

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

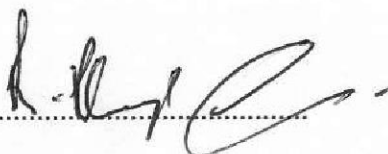
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance 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
		<hr/>	<hr/>
Net cash provided by (used in) operating activities		91,535	356,367
		<hr/>	<hr/>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Interest received		6,643	3,455
		<hr/>	<hr/>
Net cash provided by (used in) investing activities		6,643	3,455
		<hr/>	<hr/>
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
		<hr/>	<hr/>
Cash and cash equivalents at the end of the reporting period		1,403,048	1,304,870
		<hr/>	<hr/>

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
	<hr/>	<hr/>
Net cash provided by (used in) operating activities	91,535	356,367
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	6,462,120	5,887,995
	<hr/>	<hr/>
Expenditure		
Property costs		
Rent	67,370	64,596
Heat & light	5,569	5,327
	<hr/>	<hr/>
	72,939	69,923
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	228,333	210,371
	<hr/>	<hr/>
	2021 £	2020 £
Depreciation	9,846	11,051
Auditor's Fees:		
- Audit services	6,600	6,600
	<hr/>	<hr/>

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>321,276</u>
Balance c/f	85,455	17,488	187,838	40,495	321,276
	<u>85,455</u>	<u>17,488</u>	<u>187,838</u>	<u>40,495</u>	<u>321,276</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).

ANHEDDAU CYFYNGEDIG

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
	<hr/>	<hr/>
	659,282	480,509
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	260,592	266,906
	<hr/>	<hr/>

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	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	61,051	112,622	85,664	162,582
	<hr/>	<hr/>	<hr/>	<hr/>

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)
	<hr/>	<hr/>	<hr/>	<hr/>
	1,801,738	70,055	73,750	1,945,543
	<hr/>	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,672,124	6,468,763	(6,195,344)	-	1,945,543
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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