

ANHEDDAU CYF

England & Wales · Charity number 701697

Details

Other names	ANHEDDAU GWYNEDD CYFYNGEDIG
Status	Registered
Legal form	Charitable company
Company number	02380151
Registered	1989-11-06
Register	View on the Charity Commission register

Contact

Address	Anheddau Cyf Unit 6 Llys Britannia Ffordd y Parc Parc Menai BANGOR
Phone	01248675910
Email	post@anheddau.co.uk
Website	www.anheddau.co.uk

Activities

Objects: i) To promote the support of people in need, by reason of disability, residing permanently or temporarily in Wales, to help them become more independent and lead fulfilling lives. ii) To advance health and wellbeing by facilitating services that encourage self-sufficiency.

Activities: Promoting the relief of people with support needs, residing primarily or temporarily in Wales, to empower them to live fulfilled lives.

Classification

- **How:** Provides Human Resources, Provides Services
- **What:** Disability
- **Who:** Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** WALES
- Conwy
- Denbighshire
- Gwynedd
- Isle Of Anglesey
- Wrexham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£11,050,811	£11,754,584	£1,209,598	380
2024-03-31	£9,717,034	£9,871,367	£1,913,371	360
2023-03-31	£8,041,373	£8,155,328	£2,067,704	311
2022-03-31	£7,079,355	£6,843,239	£2,181,659	221
2021-03-31	£6,468,763	£6,195,344	£1,945,543	206
2020-03-31	£5,891,450	£5,755,408	£1,672,124	204

Trustees

Name	Role	Appointed
Claire Jane Thomas-Hanna		2023-12-07
John Idris Jones		2024-04-02
Margaret Flynn		2019-09-09
Nia Gwynn Meacher		2026-01-27
Sue James		2022-04-20

ANHEDDAU CYF

England & Wales - Charity number 701697

Accounts

ANHEDDAU CYFYNGEDIG

(Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

(Company Registration Number 2380151)
(Charity Registration Number 701697)

ANHEDDAU CYFYNGEDIG

LEGAL AND ADMINISTRATIVE DETAILS

The Trustee Directors (hereafter referred to as “Trustees”) present their report and audited accounts for the year ended 31 March 2025. This also constitutes the Directors’ Report as a combined document.

Reference & Administrative Details

Charity Registration Number	701697
Company Registration Number	2380151
Registered and Principal Office	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
Bankers	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
Auditors	Williams Denton Cyf Glaslyn, Ffordd Y Parc, Parc Menai BANGOR LL57 4FE
Accountants	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
Solicitors	Aaron & Partners 5-7 Grosvenor Court CHESTER CH1 1HG

Directors (Trustees)

The directors of the charitable company are also its Trustees for the purpose of charity law. The Trustees who served during the year and the present members are:

Brian Merfyn Jones – Resigned 31 July 2025
Jonathan M Walsh (Treasurer until Feb 2025) – Deceased 17 February 2025
Margaret C Flynn (Chair 2026)
Sue James (Vice Chair 2026, Treasurer 2025)
Claire Thomas-Hanna
John Idris Jones – appointed 2 April 2024

Senior Staff Members as at 31 March 2025

Claire Higgins (CEO and Chief Finance Officer)
Nia Prendergast (Strategic Director for Resources, Deputy CEO and Company Secretary)

TRUSTEES' REPORT

Structure, Governance and Management

Anheddau is a Registered Charity and a Company Limited by Guarantee, governed by its Memorandum and Articles of Association.

Any adult can apply to become a Trustee of the charity. There is an application process and approval onto the Board is endorsed by Trustees at a Council of Management Trustee Board meeting. Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related third party transactions are disclosed in note 2 to the Accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive in accordance with the Charity's policy and withdraw from decisions where a conflict of interest arises.

The current Trustees are:

- Sue James
- Margaret Flynn
- Claire Thomas Hanna
- John Idris Jones

The Board makes the final decisions and ratifies all policies by which the organisation is bound. The full Trustee Board meets quarterly in addition to the Annual General Meeting. The Board's work is supported by three sub-committees; Finance Support Group, Corporate Services and Service Delivery and Safeguarding.

The day-to-day management of Anheddau is delegated by the Trustees to the Chief Executive. Duties are carried out as appropriate by the other managers within Anheddau.

The Chair, CEO and Strategic Director for Resources meet monthly to discuss operational activity. The CEO prepares a regular update for Board members keeping them sighted on activity between formal meetings.

The Head Office, which is also the Registered Office, is in Bangor, Gwynedd. Anheddau also has satellite offices in Dolgellau, Bangor, Wrexham and St Asaph.

Objectives, Activities and Strategies to Achieve its Aims

The objectives of Anheddau are to promote the support of people in need by reason of disability residing primarily or temporarily in Wales, to help them to become more independent and to lead fulfilled lives. Anheddau currently works in the Counties of Gwynedd, Ynys Mon, Conwy, Denbighshire and Wrexham.

Principal Funding Sources

Anheddau's funding is received by way of Service Level Agreement payments from five North Wales Local Authorities. Funding is also received from BCUHB in respect of individual support which is funded by Continuing Health Care.

Anheddau works within the footprint of the North Wales Regional Partnership Board and manages 24 hour community based services as well as community support contracts, in the geographical area of Ynys Mon, Gwynedd, Wrexham, Conwy and Denbighshire.

Since everyone has different needs, the type of support offered varies. Anheddau assists people to live full, active and rewarding lives within their communities.

TRUSTEES' REPORT – Continued

Achievements and performance

Some of the services Anheddau currently provides are:

- Assistance with personal care
- Assistance with medication
- Supporting with budgeting, shopping and preparing meals
- Assisting with correspondence and attending appointments
- Assisting with laundry and household chores
- Supporting individuals to maintain their tenancies.
- Community Involvement Support
- Respite to families / carers such as sitting services, including through the night
- End of life of care.

This support may range from a few hours a day to 24 hours depending on a person's assessed needs.

There are aspects of some service delivery for which staff have received specific training in order to ensure they can undertake such tasks to support each individual.

Although everyone Anheddau supports is unique there are core elements that are fundamental for leading a fulfilled life. That is, being part of a community, having relationships, having opportunities to take part in activities or education, being able to make choices, able to demonstrate some control, being respected and being treated as individuals are paramount.

The key to Anheddau's approach for supporting individuals in achieving health and wellbeing and independence is involving them in identifying what matters and what's important.

Anheddau trains staff to use Positive Behavioural support approaches and promotes Active Support in encouraging individuals to take part in activities at home and in the community. Anheddau tailors support so it is person centred and builds on people's skills and preferences. Participation and contribution are important elements of self-esteem. Anheddau has learned that by giving a person the opportunity to try activities and hobbies, or develop their interests, keeps people fit, mentally alert and facilitates self-expression. Encouraging and supporting individuals to engage in education and training nurtures the development of skills and talents and enables each to show 'what they can do.'

A person's own linguistic, cultural and religious identity is paramount. Anheddau works with the individual and their families to design support plans which captures how we can ensure these are respected and celebrated.

Individuals are supported to attend appointments with health professionals. Communication and collaborative working is essential for a holistic approach to supporting each individual.

Claire Higgins is the Responsible Individual. Sue Hart was the Registered Manager between April 2024 and August 2024 when she commenced a Service Manager role. Between August 2024 and 31st March 2025 there were two Registered Managers; Sharon Burke and Bethan Edwards Newport from August 2024. They were supported in the day to day management of service delivery by a team of managers, including Service Managers and House Managers.

Quarterly visits to services are conducted by Claire Higgins to talk to the people being supported and to maintain oversight of the management, quality, safety and effectiveness of the service at all times. The Registered Managers have allocated levels of managers to manage the day to day operations.

TRUSTEES' REPORT – Continued

The managers spend time with individuals and staff and are present to oversee the efficient running of the support provided. They are well known to the individuals and are knowledgeable about their support plan requirements.

Managers from other services undertake unannounced visits to ensure consistency. The focus on all visits from management is to review the quality of support and compliance against regulation.

Reports from each tier of management are submitted on a monthly basis and this information is collated on a quarterly basis for the Responsible Individual, Registered Managers, and Trustees.

The core values of Anheddau are 'Commit, Empower, Excel'. The values are embedded in the mission statement and apply equally to how we interact with our supported individuals as they do to employees.

Values and behaviour make the mission statement come alive and as a result they are embedded and reinforced at every opportunity such as core training, performance reviews, staff council, the monthly staff newsletter, video briefings, Podcasts and Anheddau's Behaviour Framework.

Anheddau strives to provide high quality, empowering, and compassionate care and support, adopting the principles of Positive Behaviour Support and least restrictive practices in order to nurture the desired culture. Anheddau's Board and Senior Leadership Team recognise their roles in influencing and shaping the development of the Culture.

Anheddau aims to ensure that all its employees enter positive, welcoming and thriving work environments. A significant element of developing and supporting the culture relates to managing people. It recognises the strong link between how staff are managed and what those receiving care and support say about their experience.

Training is a critical component of ensuring the workforce is skilled and competent. This year training returned to face-to-face and additional content was added to enhance the workforce's knowledge base.

Registration of the workforce is a central feature of training. Anheddau's dedicated qualifications team ensures that staff are registered with Social Care Wales and attaining their Qualifications.

Key Risks:

The Board has undertaken a full assessment of the risks to which Anheddau may be subject. This includes, loss of income, failure to safeguard, health and safety issues and changes in legislation. A risk management strategy is in place which identifies the risks and sets out methods and procedures by which they may be minimised and dealt with should they arise.

Financial Risk

Anheddau operates in a competitive market and relies on commissioners' funding. As commissioners' budgets are tightened, surplus is reduced and, as a consequence, Anheddau has increased monitoring to ensure quality is not compromised. This year has been particularly challenging despite the growth due to the programme of development with a range of one-off costs.

Recruitment challenges have led to investment in overseas workers and application to the Home Office for certificates of sponsorship. The recruitment was required because of managers being required to work covering shifts resulting in unaccounted expenditure and enhanced costs.

A significant proportion of annual leave was taken in the last quarter further exacerbating the need for overtime and adding a further financial burden.

TRUSTEES' REPORT – Continued

Returning to face-to-face training ensured improved compliance plus additional training expectations and an increased need for bespoke training. This has resulted in financial costs that are unfunded by commissioners.

Anheddau operates a Human Resources and Payroll system Iris HR and Earnie. The introduction of Cascade is planned to ensure improved reporting following a period where accounts were unable to be produced due to a system problem.

Anheddau recognises the implementation of the increased Employer Contributions and Real Living Wage is a continuing risk factor since the percentage increase from the Local Authorities does not cover the required amounts. Addressing this shortfall in funding will be managed through a programme of efficiencies which will be overseen by Finance Sub Group. This efficiency work will look to reduce expenditure and targeted work will be done with commissioners in negotiating increased fees.

Safeguarding Risk

Another key risk Anheddau faces hinges on the availability of suitably trained staff and in ensuring that safeguarding and the reporting procedures which surround it are embedded in their everyday practice. Anheddau takes this responsibility seriously and has strengthened the training and reporting mechanisms.

Safeguarding is the responsibility of everyone who comes into contact with a vulnerable person. If capacitated the supported individual is encouraged and supported to make the relevant decisions.

Additionally, people who work with vulnerable groups must be alerted to the possible indicators of abuse and act to protect them from harm. Anheddau embeds the principles and practical awareness of Safeguarding in its core training programme and annual refresher. Staff are asked to demonstrate their understanding of safeguarding during the probation period.

Capacity Risk

Anheddau's growth had resulted in increased pressure within a range of roles within the organisation. A review determined the need to strengthen key roles to ensure capacity to grow was maintained without compromising on quality of service delivery. Structural changes have been implemented and are being embedded.

Capacity in service delivery has been addressed through recruitment of overseas workers.

Key successes:

- Regulatory Inspection resulted in the quality of care and support provided being described as "Outstanding" securing families' confidence that their relatives are well cared for.
- People's personal plans are frequently reviewed to ensure people's desired outcomes and personal needs remain central to their plan of care.
- Completion of the Programme of Development resulting in achievements specifically relating to Culture, Structure, Governance and quality. Areas for future development and growth have been identified.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – Continued

- A number of new individuals began receiving support from Anheddau during the year and the tools and process within the commencement of Service process ensured a smooth transition with key staff understanding their responsibilities.
- For a number of years Anheddau have been using an incident reporting system called My Compliance, this enables community based support workers to record incidents, near-misses and concerns instantly, using a mobile phone. The existence of the system enables Anheddau to be able to operate a rapid response service and arrange bespoke training as required.
- Work continued in respect of the Mental Capacity Workstream and in developing tools and life stories. Work has been successfully undertaken to review documentation relating to hospital admissions and discharges.
- A move to digitising Supported Individuals files is underway.
- This year saw the embedding of the Supported Individuals' forum, Staff Council and Managers' forum. These forums are designed to enable both supported individuals and staff to have a voice on the shaping and development of the organisation. The action plan tracking achievements is a positive reminder of progress.
- Anheddau is signed-up to the Welsh Government Code of Ethical Employment in Supply chains. The code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws. This has been maintained and Anheddau has maintained its Sponsorship status for Overseas Workers wishing to remain working in Wales post completion of their academic studies.
- The remuneration of support workers is currently set by the National Living Wage legislation and Anheddau has worked to maintain differentials between the remuneration of Support Workers and Managers.

Key Performance Indicators

Anheddau measures key performance indicators (KPIs) to help assess the impact the Charitable Company makes and its effectiveness. The following KPIs are captured as part of our day-to-day regulatory requirements and recording processes:

Key Performance Indicator	2025	2024
Average number of service users supported in the year	125	121
Approximate number of care hours provided in the year	450,112	414,076
Average number of employed people (head-count)	398	360
Number of complaints received	5	3
Number of compliments received	14	2
Outcome of regulatory inspections – average assessment	Excellent	Good

TRUSTEES' REPORT – Continued

Financial Review

Anheddau manages its finances via the scrutiny of the Finance sub Group of the Trustee Board which reviews the financial viability of all services quarterly. This Group comprises the Treasurer, CEO, Finance Manager and external professional accountancy support from Champion TLL Accountants. The Strategic Director for Resources joined FSG in November 2025.

During the year the charity had a deficit of £703,773 (2024 deficit of £154,333). Unrestricted reserves now stand at £1,091,416 (General fund balance) after segregating funds relating to unrestricted fixed assets of £49,432 and restricted fixed assets of £68,750. The detailed results and closing balances are shown on the Statement of Financial Activities and Balance Sheet respectively.

Reserves Policy

In accordance with Charity Commission requirements, all charities should set a reserves target to help ensure sustainability, having assessed the risks facing the Charity (see risk management section, above).

Anheddau needs reserves for the following reasons:-

- To provide sufficient working capital for its day-to-day needs;
- To enable it to continue to operate in the event of a crisis, whether foreseen or unforeseen;
- To enable it to cope with any reduction in its income;
- To finance and underpin growth in its activities.

The view of the Trustees is that Anheddau needs sufficient reserves to cover the Charity's activities for a period of at least three months. At the year end, approximately 1.1 months' general funds are available. See note 10 to the Accounts for further details.

The reserves policy shall inform other spending decisions, which must be examined having regard to their impact on it.

Investment Policy

The Trustees have a policy of depositing cash held in longer-term accounts where a higher rate of interest can be achieved, whilst ensuring a segregation of assets between various banks to protect funds under the Financial Services Compensation Scheme (FSCS) and ensuring cash is readily available for short-term requirements, without the need to incur any operational financing costs.

Fundraising

Less than 1% of Anheddau's income is generated by fundraising. This is entirely confined to grant based donations. Anheddau undertakes no public fundraising and there have been no complaints received regarding its fundraising activities. Anheddau does not engage the services of fundraising consultants

Public Benefit

In meeting the objects of the Charity the Trustees have considered the Charity Commission guidance on public benefit and are satisfied that the activities undertaken during the year have provided significant benefit to the section of the general public, being as described in the guidance of being in need due to ill-health, disability, age or other disadvantage. See key successes for details.

TRUSTEES' REPORT – Continued

Plans for Future Periods

The main aim for Anheddau for the immediate future is to ensure our work continues to meet our purpose, ensure that our actions (productivity) are undertaken to support the interests of the individuals we support and develop the increased ability to evidence outcomes individuals have achieved with our support.

Anheddau has applied for and won a number tenders during the year. Each tender opportunity and their potential implication is considered as they arise. Anheddau's aim is to maintain continuity of service for the supported individuals whilst ensuring the sustainability of financial and people resourcing.

Going concern

The Trustees have carefully considered the financial performance and position of the Charity for the year ended 31 March 2025. They acknowledge the significant operational and financial challenges experienced during the period and acknowledge reported a deficit of £703,773 for the period. The Trustee position is clarified further in the Notes to the Account – Note 13.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Anheddau Cyfyngedig for the purposes of company law) are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware and the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – Continued

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

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

This report was approved by the Board on 15th June 2026..... and signed on its behalf by:



.....
Claire A Higgins (Company Secretary)



.....
M Flynn (Trustee / Chair)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG

Opinion

We have audited the financial statements of Anheddau Cyf (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other

information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the charitable company and the environment in which it operates, we considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud, and designed audit procedures in response to this risk. We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, Companies Act 2006 and Charities Act 2011.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Our tests included:

- enquiring with management of any known or suspected irregularities, including fraud;
- evaluating the adequacy of internal controls designed to detect or prevent irregularities, including the risk of management override;
- agreeing the amounts and disclosures in the financial statements to underlying supporting documentation;
- testing journal entries to identify unusual transactions; and
- evaluating whether there was evidence of management bias on key judgements and accounting estimates.

There are inherent limitations in the audit procedures described above. The more removed that financial transactions are from the laws and regulations, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of trustees and management, and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those resulting from errors, as fraud may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Martin Barrett FCCA (Senior Statutory Auditor)

for and on behalf of Williams Denton Cyf

Chartered Certified Accountants

Statutory Auditors

Glaslyn

Ffordd Y Parc

Parc Menai

Bangor

Gwynedd

LL57 4FE

16 June 2026

Date:

ANHEDDAU CYFYNGEDIG

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

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		29,474	-	29,474	15,580
<i>Charitable Activities</i>					
Supporting People in the Community	2	11,021,337	-	11,021,337	9,701,454
Total		11,050,811	-	11,050,811	9,717,034
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		10,852,350	-	10,852,350	9,182,897
- Training and recruitment costs		77,266	-	77,266	55,931
- Food & provisions		55,891	-	55,891	49,302
- Property costs	2	142,641	-	142,641	82,550
- Office & insurance costs	2	428,931	-	428,931	333,611
- Bank charges & interest		4,580	-	4,580	8,457
- Depreciation		4,710	-	4,710	5,353
- Audit & accountancy		13,309	-	13,309	12,803
- Professional fees		174,906	-	174,906	140,463
Total		11,754,584	-	11,754,584	9,871,367
Net income/(expenditure)		(703,773)	-	(703,773)	(154,333)
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming/(outgoing) resources for the year		(702,523)	(1,250)	(703,773)	(154,333)
Total Funds brought forward		1,843,371	70,000	1,913,371	2,067,704
Total funds carried forward *	10	1,140,848	68,750	1,209,598	1,913,371

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Comparative figures:

The only movement on restricted funds during the prior year was the annual £1,250 transfer to unrestricted funds. The comparative figures are summarised in note 12 to the Financial Statements.

The notes on pages 15 to 23 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
Charity Registration Number: 701697

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
FIXED ASSETS					
Tangible assets	3	49,432	68,750	118,182	122,892
		<u>49,432</u>	<u>68,750</u>	<u>118,182</u>	<u>122,892</u>
CURRENT ASSETS					
Debtors	4	809,970	-	809,970	849,321
Cash at bank and in hand		926,227	-	926,227	1,517,598
		<u>1,736,197</u>	<u>-</u>	<u>1,736,197</u>	<u>2,366,919</u>
CREDITORS:					
Amounts falling due within one year	5	(644,781)	-	(644,781)	(576,440)
		<u>1,091,417</u>	<u>-</u>	<u>1,091,417</u>	<u>1,790,479</u>
NET CURRENT ASSETS					
		<u>1,140,848</u>	<u>68,750</u>	<u>1,209,598</u>	<u>1,913,371</u>
NET ASSETS					
RESERVES					
Unrestricted reserves					
- General				1,091,416	1,750,479
- Designated: Projects and Support	10			-	40,000
- Fixed assets: Other				49,432	52,892
Restricted reserves (Land & Buildings)	10			68,750	70,000
				<u>1,209,598</u>	<u>1,913,371</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

The accounts were approved by the Board on 15th June 2026..... and signed on its behalf by:-



.....
M Flynn (Trustee / Chair)

The notes on pages 15 to 23 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(620,845)</u>	<u>(139,842)</u>
Net cash provided by (used in) operating activities		<u>(620,845)</u>	<u>(139,842)</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		29,474	15,580
Net cash provided by (used in) investing activities		<u>29,474</u>	<u>15,580</u>
Change in cash and cash equivalents in the reporting period		(591,371)	(124,262)
Cash and cash equivalents at the beginning of the reporting period		<u>1,517,598</u>	<u>1,641,860</u>
Cash and cash equivalents at the end of the reporting period		<u>926,227</u>	<u>1,517,598</u>

Analysis of changes in net funds

	At 1.4.24 £	Cash Flow £	At 31.3.25 £
Net Cash			
Cash at bank	1,517,598	(591,371)	926,227
TOTAL	<u>1,517,598</u>	<u>(591,371)</u>	<u>926,227</u>

ANHEDDAU CYFYNGEDIG
NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

1 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(703,773)	(154,333)
Adjustments for:		
Depreciation charges	4,710	5,353
Interest received	(29,474)	(15,580)
Decrease/(increase) in debtors	39,351	(177,342)
Increase/(decrease) in creditors	68,341	202,060
Net cash provided by / (used in) operating activities	(620,845)	(139,842)

1. Accounting Policies

a. Basis of Preparation

The accounts have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets), Financial Reporting Standard (FRS) 102, the "SORP 2015" for charities (FRS102 version), and Companies Act 2006.

Preparation of consolidated financial statements

The financial statements contain information about Anheddau Cyf as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 399(2A) of the Companies Act 2006 and Sub-section 24.13A of the Charities SORP (Charities Statement of Recommended Practice) 2015 from the requirements to prepare consolidated financial statements.

Investments in subsidiaries

Investments in subsidiary undertakings are initially recognised at cost, and subsequently at fair value

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1. **Accounting Policies - continued**

b. **Fixed Assets**

Fixed assets are stated at cost and depreciated over their economic useful lives at the following rates:-

Computer hardware & software	25%	reducing balance
Office equipment & furniture	15%	reducing balance
Housing furniture	15%	reducing balance
Freehold land & buildings	2%	reducing balance
Leasehold Improvements	Over the term of the lease	

Individual purchases of £1,000 or less are not generally capitalised, but expended to the Statement of Financial Activities. A fixed asset register is maintained and items of a certain category (such as computers) may be capitalised even if below this value.

c. **Incoming Resources & Funds**

Income is accounted for once the Charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. The main sources of income are service level agreements from various authorities which are matched to the period they relate to. All income is derived in the UK.

Income with restrictions imposed is allocated to a restricted fund and matched with the expenditure. Capital grants are allocated to a Restricted Fund and released over the terms of the restriction.

Income has been split between the different incoming resources. All income (except bank interest) is shown as charitable activities.

d. **Cash at Bank and in Hand**

Cash at bank and in hand includes cash in hand, deposits held at call with banks, other short-term liquid investments and deposits with banks with longer-term fixed interest rates which are accessible if required.

e. **Pension**

The Charity operates a defined contribution group stakeholder pension scheme under Auto Enrolment where the contribution rate is a fixed percentage of qualifying pay. The Charity also continues to contribute to certain staff's private pension schemes. The total contributions payable are disclosed in the notes to the accounts.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting Policies - continued

f. Operating Leases

Operating leases are charged to the Statement of Financial Activities as incurred.

g. Resources Expended

All expenditure is included in the Statement of Financial Activities in accordance with the accruals concept, where there is a legal obligation committing the Charity to the expenditure.

Charitable activities include expenditure associated with supporting people in the community. Support costs are included within charitable activities as analysed in the Statement of Financial Activities.

Governance costs include those costs incurred in the governance of the charity and those associated with constitutional and statutory requirements.

h. Support Costs

The general running costs of the Charity are detailed in the SORP and Notes to the Accounts. Since there is one charitable activity and no fund-raising activities category, it is not necessary to do any further allocation of support costs.

i. VAT

The Charity is not registered for VAT, as such the VAT element is added to the related cost, shown gross.

2. Statement of Financial Activities Notes

	2025 £	2024 £
Income - Supporting People in the Community		
Mental Health	195,261	184,343
Social Services	9,830,766	8,403,095
Supporting People	510,586	511,351
Client contribution and Client Monies	388,855	384,865
Domiciliary Care Short Contracts	1,415	1,250
Local Health Board	88,042	209,224
Other Income	6,430	7,326
	11,021,337	9,701,454
Expenditure		
Property costs		
Rent	108,711	60,582
Heat & light	33,930	21,968
	142,641	82,550

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

2. Statement of Financial Activities Notes - Continued

	2025	2024
	£	£
Office and insurance costs		
Printing, stationery & advertising	26,550	16,092
Insurances	27,850	24,401
Telephone	72,037	53,916
Photocopying costs	14,156	18,079
Sundries	25,673	20,862
Repairs & renewals	22,576	15,362
Subscriptions	15,906	9,976
Health & safety	18,793	18,719
Cleaning costs	16,642	15,177
Computer & software costs	188,748	141,027
	428,931	333,611
	2025	2024
	£	£
Depreciation	4,170	5,353
Auditor's Fees: - Audit services	9,300	7,200

Trustees have not received any remuneration for their services during this year nor the prior year. Trustee expenses reimbursed during the year totalled £3,677 for expenses (2024: £2,104). This related to one Trustee (2024: one Trustee).

The full time equivalent number of staff (including relief staff) for the year was 283. Carers: 243 (2024: 224); Admin: 40 (2024: 32)

	2025	2024
	£	£
Wages & Salaries	9,675,294	8,254,148
Social Security costs	842,741	663,870
Pension costs for 369 staff (2024: 356 staff) in scheme	198,960	154,923
	10,716,950	9,072,941

The Trustees can confirm that five employees were paid in excess of £60,000 p.a. for this year (2024: three). Being £60k - £70k : three (2024: two), £80k - £90k : one (2024 : none); £120k - £130k: one (2024: one). This increased due to extra duties and number of days worked by key staff.

The remuneration of key management amounted to £295,729 for the year (2024 : £257,860).

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

3. Fixed Assets

	Land & Buildings	Housing Furniture	Computer Hardware & Software	Office Furniture	Total
Cost/Valuation	£	£	£	£	£
Balance b/f	210,452	19,803	200,551	44,184	474,990
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Balance c/f	210,452	19,803	200,551	44,184	474,990
Depreciation					
Balance b/f	96,640	18,545	195,276	41,636	352,097
Charge for the year	8,222	211	1,357	320	4,710
Eliminated on disposal	-	-	-	-	-
Balance c/f	99,462	18,756	196,633	41,633	356,807
Net Book Value					
As at 31.3.25	110,990	38,559	397,184	2,228	118,182
As at 31.3.24	113,812	1,258	5,275	2,547	122,892

All fixed assets are used for charitable purposes. Land and Buildings includes freehold assets of £107,219 (2024: £109,407) and leasehold improvements of £3,771 (2024: £4,405).

4. Debtors - amounts falling due within one year

	2025 £	2024 £
Trade debtors	655,290	707,290
Prepayments	83,946	84,659
Other debtors	70,734	57,372
	809,970	849,321

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

5. Creditors - amounts falling due within one year

	2025 £	2024 £
Trade creditors	57,521	39,562
PAYE & NIC	213,563	167,952
Other Creditors and Accruals	373,697	368,926
	644,781	576,440

Creditors include £102,308 (2024: £120,487) due to the Charity pension scheme at 31 March 2025.

6. Capital Structure

The charitable company is limited by guarantee and has no share capital.

7. Operating Lease Commitments

At 31 March 2025 the charity had the following non-cancellable operating lease commitments.

	<u>Cumulative Commitment</u>		<u>Cumulative Commitment</u>	
	2025	2025	2024	2024
	Cars & Equipment £	Land & Buildings £	Cars & Equipment £	Land & Buildings £
Expiring within one year	40,702	86,991	24,674	10,000
Expiring in two to five years	55,878	295,463	-	-
Expiring in more than five years	-	418,807	-	807,471
	96,580	801,261	24,674	817,471

8. Related Parties

The charity is controlled by the members of the Council of Management, which are listed in their report. There were no related party transactions between the charity and its members.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

9. Analysis of Net Assets between Funds

	<u>Unrestricted Funds</u>		Restricted Funds	Total
	General/ Designated	Fixed assets		
	£	£	£	£
Tangible Fixed Assets	-	49,432	68,750	118,182
Current Assets	1,736,197	-	-	1,736,197
Current Liabilities	(644,781)	-	-	(644,781)
	1,091,416	49,432	68,750	1,209,598

10. Analysis of Funds

	Balance at 1.4.24	Income	Expenditure	Transfer	Balance 31.3.25
	£	£	£	£	£
Unrestricted Funds					
- General	1,750,479	11,050,811	(11,751,124)	41,250	1,091,416
- Designated Projects	40,000	-	-	(40,000)	-
- Fixed assets: Other	52,892	-	(3,460)	-	49,432
	1,843,371	11,050,811	(11,754,584)	1,250	1,140,848
Restricted Funds					
- Land & Buildings fund	70,000	-	-	(1,250)	68,750
	1,913,371	11,050,811	(11,754,584)	-	1,209,598

Unrestricted Funds

The general fund is used to further the objects of the Charity.

The designated fixed asset fund represents the net book value of fixed assets (per the balance sheet, after deducting the related restricted fund) which clearly do not represent 'liquid' funds.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

10. Analysis of Funds - Continued

The view of the Trustees is that Anheddau needs sufficient general funds / reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 1.8 months' liquid reserves are available, and 1.1 months' worth of general funds.

Restricted Funds

The land and buildings fund represents monies received to purchase specific fixed assets, released over the terms of the restrictions. A transfer is made from restricted funds to unrestricted funds each year to reflect the annual reduction in restricted assets.

The Comparative figures for the funds is as follows:

	Balance at 1.4.23 £	Income £	Expenditure £	Transfer £	Balance 31.3.24 £
Unrestricted Funds					
- General	1,889,458	9,717,034	(9,866,013)	10,000	1,750,479
- Designated Projects	50,000	-	-	(10,000)	40,000
- Fixed assets: Other	56,996	-	(5,354)	1,250	52,892
	<u>1,996,454</u>	<u>9,717,034</u>	<u>(9,871,367)</u>	<u>1,250</u>	<u>1,843,371</u>
Restricted Funds					
- Land & Buildings fund	71,250	-	-	(1,250)	70,000
	<u>2,067,704</u>	<u>9,717,034</u>	<u>(9,871,367)</u>	<u>-</u>	<u>1,913,371</u>

11. Agency Transactions

During the year the Charity received Housing Benefit and other income on behalf of certain service users which was re-distributed to the relevant people in full.

The attributable amounts are not included within income or expenditure of the Charity for the year since the Charity only acts as Agent in relation to these amounts.

The amounts administered and excluded are as follows:

	£ 2025	£ 2024
- Income received and distributed (excluding Management Fees)	(315,763)	273,583
- Net amounts awaiting distribution at year end (within creditors)	-	-
- Amounts included in the service users' bank account awaiting receipt (within debtors)	46,851	42,291
- Separate bank accounts held on behalf of service users (not included in Charity Balance Sheet)	365,993	334,621

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2025

12. Comparative Statement of Financial Activities

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		15,580	-	15,580	5,930
<i>Charitable Activities</i>					
Supporting People in the Community	2	9,701,454	-	9,701,454	8,035,443
Total		9,717,034	-	9,717,034	8,041,373
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		9,182,897	-	9,182,897	7,648,604
- Training and recruitment costs		55,931	-	55,931	39,064
- Food & provisions		49,302	-	49,302	32,256
- Property costs	2	82,550	-	82,550	78,271
- Office & insurance costs	2	333,611	-	333,611	235,810
- Bank charges & interest		8,457	-	8,457	11,372
- Depreciation		5,353	-	5,353	6,210
- Audit & accountancy		12,803	-	12,803	12,638
- Professional fees		140,463	-	140,463	91,103
Total		9,871,367	-	9,871,367	8,155,328
Net income/(expenditure)		(154,333)	-	(154,333)	(113,955)
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming/(outgoing) resources for the year		(153,083)	(1,250)	(154,333)	(113,955)
Total Funds brought forward		1,996,454	71,250	2,067,704	2,181,659
Total funds carried forward *	10	1,843,371	70,000	1,913,371	2,067,704

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

NOTES TO THE FINANCIAL STATEMENTS - continued

13. Going concern

The Trustees have carefully considered the financial performance and position of the Charity for the year ended 31 March 2025. They acknowledge the significant operational and financial challenges experienced during the period and subsequently into 2025/26.

At 31 March 2025, the Charity reported a deficit of £703,773 (2024: deficit of £154,333) and unrestricted reserves reduced to £1.14 million. Despite growth in income from local authority contracts to £11.0 million (2024: £9.7 million), increased staffing costs, recruitment pressures, National Insurance increases and Real Living Wage uplifts resulted in staffing costs increasing to £10.9 million. This represents approximately 98% of the Charity's income.

The Trustees recognise that the operating environment across the social care sector is under pressure, with local authority funding uplifts not fully meeting operational and central services costs. During financial years 2024/2025 and 2025/26, the Charity also experienced increased overtime expenditure arising from recruitment challenges and the resulting need for managers to cover frontline shifts as overtime, together with increased training, compliance and operational delivery costs.

The Trustees and senior management implemented a detailed recovery and sustainability programme during 2025/26. This included a comprehensive review of staffing models across all services, tighter controls on overtime expenditure, strengthened expenditure controls across professional fees, recruitment and discretionary expenditure, reductions in training and the exit from surplus premises arrangements.

These actions have generated recurring annualised efficiency savings of approximately £1.25 million, equivalent to approximately 10% of the Charity's annual operating cost base. Despite the staffing and employment-related costs during 2025/26, the Trustees estimate that the savings achieved substantially offset the majority of these increased costs and have contributed to improved performance during the second half of the financial year. Overtime expenditure reduced significantly during the final quarter of the financial year following the implementation of revised workforce management controls.

As part of the Charity's cash management arrangements, HMRC liabilities increased during 2025/26, with PAYE and National Insurance arrears peaking at approximately £1.23 million. The Charity entered into a formal Time to Pay arrangement with HMRC, under which arrears are being repaid at approximately £0.1 million per month, with the final payment due in October 2026. All payments under this arrangement have been maintained on time and all ongoing PAYE, National Insurance liabilities arising since the arrangement commenced have been paid as they fall due. The outstanding amount owed at the point of preparing these financial statements is £0.4million.

The Trustees continue to closely monitor liquidity and cash flow performance through detailed rolling cash flow forecasts, monthly Board oversight meetings and regular review of management accounts. The forecasts prepared cover a period of at least 12 months from the date of approval of these financial statements and are updated regularly to reflect changes in operational performance, commissioner funding assumptions and cost forecasts.

The forecasts demonstrate that, following implementation of the recovery measures and fee uplifts noted below, the Charity is expected to maintain positive cash balances throughout the forecast period, although headroom remains tight until the HMRC liabilities are fully repaid.

Management accounts for the quarters ended 31 December 2025 and 31 March 2026 indicated an improvement in operational performance, with reductions in payroll pressures contributing to quarterly surpluses in both Q3 and Q4. The quarter ended 31 March 2026 generated a surplus of approximately £106k, although the Charity still reported an overall year-end deficit of approximately £0.35 million.

NOTES TO THE FINANCIAL STATEMENTS - continued

The Charity has sustained active engagement with local authority and health commissioners regarding fee uplifts to reflect increased staffing, compliance and operational and central services costs. At the date of approval of these financial statements, average fee uplifts of approximately 5% for 2026/27 have been agreed with commissioners. Based on current annualised income levels, the Trustees estimate that these uplifts will generate additional recurring income of approximately £0.6 million to £0.7 million per annum, partially offsetting the increased staffing costs arising from legislative wage changes.

The Trustees have also considered downside scenarios, including the potential costs associated with restructuring or an orderly wind-down of operations if required. Estimated closure-related costs, including redundancy and pay in lieu of notice obligations, are estimated at approximately £1.4 million. No provision has been recognised within the financial statements in respect of these costs as the Trustees do not consider cessation or closure to be probable at the date of approval of the financial statements and continue to expect the Charity to trade as a going concern.

During 2025/26, the Board also continued to explore and evaluate potential future strategic partnership and group structure arrangements, including consideration of shared central service opportunities and longer-term sustainability options. These discussions remain subject to ongoing due diligence, legal and regulatory consideration and formal approval processes by the respective Boards and stakeholders. No final binding agreement had been concluded at the date of approval of these financial statements.

Having considered these factors, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for a period of at least 12 months from the date of approval of these financial statements. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

ANHEDDAU CYF

England & Wales - Charity number 701697

Accounts

ANHEDDAU CYFYNGEDIG

(Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

(Company Registration Number 2380151)
(Charity Registration Number 701697)

ANHEDDAU CYFYNGEDIG

LEGAL AND ADMINISTRATIVE DETAILS

The Trustee Directors (hereafter referred to as "Trustees") present their report and audited accounts for the year ended 31 March 2024. This also constitutes the Directors' Report as a combined document.

Reference & Administrative Details

Charity Registration Number	701697
Company Registration Number	2380151
Registered and Principal Office	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
Bankers	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
Auditors	Williams Denton Cyf Glaslyn, Ffordd Y Parc, Parc Menai BANGOR LL57 4FE
Accountants	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
Solicitors	Aaron & Partners 5-7 Grosvenor Court CHESTER CH1 1HG

Directors (Trustees)

The directors of the charitable company are also its Trustees for the purpose of charity law. The Trustees who served during the year and the present members are:

Brian Merfyn Jones (Chair)
Jonathan M Walsh (Treasurer)
Gwylan Williams (Vice Chair) – resigned 31 March 2024
Margaret C Flynn
Sue James
Clare Thomas Hanah – appointed 7 December 2023
John Idris Jones – appointed 2 April 2024

Senior Staff Members as at 31 March 2024

Claire Higgins (CEO and Chief Financial Officer)
Nia Prendergast (Head of Corporate Services, Deputy CEO and Company Secretary)
Sharon Burke (Head of Service, Deputy CEO)

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT

Structure, Governance and Management

Anheddau is a Registered Charity and a Company Limited by Guarantee, governed by its Memorandum and Articles of Association.

Any adult can apply to become a Trustee of the charity. There is an application process and approval onto the Board is endorsed by Trustees at a Council of Management Trustee Board meeting. Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related third party transactions are disclosed in note 2 to the Accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive in accordance with the Charity's policy and withdraw from decisions where a conflict of interest arises.

The current Trustees are:

- Brian Jones - Chair
- Sue James - Vice Chair
- Jonathan Walsh Treasurer
- Margaret Flynn
- Claire Thomas Hanah became a trustee on the 7th December 2023
- John Idris Jones became a trustee on the 2nd April 2024
- Gwylan Williams stood down on the 31st March 2024.

The Board makes the final decisions and ratifies all policies by which the organisation is bound. The full Trustee Board meets quarterly in addition to the Annual General Meeting. The Boards work is supported by three sub committees; Finance Support Group, Corporate Services and Service Delivery and Safeguarding.

The Chair, Vice Chair and Executive Managers meet monthly to discuss operational activity.

The day-to-day management of Anheddau is delegated by the Trustees to the Chief Executive. Duties are then carried out as appropriate by the other managers within Anheddau.

The Head Office, which is also the Registered Office is in Bangor, Gwynedd. Anheddau also has satellite offices in Dolgellau, Bangor, Wrexham and St Asaph.

Objectives, Activities and Strategies to Achieve these Aims

The objectives of Anheddau are to promote the relief of people with support needs, residing primarily or temporarily in Wales, to empower them to live fulfilled lives. Anheddau currently works in the Counties of Gwynedd, Ynys Mon, Conwy, Denbighshire and Wrexham.

Principal Funding Sources

Anheddau's funding is received by way of Service Level Agreement payments from all six North Wales Local Authorities. Funding is also received from BCUHB in respect of individual support which is funded by Continuing Health Care.

Anheddau works within the footprint of the North Wales Regional Partnership Board and manages 24 hour community based services as well as community support contracts, in the geographical area of Ynys Mon, Gwynedd, Wrexham and Conwy and Denbighshire.

Since everyone has different needs, the type of support offered varies. Anheddau assists people to live full, active and rewarding lives within their community.

TRUSTEES' REPORT – Continued

Achievements and performance

Some of the services Anheddau currently provides are:

- Assistance with personal care
- Assistance with medication
- Supporting with budgeting, shopping and preparing meals
- Assisting with correspondence and attending appointments
- Assisting with laundry and household chores
- Supporting individuals to maintain their tenancies.
- Community Involvement Support
- Respite to families / carers such as sitting services, including through the night
- End of life of care.

This support may range from a few hours a day to 24 hours depending on a person's assessed needs.

There are aspects of some service delivery for which staff have received specific training in order to ensure they can undertake such tasks to support each individual.

Although everyone Anheddau supports is unique there are some core elements that are fundamental for leading a fulfilled life, being part of a community, having relationships, having opportunities to take part in activities or education, being able to make choices and have control and being respected and be treated as individuals is paramount.

The key to Anheddau's approach for supporting individuals in achieving health and wellbeing and independence is involving them in identifying what matters and what's important.

Anheddau trains staff to use Person Centred Planning Tools and promotes Active Support in encouraging individuals to take part in activities at home and in the community. It seeks to build on people's skills and preferences. Participation and contribution are important elements of self-esteem; by giving a person the opportunity to try activities and hobbies, or any of their interests, this keeps people fit, mentally alert and allows people to express themselves. Encouraging and supporting individuals to engage in education and training nurtures the development of skills and talents and enables each to show 'what they can do.'

A person's own linguistic, cultural and religious identity is paramount. Anheddau works with the individual and their families to design support plans which captures how we can ensure these are respected and celebrated.

Individuals are supported to attend appointments with other health professionals. Communication and collaborative working is essential for a holistic approach to supporting each individual.

Claire Higgins is the Responsible Individual and the Registered Manager is Sue Hart. Both are based at the Registered Office in Bangor. Both are supported in the day to day management of service delivery by a team of managers, including Head of Service, Service Managers and House Managers.

Quarterly visits to Services are conducted by Claire Higgins to talk to the people being supported and to maintain oversight of the management, quality, safety and effectiveness of the service at all times. The Heads of Service have allocated levels of managers to manage the day to day operations.

The managers spend time with individuals and staff and are present to oversee the efficient running of the support provided. They are well known to the individuals and are knowledgeable about their support plan requirements.

Managers from other services undertake unannounced visits to ensure consistency. The focus on all visits from management is to review the quality of support and compliance against regulation.

TRUSTEES' REPORT – Continued

Reports from each tier of management are submitted on a monthly basis and this information is collated on a quarterly basis for the Responsible Individual, Registered Manager, Head of Service and Trustees.

The core values of Anheddau are 'Commit, Empower, Excel'. The values are embedded in the mission statement and apply equally to how we interact with our supported individuals as they do to employees.

Values and behaviour make the mission statement come alive and as a result they are embedded and reinforced at every opportunity such as core training, performance reviews, staff council, the monthly staff newsletter, briefings and The Anheddau Way Behaviour Framework.

This framework defines how we can all contribute to the success of the organisation, and to our own successes as individuals. People can identify what our values are through the way they see us behave. How we talk to each other and how we do our work which should show what our core values are as an organisation. The identified values and behaviours that make up the 'Anheddau Way' demonstrate the attitude and approach we should bring to our work, and encompass how we do things, how we treat others and how we can expect to be treated.

The core values form the central part of our working culture, people management processes, how we communicate with each other and our service delivery approach.

Culture is the word used to describe the way we do things around here. We have to nurture the desired culture and Anheddau's Board and Senior Leadership Team recognises its role in influencing and shaping the development of the Culture.

Anheddau strives to provide high quality, empowering compassionate care and support adopting the principles of Positive Behaviour Support and least restrictive practices.

Anheddau aims to ensure that all its employees come to work to a positive, welcoming and thriving work environment and a significant element of developing and supporting the culture relates to managing people and we recognise the strong link between how staff are managed and what those receiving care and support say about their experience.

A significant amount of work has occurred in respect of refreshing the culture during this year and the introduction of Staff Council, Managers Forum and Supported Individuals forum reinforces that as a service provider Anheddau has identified its staff as the key to the provision of quality services.

The Anheddau Way promotes a supportive, inclusive and values-led culture as a healthy environment to support our collective efforts to achieve our priorities and ultimately to empower adults with support needs to live fulfilled lives.

Key Risks:

The Trustees have a risk management strategy which comprises: A regular review of the detailed Risk Register which identifies the key risks and the strategies employed to address them; the establishment of policies, systems and procedures to mitigate the identified risks; the implementation of procedures designed to minimise or manage any potential impact on the organisation should those risks materialise;

The Board has undertaken a full assessment of the risks to which Anheddau may be subject. This includes, failure to safeguard, loss of income, health and safety issues and changes in legislation. A risk management strategy is in place which identifies the risks and sets out methods and procedures by which they may be minimised and dealt with should they arise.

One of the key risks Anheddau faces is in respect the availability of suitably trained staff and in ensuring that safeguarding and the reporting procedures which surround it are embedded in everyday practice. Anheddau takes this responsibility seriously and has strengthened the training and reporting mechanisms.

TRUSTEES' REPORT – Continued

Safeguarding Risk

Safeguarding is the responsibility of everyone that comes into contact with a vulnerable person, if capacitated decisions are evidenced the service user should be encouraged and supported to make informed choices. Safeguarding is a statutory responsibility in response to individual cases where risk of harm has been identified and this concern has been highlighted via the POVA (Protection of Vulnerable Adults) referral system to the local authority.

Additionally, people who work with vulnerable groups must be alerted to the possible indicators of abuse and be able to act to protect them from harm. In order to ensure the above Anheddau embeds the principles and practical awareness of Safeguarding in its core training programme and annual refresher. Staff are asked to demonstrate their understanding of safeguarding during the probation period.

The main legal enforcement framework is in the, Social Services and Well- being Act (Wales) 2014 and its supporting regulations and code of practice. All staff are required to download the National Safeguarding App.

Capacity Risk

Anheddau's growth over the past 12 months has resulted in increased pressure within a range of roles within the organisation. A review determined the need to strengthen key roles to ensure capacity to grow was maintained without compromising on quality of service delivery.

Financial Risk

Anheddau operates in a competitive market and relies on commissioners' funding. As Commissioners budgets are tightened, surplus is reduced and as a consequence Anheddau has increased monitoring to ensure quality is not impacted upon. A Quality Assurance group has been created to oversee the review of the Quality Assurance Process.

Public Benefit

In meeting the objects of the Charity the Trustees have considered the Charity Commission guidance on public benefit and are satisfied that the activities undertaken during the year have provided significant benefit to the section of the general public, being as described in the guidance of being in need due to ill-health, disability, age or other disadvantage. See achievements and performance / successes for more detail.

Key successes:

- Anheddau operates a Commencement of Service process and this explains the steps taken to ensure when a New Service is commissioned that we identify what matters to an individual and how we can best support them. A number of new individuals began receiving support from Anheddau during the year and the tools and process created a smooth transition over with key staff understanding their responsibilities.
- Anheddau also has introduced a refreshed Quality Assurance framework that ensures compliance against the Statement of Purpose and identifies that outcomes have been met through the ongoing review and reassessment.
- Anheddau sent out a questionnaire to each individual and a separate questionnaire to families.
- For a number of years Anheddau have been using a incident reporting system called MY Compliance, this enables community based support workers to record incidents, near misses and concerns instantly, with the use of a mobile phone. The existence of the system enables Anheddau to be able to operate a rapid response service.
- All individuals are encouraged and supported to attend the annual health check and staff support individuals to attend other appointments such as Covid and Flu vaccinations. Where an individual chooses to decline medical intervention support is provided to ensure this decision is understood and where capacity is possibly affecting the decision support from the MDT is obtained. Work has been undertaken to review documentation relating to hospital admissions and discharges.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – Continued

- Work commenced in respect of the Mental Capacity Workstream and developing tools and life stories.
- This year saw the introduction of the Supported Individuals forum, Staff Council and Managers forum. These forums are designed to enable both supported Individuals and staff to have a voice on the shaping and development of the organisation.
- Anheddau is self sufficient in terms of its Training, Accredited Vocational Qualifications, Health and Safety, and Positive Behavioural Support, with in house key personnel who are occupationally competent in their specialist area as well as being experienced social care professionals. This year an emphasis has also been placed on Management training with the introduction of a programme of training having commenced.
- During the year a considerable amount of time has been spent refreshing the culture linked into a review of the structure and introduction of management training.
- Anheddau are signed up to the Welsh Government Code of Ethical Employment in Supply chains. The code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws. This has been maintained and Anheddau was awarded Sponsorship status for Overseas Workers wishing to remain working in Wales post completion of their academic studies.
- The remuneration of support workers is currently set by the National Living Wage legislation and Anheddau has worked to maintain differentials between the remuneration of Support Workers and Managers.

Key Performance Indicators

Anheddau measures key performance indicators (KPIs) to help assess the impact the Charitable Company makes and its effectiveness. The following KPIs are captured as part of our day-to-day regulatory requirements and recording processes:

Key Performance Indicator	2024	2023
Average number of service users supported in the year	121	134
Approximate number of care hours provided in the year	414,076	297,232
Average number of employed people (head-count)	360	316
Number of complaints received	3	1
Number of compliments received	2	8
Outcome of regulatory inspections – average assessment	Good	Not Inspected

TRUSTEES' REPORT – Continued

Investment Policy

The Trustees have a policy of depositing cash held in longer-term accounts where a higher rate of interest can be achieved, whilst ensuring a segregation of assets between various banks to protect funds under the Financial Services Compensation Scheme (FSCS) and ensuring cash is readily available for short-term requirements, without the need to incur any operational financing costs.

A sum of £5,000 is also transferred onto deposit each month unless there is an agreed written dispensation from the Treasurer having consulted with one or more members of the Council of Management.

The Trustees believe that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in producing these accounts.

Financial Review and Policy on Reserves

During the year the charity has a deficit of £154,333 (2023 deficit of £113,955). Unrestricted reserves now stand at £1,750,479 (General fund balance) after segregating funds relating to future projects of £40,000, unrestricted fixed assets of £52,892, and restricted fixed assets of £70,000. The detailed results and closing balances are shown on the Statement of Financial Activities and Balance Sheet respectively.

In accordance with Charity Commission requirements, all charities should set a reserves target to help ensure sustainability, having assessed the risks facing the Charity (see risk management section, below).

Anheddau needs reserves for the following reasons:-

- To provide sufficient working capital for its day to day needs;
- To enable it to continue to operate in the event of a crisis, whether foreseen or unforeseen;
- To enable it to cope with any reduction in its income;
- To finance and underpin growth in its activities.

The view of the Trustees is that Anheddau needs sufficient reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 2.9 months' liquid reserves are available, and 2.1 months' worth of general funds (after providing for non-liquid fixed asset funds). See note 10 to the Accounts for further details.

The reserves policy shall inform other spending decisions, which must be examined having regard to their impact on it.

The Trustees believe that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in producing these accounts.

Anheddau manages its finances robustly via the scrutiny of the Finance sub Group of the Trustee Board which reviews the financial viability of all services quarterly. This Group comprises the Treasurer, CEO, Finance Managers and external professional accountancy support from Champion TLL Accountants.

TRUSTEES' REPORT – Continued

Going concern

The Accounts are prepared on a going concern basis, which the Trustees consider to be appropriate having considered the foreseeable future. The Charitable Company holds reserves which are sufficiently in line with its reserves policy.

Fundraising

Less than 1% of Anheddau's income is generated by fundraising. This is entirely confined to grant based donations. Anheddau undertakes no public fundraising and there have been no complaints received regarding its fundraising activities. Anheddau does not engage the services of fundraising consultants

Plans for Future Periods

The main aim for Anheddau for the immediate future is to ensure our work continues to meet our purpose, ensure that our actions (productivity) is undertaken to support the interests of the individuals we support and develop the increased ability to evidence outcomes individuals have achieved with our support.

We continue to develop and expand in a financially challenging climate, whilst maintaining the high quality of service to existing and new individuals in a person-centred and outcome-focused way.

Anheddau has applied for and won a number tenders during the year. Each tender opportunity and their potential implication is considered as they arise. Anheddau's aim is to maintain continuity of service for the supported individuals whilst ensuring the sustainability of financial and people resourcing. A specific work group consisting of staff from across Anheddau have been working to identify the growth opportunities and ways in which Anheddau can strengthen and capture its quality recording and achievements.

We will continue to respond and contribute to development in Social Care, monitoring and responding to legislative, commissioning and regulatory changes.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Anheddau Cyfyngedig for the purposes of company law) are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – Continued

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

In so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware and the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

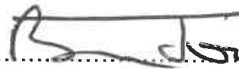
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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

This report was approved by the Board on 29th November 2024 and signed on its behalf by:



.....
N E Prendergast (Company Secretary)



.....
B M Jones (Trustee / Chair)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG

Opinion

We have audited the financial statements of Anheddau Cyf (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the charitable company and the environment in which it operates, we considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud, and designed audit procedures in response to this risk. We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, Companies Act 2006 and Charities Act 2011.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Our tests included:

- enquiring with management of any known or suspected irregularities, including fraud;
- evaluating the adequacy of internal controls designed to detect or prevent irregularities, including the risk of management override;
- agreeing the amounts and disclosures in the financial statements to underlying supporting documentation;
- testing journal entries to identify unusual transactions; and
- evaluating whether there was evidence of management bias on key judgements and accounting estimates.

There are inherent limitations in the audit procedures described above. The more removed that financial transactions are from the laws and regulations, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of trustees and management, and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those resulting from errors, as fraud may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Martin Barrett FCCA (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glaslyn
Ffordd Y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

Date: 29/11/2024

ANHEDDAU CYFYNGEDIG

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

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		15,580	-	15,580	5,930
<i>Charitable Activities</i>					
Supporting People in the Community	2	9,701,454	-	9,701,454	8,035,443
Total		9,717,034	-	9,717,034	8,041,373
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		9,182,897	-	9,182,897	7,648,604
- Training and recruitment costs		55,931	-	55,931	39,064
- Food & provisions		49,302	-	49,302	32,256
- Property costs	2	82,550	-	82,550	78,271
- Office & insurance costs	2	333,611	-	333,611	235,810
- Bank charges & interest		8,457	-	8,457	11,372
- Depreciation		5,353	-	5,353	6,210
- Audit & accountancy		12,803	-	12,803	12,638
- Professional fees		140,463	-	140,463	91,103
Total		9,871,367	-	9,871,367	8,155,328
Net income		(154,333)	-	(154,333)	(113,955)
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		(153,083)	(1,250)	(154,333)	(113,955)
Total Funds brought forward		1,996,454	71,250	2,067,704	2,181,659
Total funds carried forward *	10	1,843,371	70,000	1,913,371	2,067,704

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Comparative figures:

The only movement on restricted funds during the prior year was the annual £1,250 transfer to unrestricted funds. The comparative figures are summarised in note 12 to the Financial Statements.

The notes on pages 16 to 23 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
Charity Registration Number: 701697

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
FIXED ASSETS					
Tangible assets	3	52,892	70,000	122,892	128,246
		52,892	70,000	122,892	128,246
CURRENT ASSETS					
Debtors	4	849,321	-	849,321	671,979
Cash at bank and in hand		1,517,598	-	1,517,598	1,641,860
		2,366,919	-	2,366,919	2,313,839
CREDITORS:					
Amounts falling due within one year	5	(576,440)	-	(576,440)	(374,381)
NET CURRENT ASSETS		1,790,479	-	1,790,479	1,939,458
NET ASSETS		1,843,371	70,000	1,913,371	2,067,704
RESERVES					
Unrestricted reserves					
- General				1,750,479	1,889,458
- Designated: Projects and Support	10			40,000	50,000
- Fixed assets: Other				52,892	56,996
Restricted reserves (Land & Buildings)	10			70,000	71,250
				1,913,371	2,067,704

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

The accounts were approved by the Board on 29th November 2024 and signed on its behalf by:-



B M Jones (Trustee / Chair)

The notes on pages 16 to 23 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(139,842)</u>	<u>(266,070)</u>
Net cash provided by (used in) operating activities		<u>(139,842)</u>	<u>(266,070)</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		15,580	5,930
Net cash provided by (used in) investing activities		<u>15,580</u>	<u>5,930</u>
Change in cash and cash equivalents in the reporting period		(124,262)	(260,140)
Cash and cash equivalents at the beginning of the reporting period		<u>1,641,860</u>	<u>1,902,000</u>
Cash and cash equivalents at the end of the reporting period		<u>1,517,598</u>	<u>1,641,860</u>

Analysis of changes in net funds

	At 1.4.23 £	Cash Flow £	At 31.3.24 £
Net Cash			
Cash at bank	1,641,860	(124,262)	1,517,598
TOTAL	<u>1,641,860</u>	<u>(124,262)</u>	<u>1,517,598</u>

ANHEDDAU CYFYNGEDIG
NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

1 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(154,333)	(113,955)
Adjustments for:		
Depreciation charges	5,353	6,210
Interest received	(15,580)	(5,930)
Decrease/(increase) in debtors	(177,342)	(236,573)
Increase/(decrease) in creditors	202,060	84,178
Net cash provided by / (used in) operating activities	(139,842)	(266,070)

1. Accounting Policies

a. Basis of Preparation

The accounts have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets), Financial Reporting Standard (FRS) 102, the "SORP 2015" for charities (FRS102 version), and Companies Act 2006.

Preparation of consolidated financial statements

The financial statements contain information about Anheddau Cyf as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 399(2A) of the Companies Act 2006 and Sub-section 24.13A of the Charities SORP (Charities Statement of Recommended Practice) 2015 from the requirements to prepare consolidated financial statements.

Investments in subsidiaries

Investments in subsidiary undertakings are initially recognised at cost, and subsequently at fair value

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1. **Accounting Policies - continued**

b. **Fixed Assets**

Fixed assets are stated at cost and depreciated over their economic useful lives at the following rates:-

Computer hardware & software	25%	reducing balance
Office equipment & furniture	15%	reducing balance
Housing furniture	15%	reducing balance
Freehold land & buildings	2%	reducing balance
Leasehold Improvements	Over the term of the lease	

Individual purchases of £1,000 or less are not generally capitalised, but expended to the Statement of Financial Activities. A fixed asset register is maintained and items of a certain category (such as computers) may be capitalised even if below this value.

c. **Incoming Resources & Funds**

Income is accounted for once the Charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. The main sources of income are service level agreements from various authorities which are matched to the period they relate to. All income is derived in the UK.

Income with restrictions imposed is allocated to a restricted fund and matched with the expenditure. Capital grants are allocated to a Restricted Fund and released over the terms of the restriction.

Income has been split between the different incoming resources. All income (except bank interest) is shown as charitable activities.

d. **Cash at Bank and in Hand**

Cash at bank and in hand includes cash in hand, deposits held at call with banks, other short-term liquid investments and deposits with banks with longer-term fixed interest rates which are accessible if required.

e. **Pension**

The Charity operates a defined contribution group stakeholder pension scheme under Auto Enrolment where the contribution rate is a fixed percentage of qualifying pay. The Charity also continues to contribute to certain staff's private pension schemes. The total contributions payable are disclosed in the notes to the accounts.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies - continued

f. Operating Leases

Operating leases are charged to the Statement of Financial Activities as incurred.

g. Resources Expended

All expenditure is included in the Statement of Financial Activities in accordance with the accruals concept, where there is a legal obligation committing the Charity to the expenditure.

Charitable activities include expenditure associated with supporting people in the community. Support costs are included within charitable activities as analysed in the Statement of Financial Activities.

Governance costs include those costs incurred in the governance of the charity and those associated with constitutional and statutory requirements.

h. Support Costs

The general running costs of the Charity are detailed in the SORP and Notes to the Accounts. Since there is one charitable activity and no fund-raising activities category, it is not necessary to do any further allocation of support costs.

i. VAT

The Charity is not registered for VAT, as such the VAT element is added to the related cost, shown gross.

2. Statement of Financial Activities Notes

	2024 £	2023 £
Income - Supporting People in the Community		
Mental Health	184,343	214,661
Social Services	8,403,095	6,348,755
Supporting People	511,351	462,662
Client contribution and Client Monies	384,865	341,432
Domiciliary Care Short Contracts	1,250	2,532
Local Health Board	209,224	196,100
Other Income	7,326	469,301
	9,701,454	8,035,443
Expenditure		
Property costs		
Rent	60,582	72,156
Heat & light	21,968	6,115
	82,550	78,271

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

2. Statement of Financial Activities Notes - Continued

	2024 £	2023 £
Office and insurance costs		
Printing, stationery & advertising	16,092	19,482
Insurances	24,401	22,300
Telephone	53,916	44,752
Photocopying costs	18,079	9,250
Sundries	20,862	18,029
Repairs & renewals	15,362	7,768
Subscriptions	9,976	11,887
Health & safety	18,719	21,816
Cleaning costs	15,177	15,504
Computer & software costs	141,027	65,022
	333,611	235,810
	2024 £	2023 £
Depreciation	5,353	6,210
Auditor's Fees:		
- Audit services	7,200	7,200

Trustees have not received any remuneration for their services during this year nor the prior year. Trustee expenses reimbursed during the year totalled £2,104 for expenses (2023: £3,287). This related to one Trustee (2023: one Trustee).

The full time equivalent number of staff (including relief staff) for the year was 256. Carers: 224 (2023: 194); Admin: 32 (2023: 31)

	2024 £	2023 £
Wages & Salaries	8,254,148	6,821,000
Social Security costs	663,870	624,595
Pension costs for 356 staff (2023: 311 staff) in scheme	154,923	136,789
	9,072,941	7,582,384

The Trustees can confirm that three employees were paid in excess of £60,000 p.a. for this year (2023: three). Being £60k - £70k : two (2023: two), £80k - £90k : none (2023 : none); £100k - £110k: one (2023: one). This increased due to extra duties and number of days worked by key staff.

The remuneration of key management amounted to £257,860 for the year (2023 : £262,279).

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

3. Fixed Assets

	Land & Buildings	Housing Furniture	Computer Hardware & Software	Office Furniture	Total
Cost/Valuation	£	£	£	£	£
Balance b/f	210,452	19,803	200,551	44,184	474,990
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Balance c/f	210,452	19,803	200,551	44,184	474,990
Depreciation					
Balance b/f	93,700	18,296	193,466	41,282	346,744
Charge for the year	2,940	249	1,810	354	5,353
Eliminated on disposal	-	-	-	-	-
Balance c/f	96,640	18,545	195,276	41,636	352,097
Net Book Value					
As at 31.3.24	113,812	1,258	5,275	2,547	122,892
As at 31.3.23	116,752	1,507	7,085	2,902	128,246

All fixed assets are used for charitable purposes. Land and Buildings includes freehold assets of £109,407 (2023: £111,640) and leasehold improvements of £4,405 (2023: £5,112).

4. Debtors - amounts falling due within one year

	2024 £	2023 £
Trade debtors	707,290	557,580
Prepayments	84,659	32,892
Other debtors	57,372	81,507
	849,321	671,979

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

5. Creditors - amounts falling due within one year

	2024 £	2023 £
Trade creditors	39,562	15,928
PAYE & NIC	167,952	144,961
Other Creditors and Accruals	368,926	213,492
	576,440	374,381

Creditors include £120,487 (2023: £35,071) due to the Charity pension scheme at 31 March 2024.

6. Capital Structure

The charitable company is limited by guarantee and has no share capital.

7. Operating Lease Commitments

At 31 March 2024 the charity had the following non-cancellable operating lease commitments.

	<u>Cumulative Commitment</u>		<u>Cumulative Commitment</u>	
	2024	2024	2023	2023
	Cars &	Land &	Cars &	Land &
	Equipment	Buildings	Equipment	Buildings
	£	£	£	£
Expiring within one year	24,674	10,000	18,822	58,711
Expiring in two to five years	-	-	11,704	-
Expiring in more than five years	-	807,471	-	72,800
	24,674	817,471	30,526	131,511

8. Related Parties

The charity is controlled by the members of the Council of Management, which are listed in their report. There were no related party transactions between the charity and its members.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

9. Analysis of Net Assets between Funds

	<u>Unrestricted Funds</u>		Restricted Funds	Total
	General/ Designated	Fixed assets		
	£	£	£	£
Tangible Fixed Assets	-	52,892	70,000	122,892
Current Assets	2,366,919	-	-	2,366,919
Current Liabilities	(576,440)	-	-	(576,440)
	1,790,479	52,892	70,000	1,913,371

10. Analysis of Funds

	Balance at 1.4.23	Income	Expenditure	Transfer	Balance 31.3.24
	£	£	£	£	£
Unrestricted Funds					
- General	1,889,458	9,717,034	(9,866,013)	10,000	1,750,479
- Designated Projects	50,000	-	-	(10,000)	40,000
- Fixed assets: Other	56,996	-	(5,354)	1,250	52,892
	1,996,454	9,717,034	(9,871,367)	1,250	1,843,371
Restricted Funds					
- Land & Buildings fund	71,250	-	-	(1,250)	70,000
	2,067,704	9,717,034	(9,871,367)	-	1,913,371

Unrestricted Funds

The general fund is used to further the objects of the Charity.

The designated software fund represents £40,000 provided for software costs to be charged in the coming year for new payroll and HR automation.

The designated fixed asset fund represents the net book value of fixed assets (per the balance sheet, after deducting the related restricted fund) which clearly do not represent 'liquid' funds.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

10. Analysis of Funds - Continued

The view of the Trustees is that Anheddau needs sufficient general funds / reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 2.9 months' liquid reserves are available, and 2.1 months' worth of general funds.

Restricted Funds

The land and buildings fund represents monies received to purchase specific fixed assets, released over the terms of the restrictions. A transfer is made from restricted funds to unrestricted funds each year to reflect the annual reduction in restricted assets.

The Comparative figures for the funds is as follows:

	Balance at 1.4.22 £	Income £	Expenditure £	Transfer £	Balance 31.3.23 £
Unrestricted Funds					
- General	1,997,202	8,104,081	(8,211,825)	-	1,889,458
- Designated Projects	50,000	-	-	-	50,000
- Fixed assets: Other	61,957	-	(6,211)	1,250	56,996
	<u>2,109,159</u>	<u>8,104,081</u>	<u>(8,218,036)</u>	<u>1,250</u>	<u>1,996,454</u>
Restricted Funds					
- Land & Buildings fund	72,500	-	-	(1,250)	71,250
	<u>2,181,659</u>	<u>8,104,081</u>	<u>(8,218,036)</u>	<u>-</u>	<u>2,067,704</u>

11. Agency Transactions

During the year the Charity received Housing Benefit and other income on behalf of certain service users which was re-distributed to the relevant people in full.

The attributable amounts are not included within income or expenditure of the Charity for the year since the Charity only acts as Agent in relation to these amounts.

The amounts administered and excluded are as follows:

	£ 2024	£ 2023
- Income received and distributed (excluding Management Fees)	273,583	199,263
- Net amounts awaiting distribution at year end (within creditors)	-	-
- Amounts included in the service users' bank account awaiting receipt (within debtors)	42,291	75,562
- Separate bank accounts held on behalf of service users (not included in Charity Balance Sheet)	334,621	391,017

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2024

12. Comparative Statement of Financial Activities

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		5,930	-	5,930	9,325
<i>Charitable Activities</i>					
Supporting People in the Community	2	8,035,443	-	8,035,443	7,070,030
Total		8,041,373	-	8,041,373	7,079,355
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		7,648,604	-	7,648,604	6,450,399
- Training and recruitment costs		39,064	-	39,064	20,726
- Food & provisions		32,256	-	32,256	33,217
- Property costs	2	78,271	-	78,271	65,535
- Office & insurance costs	2	235,810	-	235,810	159,842
- Bank charges & interest		11,372	-	11,372	6,479
- Depreciation		6,210	-	6,210	9,348
- Audit & accountancy		12,638	-	12,638	12,375
- Professional fees		91,103	-	91,103	85,318
Total		8,155,328	-	8,155,328	6,843,239
Net income		(113,955)	-	(113,955)	236,116
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		(112,705)	(1,250)	(113,955)	236,116
Total Funds brought forward		2,109,159	72,500	2,181,659	1,945,543
Total funds carried forward *	10	1,996,454	71,250	2,067,704	2,181,659

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

ANHEDDAU CYF

England & Wales - Charity number 701697

Accounts

ANHEDDAU CYFYNGEDIG

(Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

(Company Registration Number 2380151)
(Charity Registration Number 701697)

ANHEDDAU CYFYNGEDIG

LEGAL AND ADMINISTRATIVE DETAILS

The Trustee Directors (hereafter referred to as "Trustees") present their report and audited accounts for the year ended 31 March 2023. This also constitutes the Directors' Report as a combined document.

Reference & Administrative Details

Charity Registration Number	701697
Company Registration Number	2380151
Registered and Principal Office	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
Bankers	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
Auditors	Williams Denton Cyf Glaslyn, Ffordd Y Parc, Parc Menai BANGOR LL57 4FE
Accountants	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
Solicitors	Aaron & Partners 5-7 Grosvenor Court CHESTER CH1 1HG

Directors (Trustees)

The directors of the charitable company are also its Trustees for the purpose of charity law. The Trustees who served during the year and the present members are:

Brian Merfyn Jones (Chair)
Jonathan M Walsh (Treasurer)
Gwylan Williams (Vice Chair)
Margaret C Flynn
Sue James – appointed 20 April 2022

Senior Staff Members as at 31 March 2023

Janetta T. Jones (CEO and Chief Financial Officer until 5 June 2022); Claire Higgins from 8 August 2022
Nia Prendergast (Head of Corporate Services, Deputy CEO and Company Secretary)
Sharon Burke (Head of Service, Deputy CEO)
Nia Prendergast and Sharon Burke Joint Acting CEO from 6th June to 7th August 2022

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT

Structure, Governance and Management

Anheddau is a Registered Charity and a Company Limited by Guarantee and is governed by its Memorandum and Articles of Association (hereafter referred to as "the charity").

Any adult can apply to become a Trustee. There is an application pack available which is completed by applicants who are then interviewed by not less than two of the existing Trustees. The induction process is carried out with the existing Trustees. Trustees are encouraged to undertake relevant training such as that offered by the Wales Council for Voluntary Action.

The day to day management of the Organisation is delegated by the Trustees to the Chief Executive. Management. Duties are then carried out as appropriate by the other managers within Anheddau. (see organisation chart below).

The Chief Executive, Head of Corporate Services and Head of Services meet with the Chair of the Trustee Board as the Executive Board. This group meets at least six times per year in addition to the other Full Trustee Board meetings. At the Executive Group meetings the Executive Managers report to the Chair and matters not requiring full Board approval are addressed. A report from this group is made by the Chief Executive and the Chair to the full Board. The Board make the final decisions and ratify the policies by which the organisation is bound.

The full Trustee Board meets quarterly in addition to the Annual General Meeting.

The Board has undertaken a full assessment of the risks to which Anheddau may be subject such as loss of income, health and safety issues and changes in legislation. A risk management strategy is in place which identifies the risks and sets out methods and procedures by which they may be minimised and dealt with should they arise.

Objectives, Activities and Strategy to Achieve these Aims

The objectives of Anheddau are to promote the relief of people with support needs, residing primarily or temporarily in Wales, to empower them to live fulfilled lives. Anheddau currently works in the Counties of Gwynedd, Ynys Mon, Conwy and Denbighshire.

Principle Funding Sources

Almost all of the Charity funding is received by way of Service level Agreement payments from local Councils representing the four Counties noted above.

Our Mission Statement

Our mission is to assist people who have support needs to establish homes in the community and to provide a supportive environment from which people can enhance their experience of community living.

We will:

- * work for the physical and social integration of people
- * Promote choice and protect the rights of people
- * Enable people to acquire and improve life skills and quality of life
- * Enable people to enhance their status and self respect
- * Employ appropriate support staff in order to enable people to fulfil their maximum potential as individuals
- * Work with organisations that share Anheddau's general philosophy in order to maximise the positive outcomes for people

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued

Vision Statement

Anheddau will: ·

- * work with people in North Wales who have support needs to achieve their goals
- * Provide high quality, flexible, innovative services in response to individual need
- * Support these services by ensuring that a learning environment, which works in partnership with staff, customers and clients, is created

Achievements and performance

Anheddau provides support to adults funded by the local councils in the areas it operates within North Wales. The services provided are within a structure which is a progressive model of supporting individuals to achieve their maximum potential and independence through using person centered, active and outcome focused approaches. This is translated into the supportive management interventions, such as workforce development and Health and Safety. Such interventions are identified and determined from the care plan of the supported individuals.

Anheddau is self sufficient in terms of its Training, Accredited Vocational Qualifications, Health and Safety, and Behavioural Support Planning, with in house key personnel who are occupationally competent in their specialist area as well as being experienced social care professionals. These interventions are therefore embedded in the planning of service delivery rather than an ad hoc blanket approach ensuring an integrated approach to the management of services.

The aim is that the Individuals' supported live as independently as possible in their own homes. The success is measured in terms of outcomes achieved - the measured goals are specific to each supported individual.

'The services delivered follow the principles and objectives of the All Wales Strategy, 'Fulfilling the Promise.' Its basis is the principle that people with a learning, or any other, disability have a right to ordinary patterns of life within the community, and have the right to be treated as individuals. The aim of the support is therefore to encourage and empower supported individuals to make choices, develop competencies, enjoy a social life and be supported in a way that complement their culture and enhances their opportunities.

The active support model underpins the progressive model of support and involves partnership working, utilising person centered approaches, and goal setting. This enables Individuals to achieve their aspirations for independence, including outcome based reviews, positive risk taking, goal directed support planning, evidence based assessments of daily living skills and a differentiation of maintenance and development needs.

Additionally, following the principles of the Social Services and Well Being Act, greater emphasis is placed on user involvement from the onset of any services or support being delivered. From the Organisation's perspective, once an individual is receiving support, the focus is on them and the staff team tailor their support needs via person centered planning and outcome focused support. This, over the years has proven to be very successful and we look forward to reporting outcomes as we digitise our paper-based systems in service delivery.

There was minimal disruption to service delivery throughout the pandemic and we have continued to maintain safe working practices post pandemic and closely monitor for trends and outbreaks in order to ensure the Wellbeing of staff and the individuals we support.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued Achievements and performance - continued

The Social Service and Wellbeing Act indicates that Involvement should happen at all stages of the design and operation of services.

Essential to fulfilling this duty is an approach which is based on co-production principles. By way of:

1. Recognising people as assets, and as having a positive contribution to make to the design and operation of services;
2. Supports and empowers people to get involved with the design and operation of services Empowers people to take responsibility for, and contribute to, their own well-being;
3. Ensures that practitioners work in partnership with people to achieve personal outcomes at an individual and service level;
4. Involves people in designing outcomes for services.

Key Performance Indicators

Anheddau measure key performance indicators (KPIs) to help assess the impact the Charitable Company makes and its effectiveness. The following KPIs are captured as part of our day-to-day regularity requirements and recording processes:

Key Performance Indicator	2023	2022
Average number of service users supported in the year	134	146
Approximate number of hours care provided in the year	297,232	276,536
Average number of employed people (head-count)	316	248
Number of complaints received	1	3
Number of compliments received	8	13
Outcome of regulatory inspections – average assessment	Not inspected	Excellent report from CIW

Plans for Future Periods

The primary objective for Anheddau for the immediate future is to ensure our work continues to meet our aims, and that decisions are made in the interests of the individuals we support and we are able to evidence outcomes individuals have achieved with our support. To enhance this we are digitalising our services to enable us to further monitor service outcomes and inform service development.

We continue to develop and expand in a financially challenging climate, whilst maintaining the high quality of service to existing and new individuals in a person-centred and outcome-focused way.

Anheddau has applied for tenders during the year. Each tender opportunity and their potential implication is considered as they arise. Anheddau's aim is to maintain continuity of service for the supported individuals whilst ensuring the sustainability of financial and people resourcing.

We will continue to respond and contribute to development in Social Care, monitoring and responding to legislative, commissioning and regulatory changes.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Public Benefit

In meeting the objects of the charitable company the Trustees have considered the Charity Commission guidance on public benefit and are satisfied that the activities undertaken during the year have provided significant benefit to the section of the general public, being as described in the Guidance of being in need due to ill-health, disability, age or other disadvantage. See Achievements and performance, below for more detail.

Financial Review

During the year the charity has a deficit of £113,955 (2022 surplus of £236,116). Unrestricted reserves now stand at £1,889,458 (General fund balance) after segregating funds relating to future projects of £50,000, unrestricted fixed assets of £56,996, and restricted fixed assets of £71,250. The detailed results and closing balances are shown on the Statement of Financial Activities and Balance Sheet respectively.

Policy on Reserves

In accordance with Charity Commission requirements, all charities should set a reserves target to help ensure sustainability, having assessed the risks facing the Charity (see risk management section, below).

Anheddau needs reserves for the following reasons:-

- a) To provide sufficient working capital for its day to day needs;
- b) To enable it to continue to operate in the event of a crisis, whether foreseen or unforeseen;
- c) To enable it to cope with any reduction in its income;
- d) To finance and underpin growth in its activities.

The view of the Trustees is that Anheddau needs sufficient reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 3.4 months' liquid reserves are available, and 2.8 months' worth of general funds (after providing for non-liquid fixed asset funds). See note 10 to the Accounts for further details.

The reserves policy shall inform other spending decisions, which must be examined having regard to their impact on it.

Investment policy

The Trustees have a policy of depositing cash held in longer-term accounts where a higher rate of interest can be achieved, whilst ensuring a segregation of assets between various banks to protect funds under the Financial Services Compensation Scheme (FSCS) and ensuring cash is readily available for short-term requirements, without the need to incur any operational financing costs.

A sum of £5,000 is also transferred onto deposit each month unless there is an agreed written dispensation from the Treasurer having consulted with one or more members of the Council of Management.

The Trustees believe that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in producing these accounts.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Employment Policy

The Charity's policy is to promote equality of opportunity to all in employment and the selection process irrespective of their gender, race, ethnic origin, disability, age, nationality, sexuality, marital status and social class. Anheddau oppose all forms of unlawful and unfair discrimination.

All employees and volunteers will be treated fairly and equally. Selection for employment, promotion, training and any other benefits will be on the basis of aptitude and ability. All employees will be helped and encouraged to further develop their full potential and the talents and the resources of the workforce will be fully utilised to maximise the efficiency of the Organisation.

Remuneration Policy

It is a stated aim of Anheddau to; "exercise fair and consistent employment practice". This aim sits alongside the other aims of the Charity and is of equal importance.

The Trustees consider the Board of Trustees, the Chief Executive and the Heads of Service and Corporate Service as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related third party transactions are disclosed in note 2 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Executive in accordance with the charity's policy and withdraw from decisions where a conflict of interest arises.

Remuneration is one part of the relationship between employer and employee.

Pension payments by both employee and employer are determined by statute and are paid accordingly.

The remuneration of support workers is currently set by the National Minimum Wage legislation. It is not the view of the Trustees that this represents adequate remuneration for the work undertaken and the Trustees are committed to paying a fair wage for the post once sufficient income can be sustainably achieved. Since the year end Support Worker wages are based on the voluntary Real Living Wage rate, which has been further topped up to a rate of at least £10 per hour in order to reflect the increased cost of living experienced this year.

The Anheddau pay scale represents six levels from Support Worker to CEO. The levels above support worker have been severely compressed since 2013 due to the impact of legislation. The Trustees are addressing this compression and increasing more senior rates gradually as finances allow.

The pay scale showing all levels is available to all staff.

Anheddau has a Joint Bargaining Agreement with UNISON and encourages membership amongst staff. The Executive Board meet quarterly with UNISON.

The level of pay and terms and conditions currently available to all employees represents a challenge to the charity in terms of meeting its objectives as the recruitment and retention of staff is undermined by other opportunities existing in a tight labour market. The Executive Management Team are proactively engaging with the Commissioners of service to address this issue.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Ethical Employment

Anheddau are signed up to the Welsh Government Code of Ethical Employment in Supply chains.

The code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws.

In recognition of the responsibility that it shares with all its suppliers, associated contractors or any other third parties engaged in the supply chain to operate ethically. An Ethical Employment Group is established with commitment from the Trustees with the adoption of the Ethical Employment Policy in December 2020. Modern Slavery has been identified as a key risk on the organisational risk register.

Anheddau is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have a range of policies, including anti bribery, whistleblowing, disciplinary procedures and diversity which reflect our commitment to acting ethically and with integrity in all our business relationships.

Anheddau was required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. On the snapshot date Anheddau was legally required to publish specified information relating to their gender pay gap.

In summary, at Anheddau, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

The report was calculated in accordance with the Regulations and is legally compliant.

During the year the Organisation has taken a number of steps to protect against the risk of modern slavery and human trafficking in our supply chains. This includes:

- Reviewed the risk assesment of providers.
- Prompt payment to all suppliers
- Continuation of the ethical employment groups which is a steering group.
- Reviewed all policies
- Review all employment policies which are available on the staff personnel system.
- Operated covid safe management and administration processes.

Monitoring and due diligence is undertaken by the Ethical Employment Group which has been set up to develop, implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

The Ethical Employment Group membership is made up of

- CEO
- Head of Services
- Head of Corporate Services
- Finance Manager
- Health & Safety Manager
- Contracts officer

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Ethical Employment - continued

The remit of the group is as follows:

- Undertake regular reviews of our purchasing and due diligence processes including conducting risks assessments and monitoring.
- Ensure that our HR and payroll systems are effective to identify and report on any potential breach of the legislation and put safeguards in place to manage the risk.
- Maintaining good and open communication with our supply chain to ensure there is a clear understanding of expectation, activity and compliance.

To date we have had no reports of modern slavery within our organisation nor our supply chains.

External business relationships

In making decisions, the Charity ensures that good relationships are maintained with suppliers, those we support and other stakeholders in upholding its good reputation as a Charity and key element in the supply chain of services provided.

Management of key risks

The Trustees have a risk management strategy which comprises: A regular review of the detailed Risk Register which identifies the key risks and the strategies employed to address them; the establishment of policies, systems and procedures to mitigate the identified risks; the implementation of procedures designed to minimise or manage any potential impact on the organisation should those risks materialise;

This work has identified two broad main categories of risk facing Anheddau: Namely the safeguarding of the individuals we support and financial risks.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Management of key risks – continued

Safeguarding

Safeguarding concerns young people and adults who may be restricted in their capacity to protect themselves against harm, neglect or exploitation. When such harms occur, they lead to considerable suffering and distress. The Social Services and Well-being (Wales) Act 2014, and the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, highlight the many contextual factors that are relevant to safeguarding people at risk from violence, abuse, neglect, exploitation and coercive control, whether in the community generally or in health and social care settings. In addition, they acknowledge the variations concerning the types of risk to which different groups of people are exposed.

There are indications that (i) there is scope for confusion and misconceptions about what constitutes abuse and (ii) many forms of abuse may be considered minor, for example, petty theft. In addition, some forms of abuse are under-reported and hidden which may result from the confusion of professionals and agencies concerning their understanding of abuse, their responsibilities, reporting pathways and people's rights to have their will and preferences respected. Advocacy is critically important for those without relatives or supportive networks characterised by trust and integrity. Effective information-sharing is integral to the multi-agency and multi-disciplinary approach required to adequately safeguard young people and adults at risk. Proactive, professional practice and leadership is essential if safeguarding is to become embedded within Anheddau.

Financial

The external financial climate facing Anheddau, social care, is extremely challenging as the twin forces of increased legislative requirements and the dwindling resources available from Commissioners to provide services collide. Anheddau therefore manages its finances robustly via the scrutiny of the Finance sub Group of the Trustee Board which reviews the financial viability of all services quarterly. This Group comprises the Treasurer, CEO, Finance Managers and external professional accountancy support from Champion TLL Accountants.

Going concern

The Accounts are prepared on a going concern basis, which the Trustees consider to be appropriate having considered the foreseeable future. The Charitable Company holds reserves which are sufficiently in line with its reserves policy.

Fundraising

Less than 1% of Anheddau's income is generated by fundraising. This is entirely confined to grant based donations. Anheddau undertakes no public fundraising and there have been no complaints received regarding its fundraising activities. Anheddau does not engage the services of fundraising consultants.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – continued

Organisation Chart as at 31 March 2023

BOARD OF TRUSTEE DIRECTORS

COUNCIL OF MANAGEMENT

Executive Managers Board

Chair, CEO, Head of Services and Head of Corporate Services

**Service Delivery and
Safeguarding Group**

Trustees and Head of Services

Finance Sub Group

Treasurer, CEO, Finance Manager
and Accountant

**Corporate Services Sub
Group**

Trustee, Head of Corporate Services,
IT Manager, H&S Manager,
Workforce Development Manager

C.E.O

Claire Higgins (since August 2022)

Janetta T Jones (until June 2022)

Head of Service

Sharon C Burke

Head of Corporate Services

Nia E Prendergast

Senior Managers

Finance Manager, Assistant Heads of Service, Assistant Head of Corporate Services, Workforce
Development Manager, Health and Safety Manager, Bid writer / Researcher

Area/Service Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Managers

Contracts Manager
Training Manager
HR Manager
Payrol Manager

House Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Officers

Finance Officer
Payroll Officer
Receptionist
Internal Verifiers

Support Workers

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – continued

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Anheddau Cyfyngedig for the purposes of company law) are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware and the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

This report was approved by the Board on 11th October 2023..... and signed on its behalf by:



.....
N E Prendergast (Company Secretary)



.....
B M Jones (Trustee / Chair)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG

Opinion

We have audited the financial statements of Anheddau Cyf (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the charitable company and the environment in which it operates, we considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud, and designed audit procedures in response to this risk. We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, Companies Act 2006 and Charities Act 2011.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Our tests included:

- enquiring with management of any known or suspected irregularities, including fraud;
- evaluating the adequacy of internal controls designed to detect or prevent irregularities, including the risk of management override;
- agreeing the amounts and disclosures in the financial statements to underlying supporting documentation;
- testing journal entries to identify unusual transactions; and
- evaluating whether there was evidence of management bias on key judgements and accounting estimates.

There are inherent limitations in the audit procedures described above. The more removed that financial transactions are from the laws and regulations, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of trustees and management, and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those resulting from errors, as fraud may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Owain Ap Elfed FCCA (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glaslyn
Ffordd Y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

Date: 23 November 2023
.....

ANHEDDAU CYFYNGEDIG

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

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		5,930	-	5,930	9,325
<i>Charitable Activities</i>					
Supporting People in the Community	2	8,035,443	-	8,035,443	7,070,030
Total		8,041,373	-	8,041,373	7,079,355
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		7,648,604	-	7,648,604	6,450,399
- Training and recruitment costs		39,064	-	39,064	20,726
- Food & provisions		32,256	-	32,256	33,217
- Property costs	2	78,271	-	78,271	65,535
- Office & insurance costs	2	235,810	-	235,810	159,842
- Bank charges & interest		11,372	-	11,372	6,479
- Depreciation		6,210	-	6,210	9,348
- Audit & accountancy		12,638	-	12,638	12,375
- Professional fees		91,103	-	91,103	85,318
Total		8,155,328	-	8,155,328	6,843,239
Net income		(113,955)	-	(113,955)	236,116
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		(112,705)	(1,250)	(113,955)	236,116
Total Funds brought forward		2,109,159	72,500	2,181,659	1,945,543
Total funds carried forward *	10	1,996,454	71,250	2,067,704	2,181,659

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Comparative figures:

The only movement on restricted funds during the prior year was the annual £1,250 transfer to unrestricted funds. The comparative figures are summarised in note 12 to the Financial Statements.

The notes on pages 18 to 25 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
Charity Registration Number: 701697

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
FIXED ASSETS					
Tangible assets	3a	128,246	-	128,246	134,456
Equity investment in group undertakings	3b	-	-	-	1
		<u>128,246</u>	<u>-</u>	<u>128,246</u>	<u>134,457</u>
CURRENT ASSETS					
Debtors	4	671,979	-	671,979	435,406
Cash at bank and in hand		1,641,860	-	1,641,860	1,902,000
		<u>2,313,839</u>	<u>-</u>	<u>2,313,839</u>	<u>2,337,406</u>
CREDITORS:					
Amounts falling due within one year	5	(374,381)	-	(374,381)	(290,204)
		<u>1,939,458</u>	<u>-</u>	<u>1,939,458</u>	<u>2,047,202</u>
NET CURRENT ASSETS					
		<u>2,067,704</u>	<u>-</u>	<u>2,067,704</u>	<u>2,181,659</u>
RESERVES					
Unrestricted reserves					
- General				1,889,458	1,997,202
- Designated: Projects and Support	10			50,000	50,000
- Fixed assets: Other				56,996	61,957
Restricted reserves (Land & Buildings)	10			71,250	72,500
				<u>2,067,704</u>	<u>2,181,659</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

The accounts were approved by the Board on 11th October 2023 and signed on its behalf by:-



.....
B M Jones (Trustee / Chair)

The notes on pages 18 to 25 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(266,070)</u>	<u>489,627</u>
Net cash provided by (used in) operating activities		<u>(266,070)</u>	<u>489,627</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		5,930	9,325
Net cash provided by (used in) investing activities		<u>5,930</u>	<u>9,325</u>
Change in cash and cash equivalents in the reporting period		(260,140)	498,952
Cash and cash equivalents at the beginning of the reporting period		<u>1,902,000</u>	<u>1,403,048</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,641,860</u></u>	<u><u>1,902,000</u></u>

Analysis of changes in net funds

	At 1.4.22 £	Cash Flow £	At 31.3.23 £
Net Cash			
Cash at bank	<u>1,902,000</u>	<u>(260,140)</u>	<u>1,641,860</u>
TOTAL	<u><u>1,902,000</u></u>	<u><u>(260,140)</u></u>	<u><u>1,641,860</u></u>

ANHEDDAU CYFYNGEDIG
NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

1 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(113,955)	236,116
Adjustments for:		
Depreciation charges	6,210	9,348
Interest received	(5,930)	(9,325)
Decrease/(increase) in debtors	(236,573)	223,876
Increase/(decrease) in creditors	84,178	29,612
Net cash provided by / (used in) operating activities	(266,070)	489,627

1. Accounting Policies

a. Basis of Preparation

The accounts have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets), Financial Reporting Standard (FRS) 102, the "SORP 2015" for charities (FRS102 version), and Companies Act 2006.

Preparation of consolidated financial statements

The financial statements contain information about Anheddau Cyf as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 399(2A) of the Companies Act 2006 and Sub-section 24.13A of the Charities SORP (Charities Statement of Recommended Practice) 2015 from the requirements to prepare consolidated financial statements.

Investments in subsidiaries

Investments in subsidiary undertakings are initially recognised at cost, and subsequently at fair value

ANHEDDAU CYFYNGEDIG
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies - continued

b. Fixed Assets

Fixed assets are stated at cost and depreciated over their economic useful lives at the following rates:-

Computer hardware & software	25%	reducing balance
Office equipment & furniture	15%	reducing balance
Housing furniture	15%	reducing balance
Freehold land & buildings	2%	reducing balance
Leasehold Improvements	Over the term of the lease	

Individual purchases of £1,000 or less are not generally capitalised, but expended to the Statement of Financial Activities. A fixed asset register is maintained and items of a certain category (such as computers) may be capitalised even if below this value.

c. Incoming Resources & Funds

Income is accounted for once the Charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. The main sources of income are service level agreements from various authorities which are matched to the period they relate to. All income is derived in the UK.

Income with restrictions imposed is allocated to a restricted fund and matched with the expenditure. Capital grants are allocated to a Restricted Fund and released over the terms of the restriction.

Income has been split between the different incoming resources. All income (except bank interest) is shown as charitable activities.

d. Cash at Bank and in Hand

Cash at bank and in hand includes cash in hand, deposits held at call with banks, other short-term liquid investments and deposits with banks with longer-term fixed interest rates which are accessible if required.

e. Pension

The Charity operates a defined contribution group stakeholder pension scheme under Auto Enrolment where the contribution rate is a fixed percentage of qualifying pay. The Charity also continues to contribute to certain staff's private pension schemes. The total contributions payable are disclosed in the notes to the accounts.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies - continued

f. Operating Leases

Operating leases are charged to the Statement of Financial Activities as incurred.

g. Resources Expended

All expenditure is included in the Statement of Financial Activities in accordance with the accruals concept, where there is a legal obligation committing the Charity to the expenditure.

Charitable activities include expenditure associated with supporting people in the community. Support costs are included within charitable activities as analysed in the Statement of Financial Activities.

Governance costs include those costs incurred in the governance of the charity and those associated with constitutional and statutory requirements.

h. Support Costs

The general running costs of the Charity are detailed in the SORP and Notes to the Accounts. Since there is one charitable activity and no fund-raising activities category, it is not necessary to do any further allocation of support costs.

i. VAT

The Charity is not registered for VAT, as such the VAT element is added to the related cost, shown gross.

2. Statement of Financial Activities Notes

	2023 £	2022 £
Income - Supporting People in the Community		
Mental Health	214,661	224,897
Social Services	6,348,755	5,457,914
Supporting People	462,662	483,298
Client contribution and Client Monies	341,432	397,191
Domiciliary Care Short Contracts	2,532	6,712
Local Health Board	196,100	187,570
Other Income	469,301	312,448
	8,035,443	7,070,030
Expenditure		
Property costs		
Rent	72,156	61,624
Heat & light	6,115	3,911
	78,271	65,535

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

2. Statement of Financial Activities Notes - Continued

	2023 £	2022 £
Office and insurance costs		
Printing, stationery & advertising	19,482	14,247
Insurances	22,300	19,850
Telephone	44,752	39,881
Photocopying costs	9,250	10,802
Sundries	18,029	15,216
Repairs & renewals	7,768	4,933
Subscriptions	11,887	6,077
Health & safety	21,816	15,554
Cleaning costs	15,504	13,617
Computer costs	65,022	19,665
	235,810	159,842
	2023 £	2022 £
Depreciation	6,210	9,348
Auditor's Fees:		
- Audit services	7,200	7,200

Trustees have not received any remuneration for their services during this year nor the prior year. Trustee expenses reimbursed during the year totalled £3,287 for expenses (2022: £77). This related to one Trustee (2022: one Trustee).

The full time equivalent number of staff (including relief staff) for the year was 225. Carers: 194 (2022: 190); Admin: 31 (2022: 31)

	2023 £	2022 £
Wages & Salaries	6,821,000	5,824,407
Social Security costs	624,595	452,486
Pension costs for 311 staff (2022: 269 staff) in scheme	136,789	113,954
	7,582,384	6,390,847

The Trustees can confirm that three employees were paid in excess of £60,000 p.a. for this year (2022: two). Being £60k - £70k : two (2022: one), £80k - £90k : none (2022 : one); £100k - £110k: one (2022: none). This increased due to extra duties and number of days worked by key staff.

The remuneration of key management amounted to £262,279 for the year (2022 : £213,687).

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

3a. Fixed Assets

	Land & Buildings	Housing Furniture	Computer Hardware & Software	Office Furniture	Total
Cost/Valuation	£	£	£	£	£
Balance b/f	210,452	19,803	200,551	44,184	474,990
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Balance c/f	210,452	19,803	200,551	44,184	474,990
Depreciation					
Balance b/f	90,638	18,003	191,054	40,839	340,534
Charge for the year	3,062	293	2,412	443	6,210
Eliminated on disposal	-	-	-	-	-
Balance c/f	93,700	18,296	193,466	41,282	346,744
Net Book Value					
As at 31.3.23	116,752	1,507	7,085	2,902	128,246
As at 31.3.22	119,814	1,800	9,497	3,344	134,455

All fixed assets are used for charitable purposes. Land and Buildings includes freehold assets of £111,640 (2022: £113,918) and leasehold improvements of £5,112 (2022: £5,896).

3b. Equity Investment in group undertakings

At cost	2023 £	2022 £
100% Ordinary share capital of Anheddau Adra Cyf	-	1

Anheddau Adra Cyf is registered in England and Wales. The dormant company closed during 2022-23.

4. Debtors - amounts falling due within one year

	2023 £	2022 £
Trade debtors	557,580	329,503
Prepayments	32,892	29,588
Other debtors	81,507	76,315
	671,979	435,406

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

5. Creditors - amounts falling due within one year

	2023 £	2022 £
Trade creditors	15,928	10,367
PAYE & NIC	144,961	91,465
Other Creditors and Accruals	213,492	188,372
	374,381	290,204

Creditors include £35,071 (2022: £26,346) due to the Charity pension scheme at 31 March 2023.

6. Capital Structure

The charitable company is limited by guarantee and has no share capital.

7. Operating Lease Commitments

At 31 March 2023 the charity had the following non-cancellable operating lease commitments.

	<u>Cumulative Commitment</u>		<u>Cumulative Commitment</u>	
	2023	2023	2022	2022
	Cars &	Land &	Cars &	Land &
	Equipment	Buildings	Equipment	Buildings
	£	£	£	£
Expiring within one year	18,822	58,711	18,822	63,911
Expiring in two to five years	11,704	-	17,556	-
Expiring in more than five years	-	72,800	-	-
	30,526	131,511	36,378	63,911

8. Related Parties

The charity is controlled by the members of the Council of Management, which are listed in their report. There were no related party transactions between the charity and its members.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

9. Analysis of Net Assets between Funds

	<u>Unrestricted Funds</u>		Restricted Funds	Total
	General/ Designated	Fixed assets		
	£	£	£	£
Tangible Fixed Assets	-	56,996	71,250	128,246
Current Assets	2,313,839	-	-	2,313,839
Current liabilities	(374,381)	-	-	(374,381)
	<u>1,939,458</u>	<u>56,996</u>	<u>71,250</u>	<u>2,067,704</u>

10. Analysis of Funds

	Balance at 1.4.22	Income	Expenditure	Transfer	Balance 31.3.23
	£	£	£	£	£
Unrestricted Funds					
- General	1,997,202	8,104,081	(8,211,825)	-	1,889,458
- Designated Projects	50,000	-	-	-	50,000
- Fixed assets: Other	61,957	-	(6,211)	1,250	56,996
	<u>2,109,159</u>	<u>8,104,081</u>	<u>(8,218,036)</u>	<u>1,250</u>	<u>1,996,454</u>
Restricted Funds					
- Land & Buildings fund	72,500	-	-	(1,250)	71,250
	<u>2,181,659</u>	<u>8,104,081</u>	<u>(8,218,036)</u>	<u>-</u>	<u>2,067,704</u>

Unrestricted Funds

The general fund is used to further the objects of the Charity.

The designated projects and support fund represents £20,000 identified for ongoing digitalisation of certain operations linked with remote working set-up, to be spent in the new year, together with £30,000 being the cost of increasing each Support Workers pay rate in light of current increases in cost of living.

The designated fixed asset fund represents the net book value of fixed assets (per the balance sheet, after deducting the related restricted fund) which clearly do not represent 'liquid' funds.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2023

10. Analysis of Funds - Continued

The view of the Trustees is that Anheddau needs sufficient general funds / reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 3.4 months' liquid reserves are available, and 2.8 months' worth of general funds.

Restricted Funds

The land and buildings fund represents monies received to purchase specific fixed assets, released over the terms of the restrictions. A transfer is made from restricted funds to unrestricted funds each year to reflect the annual reduction in restricted assets.

The Comparative figures for the funds is as follows:

	Balance at 1.4.21 £	Income £	Expenditure £	Transfer £	Balance 31.3.22 £
Unrestricted Funds					
- General	1,801,738	7,079,355	(6,843,239)	(40,652)	1,997,202
- Designated Projects	-	-	-	50,000	50,000
- Fixed assets: Other	70,055	-	-	(8,098)	61,957
	<u>1,871,793</u>	<u>7,079,355</u>	<u>(6,843,239)</u>	<u>1,250</u>	<u>2,109,159</u>
Restricted Funds					
- Land & Buildings fund	73,750	-	-	(1,250)	72,500
	<u>1,945,543</u>	<u>7,079,355</u>	<u>(6,843,239)</u>	<u>-</u>	<u>2,181,659</u>

11. Agency Transactions

During the year the Charity received Housing Benefit and other income on behalf of certain service users which was re-distributed to the relevant people in full.

The attributable amounts are not included within income or expenditure of the Charity for the year since the Charity only acts as Agent in relation to these amounts.

The amounts administered and excluded are as follows:

	£ 2023	£ 2022
- Income received and distributed (excluding Management Fees)	199,263	227,450
- Net amounts awaiting distribution at year end (within creditors)	-	-
- Amounts included in the service users' bank account awaiting receipt (within debtors)	75,562	42,291
- Separate bank accounts held on behalf of service users (not included in Charity Balance Sheet)	391,017	411,472

ANHEDDAU CYF

England & Wales - Charity number 701697

Accounts

ANHEDDAU CYFYNGEDIG

(Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

(Company Registration Number 2380151)
(Charity Registration Number 701697)

ANHEDDAU CYFYNGEDIG

LEGAL AND ADMINISTRATIVE DETAILS

The Trustee Directors (hereafter referred to as "Trustees") present their report and audited accounts for the year ended 31 March 2022. This also constitutes the Directors' Report as a combined document.

Reference & Administrative Details

Charity Registration Number	701697
Company Registration Number	2380151
Registered and Principal Office	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
Bankers	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
Auditors	Williams Denton Cyf Glasfryn, Ffordd Y Parc, Parc Menai BANGOR LL57 4FE
Accountants	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
Solicitors	Aaron & Partners 5-7 Grosvenor Court CHESTER CH1 1HG

Directors (Trustees)

The directors of the charitable company are also its Trustees for the purpose of charity law. The Trustees who served during the year and the present members are:

Brian Merfyn Jones (Chair)
Jonathan M Walsh (Treasurer)
Gwylan Williams (Vice Chair)
Walis Wyn George – resigned 15 December 2021
Julie Owen
Margaret C Flynn
Sue James – appointed 20 April 2022

Senior Staff Members as at 31 March 2022

Janetta T. Jones (CEO and Chief Financial Officer until 5 June 2022); Clair Higgins from 8 August 2022
Nia Prendergast (Head of Corporate Services, Deputy CEO and Company Secretary)
Sharon Burke (Head of Service, Deputy CEO)
Nia Prendergast and Sharon Burke Joint Acting CEO from 6th June to 7th August 2022

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT

Structure, Governance and Management

Anheddau is a Registered Charity and a Company Limited by Guarantee and is governed by its Memorandum and Articles of Association (hereafter referred to as "the charity").

Any adult can apply to become a Trustee. There is an application pack available which is completed by applicants who are then interviewed by not less than two of the existing Trustees. The induction process is carried out with the existing Trustees. Trustees are encouraged to undertake relevant training such as that offered by the Wales Council for Voluntary Action.

The day to day management of the Organisation is delegated by the Trustees to the Chief Executive. Management. Duties are then carried out as appropriate by the other managers within Anheddau. (see organisation chart below).

The Chief Executive, Head of Corporate Services and Head of Services meet with the Chair of the Trustee Board as the Executive Board. This group meets at least six times per year in addition to the other Full Trustee Board meetings. At the Executive Group meetings the Executive Managers report to the Chair and matters not requiring full Board approval are addressed. A report from this group is made by the Chief Executive and the Chair to the full Board. The Board make the final decisions and ratify the policies by which the organisation is bound.

The full Trustee Board meets quarterly in addition to the Annual General Meeting.

The Board has undertaken a full assessment of the risks to which Anheddau may be subject such as loss of income, health and safety issues and changes in legislation. A risk management strategy is in place which identifies the risks and sets out methods and procedures by which they may be minimised and dealt with should they arise.

Objectives, Activities and Strategy to Achieve these Aims

The objectives of Anheddau are to promote the relief of people with support needs, residing primarily or temporarily in Wales, to empower them to live fulfilled lives. Anheddau currently works in the Counties of Gwynedd, Ynys Mon, Conwy and Denbighshire.

Principle Funding Sources

Almost all of the Charity funding is received by way of Service level Agreement payments from local Councils representing the four Counties noted above.

Our Mission Statement

Our mission is to assist people who have support needs to establish homes in the community and to provide a supportive environment from which people can enhance their experience of community living.

We will:

- * work for the physical and social integration of people
- * Promote choice and protect the rights of people
- * Enable people to acquire and improve life skills and quality of life
- * Enable people to enhance their status and self respect
- * Employ appropriate support staff in order to enable people to fulfil their maximum potential as individuals
- * Work with organisations that share Anheddau's general philosophy in order to maximise the positive outcomes for people

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued

Vision Statement

Anheddau will: ·

- * work with people in North Wales who have support needs to achieve their goals
- * Provide high quality, flexible, innovative services in response to individual need
- * Support these services by ensuring that a learning environment, which works in partnership with staff, customers and clients, is created

Achievements and performance

Anheddau provides support to adults funded by the local councils in the areas it operates within North Wales. The services provided are within a structure which is a progressive model of supporting individuals to achieve their maximum potential and independence through using person centered, active and outcome focused approaches. This is translated into the supportive management interventions, such as workforce development and Health and Safety. Such interventions are identified and determined from the care plan of the supported individuals.

Anheddau is self sufficient in terms of its Training, Accredited Vocational Qualifications, Health and Safety, and Behavioural Support Planning, with in house key personnel who are occupationally competent in their specialist area as well as being experienced social care professionals. These interventions are therefore embedded in the planning of service delivery rather than an ad hoc blanket approach ensuring an integrated approach to the management of services.

The aim is that the Individuals' supported live as independently as possible in their own homes. The success is measured in terms of outcomes achieved - the measured goals are specific to each supported individual.

The services delivered follow the principles and objectives of the All Wales Strategy, 'Fulfilling the Promise.' Its basis is the principle that people with a learning, or any other, disability have a right to ordinary patterns of life within the community, and have the right to be treated as individuals. The aim of the support is therefore to encourage and empower supported individuals to make choices, develop competencies, enjoy a social life and be supported in a way that complement their culture and enhances their opportunities.

The active support model underpins the progressive model of support and involves partnership working, utilising person centered approaches, and goal setting. This enables Individuals to achieve their aspirations for independence, including outcome based reviews, positive risk taking, goal directed support planning, evidence based assessments of daily living skills and a differentiation of maintenance and development needs.

Additionally, following the principles of the Social Services and Well Being Act, greater emphasis is placed on user involvement from the onset of any services or support being delivered. From the Organisation's perspective, once an individual is receiving support, the focus is on them and the staff team tailor their support needs via person centered planning and outcome focused support. This, over the years has proven to be very successful and we look forward to reporting outcomes as we digitise our paper-based systems in service delivery.

There has been minimum disruption to service delivery throughout the ongoing pandemic. We have continued to maintain safe working practices and provide the support required with little interruption. This is to the credit and due to the efforts of all our employees who have contributed tirelessly to ensuring continuity of service regardless of whether they are at the point of service delivery or administrative and management functions of Anheddau

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued Achievements and performance - continued

The Social Service and Wellbeing Act indicates that Involvement should happen at all stages of the design and operation of services.

Essential to fulfilling this duty is an approach which is based on co-production principles. By way of:

1. Recognising people as assets, and as having a positive contribution to make to the design and operation of services;
2. Supports and empowers people to get involved with the design and operation of services Empowers people to take responsibility for, and contribute to, their own well-being;
3. Ensures that practitioners work in partnership with people to achieve personal outcomes at an individual and service level;
4. Involves people in designing outcomes for services.

Key Performance Indicators

Anheddau measure key performance indicators (KPIs) to help assess the impact the Charitable Company makes and its effectiveness. The following KPIs are captured as part of our day-to-day regularity requirements and recording processes:

Key Performance Indicator	2022	2021
Average number of service users supported in the year	146	155
Approximate number of hours care provided in the year	276,536	289,136
Average number of employed people (head-count)	248	260
Number of complaints received	3	4
Number of compliments received	13	3
Outcome of regulatory inspections – average assessment	Excellent report from CIW	Excellent report from CIW

Plans for Future Periods

The primary objective for Anheddau for the immediate future is to ensure our work continues to meet our aims, and that decisions are made in the interests of the individuals we support. To enhance this further we are digitalising our services to monitor service delivery outcomes and inform service development.

We continue to develop and expand in a financially challenging climate, whilst maintaining the high quality of service to existing and new individuals in a person-centred and outcome-focused way.

Anheddau could be subject to contract re-tendering in all areas. This could result in significant growth or loss of contracts. Each tender opportunity and their potential implication is considered as they arise. Anheddau's aim is to maintain continuity of service for the supported individuals whilst ensuring the sustainability of financial and people resourcing.

We will continue to respond and contribute to development in Social Care, monitoring and responding to legislative, commissioning and regulatory changes.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Public Benefit

In meeting the objects of the charitable company the Trustees have considered the Charity Commission guidance on public benefit and are satisfied that the activities undertaken during the year have provided significant benefit to the section of the general public, being as described in the Guidance of being in need due to ill-health, disability, age or other disadvantage. See Achievements and performance, below for more detail.

Financial Review

During the year the charity has achieved a surplus of £236,116. Unrestricted reserves now stand at £1,997,202 (General fund balance) after segregating funds relating to future projects of £50,000, unrestricted fixed assets of £61,957, and restricted fixed assets of £72,500. The detailed results and closing balances are shown on the Statement of Financial Activities and Balance Sheet respectively.

Policy on Reserves

In accordance with Charity Commission requirements, all charities should set a reserves target to help ensure sustainability, having assessed the risks facing the Charity (see risk management section, below).

Anheddau needs reserves for the following reasons:-

- a) To provide sufficient working capital for its day to day needs;
- b) To enable it to continue to operate in the event of a crisis, whether foreseen or unforeseen;
- c) To enable it to cope with any reduction in its income;
- d) To finance and underpin growth in its activities.

The view of the Trustees is that Anheddau needs sufficient reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 3.3 months' liquid reserves are available, and 3.5 months' worth of general funds (after providing for non-liquid fixed asset funds). See note 10 to the Accounts for further details.

The reserves policy shall inform other spending decisions, which must be examined having regard to their impact on it.

Investment policy

The Trustees have a policy of depositing cash held in longer-term accounts where a higher rate of interest can be achieved, whilst ensuring a segregation of assets between various banks to protect funds under the Financial Services Compensation Scheme (FSCS) and ensuring cash is readily available for short-term requirements, without the need to incur any operational financing costs.

A sum of £5,000 is also transferred onto deposit each month unless there is an agreed written dispensation from the Treasurer having consulted with one or more members of the Council of Management.

The Trustees believe that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in producing these accounts.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Employment Policy

The Charity's policy is to promote equality of opportunity to all in employment and the selection process irrespective of their gender, race, ethnic origin, disability, age, nationality, sexuality, marital status and social class. Anheddau oppose all forms of unlawful and unfair discrimination.

All employees and volunteers will be treated fairly and equally. Selection for employment, promotion, training and any other benefits will be on the basis of aptitude and ability. All employees will be helped and encouraged to further develop their full potential and the talents and the resources of the workforce will be fully utilised to maximise the efficiency of the Organisation.

Remuneration Policy

It is a stated aim of Anheddau to; "exercise fair and consistent employment practice". This aim sits alongside the other aims of the Charity and is of equal importance.

The Trustees consider the Board of Trustees, the Chief Executive and the Heads of Service and Corporate Service as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related third party transactions are disclosed in note 2 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Executive in accordance with the charity's policy and withdraw from decisions where a conflict of interest arises.

Remuneration is one part of the relationship between employer and employee.

Pension payments by both employee and employer are determined by statute and are paid accordingly.

The remuneration of support workers is currently set by the National Minimum Wage legislation. It is not the view of the Trustees that this represents adequate remuneration for the work undertaken and the Trustees are committed to paying a fair wage for the post once sufficient income can be sustainably achieved. Since the year end Support Worker wages are based on the voluntary Real Living Wage rate, which has been further topped up to a rate of at least £10 per hour in order to reflect the increased cost of living experienced this year.

The Anheddau pay scale represents six levels from Support Worker to CEO. The levels above support worker have been severely compressed since 2013 due to the impact of legislation. The Trustees are addressing this compression and increasing more senior rates gradually as finances allow.

The pay scale showing all levels is available to all staff.

Anheddau has a Joint Bargaining Agreement with UNISON and encourages membership amongst staff. The Executive Board meet quarterly with UNISON.

The level of pay and terms and conditions currently available to all employees represents a challenge to the charity in terms of meeting its objectives as the recruitment and retention of staff is undermined by other opportunities existing in a tight labour market. The Executive Management Team are proactively engaging with the Commissioners of service to address this issue.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Ethical Employment

Anheddau are signed up to the Welsh Government Code of Ethical Employment in Supply chains.

The code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws.

In recognition of the responsibility that it shares with all its suppliers, associated contractors or any other third parties engaged in the supply chain to operate ethically. An Ethical Employment Group is established with commitment from the Trustees with the adoption of the Ethical Employment Policy in December 2020. Modern Slavery has been identified as a key risk on the organisational risk register.

Anheddau is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have a range of policies, including anti bribery, whistleblowing, disciplinary procedures and diversity which reflect our commitment to acting ethically and with integrity in all our business relationships.

Anheddau was required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. On the snapshot date Anheddau was legally required to publish specified information relating to their gender pay gap.

In summary, at Anheddau, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

The report was calculated in accordance with the Regulations and is legally compliant.

During the year the Organisation has taken a number of steps to protect against the risk of modern slavery and human trafficking in our supply chains. This includes:

- Reviewed the risk assessment of providers.
- Prompt payment to all suppliers
- Continuation of the ethical employment groups which is a steering group.
- Reviewed all policies
- Review all employment policies which are available on the staff personnel system.
- Operated covid safe management and administration processes.

Monitoring and due diligence is undertaken by the Ethical Employment Group which has been set up to develop, implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

The Ethical Employment Group membership is made up of

- CEO
- Head of Services
- Head of Corporate Services
- Finance Manager
- Health & Safety Manager
- Contracts officer

The group meet quarterly.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Ethical Employment - continued

The remit of the group is as follows:

- Undertake regular reviews of our purchasing and due diligence processes including conducting risks assessments and monitoring.
- Ensure that our HR and payroll systems are effective to identify and report on any potential breach of the legislation and put safeguards in place to manage the risk.
- Maintaining good and open communication with our supply chain to ensure there is a clear understanding of expectation, activity and compliance.

To date we have had no reports of modern slavery within our organisation nor our supply chains.

External business relationships

In making decisions, the Charity ensures that good relationships are maintained with suppliers, those we support and other stakeholders in upholding its good reputation as a Charity and key element in the supply chain of services provided.

Management of key risks

The Trustees have a risk management strategy which comprises: A regular review of the detailed Risk Register which identifies the key risks and the strategies employed to address them; the establishment of policies, systems and procedures to mitigate the identified risks; the implementation of procedures designed to minimise or manage any potential impact on the organisation should those risks materialise;

This work has identified two broad main categories of risk facing Anheddau: Namely the safeguarding of the individuals we support and financial risks.

Covid 19 Pandemic related risks

Along with all other care providers, management and staff had to react quickly to the impact of Covid 19 and working practices. We were successful in obtaining suitable Personal Protective Equipment (PPE) when required and were able to keep working with our service users as required. We have continued to maintain safe working practices and provide the care needed with little interruption. There have been no major health issues arising for supported individuals or staff, which we are glad to see. Due to our advanced and secure ICT function, with cloud-based systems, administrative staff were easily able to transfer to working at home or other suitable locations without disruption. Hybrid working arrangements are now well embedded and effective.

Since we do not rely on trading income or public donations, income flows were not affected, when one-off government grants were also taken into account.

Management are confident that the Charity is prepared for any future disruption that may arise from the Pandemic.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Management of key risks – continued

Safeguarding

The key risks surround the availability of suitably trained staff and ensuring that safeguarding and the reporting procedures which surround it are embedded in everyday practice.

The concept of safeguarding is implementing measures (protocols, risk assessments, MDT) to try and prevent abuse and ensure the safety and wellbeing of the Individual. The concept of protection is accessing internal and processes to formally report and record concerns/allegations.

Safeguarding is the responsibility of everyone that comes into contact with a vulnerable person, if capacitated decisions are evidenced the service user should be encouraged and supported to make informed choices. Safeguarding is a statutory responsibility in response to individual cases where risk of harm has been identified and this concern has been highlighted via the POVA (Protection of Vulnerable Adults) referral system to the local authority.

Additionally, people who work with vulnerable groups must be alerted to the possible indicators of abuse and be able to act to protect them from harm. In order to ensure the above Anheddau embeds the principles and practical awareness of Safeguarding in its core training programme.

Principles of good practice

- Recognise the rights of individuals and treat them with dignity and respect.
- Train staff to be aware of risks and the needs of vulnerable groups.
- Plan the work of the Organisation to minimise opportunities for vulnerable groups to suffer harm.
- All staff training is updated annually.

The main legal enforcement framework is in the, "Safeguarding Vulnerable Groups", Act 2006, and its supporting regulations and the, "Protection of Freedoms Act", 2012; As well as the Social Services and Well-being Act (Wales) 2014.

Financial

The external financial climate facing Anheddau, social care, is extremely challenging as the twin forces of increased legislative requirements and the dwindling resources available from Commissioners to provide services collide. Anheddau therefore manages its finances robustly via the scrutiny of the Finance sub Group of the Trustee Board which reviews the financial viability of all services quarterly. This Group comprises the Treasurer, CEO, Finance Managers and external professional accountancy support from Champion TLL Accountants.

Going concern

The Accounts are prepared on a going concern basis, which the Trustees consider to be appropriate having considered the foreseeable future. The Charitable Company holds reserves which are sufficiently in line with its reserves policy.

Fundraising

Less than 1% of Anheddau's income is generated by fundraising. This is entirely confined to grant based donations. Anheddau undertakes no public fundraising and there have been no complaints received regarding its fundraising activities. Anheddau does not engage the services of fundraising consultants.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – continued

Organisation Chart as at 31 March 2022

BOARD OF TRUSTEE DIRECTORS

COUNCIL OF MANAGEMENT

Executive Managers Board

Chair, CEO, Head of Services and Head of Corporate Services

**Service Delivery and
Safeguarding Group**

Trustees and Head of Services

Finance Sub Group

Treasurer, CEO, Finance Manager
and Accountant

**Corporate Services Sub
Group**

Trustee, Head of Corporate Services,
IT Manager, H&S Manager,
Workforce Development Manager

C.E.O

Clair Higgins (since August 2022)

Janetta T Jones (until June 2022)

Head of Service

Sharon C Burke

Head of Corporate Services

Nia E Prendergast

Senior Managers

Finance Manager, Assistant Heads of Service, Assistant Head of Corporate Services, Workforce
Development Manager, Health and Safety Manager, Bid writer / Researcher

Area/Service Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Managers

Contracts Manager
Training Manager
HR Manager
Payrol Manager

House Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Officers

Finance Officer
Payroll Officer
Receptionist
Internal Verifiers

Support Workers

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT – continued

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Anheddau Cyfyngedig for the purposes of company law) are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

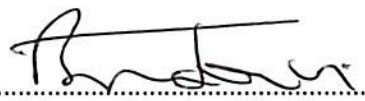
In so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware and the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

This report was approved by the Board on 28/9/2022 and signed on its behalf by:


.....
N E Prendergast (Company Secretary)


.....
B M Jones (Trustee / Chair)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG

Opinion

We have audited the financial statements of Anheddau Cyf (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the charitable company and the environment in which it operates, we considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud, and designed audit procedures in response to this risk. We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, Companies Act 2006 and Charities Act 2011.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

Our tests included:

- enquiring with management of any known or suspected irregularities, including fraud;
- evaluating the adequacy of internal controls designed to detect or prevent irregularities, including the risk of management override;
- agreeing the amounts and disclosures in the financial statements to underlying supporting documentation;
- testing journal entries to identify unusual transactions; and
- evaluating whether there was evidence of management bias on key judgements and accounting estimates.

There are inherent limitations in the audit procedures described above. The more removed that financial transactions are from the laws and regulations, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of trustees and management, and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those resulting from errors, as fraud may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Owain Ap Elfed FCCA (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glasfryn
Ffordd Y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

Date: 7 November 2022

ANHEDDAU CYFYNGEDIG

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

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		9,325	-	9,325	6,643
<i>Charitable Activities</i>					
Supporting People in the Community	2	7,070,030	-	7,070,030	6,462,120
Total		7,079,355	-	7,079,355	6,468,763
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		6,450,399	-	6,450,399	5,743,776
- Training and recruitment costs		20,726	-	20,726	12,712
- Food & provisions		33,217	-	33,217	32,650
- Property costs	2	65,535	-	65,535	72,939
- Office & insurance costs	2	159,842	-	159,842	228,333
- Bank charges & interest		6,479	-	6,479	3,962
- Depreciation		9,348	-	9,348	9,846
- Audit & accountancy		12,375	-	12,375	11,100
- Professional fees		85,318	-	85,318	80,026
Total		6,843,239	-	6,843,239	6,195,344
Net income		236,116	-	236,116	273,419
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		237,366	(1,250)	236,116	273,419
Total Funds brought forward		1,871,793	73,750	1,945,543	1,672,124
Total funds carried forward *	10	2,109,159	72,500	2,181,659	1,945,543

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Comparative figures:

The only movement on restricted funds during the prior year was the annual £1,250 transfer to unrestricted funds. The comparative figures are summarised in note 12 to the Financial Statements.

The notes on pages 18 to 25 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
Charity Registration Number: 701697

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
FIXED ASSETS					
Tangible assets	3a	61,956	72,500	134,456	143,805
Equity investment in group undertakings	3b	1	-	1	-
		<u>61,957</u>	<u>72,500</u>	<u>134,457</u>	<u>143,805</u>
CURRENT ASSETS					
Debtors	4	435,406	-	435,406	659,282
Cash at bank and in hand		1,902,000	-	1,902,000	1,403,048
		<u>2,337,406</u>	<u>-</u>	<u>2,337,406</u>	<u>2,062,330</u>
CREDITORS:					
Amounts falling due within one year	5	(290,204)	-	(290,204)	(260,592)
		<u>2,047,202</u>	<u>-</u>	<u>2,047,202</u>	<u>1,801,738</u>
NET CURRENT ASSETS					
		<u>2,109,159</u>	<u>72,500</u>	<u>2,181,659</u>	<u>1,945,543</u>
NET ASSETS					
RESERVES					
Unrestricted reserves					
- General				1,997,202	1,801,738
- Designated: Projects and Support	10			50,000	-
- Fixed assets: Other				61,957	70,055
Restricted reserves (Land & Buildings)	10			72,500	73,750
				<u>2,181,659</u>	<u>1,945,543</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

The accounts were approved by the Board on 28/9/2022 and signed on its behalf by:-


B M Jones (Trustee / Chair)

The notes on pages 18 to 25 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>489,627</u>	<u>91,535</u>
Net cash provided by (used in) operating activities		<u>489,627</u>	<u>91,535</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		9,325	6,643
Net cash provided by (used in) investing activities		<u>9,325</u>	<u>6,643</u>
Change in cash and cash equivalents in the reporting period		498,952	98,178
Cash and cash equivalents at the beginning of the reporting period		<u>1,403,048</u>	<u>1,304,870</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,902,000</u></u>	<u><u>1,403,048</u></u>

Analysis of changes in net funds

	At 1.4.21 £	Cash Flow £	At 31.3.22 £
Net Cash			
Cash at bank	<u>1,403,048</u>	<u>498,952</u>	<u>1,902,000</u>
TOTAL	<u><u>1,403,048</u></u>	<u><u>498,952</u></u>	<u><u>1,902,000</u></u>

ANHEDDAU CYFYNGEDIG
NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

1 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the statement of financial activities)	236,116	273,419
Adjustments for:		
Depreciation charges	9,348	9,846
Interest received	(9,325)	(6,643)
Decrease/(increase) in debtors	223,876	(178,773)
Increase/(decrease) in creditors	29,612	(6,314)
Net cash provided by (used in) operating activities	489,627	91,535

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

1. Accounting Policies

a. Basis of Preparation

The accounts have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets), Financial Reporting Standard (FRS) 102, the "SORP 2015" for charities (FRS102 version), and Companies Act 2006.

Preparation of consolidated financial statements

The financial statements contain information about Anheddau Cyf as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 399(2A) of the Companies Act 2006 and Sub-section 24.13A of the Charities SORP (Charities Statement of Recommended Practice) 2015 from the requirements to prepare consolidated financial statements.

Investments in subsidiaries

Investments in subsidiary undertakings are initially recognised at cost, and subsequently at fair value.

b. Fixed Assets

Fixed assets are stated at cost and depreciated over their economic useful lives at the following rates:-

Computer hardware & software	25%	reducing balance
Office equipment & furniture	15%	reducing balance
Housing furniture	15%	reducing balance
Freehold land & buildings	2%	reducing balance
Leasehold Improvements	Over the term of the lease	

Individual purchases of £1,000 or less are not generally capitalised, but expensed to the Statement of Financial Activities. A fixed asset register is maintained and items of a certain category (such as computers) may be capitalised even if below this value.

c. Incoming Resources & Funds

Income is accounted for once the Charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. The main sources of income are service level agreements from various authorities which are matched to the period they relate to. All income is derived in the UK.

Income with restrictions imposed is allocated to a restricted fund and matched with the expenditure. Capital grants are allocated to a Restricted Fund and released over the terms of the restriction.

Income has been split between the different incoming resources. All income (except bank interest) is shown as charitable activities.

d. Pension

The Charity operates a defined contribution group stakeholder pension scheme under Auto Enrolment where the contribution rate is a fixed percentage of qualifying pay. The Charity also continues to contribute to certain staff's private pension schemes. The total contributions payable are disclosed in the notes to the accounts.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting Policies - continued

e. Operating Leases

Operating leases are charged to the Statement of Financial Activities as incurred.

f. Resources Expended

All expenditure is included in the Statement of Financial Activities in accordance with the accruals concept, where there is a legal obligation committing the Charity to the expenditure.

Charitable activities include expenditure associated with supporting people in the community. Support costs are included within charitable activities as analysed in the Statement of Financial Activities.

Governance costs include those costs incurred in the governance of the charity and those associated with constitutional and statutory requirements.

g. Support Costs

The general running costs of the Charity are detailed in the SORP and Notes to the Accounts. Since there is one charitable activity and no fund-raising activities category, it is not necessary to do any further allocation of support costs.

h. VAT

The Charity is not registered for VAT, as such the VAT element is added to the related cost, shown gross.

2. Statement of Financial Activities Notes

	2022 £	2021 £
Income - Supporting People in the Community		
Mental Health	224,897	229,002
Social Services	5,457,914	4,962,353
Supporting People	483,298	495,315
Client contribution and Client Monies	397,191	227,174
Domiciliary Care Short Contracts	6,712	2,778
Local Health Board	187,570	206,664
Other Income	313,448	338,834
	7,070,030	6,462,120
Expenditure		
Property costs		
Rent	61,624	67,370
Heat & light	3,911	5,569
	65,535	72,939

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

2. Statement of Financial Activities Notes - Continued

	2022 £	2021 £
Office and insurance costs		
Printing, stationery & advertising	14,247	9,363
Insurances	19,850	18,690
Telephone	39,881	50,696
Photocopying costs	10,802	16,032
Sundries	15,216	19,090
Repairs & renewals	4,933	11,473
Subscriptions	6,077	6,093
Health & safety	15,554	57,639
Cleaning costs	13,617	12,986
Computer costs	19,665	26,271
	159,842	228,333
	2022 £	2021 £
Depreciation	9,348	9,846
Auditor's Fees:		
- Audit services	7,200	6,600

Trustees have not received any remuneration for their services during this year nor the prior year. Trustee expenses reimbursed during the year totalled £77 for lunch expenses (2021: £1,123). This related to one Trustee (2021: one Trustee).

The full time equivalent number of staff (including relief staff) for the year was 221. Carers:190 (2021: 206); Admin: 31 (2021: 22)

	2022 £	2021 £
Wages & Salaries	5,824,407	5,194,628
Social Security costs	452,486	391,792
Pension costs for 269 staff (2021: 262 staff) in scheme	113,954	102,113
	6,390,847	5,688,533

The Trustees can confirm that two employees were paid in excess of £60,000 p.a. for this year (2021:one). Being £60k - £70k :1 (2021:one), £80k - £90k : 1 (2021 : NIL). This increased due to extra duties required of key staff.

The remuneration of key management amounted to £213,687 for the year (2021 : £170,424).

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

3a. Fixed Assets

	Land & Buildings	Housing Furniture	Computer Hardware & Software	Office Furniture	Total
Cost/Valuation	£	£	£	£	£
Balance b/f	210,452	19,803	200,551	44,183	474,989
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Balance c/f	210,452	19,803	200,551	44,183	474,989
Depreciation					
Balance b/f	85,365	17,488	187,838	40,495	331,186
Charge for the year	5,273	515	3,216	344	9,348
Eliminated on disposal	-	-	-	-	-
Balance c/f	90,638	18,003	191,054	40,839	340,534
Net Book Value					
As at 31.3.22	119,814	1,800	9,497	3,344	134,455
As at 31.3.21	125,087	2,315	12,713	3,688	143,803

All fixed assets are used for charitable purposes. Land and Buildings includes freehold assets of £113,918 (2021: £116,243) and leasehold improvements of £5,896 (2021: £8,844).

3b. Equity Investment in group undertakings

At cost	2022 £	2021 £
100% Ordinary share capital of Anheddau Adra Cyf	1	1
Anheddau Adra Cyf is registered in England and Wales.		

4. Debtors - amounts falling due within one year

	2022 £	2021 £
Trade debtors	329,503	591,102
Prepayments	29,588	31,245
Other debtors	76,315	36,935
	435,406	659,282

ANHEDDAU CYFYNGEDIG
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

5. Creditors - amounts falling due within one year

	2022	2021
	£	£
Trade creditors	10,367	6,651
PAYE & NIC	91,465	91,648
Other Creditors and Accruals	188,372	162,293
	290,204	260,592

Creditors include £26,346 (2021: £28,154) due to the Charity pension scheme at 31 March 2022.

6. Capital Structure

The charitable company is limited by guarantee and has no share capital.

7. Operating Lease Commitments

At 31 March 2022 the charity had the following non-cancellable operating lease commitments.

	Cumulative Commitment		Cumulative Commitment	
	2022	2022	2021	2021
	Cars &	Land &	Cars &	Land &
	Equipment	Buildings	Equipment	Buildings
	£	£	£	£
Expiring within one year	18,822	63,911	-	15,200
Expiring in two to five years	17,556	-	61,051	97,422
Expiring in more than five years	-	-	-	-
	36,378	63,911	61,051	112,622

8. Related Parties

The charity is controlled by the members of the Council of Management, which are listed in their report. There were no related party transactions between the charity and its members.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

9. Analysis of Net Assets between Funds

	<u>Unrestricted Funds</u>		<u>Restricted Funds</u>	<u>Total</u>
	<u>General/ Designated</u>	<u>Fixed assets</u>		
	£	£	£	£
Tangible Fixed Assets	-	61,957	72,500	134,457
Current Assets	2,337,406	-	-	2,337,406
Current liabilities	(290,204)	-	-	(290,204)
	2,047,202	61,957	72,500	2,181,659

10. Analysis of Funds

	<u>Balance at 1.4.21</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfer</u>	<u>Balance 31.3.22</u>
	£	£	£	£	£
Unrestricted Funds					
- General	1,801,738	7,079,355	(6,843,239)	(40,652)	1,997,202
- Designated Projects	-	-	-	50,000	50,000
- Fixed assets: Other	70,055	-	-	(8,098)	61,957
	1,871,793	7,079,355	(6,843,239)	1,250	2,109,159
Restricted Funds					
- Land & Buildings fund	73,750	-	-	(1,250)	72,500
	1,945,543	7,079,355	(6,843,239)	-	2,181,659

Unrestricted Funds

The general fund is used to further the objects of the Charity.

The designated projects and support fund represents £20,000 identified for ongoing digitalisation of certain operations linked with remote working set-up, to be spent in the new year, together with £30,000 being the cost of increasing each Support Workers pay rate to £10 per hour in light of current increases in cost of living.

The designated fixed asset fund represents the net book value of fixed assets (per the balance sheet, after deducting the related restricted fund) which clearly do not represent 'liquid' funds.

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

10. Analysis of Funds - Continued

The view of the Trustees is that Anheddau needs sufficient general funds / reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 2.7 months' liquid reserves are available, and 3.3 months' worth of general funds.

Restricted Funds

The land and buildings fund represents monies received to purchase specific fixed assets, released over the terms of the restrictions. A transfer is made from restricted funds to unrestricted funds each year to reflect the annual reduction in restricted assets.

The Comparative figures for the funds is as follows:

	Balance at 1.4.20 £	Income £	Expenditure £	Transfer £	Balance 31.3.21 £
Unrestricted Funds					
- General	1,518,473	6,468,763	(6,185,498)	-	1,801,738
- Fixed assets: Other	78,651	-	(9,846)	1,250	70,055
	1,597,124	6,468,763	(6,195,344)	1,250	1,871,793
Restricted Funds					
- Land & Buildings fund	75,000	-	-	(1,250)	73,750
	1,672,124	6,468,763	(6,195,344)	-	1,945,543

11. Agency Transactions

During the year the Charity received Housing Benefit and other income on behalf of certain service users which was re-distributed to the relevant people in full.

The attributable amounts are not included within income or expenditure of the Charity for the year since the Charity only acts as Agent in relation to these amounts.

The amounts administered and excluded are as follows:

	£ 2022	£ 2021
- Income received and distributed (excluding Management Fees)	227,450	224,095
- Net amounts awaiting distribution at year end (within creditors)	-	-
- Amounts included in the service users' bank account awaiting receipt (within debtors)	42,291	-
- Separate bank accounts held on behalf of service users (not included in Charity Balance Sheet)	411,472	444,466

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2022

12. Comparative Statement of Financial Activities

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		6,643	-	6,643	3,455
<i>Charitable Activities</i>					
Supporting People in the Community	2	6,462,120	-	6,462,120	5,887,995
Total		6,468,763	-	6,468,763	5,891,450
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		5,743,776	-	5,743,776	5,348,326
- Training and recruitment costs		12,712	-	12,712	14,603
- Food & provisions		32,650	-	32,650	27,707
- Property costs	2	72,939	-	72,939	69,923
- Office & insurance costs	2	228,333	-	228,333	210,371
- Bank charges & interest		3,962	-	3,962	4,776
- Depreciation		9,846	-	9,846	11,051
- Audit & accountancy		11,100	-	11,100	10,800
- Professional fees		80,026	-	80,026	57,851
Total		6,195,344	-	6,195,344	5,755,408
Net income		273,419	-	273,419	136,042
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		274,669	-	273,419	136,042
Total Funds brought forward		1,597,124	75,000	1,672,124	1,536,082
Total funds carried forward *	10	1,871,793	73,750	1,945,543	1,672,124

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Accounts

ANHEDDAU CYFYNGEDIG

(Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

(Company Registration Number 2380151)

(Charity Registration Number 701697)

LEGAL AND ADMINISTRATIVE DETAILS

The Trustee Directors (hereafter referred to as "Trustees") present their report and audited accounts for the year ended 31 March 2021. This also constitutes the Directors' Report as a combined document.

Reference & Administrative Details

Charity Registration Number	701697
Company Registration Number	2380151
Registered and Principal Office	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
Bankers	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
Auditors	Owain Bebb a'i Gwmni 32 Y Maes CAERNARFON LL55 2NN
Accountants	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
Solicitors	Aaron & Partners 5-7 Grosvenor Court CHESTER CH1 1HG

Directors (Trustees)

The directors of the charitable company are also its Trustees for the purpose of charity law. The Trustees who served during the year and the present members are:

Brian Merfyn Jones (Chairman)
Jonathan M Walsh (Treasurer)
Gwylan Williams (Vice Chairman)
Walis Wyn George
Julie Owen
Margaret C Flynn

Senior Staff Members as at 31 March 2021

Janetta T. Jones (CEO and Chief Financial Officer)
Nia Prendergast (Head of Corporate Services, Deputy CEO and Company Secretary)
Sharon Burke (Head of Service, Deputy CEO)

TRUSTEES' REPORT

Structure, Governance and Management

Anheddau is a Registered Charity and a Company Limited by Guarantee and is governed by its Memorandum and Articles of Association (hereafter referred to as "the charity").

Any adult can apply to become a Trustee. There is an application pack available which is completed by applicants who are then interviewed by not less than two of the existing Trustees. The induction process is carried out with the existing Trustees. Trustees are encouraged to undertake relevant training such as that offered by the Wales Council for Voluntary Action.

The day to day management of the Organisation is delegated by the Trustees to the Chief Executive. Management. Duties are then carried out as appropriate by the other managers within Anheddau. (see organisation chart below).

The Chief Executive, Head of Corporate Services and Head of Services meet with the Chair of the Trustee Board as the Executive Group. This group meets at least six times per year in addition to the other Board meetings. At the Executive Group meetings the Executive Managers report to the Chair and matters not requiring full Board approval are addressed. A report from this group is made by the Chief Executive and the Chair to the full Board. The Board make the final decisions and ratify the policies by which the organisation is bound.

The full Trustee Board meets quarterly in addition to the Annual General Meeting.

The Board has undertaken a full assessment of the risks to which Anheddau may be subject such as loss of income, health and safety issues and changes in legislation. A risk management strategy is in place which identifies the risks and sets out methods and procedures by which they may be minimised and dealt with should they arise.

Objectives, Activities and Strategy to Achieve these Aims

The objectives of Anheddau are to promote the relief of people with support needs, residing primarily or temporarily in Wales, to empower them to live fulfilled lives. Anheddau currently works in the Counties of Gwynedd, Ynys Mon, Conwy and Denbighshire.

Our Mission Statement

Our mission is to assist people who have support needs to establish homes in the community and to provide a supportive environment from which people can enhance their experience of community living.

We will:

- * work for the physical and social integration of people
- * Promote choice and protect the rights of people
- * Enable people to acquire and improve life skills and quality of life
- * Enable people to enhance their status and self respect
- * Employ appropriate support staff in order to enable people to fulfil their maximum potential as individuals
- * Work with organisations that share Anheddau's general philosophy in order to maximise the positive outcomes for people

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued

Vision Statement

Anheddau will:

- * work with people in North Wales who have support needs to achieve their goals
- * Provide high quality, flexible, innovative services in response to individual need
- * Support these services by ensuring that a learning environment, which works in partnership with staff, customers and clients, is created

Achievements and performance

Anheddau provides care to adults funded by the local councils in the areas it operates within North Wales. The services provided are within a structure which is a progressive model of supporting individuals to achieve their maximum potential and independence through using person centered, active and outcome focused approaches. This is translated into the supportive management interventions, such as workforce development and Health and Safety. Such interventions are identified and determined from the care plan of the individual service user.

Anheddau is self sufficient in terms of its Training, QCF, Health and Safety, and Behavioural Support Planning, with in house key personnel who are occupationally competent in their specialist area as well as being experienced social care professionals. These interventions are therefore embedded in the planning of service delivery rather than an ad hoc blanket approach ensuring an integrated approach to the management of services.

The aim is that the Individual's supported live as independently as possible in their own homes. The success is measured in terms of outcomes achieved for the Individuals. The measured goals are specific to each service user.

The services delivered follow the principles and objectives of the All Wales Strategy, 'Fulfilling the Promise.' Its basis is the principle that people with a learning, or any other, disability have a right to ordinary patterns of life within the community, and have the right to be treated as individuals. The aim of the support is therefore to encourage and empower service users to make choices, develop competencies, enjoy a social life and be supported in a way that complement their culture and enhances their opportunities.

The active support model underpins the progressive model of support and involves partnership working, utilising person centered approaches, and goal setting. This enables Individuals to achieve their aspirations for independence, including outcome based reviews, positive risk taking, goal directed support planning, evidence based assessments of daily living skills and a differentiation of maintenance and development needs.

Additionally, following the introduction of the Social Services and Well Being Act, greater emphasis has been placed on user involvement from the onset of any services or support being delivered. From the Organisation's perspective, once an individual is receiving support, the focus is on them and the staff team tailor their support needs via person centered planning and outcome focused support. This, over the years has proven to be very successful

TRUSTEES' REPORT - continued

Objectives, Activities and Strategy to Achieve these Aims - continued
Achievements and performance - continued

The Social Service and Wellbeing Act indicates that Involvement should happen at all stages of the design and operation of services.

Essential to fulfilling this duty is an approach which is based on co-production principles. By way of:

1. Recognising people as assets, and as having a positive contribution to make to the design and operation of services;
2. Supports and empowers people to get involved with the design and operation of services Empowers people to take responsibility for, and contribute to, their own well-being;
3. Ensures that practitioners work in partnership with people to achieve personal outcomes at an individual and service level;
4. Involves people in designing outcomes for services.

Key Performance Indicators

Anheddau measure key performance indicators (KPIs) to help assess the impact the Charitable Company makes and its effectiveness. The following KPIs are captured as part of our day-to-day regularity requirements and recording processes:

Key Performance Indicator	2021	2020
Average number of service users supported in the year	155	154
Approximate number of hours care provided in the year	289,136	288,236
Average number of employed people (head-count)	260	264
Number of complaints received	4	0
Number of compliments received	3	2
Outcome of regulatory inspections – average assessment	Excellent Draft CIW Report – waiting on Final	Postponed due to Covid 19

Plans for Future Periods

The primary objective for Anheddau for the immediate future is to continue to expand and develop as an organisation, in a financially challenging climate, whilst maintaining the high quality of service to existing and new clients.

Public Benefit

In meeting the objects of the charitable company the Trustees have considered the Charity Commission guidance on public benefit and are satisfied that the activities undertaken during the year have provided significant benefit to the section of the general public, being as described in the Guidance of being in need due to ill-health, disability, age or other disadvantage. See Achievements and performance, below for more detail.

Financial Review

During the year the charity has achieved a surplus of £273,419. Unrestricted reserves now stand at £1,801,738 (General fund balance) after segregating funds relating to unrestricted fixed assets of £70,055, and restricted fixed assets of £73,750. The detailed results and closing balances are shown on the Statement of Financial Activities and Balance Sheet respectively.

TRUSTEES' REPORT - continued

Policy on Reserves

In accordance with Charity Commission requirements, all charities should set a reserves target to help ensure sustainability, having assessed the risks facing the Charity (see risk management section, below).

Anheddau needs reserves for the following reasons:-

- a) To provide sufficient working capital for its day to day needs;
- b) To enable it to continue to operate in the event of a crisis, whether foreseen or unforeseen;
- c) To enable it to cope with any reduction in its income;
- d) To finance and underpin growth in its activities.

The view of the Trustees is that Anheddau needs sufficient reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 2.7 months' liquid reserves are available, and 3.5 months' worth of general funds (after providing for non-liquid fixed asset funds). See note 10 to the Accounts for further details.

The reserves policy shall inform other spending decisions, which must be examined having regard to their impact on it.

Investment policy

The Trustees have a policy of depositing cash held in longer-term accounts where a higher rate of interest can be achieved, whilst ensuring a segregation of assets between various banks to protect funds under the Financial Services Compensation Scheme (FSCS) and ensuring cash is readily available for short-term requirements, without the need to incur any operational financing costs.

A sum of £5,000 is also transferred onto deposit each month unless there is an agreed written dispensation from the Treasurer having consulted with one or more members of the Council of Management.

The Trustees believe that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in producing these accounts.

Employment Policy

The Charity's policy is to promote equality of opportunity to all in employment and the selection process irrespective of their gender, race, ethnic origin, disability, age, nationality, sexuality, marital status and social class. Anheddau oppose all forms of unlawful and unfair discrimination.

All employees and volunteers will be treated fairly and equally. Selection for employment, promotion, training and any other benefits will be on the basis of aptitude and ability. All employees will be helped and encouraged to further develop their full potential and the talents and the resources of the workforce will be fully utilised to maximise the efficiency of the Organisation.

Remuneration Policy

It is a stated aim of Anheddau to; "exercise fair and consistent employment practice". This aim sits alongside the other aims of the Charity and is of equal importance.

The Trustees consider the Board of Trustees, the Chief Executive and the Heads of Service and Corporate Service as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. A Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related third party transactions are disclosed in note 2 to the accounts.

ANHEDDAU CYFYNGEDIG

TRUSTEES' REPORT - continued

Remuneration Policy - continued

Trustees are required to disclose all relevant interests and register them with the Chief Executive in accordance with the charity's policy and withdraw from decisions where a conflict of interest arises.

Remuneration is one part of the relationship between employer and employee.

Pension payments by both employee and employer are determined by statute and are paid accordingly.

The remuneration of support workers is currently set by the National Minimum Wage legislation. It is not the view of the Trustees that this represents adequate remuneration for the work undertaken and the Trustees are committed to paying a fair wage for the post once sufficient income can be sustainably achieved.

The Anheddau pay scale represents six levels from Support Worker to CEO. The levels above support worker have been severely compressed since 2013 due to the impact of legislation. The Trustees will address this compression as finances allow.

The pay scale showing all levels is available to all staff.

Anheddau has a Joint Bargaining Agreement with UNISON and encourages membership amongst staff.

The level of pay and terms and conditions currently available to all employees represents a challenge to the charity in terms of meeting its objectives as the recruitment and retention of staff is undermined by better opportunities existing in the labour market. The Trustees are pro actively engaging with the Commissioners of service to address this issue.

Ethical Employment

Anheddau have signed up to the Welsh Government Code of Ethical Employment in Supply chains.

The code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws.

In recognition of the responsibility that it shares with all its suppliers, associated contractors or any other third parties engaged in the supply chain to operate ethically. An Ethical Employment Group has been set up during the financial year with commitment from the Trustees with the adoption of the Ethical Employment Policy in December 2020. Modern Slavery has been identified as a key risk on the organisational risk register.

Anheddau is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have a range of policies, including anti bribery, whistleblowing, disciplinary procedures and diversity which reflect our commitment to acting ethically and with integrity in all our business relationships.

TRUSTEES' REPORT - continued

Ethical Employment – continued

During the year the Organisation has taken a number of steps to protect against the risk of modern slavery and human trafficking in our supply chains. This includes:

- Ethical Rating Cymru assesment
- Reviewed the risk assesment of providers.
- Prompt payment to all suppliers
- Continuation of the ethical employment groups which is a steering group.
- Reviewed all policies
- Review all employment policies which are available on the staff personnel system.
- Operated covid safe management and administration processes.

Monitoring and due diligence is undertaken by the Ethical Employment Group which has been set up to develop, implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

The Ethical Employment Group membership is made up of

- CEO
- Head of Services
- Head of Corporate Services
- Finance Manager
- Health & Safety Manager
- Contracts officer

The group meet quarterly.

The remit of the group is as follows:

- Undertake regular reviews of our purchasing and due diligence processes including conducting risks assessments and monitoring.
- Ensure that our HR and payroll systems are effective to identify and report on any potential breach of the legislation and put safeguards in place to manage the risk.
- Maintaining good and open communication with our supply chain to ensure there is a clear understanding of expectation, activity and compliance.

To date we have had no reports of modern slavery within our organisation nor our supply chains.

External business relationships

In making decisions, the Charity ensures that good relationships are maintained with suppliers, service users and other stakeholders in upholding its good reputation as a Charity and key element in the supply chain of services provided.

ANHEDDAU CYFYNGEDIG
TRUSTEES' REPORT - continued

Management of key risks

The Trustees have a risk management strategy which comprises: A regular review of the detailed Risk Register which identifies the key risks and the strategies employed to address them; the establishment of policies, systems and procedures to mitigate the identified risks; the implementation of procedures designed to minimise or manage any potential impact on the organisation should those risks materialise;

This work has identified two broad main categories of risk facing Anheddau: Namely the safeguarding of the individuals we support and financial risks.

Covid 19 Pandemic related risks

Along with all other care providers, management and staff had to react quickly to the impact of Covid 19 and working practices. We were successful in obtaining suitable Personal Protective Equipment (PPE) when required and were able to keep working with our service users as required. We have continued to maintain safe working practices and provide the care needed with little interruption. There have been no major health issues arising for service users of staff, which we are glad to see. Due to our advanced and secure ICT function, with cloud-based systems, administrative staff were easily able to transfer to working at home or other suitable locations without disruption.

Since we do not rely on trading income or public donations, income flows were not affected, when one-off government grants were also taken into account.

Management are confident that the Charity is prepared for any future disruption that may arise from the Pandemic.

Safeguarding

The key risks surround the availability of suitably trained staff and ensuring that safeguarding and the reporting procedures which surround it are embedded in everyday practice.

The concept of safeguarding is implementing measures (protocols, risk assessments, MDT) to try and prevent abuse and ensure the safety and wellbeing of the Individual. The concept of protection is accessing internal and processes to formally report and record concerns/allegations.

Safeguarding is the responsibility of everyone that comes into contact with a vulnerable person, if capacitated decisions are evidenced the service user should be encouraged and supported to make informed choices. Safeguarding is a statutory responsibility in response to individual cases where risk of harm has been identified and this concern has been highlighted via the POVA (Protection of Vulnerable Adults) referral system to the local authority.

Additionally, people who work with vulnerable groups must be alerted to the possible indicators of abuse and be able to act to protect them from harm. In order to ensure the above Anheddau embeds the principles and practical awareness of Safeguarding in its core training programme.

Principles of good practice

- Recognise the rights of individuals and treat them with dignity and respect.
- Train staff to be aware of risks and the needs of vulnerable groups.
- Plan the work of the Organisation to minimise opportunities for vulnerable groups to suffer harm.
- All staff training is updated annually.

The main legal enforcement framework is in the, "Safeguarding Vulnerable Groups", Act 2006, and its supporting regulations and the, "Protection of Freedoms Act", 2012; As well as the Social Services and Well- being Act (Wales) 2014.

TRUSTEES' REPORT - continued

Management of key risks – continued

Financial

The external financial climate facing Anheddau, social care, is extremely challenging as the twin forces of increased legislative requirements and the dwindling resources available from Commissioners to provide services collide. Anheddau therefore manages its finances robustly via the scrutiny of the Finance sub Group of the Trustee Board which reviews the financial viability of all services quarterly. This Group comprises the Treasurer, CEO, Finance Managers and external professional accountancy support from Champion TLL Accountants.

Going concern

The Accounts are prepared on a going concern basis, which the Trustees consider to be appropriate having considered the foreseeable future. The Charitable Company holds reserves which are sufficiently in line with its reserves policy.

Fundraising

Less than 1% of Anheddau's income is generated by fundraising. This is entirely confined to grant based donations. Anheddau undertakes no public fundraising and there have been no complaints received regarding its fundraising activities. Anheddau does not engage the services of fundraising consultants.

The CEO is a Certificated Member of the Institute of Fundraising and is bound by their Code of Practice.

Organisation Chart as at 31 March 2021

BOARD OF TRUSTEE DIRECTORS

COUNCIL OF MANAGEMENT

Executive Managers Group

Chairman, CEO, Head of Services and Head of Corporate Services

**Service Delivery and
Safeguarding Group**

Trustees and Head of Services

Finance Sub Group

Treasurer, CEO, Finance Manager
and Accountant

**Corporate Services Sub
Group**

Trustee, Head of Corporate Services,
IT Manager, H&S Manager,
Workforce Development Manager

C.E.O

Janetta T Jones

Head of Service

Sharon C Burke

Head of Corporate Services

Nia E Prendergast

Senior Managers

Finance Manager, Assistant Heads of Service, Assistant Head of Corporate Services, Workforce
Development Manager, Health and Safety Manager

Area/Service Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Managers

Contracts Manager
Training Manager
HR Manager
Payrol Manager

House Managers

Anglesey
Conwy
Denbighshire
Gwynedd

Administrative Officers

Finance Officer
Payroll Officer
Receptionist
Internal Verifiers

Support Workers

TRUSTEES' REPORT – continued

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Anheddau Cyfyngedig for the purposes of company law) are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware and the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

This report was approved by the Board on 29th September 2021 and signed on its behalf by:



.....
N E Prendergast (Company Secretary)



.....
B M Jones (Trustee / Chairman)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG

Opinion

We have audited the financial statements of Anheddau Cyf. (limited by guarantee)(the 'company') for the year ended 31 March 2021, which comprise the Statement of Financial Activities, the Statement of Financial Position (Balance Sheet), the Cashflow Statement 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 company's affairs as at 31 March 2021 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;
- 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 company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

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 directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 1, 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 company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements 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.

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our commercial knowledge and experience of the charity and care sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

ANHEDDAU CYFYNGEDIG – continued

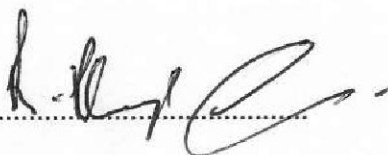
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of this report

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



Date: 29th September 2021

Rhys Harris (Senior Statutory Auditor)
For and on behalf of **Owain Bebb a'i Gwmni**
Chartered Accountants and Statutory Auditors
32 Y Maes
Caernarfon
Gwynedd
LL55 2NN

ANHEDDAU CYFYNGEDIG

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

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
Income and endowments from:					
<i>Generated Funds</i>					
Investment Income					
- Bank interest (UK)		6,643	-	6,643	3,455
<i>Charitable Activities</i>					
Supporting People in the Community	2	6,462,120	-	6,462,120	5,887,995
Total		6,468,763	-	6,468,763	5,891,450
Expenditure on:					
<i>Charitable Activities:</i>					
<i>Supporting People in the Community</i>					
- Wages & travel		5,743,776	-	5,743,776	5,348,326
- Training and recruitment costs		12,712	-	12,712	14,603
- Food & provisions		32,650	-	32,650	27,707
- Property costs	2	72,939	-	72,939	69,923
- Office & insurance costs	2	228,333	-	228,333	210,371
- Bank charges & interest		3,962	-	3,962	4,776
- Depreciation		9,846	-	9,846	11,051
- Audit & accountancy		11,100	-	11,100	10,800
- Professional fees		80,026	-	80,026	57,851
Total		6,195,344	-	6,195,344	5,755,408
Net income		273,419	-	273,419	136,042
Gross transfers between funds	10	1,250	(1,250)	-	-
Net incoming resources for the year		274,669	-	273,419	136,042
Total Funds brought forward		1,597,124	75,000	1,672,124	1,536,082
Total funds carried forward *	10	1,871,793	73,750	1,945,543	1,672,124

* Part of the unrestricted funds relate to fixed assets (designated funds) as shown on the Balance Sheet.

Comparative figures:

The only movement on restricted funds during the prior year was the annual £1,250 transfer to unrestricted funds.

The notes on pages 17 to 23 form an integral part of these accounts.

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	3	143,805	153,651
		<u>143,805</u>	<u>153,651</u>
CURRENT ASSETS			
Debtors	4	659,282	480,509
Cash at bank and in hand		1,403,048	1,304,870
		<u>2,062,330</u>	<u>1,785,379</u>
CREDITORS:			
Amounts falling due within one year	5	(260,592)	(266,906)
		<u>1,801,738</u>	<u>1,518,473</u>
NET CURRENT ASSETS			
		<u>1,801,738</u>	<u>1,518,473</u>
NET ASSETS		<u>1,945,543</u>	<u>1,672,124</u>
RESERVES			
Unrestricted reserves			
- General		1,801,738	1,518,473
- Fixed assets: Other		70,055	78,651
Restricted reserves (Land & Buildings)	10	73,750	75,000
		<u>1,945,543</u>	<u>1,672,124</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

The accounts were approved by the Board on 29th September 2021 and signed on its behalf by:-



.....
B M Jones (Trustee / Chairman)

The notes on pages 17 to 23 form an integral part of these accounts.

ANHEDDAU CYFYNGEDIG

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities:			
Cash generated from operations	1	91,535	356,367
Net cash provided by (used in) operating activities		91,535	356,367
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		6,643	3,455
Net cash provided by (used in) investing activities		6,643	3,455
Change in cash and cash equivalents in the reporting period		98,178	359,822
Cash and cash equivalents at the beginning of the reporting period		1,304,870	945,048
Cash and cash equivalents at the end of the reporting period		1,403,048	1,304,870

NOTES TO THE CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

1 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the statement of financial activities)	273,419	136,042
Adjustments for:		
Depreciation charges	9,846	11,051
Interest received	(6,643)	(3,455)
Decrease/(increase) in debtors	(178,773)	203,577
Increase/(decrease) in creditors	(6,314)	9,152
Net cash provided by (used in) operating activities	91,535	356,367

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1. **Accounting Policies**

a. **Basis of Preparation**

The accounts have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets), Financial Reporting Standard (FRS) 102, the "SORP 2015" for charities (FRS102 version), and Companies Act 2006.

b. **Fixed Assets**

Fixed assets are stated at cost and depreciated over their economic useful lives at the following rates:-

Computer hardware & software	25%
Office equipment & furniture	15%
Housing furniture	15%
Freehold land & buildings	2%
Leasehold Improvements	Over the term of the lease

Individual purchases of £1,000 or less are not generally capitalised, but expended to the Statement of Financial Activities. A fixed asset register is maintained and items of a certain category (such as computers) are capitalised even if below this value.

c. **Incoming Resources & Funds**

Income is accounted for on a receivable basis and the main sources of income are service level agreements from various authorities. All income is derived in the UK.

Income with restrictions imposed is allocated to a restricted fund and matched with the expenditure. Capital grants are allocated to a Restricted Fund and released over the terms of the restriction.

Income has been split between the different incoming resources. All income (except bank interest) is shown as charitable activities.

d. **Pension**

The Charity operates a defined contribution group stakeholder pension scheme under Auto Enrolment where the contribution rate is a fixed percentage of qualifying pay. The Charity also continues to contribute to certain staff's private pension schemes. The total contributions payable are disclosed in the notes to the accounts.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

1. **Accounting Policies - continued**

e. **Operating Leases**

Operating leases are charged to the Statement of Financial Activities as incurred.

f. **Resources Expended**

All expenditure is included in the Statement of Financial Activities in accordance with the accruals concept, where there is a legal obligation committing the Charity to the expenditure.

Charitable activities include expenditure associated with supporting people in the community. Support costs are included within charitable activities as analysed in the Statement of Financial Activities.

Governance costs include those costs incurred in the governance of the charity and those associated with constitutional and statutory requirements.

g. **Support Costs**

The general running costs of the Charity are detailed in the SORP and Notes to the Accounts. Since there is one charitable activity and no fund-raising activities category, it is not necessary to do any further allocation of support costs.

h. **VAT**

The Charity is not registered for VAT, as such the VAT element is added to the related cost, shown gross.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

2. Statement of Financial Activities Notes

	2021 £	2020 £
Income - Supporting People in the Community		
Mental Health	229,002	194,373
Social Services	4,962,353	4,704,068
Supporting People	495,315	512,265
Client contribution and Client Monies	227,174	271,332
Domiciliary Care Short Contracts	2,778	16,628
Local Health Board	206,664	179,864
Other Income	338,834	9,456
	6,462,120	5,887,995
Expenditure		
Property costs		
Rent	67,370	64,596
Heat & light	5,569	5,327
	72,939	69,923
	2021 £	2020 £
Office and insurance costs		
Printing, stationery & advertising	9,363	20,173
Insurances	18,690	18,828
Telephone	50,696	56,188
Photocopying costs	16,032	29,369
Sundries	19,090	23,251
Repairs & renewals	11,473	7,977
Subscriptions	6,093	5,948
Health & safety	57,639	20,068
Cleaning costs	12,986	10,544
Computer costs	26,271	18,025
	228,333	210,371
	2021 £	2020 £
Depreciation	9,846	11,051
Auditor's Fees:		
- Audit services	6,600	6,600

ANHEDDAU CYFYNGEDIG

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

2. Statement of Financial Activities Notes - Continued

Trustees have not received any remuneration for their services during this year nor the prior year. Trustee expenses reimbursed during the year totalled £1,123 (2020: £1,334). This related to one Trustee (2020: two Trustees).

The full time equivalent number of staff (including relief staff) for the year was 206. Carers:184 (2020: 181); Admin: 22 (2020: 23)

	2021 £	2020 £
Wages & Salaries	5,194,628	4,806,898
Social Security costs	391,792	344,024
Pension costs for 262 staff (2020: 249 staff) in scheme	102,113	88,837
	<u>5,688,533</u>	<u>5,239,759</u>

The Trustees can confirm that no employee was paid in excess of £60,000 p.a. (being the minimum reporting level set by the Charity Commission) for this year, nor the previous year.

3. Fixed Assets

	Land & Buildings	Housing Furniture	Computer Hardware & Software	Office Furniture	Total
Cost/Valuation	£	£	£	£	£
Balance b/f	210,452	19,803	200,551	44,183	474,989
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
	<u>210,452</u>	<u>19,803</u>	<u>200,551</u>	<u>44,183</u>	<u>474,989</u>
Balance c/f	210,452	19,803	200,551	44,183	474,989
	<u>210,452</u>	<u>19,803</u>	<u>200,551</u>	<u>44,183</u>	<u>474,989</u>
Depreciation					
Balance b/f	81,025	17,083	183,337	39,895	321,340
Charge for the year	4,430	405	4,501	600	9,846
Eliminated on disposal	-	-	-	-	-
	<u>85,455</u>	<u>17,488</u>	<u>187,838</u>	<u>40,495</u>	<u>331,276</u>
Balance c/f	85,455	17,488	187,838	40,495	331,276
	<u>85,455</u>	<u>17,488</u>	<u>187,838</u>	<u>40,495</u>	<u>331,276</u>
Net Book Value					
As at 31.3.21	125,087	2,315	12,713	3,688	143,803
	<u>125,087</u>	<u>2,315</u>	<u>12,713</u>	<u>3,688</u>	<u>143,803</u>
As at 31.3.20	129,427	2,720	17,214	4,288	153,649
	<u>129,427</u>	<u>2,720</u>	<u>17,214</u>	<u>4,288</u>	<u>153,649</u>

All fixed assets are used for charitable purposes. Land and Buildings includes freehold assets of £116,243 (2020: £118,615) and leasehold improvements of £8,844 (2020: £10,812).

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

4. Debtors - amounts falling due within one year

	2021 £	2020 £
Trade debtors	591,102	401,932
Prepayments	31,245	27,452
Other debtors	36,935	51,125
	659,282	480,509

5. Creditors - amounts falling due within one year

	2021 £	2020 £
Trade creditors	6,651	7,350
PAYE & NIC	91,648	83,712
Other Creditors and Accruals	162,293	175,844
	260,592	266,906

Creditors include £28,154 (2020: £41,700) due to the Charity pension scheme at 31 March 2021.

6. Capital Structure

The charitable company is limited by guarantee and has no share capital.

7. Operating Lease Commitments

At 31 March 2021 the charity had the following non-cancellable operating lease commitments.

	<u>Cumulative Commitment</u>		<u>Cumulative Commitment</u>	
	2021	2021	2020	2020
	Cars & Equipment £	Land & Buildings £	Cars & Equipment £	Land & Buildings £
Expiring within one year	-	15,200	44,568	16,450
Expiring in two to five years	61,051	97,422	41,096	146,132
Expiring in more than five years	-	-	-	-
	61,051	112,622	85,664	162,582

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

8. Related Parties

The charity is controlled by the members of the Council of Management, which are listed in their report. There were no related party transactions between the charity and its members.

9. Analysis of Net Assets between Funds

	<u>Unrestricted Funds</u>		Restricted Funds	Total
	General/ Designated	Fixed assets		
	£	£	£	£
Tangible Fixed Assets	-	70,055	73,750	143,805
Current Assets	2,062,330	-	-	2,062,330
Current liabilities	(260,592)	-	-	(260,592)
	1,801,738	70,055	73,750	1,945,543

10. Analysis of Funds

	Balance at 1.4.20	Income	Expenditure	Transfer	Balance 31.3.21
	£	£	£	£	£
Unrestricted Funds					
- General	1,518,473	6,468,763	(6,185,498)	-	1,801,738
- Fixed assets: Other	78,651	-	(9,846)	1,250	70,055
	1,597,124	6,468,763	(6,195,344)	1,250	1,871,793
Restricted Funds					
- Land & Buildings fund	75,000	-	-	(1,250)	73,750
	1,672,124	6,468,763	(6,195,344)	-	1,945,543

Unrestricted Funds

The general fund is used to further the objects of the Charity.

The designated fixed asset fund represents the net book value of fixed assets (per the balance sheet, after deducting the related restricted fund) which clearly do not represent 'liquid' funds.

The view of the Trustees is that Anheddau needs sufficient general funds / reserves to cover the Charity's activities for a period of three to six months, and sufficient liquid reserves (i.e. cash, bank balances or other assets close to cash such as deposits) to cover the payroll and other costs for a period of four months. At the year end, approximately 2.7 months' liquid reserves are available, and 3.5 months' worth of general funds.

NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE YEAR ENDED 31 MARCH 2021

10. Analysis of Funds - Continued

Restricted Funds

The land and buildings fund represents monies received to purchase specific fixed assets, released over the terms of the restrictions. A transfer is made from restricted funds to unrestricted funds each year to reflect the annual reduction in restricted assets.

11. Agency Transactions

During the year the Charity received Housing Benefit and other income on behalf of certain service users which was re-distributed to the relevant people in full.

The attributable amounts are not included within income or expenditure of the Charity for the year since the Charity only acts as Agent in relation to these amounts.

The amounts administered and excluded are as follows:

	£ 2021	£ 2020
- Income received and distributed (excluding Management Fees)	224,095	258,436
- Net amounts awaiting distribution at year end (within creditors)	-	-
- Amounts included in the service users' bank account awaiting receipt (within debtors)	-	-
- Separate bank accounts held on behalf of service users (not included in Charity Balance Sheet)	444,466	356,442