

**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

<b>Charity Registration Number</b>	701697
<b>Company Registration Number</b>	2380151
<b>Registered and Principal Office</b>	6 Llys Britannia Parc Menai Bangor GWYNEDD LL57 4BN
<b>Bankers</b>	HSBC plc 24 Castle Square CAERNARFON LL55 2NB
<b>Auditors</b>	Williams Denton Cyf Glaslyn, Ffordd Y Parc, Parc Menai BANGOR LL57 4FE
<b>Accountants</b>	Champion TLL Accountants Ltd 7 – 9 Station Road PRESTON PR4 6SN
<b>Solicitors</b>	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](http://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  
Date: .....

# 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 £
<b>Income and endowments from:</b>					
<i>Generated Funds</i>					
<b>Investment Income</b>					
- 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
<b>Total</b>		<b>8,041,373</b>	<b>-</b>	<b>8,041,373</b>	<b>7,079,355</b>
<b>Expenditure on:</b>					
<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
<b>Total</b>		<b>8,155,328</b>	<b>-</b>	<b>8,155,328</b>	<b>6,843,239</b>
<b>Net income</b>		<b>(113,955)</b>	<b>-</b>	<b>(113,955)</b>	<b>236,116</b>
Gross transfers between funds	10	1,250	(1,250)	-	-
<b>Net incoming resources for the year</b>		<b>(112,705)</b>	<b>(1,250)</b>	<b>(113,955)</b>	<b>236,116</b>
Total Funds brought forward		2,109,159	72,500	2,181,659	1,945,543
<b>Total funds carried forward *</b>	10	<b>1,996,454</b>	<b>71,250</b>	<b>2,067,704</b>	<b>2,181,659</b>

\* 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 £
<b>FIXED ASSETS</b>					
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>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS:</b>					
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>
<b>NET CURRENT ASSETS</b>					
		<u>2,067,704</u>	<u>-</u>	<u>2,067,704</u>	<u>2,181,659</u>
<b>RESERVES</b>					
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 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	<u>(266,070)</u>	<u>489,627</u>
<b>Net cash provided by (used in) operating activities</b>		<u>(266,070)</u>	<u>489,627</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		-	-
Interest received		5,930	9,325
<b>Net cash provided by (used in) investing activities</b>		<u>5,930</u>	<u>9,325</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(260,140)	498,952
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,902,000</u>	<u>1,403,048</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<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 £
<b>Net Cash</b>			
Cash at bank	<u>1,902,000</u>	<u>(260,140)</u>	<u>1,641,860</u>
<b>TOTAL</b>	<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**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>(113,955)</b>	<b>236,116</b>
<b>Adjustments for:</b>		
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
	<hr/>	<hr/>
<b>Net cash provided by / (used in) operating activities</b>	<b>(266,070)</b>	<b>489,627</b>
	<hr/> <hr/>	<hr/> <hr/>

**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 £
<b>Income - Supporting People in the Community</b>		
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
	<hr/>	<hr/>
	8,035,443	7,070,030
	<hr/>	<hr/>
<b>Expenditure</b>		
<b>Property costs</b>		
Rent	72,156	61,624
Heat & light	6,115	3,911
	<hr/>	<hr/>
	78,271	65,535
	<hr/>	<hr/>

# ANHEDDAU CYFYNGEDIG

## NOTES TO THE FINANCIAL STATEMENTS - continued

### FOR THE YEAR ENDED 31 MARCH 2023

#### 2. Statement of Financial Activities Notes - Continued

	2023 £	2022 £
<b>Office and insurance costs</b>		
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
	<hr/>	<hr/>
	235,810	159,842
	<hr/>	<hr/>
	2023 £	2022 £
Depreciation	6,210	9,348
Auditor's Fees:		
- Audit services	7,200	7,200
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	7,582,384	6,390,847
	<hr/>	<hr/>

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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Balance c/f	210,452	19,803	200,551	44,184	474,990
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>					
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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Balance c/f	93,700	18,296	193,466	41,282	346,744
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net Book Value</b>					
<b>As at 31.3.23</b>	116,752	1,507	7,085	2,902	128,246
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
As at 31.3.22	119,814	1,800	9,497	3,344	134,455
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	671,979	435,406
	<hr/>	<hr/>

# 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
	<hr/>	<hr/>
	374,381	290,204
	<hr/>	<hr/>

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	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	30,526	131,511	36,378	63,911
	<hr/>	<hr/>	<hr/>	<hr/>

#### 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