matter Most to Us, which are as follows:

1. Everyone matters.
2. Everyone is different and we treat each other with respect.
3. We are kind to each other.
4. Everyone has a voice. We will listen to each other and where we can we act on what is said.
5. We work together to get the best for people.
6. We are all proud of what we do here and love what we do.
7. We go the extra mile and hope this inspires others to do the same.
8. We are brave and are open to new ideas and will keep trying when things are not working.
9. We're honest and don't make false promises.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

The effects of the pandemic were felt throughout the year in review. We had a small number of outbreaks (an outbreak being where two or more people at the same service had confirmed cases). This was extremely difficult to manage, however due to the availability of sufficient PPE, the training and supervision of staff in infection prevention control, the availability of regular testing, and the continued cohorting of staff, this ensured that all outbreaks were extremely well contained.

During the year testing for Covid-19 became available and quickly translated into regular 3 times weekly testing for all staff. This ensured that staff who were infected but asymptomatic were absented from their role with the vulnerable people we support. The availability of grant funding to pay staff for their time to test ensured that there was 100% compliance with the testing regime.

In December 2020 the first of our staff were offered their vaccine against Covid-19. Staff were paid for their time when attending for vaccination. The uptake of vaccination was excellent with rates standing at 89% having had their first dose and 14% having had their second dose at year end in March 2021.

Financial review

The Board of Trustees have acted with prudence and care in challenging times and rising employee associated costs. Total income on unrestricted funds during the year ended 31 March 2021 was £3,873,041. The total unrestricted funds applied as expenditure for charitable purposes were £3,817,981 resulting in a surplus on general funds for the year of £55,060. Gains on investments of £54,601 resulted in a net movement after investments of £109,661.

Linkability maintains a discretionary long service award scheme. Employees qualify for small discretionary awards following 5, 10, 15, 20 & 25 years continued service. Within the financial year Linkability made scaled payments, depending on length of service, to 16 qualifying staff totalling £2,350.

During the year ended 31 March 2021 Linkability received income on restricted funds of £156,499, with restricted expenditure of £154,144. The balance on restricted funds as at 31 March 2021 was £48,933.

Policy on Reserves:

General Operating Reserve (£529,973 Unrestricted funds)

This reserve is unrestricted and can be used for any purpose within the Charity's objectives. The Trustees aim for Linkability to hold sufficient reserves in order to maintain continuity and consistency to service users and employees in the event of a gap in funding or the loss of a service provision contract. This includes the reduction in income due to voids (unoccupied places in homes). If a service user moves on or sadly passes away, the Charity wishes to allow ample time for people to adjust to this change and for service users to be properly consulted about new people moving into Linkability's support. The availability of reserves for this purpose bridges what may be substantially long periods of loss of fees/rents. The general reserves held on 31 March 2021 represent approximately 1.6 months' worth of charitable expenditure based on current activity levels.

Revaluation Reserve (£59,617 Unrestricted funds)

This reserve represents the revaluation of investments, being the increase in value between the purchase price and the current market value. Whilst categorised within Unrestricted funds, this reserve is linked to the investments held and will only be available for general operating purposes should the investments be sold at which time any increase in value since the acquisition date would be recorded as a realised gain. The Trustees regularly monitor the performance of investments to ensure that the Charity is not put at undue financial risk.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

ROOTS Donation (£6,740 Restricted fund)

The restriction is that this fund is to be used for the direct benefit of service users and/or staff who were formerly supported by ROOTS. The Statement of Financial Activities shows utilisation during the year of £360 from this fund.

West Lancashire Positive Living (£29,283 Restricted fund)

West Lancashire Positive Living (£29,283 restricted fund) This fund relates to monies and assets previously donated by West Lancashire Positive Living, of which Linkability took over the operations of in 2016. The majority of the restricted fund balance relates to a static caravan which is offered for use to service users of the Charity, utilisation this year of £9,486. The fund balance will be reduced each year by the depreciation charge applied to the assets which have been purchased, and the utilisation of funds to further improve facilities for those within West Lancashire.

Work Force Development Fund (Skills for Care) (£538 restricted fund)

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification utilisation of £219 in the year.

Covid Infection Control Funding from (Lancashire County Council) (£12,372)

Committed expenditure agreed to be spent for Infection Control purposes, utilisation of £133,079 during the financial year.

The Trustees, in line with the Charity Commission's guidance on holding reserves, will review the above reserve policy alongside any newly identified financial risks and commitments and make appropriate allocations during 2021/2022.

The Trustees, in line with the Charity Commission's guidance on holding reserves, will review the above reserve policy alongside any newly identified financial risks and commitments and make appropriate allocations during 2021/22.

Reviewing Major Risks

Linkability has and maintains a risk framework that is reviewed at least annually. Overview and scrutiny are undertaken by the full Board of Trustees, senior management and other stakeholders, as appropriate. For example, ensuring staff continuity in the event of a pandemic or extreme adverse weather conditions, IT failure and cyber-attack.

The review of the risks to the continuity of the business of the charity in connection with a pandemic was continually reviewed and revised throughout the year; in the light of the ever changing local and national Covid restrictions, legal requirements and emerging advice from Public Health England, CQC, NHS and our Local Authority funders.

The senior management team, and Executive Director met at least weekly throughout the pandemic and formulated the priorities for the coming week and into the future. The Executive Director maintained weekly contact with the Chair of Trustees during the height of the pandemic to ensure that the Board was kept abreast of a quickly developing and unprecedented situation. It is commonly held that this crisis continues to pose the greatest risk ever felt by the charity.

The Charity maintains comprehensive insurance to cover a range of potential risks, including Trustee and Officers professional indemnity, employee and public liability. Excellent advice comes from our broker DE Ford who had ensured that we retain cover for communicable diseases throughout the 2020/2021 year.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Sector pressures from a funding perspective continue to present enormous challenge to providers such as Linkability. Recruitment to the care sector continues to be challenging, not helped by its lack of positive public image. There have been concerted attempts at national level throughout the year to establish a parity of esteem between social care workers and those employed by the NHS. Throughout the year Linkability's Assistant Directors and operations team have met with a focus on recruitment. That has led to successful recruitment of new employees and enabled a sufficiently resourced workforce. Linkability's retention rates remain well above the national average for the sector. The HR Sub Board pay regular attention to the reasons people leave and what works best in terms of recruitment. Word of mouth continues to be the best means of recruitment.

Linkability funded an uplift to all staff from April 2020. This increased the lowest paid workers in line with National Living Wage rates increases. We continue to value our workforce as we believe it to be our greatest asset supporting the aims of the charity. We are committed to the pursuance of proper remuneration of the workforce in recognition of the value of the work performed and continue to lobby those with the power to affect changes to this.

During the year funding authorities provided some uplift in daytime and sleep in fees. There continues to be no back pay for previous years from Local Authorities or awards from Central Government for sleep in payments to staff. In March 2021 the Supreme Court handed down its judgement in the cases of Royal Mencap Society v Tomlinson-Blake and Shannon v Rampersad. There was a very clear decision, that it is only time spent awake and working during a sleep-in that counts as working time for National Minimum Wage purposes. This put an end to many years of uncertainty in this and provided confirmation that Linkability carries no risks in connection with payment of its staff.

As has been consistently reported each year, given the nature of the volatile market Linkability operates in, there is an ever-present risk of the sudden loss of fees, sadly due to the death of someone it supports. To manage the risk, Linkability continues to carry a void reserve, that for a short period can ameliorate the risk. As mentioned in past reports this gives time to review staffing need, look at redeployment and avoid redundancy. During the year in review, sadly two people passed away, and one left to find an alternative form of support. Conversely three people started to live independently in the community and have their support from Linkability.

Reporting Serious Incidents

Linkability Trustees believe they have taken all reasonable steps to assess and manage risks associated with the activities of the Charity, beneficiaries, property, work, and reputation. In this regard, the Trustees of Linkability make a declaration that there are no serious incidents or other matters relating to the Charity, concerning the previous financial year that have not already been brought to the attention of The Charity's Commission or in such event has failed to do so.

Plans for future periods

The key priorities for the year ahead are:

- Ensure the safe delivery of services as the pandemic continues.
- To achieve the renewal of the original Linkability house in partnership with Jigsaw Housing.
- Recruit trustees and plan for succession of others.
- Continue to recruit staff who hold our values and maintain and improve our retention rates.
- Plan to remunerate our staff at the best possible rates above NM/NL Wage.
- Respond to requests for support in a considered manner, ensuring that our locations offer small and local support, and our homes are domestically scaled.
- To ensure our office hubs are suitably placed in the communities in which we work.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Structure, Governance and Management

Linkability is a charitable company whose Board of Directors are also Trustees of the Charity. Trustees are appointed to reflect the range of skills, experience, interests, and capability needed for effective governance, given the needs of beneficiaries and nature of its activities. Members of the Charity hold responsibility for appointing Trustees.

The Memorandum and Articles of Association govern the activities of the Charity, these were amended, and a resolution passed in September 2018 to enable the amendments. In addition, two supporting documents were developed, these being, a 'person specification for the appointment of trustees' and 'rules relating to the admission of beneficiary members.

The Board apply Charity Governance Code and the seven principles of organisation purpose, leadership, integrity, decision making and risk control, effectiveness, diversity and openness and accountability to the running of the Charity.

There are regular Board meetings to review and govern the business of Linkability. Chairs of Sub Boards, The Executive Director and Assistant Directors have a reporting structure to full Trustee meetings. Reports typically illustrate what is working well, what Linkability needs to do to improve and alerting the Trustees to any potential risk and plans to manage such risk. Overall, the reporting structure monitors progress of the business plan.

Continued and well-planned growth of Linkability is key to maintaining viability and to offset any risk of financial stability.

None of the Trustees have any beneficial interest in the company. All the Trustees are Members of the company and guarantee to contribute £1 in the event of winding up. The Charity is a company limited by guarantee registered in England number 2350533. The Trustees who are also the directors for the purpose of company law, who served during the year, were:

Mr Philip Entwistle - Chair
Mr John Holland
Mr Duncan Mitchell – Vice-Chair
Mrs Kathryn Pattinson
Mrs Rosemary Trustam (Resigned 20 December 2020)
Mrs Alison Tupling
Mrs Christine Chu
Mr Ian Haworth (Appointed 13 October 2020)

Rosemary Trustam ended her long service to Linkability when she passed away in December 2020. Rosemary will be sadly missed as a strong campaigner for the rights of the people we support and a trustee who brought a wealth of experience and support to Linkability since its incorporation in 1989. 'Rose' is sadly missed and not easily replaced.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Recruitment / Selection of Trustee Directors

Trustee / Directors are sought whose skills build on the skill base of the existing Board of Trustees which are outlined in the Person Specification for the appointment of trustees' document. Where possible Linkability seeks to appoint Trustees living in communities in which it provides care and support services, personal lived experience of the needs of beneficiaries and/or skills required by the Board.

Under normal circumstances trustees must not receive any monies or material benefit from the charity. Trustees may only be remunerated, employed or provide goods or services to the charity in the most exceptional of circumstances as outlined in detail in the governing document. Linkability is permitted however to refund legitimate Trustee expenses. During the year Trustees have not claimed any expenses.

Vacancies on the Board are advertised on Linkability's website, in local newspapers and by approaching local networks.

There is a process of application that includes taking references, undertaking background checks such as a Disclosure and Baring Service (DBS) check and attending / observing a number of Board and / or Sub Board meetings. The applicant receives all the relevant information with regard to the organisation, Trustee Job Description, Guidance on Trustee Responsibilities and Trustee National Occupational Standards. This is further supported with verbal information from The Executive Director and / or Chair of Trustees / an experienced Trustee.

Once the prospective Trustee has attended a series of meetings the Chair discusses the applicant's suitability with other Trustees and will meet with the prospective Trustee prior to their appointment at the next Board meeting. The appointment is confirmed formally at the next AGM.

Mr Phil Entwistle remains as Chairperson, with Duncan Mitchell as Vice Chairperson.

Linkability is extremely grateful to the trustees retiring during the year for their long service to the Charity.

Induction and training

The induction and training of Trustees continues with the provision of an induction pack comprising previous minutes, the latest audited financial report, organisational structures and plans, dates of meetings and a copy of the Memorandum and Articles of Association.

Structure and Wider Network

Linkability employs professional managers with experience and expertise relevant to the business of the Charity and the people it supports. The Trustees set and monitor the scale of delegated responsibility invested in the senior management team. Likewise, they monitor and review the overall strategy and business plan.

The Board of Trustees meet regularly with The Executive Director. The Company Secretary and Assistant Directors attend quarterly Board meetings. Additional to this Trustees also meet the professional managers at various Sub Board and ad hoc meetings.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Linkability uses a structure of Sub Boards to support and monitor its strategic and operational goals. During the year in review the following Sub Boards met at least once but, in most cases, quarterly. The chairs of Sub Boards take recommendations to the full Trustee quarterly Board meetings.

The Financial Sub Board
The Remuneration Sub Board
The Quality Sub Board
The Premises Board
The IT & Digital Board
The Human Resources Sub Board

In addition, there is a family forum chaired by Mrs A Tupling and a tenant's group 'Linked Voices', for Chorley, Heywood, and West Lancashire, each is chaired by a person who receives support from Linkability.

During the year all of these Boards were conducted on Zoom in order to maintain standards of safety.

Employee involvement and employment of people with disabilities

Tenants meet in the Chorley, Heywood, and West Lancashire locations at least quarterly. These 'Linked Voices' meetings are funded by Linkability and are arranged at times and dates specified by the people we support. A willing chairperson is supported by a staff member to preside over the meetings. The agendas include information from the Charity to tenants and the communication of good news and bad news to Linkability which may then be communicated to the Board. Guest speakers make presentations and role play reinforces the messages. Accessible sessions during the year all took place by Zoom and included seasonal celebrations for Easter, Valentine's Day, Halloween, and Christmas. The interactive singing and dancing was appreciated by all.

Representatives from the people we support attend the Quality Sub Board with support from suitably experienced workers. Here they represent the views of their peers, including issues brought forward by the Linked Voices members, and they also bring the news from self-advocacy groups they attend.

People we support contributed to their community by collecting for the local food banks. Making virtual hug pictures which were shared with a local care home. Completing Race for Life events, West Lancashire raising £1200.

Employees continued to be consulted on issues of concern to them by means of consultative meetings/team discussions and in person with respective supervisors. There was one formal meeting of the staff steering group, however the representative kept in contact with staff by email. The information included explanation of payslips, new travel claim form, staff awards.

Linkability has long been mindful of the wellbeing of its workforce. A link has been formed with 'Able Futures' who deliver the 'Access to Work Mental Health Support Service' on behalf of the Department for Work and Pensions. Linkability has been able to refer staff to the service where staff may receive up to nine months of advice and guidance from a mental health professional. If needed Linkability has provided the meeting space to enable the sessions to happen. Several staff have taken up the service for a range of mental health needs. The need for this service has been heightened by the pandemic. Staff receive reminders about this and other support services each week on 'Wellbeing Wednesday'.

Linkability relates the standards and guidance set out by Skills for Care. Staff training data sets are maintained electronically using a specialist software package, 'People Planner'. Work has been completed to enable this to link directly with the Skills for Care Adult Social Care Workforce Data Set (which replaced the National Minimum Data Set during the year), to ensure that Linkability fulfils its responsibility towards the National data connected with the present and future development of the workforce.

Linkability, in accordance with its equal opportunities policy has long established recruitment, retention and training protocols. Analysis of records show retention rates remain well above national averages.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Linkability has several detailed policies in relation to personnel matters, such as: -
Equal Opportunities Policy
Health and Safety Policy
Harassment, and Bullying Policy (Including Whistle Blowing)
Staff Handbook, Conditions of Service
Recruitment handbook

The arrangement for review and updating the staff handbook is provided under a contract for services with Explaw. The procedural guidance for Equal Opportunities takes account of an individual staff or prospective employee's strengths and approach to fair employment practice.

The senior management team have a plan for annual review and updating statements on policy and procedures.

Relationships with related parties:

Staff at various levels in Linkability continue to participate in the local networks. This serves to ensure that people with disabilities take a rightful place at the hub of local services design and delivery. Many of the concepts found in local and national social policy, hold true to Linkability's principles and core values as laid down over 30 years ago.

Linkability is a member of The Lancashire Learning Disability Consortium (LLDC) which is an Industrial and Provident Society with Charitable exemption. The LLDC was incorporated by several voluntary organisations in Lancashire, of which Linkability was a founding member. The aims of the Consortium are to share information, represent issues, share specialist training, and offer representation on various Lancashire Council led consultative groups. During the year LLDC sought and funded independent legal advice from a specialist solicitor in connection with Lancashire County Council's Approved Provider contract.

Skills for Care is the strategic body for workforce development in adult social care in England. It is an independently registered charity working with 35,000 adult social care employers, with regard to setting the standards to equip over 1.5 million social care workers to deliver quality social care. The Executive Director attends meetings of the Skills for Care Chief Executive Round Table. This has recently reduced to a small select group of North West leaders who have focussed in particular on the challenges of Covid. This has fed into the national picture for the sector.

All the Linkability Registered Managers are members of the National Skills Academy for Social Care. The Academy provides peer support to Registered Managers. This ensures a strengthening of their leadership capacity which has been positively reflected in the continuance of improvement in the quality of the support we offer. Linkability holds Skills for Care funding in order to chair and host the regional Learning Disability Registered Managers' Network. During the year this group met four times by Zoom and shared good practice examples in relation to managing the effects of the pandemic.

The Restraint Reduction Network Training Standards were introduced in 2019. This provides a national and international benchmark for training in supporting people who are distressed, in education and health and social care settings. Our trainer in Positive Behaviour Management must now comply with these new training standards. The Positive Response Training Consultancy has now adapted their training to meet these standards. The purpose and aim are to ensure a commitment to reduce physical restraint. Linkability is an affiliated organisation in line with RRN training standards 2019. Our trainer is an associated trainer. We have seen consistently that having staff trained to these levels results in excellent outcomes for people we support who may otherwise be denied their ordinary life in our communities.

Linkability enjoys a mutual and positive relationship with Integrate (Preston & Chorley) Ltd. Integrate is a charitable organisation working primarily in Preston with adults and young people, who experience learning disabilities. As has been the case since the incorporation of Linkability (February 1989) both organisations have supported each other by sharing information, joint working, and mutual support in sector related issues.

Housing partners such as Chorley Community Housing, Places for People, Progress Housing Association, Golden Lane Housing, Rochdale Borough Housing, Adactus, Empower, Assured Living and Regenda continue to support the objects of Linkability.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

For the ninth year in succession Linkability was pleased to be a main sponsor of C L Initiatives. C L Initiatives is a charitable organisation dedicated to ensuring the publication of a sector specific magazine, 'Community Living'. One of the most tangible benefits of sponsorship is all employees have access to the magazine, each quarter. The Executive Director holds a place on both the magazine's Editorial Board and the Board of CL Initiatives. Linkability continues to provide back-office support to the subscription and distribution of the magazine. The web version and website offer sponsors like Linkability another marketplace for Job adverts, Trustee appointments or other short articles promoting Linkability's values and achievements. It is thought that 'Community Living' is the only magazine which campaigns for the right of people experiencing learning disability in the UK. Linkability was proud during the year to commence hosting the magazine at its registered address. The publisher role passed from Rosemary Trustam to Linkability Executive Director in the year. Linkability is proud to be so closely associated with this quality magazine which is distributed and read nationally.

Chorley Astley Rotary continue to generously donate the cost of an adventure holiday for one of the people Linkability supports and their carer. Sadly, although a person was nominated to benefit, the holiday was cancelled. It is hoped that the holiday will go ahead again in 2022.

Linkability is pleased to note that five independent companies sponsored the staff awards scheme. Prizes for the award winners were donated by Wizard Computers, RP Smith &Co, Brewin Dolphin, DE Ford and Whittle Jones.

Chorley Gospel Hall promotes seasonal activity and social events several times a year for the benefit of those to whom Linkability delivers services. The summer picnic and Christmas events are extremely popular and enjoyed by all at Linkability including our administrative staff and managers. Linkability has also been beneficiary of the free use of their premises particularly for training and tenants' meetings. These activities have been severely curtailed during the pandemic. An inventive and imaginative event in the form of a drive-in carol service took place in December. This was in collaboration with the Gospel Hall, Linkability and Tesco (who donated their car park for this purpose).

Linkability attended the Lancashire wide Learning Disability Partnership Board. Here as well as representing the views and concerns of those we support sessions included, regular Covid updates, Hate Crime, Domestic Abuse, and Keeping Connected.

During the last eleven years Linkability has become a prominent provider in the Rochdale location. Rochdale is situated in Greater Manchester which is a HM government devolution area. Our Registered Manager is an active member of the GM strategy group which is working on ten areas: reducing inequality, advocacy, bespoke commissioning, good health, employment, workforce development, early support solutions, the justice system, strategic leadership and belonging.

Our Registered Manager is the Chair of the Rochdale Learning Disability Provider Network. A relationship has been built with the local Health Action Group who now join the Provider Network to present and promote best practice towards achieving and maintaining optimum health for people who receive support in the area. The manager then represents providers at the Rochdale Learning Disability Partnership Board alongside representatives from the local CCG, parent carers groups, people who receive support, the community health team and training and developments teams.

The manager is also a panellist at the Deprivation of Liberty Safeguards Dilemma group which provides advice and support to other providers with sensitive support issues.

LINKABILITY

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Trustees' key responsibilities

The trustees specifically consider the various risks faced by the Charity. As well as generally monitoring financial and operational management, as indicated under Governance, the main trading and operational risks are assessed and addressed through the business planning process. Through a quality assurance policy and individual support plans for each service user, the Trustees seek to discharge the risks faced by the Charity in the care of vulnerable individuals. Similar risks associated with the employment of staff are addressed through the development of staffing, training and health and safety policies and by placing responsibility on the Executive Director to carry out the required risk assessments.

Disclosure of information to auditor

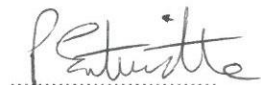
Each of the directors / trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor

A resolution proposing that R P Smith & Co be reappointed as auditors of the company will be put to the members at the Annual General Meeting.

In preparing this report the Trustees have taken advantage of the small companies exemptions provided by Section 419(2) of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees and signed on its behalf by:



Mr Philip Entwistle - Chair

Dated: *25 August 2021*

LINKABILITY

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2021

The Trustees, who are also the directors of Linkability for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the Trustees are required to:

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

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

LINKABILITY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LINKABILITY

Opinion

We have audited the financial statements of Linkability (the 'the Charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, 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.

LINKABILITY

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LINKABILITY

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

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.

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

LINKABILITY

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LINKABILITY

Simon Worswick

Simon Worswick BA FCA (Senior Statutory Auditor)
for and on behalf of R P Smith & Co

25 August 2021

Chartered Accountants
Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

LINKABILITY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<u>Income and endowments from:</u>					
Charitable activities	3	3,866,345	156,499	4,022,844	3,830,047
Investments	4	123	-	123	5,220
Other income	5	6,573	-	6,573	8,043
Total income and endowments		3,873,041	156,499	4,029,540	3,843,310
<u>Expenditure on:</u>					
Charitable activities	6	3,817,981	154,144	3,972,125	3,841,146
Net incoming resources/(resources expended) before gains/(losses) on investments		55,060	2,355	57,415	2,164
Net gains/(losses) on investments	10	54,601	-	54,601	(18,514)
Net movement in funds		109,661	2,355	112,016	(16,350)
Fund balances at 1 April 2020		479,929	46,578	526,507	542,857
Fund balances at 31 March 2021		589,590	48,933	638,523	526,507

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

LINKABILITY

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	11		35,399		46,915
Investments	12		297,378		250,912
			<u>332,777</u>		<u>297,827</u>
Current assets					
Debtors	14	206,591		236,470	
Cash at bank and in hand		756,230		385,528	
		<u>962,821</u>		<u>621,998</u>	
Creditors: amounts falling due within one year	16	(657,075)		(393,318)	
Net current assets			305,746		228,680
Total assets less current liabilities			<u>638,523</u>		<u>526,507</u>
Income funds					
Restricted funds	17		48,933		46,578
<u>Unrestricted funds</u>					
General unrestricted funds		529,973		474,913	
Revaluation reserve		59,617		5,016	
			<u>589,590</u>		<u>479,929</u>
			<u>638,523</u>		<u>526,507</u>

The financial statements were approved by the Trustees on 25 August 2021



Mr Philip Entwistle - Chair
Trustee



Mrs Kathryn Pattinson - Finance Chair
Trustee

Company Registration No. 02350533

LINKABILITY

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

		2021		2020	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from operations	21		325,663		73,277
Investing activities					
Purchase of tangible fixed assets		(5,084)		(5,350)	
Interest received		123		5,220	
Net cash used in investing activities			(4,961)		(130)
Financing activities					
Bank loans advanced		50,000		-	
Net cash generated from/(used in) financing activities			50,000		-
Net increase in cash and cash equivalents			370,702		73,147
Cash and cash equivalents at beginning of year			385,528		312,381
Cash and cash equivalents at end of year			<u>756,230</u>		<u>385,528</u>

LINKABILITY

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

1 Accounting policies

Charity information

Linkability is a private company limited by guarantee incorporated in England and Wales. The registered office is Conway House, Ackhurst Business Park, Chorley, Lancashire, PR7 1NY.

1.1 Accounting convention

The accounts 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) (effective 1 January 2015), with FRS 102 and with the requirements of the Companies Act 2006. The Charity is a Public Benefit Entity as defined by FRS 102.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The accounts have been prepared on the historical cost convention, except for the valuation of investment assets, which are shown at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees' continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

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

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies (Continued)

1.5 Resources expended

Resources expended are accounted for in accordance with the accruals convention. Expenditure on operational programmes is recognised in the period in which it has been incurred. A designated fund is established for expenditure which has been committed to projects, but remains unspent at the year end.

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of Trustees meetings and the cost of any legal advice to Trustees on governance or constitutional matters. All the governance costs have been included in Charitable Activities as a whole rather than being apportioned.

1.6 Tangible fixed assets

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

Tangible fixed assets are stated at cost less depreciation. Assets costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	25% to 33% on cost
Office equipment and fixtures	5% to 25% on cost
Service base equipment and fixtures	5% to 25% on cost
Caravan for service users	10% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

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

1.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies (Continued)

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.13 Apportionment of costs

Costs of direct charitable expenditure are allocated on the basis of consumption of goods and services in each of the service bases operated by the charity. Support costs include any other costs borne by the charity in continuance of its activities. Where expenditure has been incurred which represents both charitable project support and general management of the charity the cost has been apportioned on the basis of the management time allocated to each activity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements. Costs are apportioned gross including irrecoverable VAT.

2 Critical accounting estimates and judgements

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

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

3 Charitable activities

	Provision of care 2021 £	Provision of care 2020 £
Services provided under contract	3,830,637	3,829,297
Grants received	192,207	750
	<u>4,022,844</u>	<u>3,830,047</u>
Analysis by fund		
Unrestricted funds - general	3,866,345	3,829,297
Restricted funds	156,499	750
	<u>4,022,844</u>	<u>3,830,047</u>
For the year ended 31 March 2020		
Unrestricted funds - general	3,829,297	
Restricted funds	750	
	<u>3,830,047</u>	

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

4 Investments

	Unrestricted funds general 2021 £	Total 2020 £
Income from investment portfolio	-	3,773
Interest receivable	123	1,447
	<u>123</u>	<u>5,220</u>

5 Other income

	2021 £	2020 £
Other income	<u>6,573</u>	<u>8,043</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

6 Charitable activities

	Provision of care 2021 £	Provision of care 2020 £
Staff costs	3,081,214	2,920,400
Depreciation and impairment	6,481	4,069
Agency staff	4,316	115,797
Staff training	14,036	18,000
Premises repairs, servicing, heat and light	4,051	6,736
Residents' living and household expenses	1,636	1,636
Staff travel and residents' transport	1,194	2,513
Medical supplies	22,440	13,299
Registration fees and subscriptions	11,590	11,766
Recruitment expenses	5,367	3,244
	<u>3,152,325</u>	<u>3,097,460</u>
Share of support costs (see note 7)	816,494	739,929
Share of governance costs (see note 7)	3,306	3,757
	<u>3,972,125</u>	<u>3,841,146</u>
Analysis by fund		
Unrestricted funds - general	3,817,981	3,831,397
Restricted funds	154,144	9,749
	<u>3,972,125</u>	<u>3,841,146</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Staff costs	603,889	-	603,889	510,332	-	510,332
Depreciation	10,119	-	10,119	14,365	-	14,365
Office rent and rates	89,450	-	89,450	96,537	-	96,537
Insurance	15,091	-	15,091	14,221	-	14,221
Office light and heat	2,987	-	2,987	4,099	-	4,099
Office repairs	810	-	810	1,720	-	1,720
Office supplies and IT costs	49,686	-	49,686	42,922	-	42,922
Telephone	8,011	-	8,011	8,850	-	8,850
Professional fees	28,158	-	28,158	27,488	-	27,488
Bank charges	61	-	61	64	-	64
Investment charges	2,661	-	2,661	2,734	-	2,734
Sundry expenses	5,571	-	5,571	16,597	-	16,597
Audit fees	-	3,306	3,306	-	3,757	3,757
	<u>816,494</u>	<u>3,306</u>	<u>819,800</u>	<u>739,929</u>	<u>3,757</u>	<u>743,686</u>
Analysed between Charitable activities	<u>816,494</u>	<u>3,306</u>	<u>819,800</u>	<u>739,929</u>	<u>3,757</u>	<u>743,686</u>

8 Trustees

None of the trustees, or any persons connected with them, received any remuneration, benefits or expenses from the Charity during the year.

The insurance charge in the accounts includes premiums paid in respect of a combined policy which provides cover to protect the charity from loss arising from the neglect or defaults of its trustees or employees. The cost of this cover has not been separately quantified.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Care and support staff	177	173

Employment costs

	2021 £	2020 £
Wages and salaries	3,316,496	3,102,850
Social security costs	246,506	228,276
Other pension costs	122,101	99,606
	<u>3,685,103</u>	<u>3,430,732</u>

The key management personnel of the Charity comprise of the Trustees, the Executive Director and the Assistant Directors. The total employee benefits of the key management personnel of the Charity were £247,086 (2020: £231,848).

The number of employees whose annual remuneration was £60,000 or more were:

	2021 Number	2020 Number
£60,000 - £70,000	1	1

10 Net gains/(losses) on investments

	Unrestricted funds general 2021 £	Unrestricted funds general 2020 £
Revaluation of investments	54,601	(18,514)

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

11 Tangible fixed assets

	Leasehold improvements	Office equipment and fixtures	Service base equipment and fixtures	Caravan for service users	Total
	£	£	£	£	£
Cost					
At 1 April 2020	33,580	92,380	88,563	36,004	250,527
Additions	3,925	-	1,158	-	5,083
At 31 March 2021	37,505	92,380	89,721	36,004	255,610
Depreciation and impairment					
At 1 April 2020	30,592	77,183	86,093	9,744	203,612
Depreciation charged in the year	4,171	8,198	787	3,443	16,599
At 31 March 2021	34,763	85,381	86,880	13,187	220,211
Carrying amount					
At 31 March 2021	2,742	6,999	2,841	22,817	35,399
At 31 March 2020	2,988	15,197	2,470	26,260	46,915

12 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2020	250,912
Valuation changes	46,466
At 31 March 2021	297,378
Carrying amount	
At 31 March 2021	297,378
At 31 March 2020	250,912

Fixed asset investments revalued

The investments are valued at their current market value, taken from the relevant stock exchange prices. A valuation report is received quarterly from the investment managers detailing the values of all securities held.

13 Financial instruments

	2021 £	2020 £
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	297,378	250,912

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

14 Debtors	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	26,174	32,706
Other debtors	6,097	4,573
Prepayments and accrued income	174,320	199,191
	<u>206,591</u>	<u>236,470</u>

15 Loans and overdrafts	2021	2020
	£	£
Bank loans	<u>50,000</u>	<u>-</u>
Payable within one year	<u>50,000</u>	<u>-</u>

In June 2020 the Charity obtained a £50,000 bank loan under the Bounce-Back Loan scheme.

16 Creditors: amounts falling due within one year		2021	2020
	Notes	£	£
Loans and overdrafts	15	50,000	-
Other taxation and social security		51,830	52,444
Trade creditors		29,907	33,055
Other creditors		42,890	8,332
Accruals and deferred income		482,448	299,487
		<u>657,075</u>	<u>393,318</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

17 Restricted funds

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

	Movement in funds			Movement in funds			
	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Roots donation	7,480	-	(380)	7,100	-	(360)	6,740
West Lancashire Positive Living	48,097	-	(9,328)	38,769	-	(9,486)	29,283
Skills for Care	-	750	(41)	709	48	(219)	538
Infection control funding	-	-	-	-	156,451	(144,079)	12,372
	<u>55,577</u>	<u>750</u>	<u>(9,749)</u>	<u>46,578</u>	<u>156,499</u>	<u>(154,144)</u>	<u>48,933</u>

The Roots donation is to be applied to provide training and equipment for the benefit of staff and service users in Rochdale.

The Charity took over the operations of West Lancs Positive Living Limited in 2016, including staff and service users. Prior to being formally dissolved, West Lancs Positive Living Limited made donations to Linkability of its remaining bank balances, and it also donated a static caravan, which was held for the benefit of service users. The caravan was upgraded to a newer caravan and continues to be offered for use by service users. The fund value carried forwards includes the carrying value of tangible fixed assets purchased as restricted assets (including the caravan).

The Skills for Care restricted fund represents funds received towards the cost of staff training for a diploma qualification.

18 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:						
Tangible assets	12,583	22,816	35,399	20,655	26,260	46,915
Investments	297,378	-	297,378	250,912	-	250,912
Current assets/ (liabilities)	279,629	26,117	305,746	208,362	20,318	228,680
	<u>589,590</u>	<u>48,933</u>	<u>638,523</u>	<u>479,929</u>	<u>46,578</u>	<u>526,507</u>

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

19 Operating lease commitments

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

	2021 £	2020 £
Within one year	54,038	56,001
Between two and five years	38,320	94,812
	<u>92,358</u>	<u>150,813</u>

20 Related party transactions

Transactions with related parties

During the year the Charity entered into the following transactions with related parties:

Community Living Initiatives - This charitable organisation publishes a sector specific magazine - 'Community Living'. Mrs J Adshead is a director. In the year ended 31 March 2021 Linkability paid £4,000 for sponsorship and advertising (2020: £420 for staff training).

The Lancashire Learning Disability Consortium (LLDC) - Linkability is a member of this organisation and Mrs J Adshead sits on its board. During the year ended 31 March 2021 Linkability paid membership fees of £800 (2020: £800).

The related parties are charities or community organisations with activities which are complementary to and in furtherance of the objectives of Linkability. The trustees and officers of Linkability do not receive remuneration from these organisations and do not hold any beneficial interest.

No guarantees have been given or received.

LINKABILITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

21	Cash generated from operations		2021	2020
			£	£
	Surplus/(deficit) for the year		112,016	(16,350)
	Adjustments for:			
	Investment income recognised in profit or loss		(123)	(5,220)
	Fair value gains and losses on investments		(46,466)	22,622
	Depreciation and impairment of tangible fixed assets		16,600	18,433
	Movements in working capital:			
	Decrease/(increase) in debtors		29,879	(54,819)
	Increase in creditors		213,757	108,611
	Cash generated from operations		325,663	73,277
22	Analysis of changes in net funds			
		At 1 April 2020	Cash flows	At 31 March 2021
		£	£	£
	Cash at bank and in hand	385,528	370,702	756,230
	Loans falling due within one year	-	(50,000)	(50,000)
		<u>385,528</u>	<u>320,702</u>	<u>706,230</u>
		<u><u>385,528</u></u>	<u><u>320,702</u></u>	<u><u>706,230</u></u>

