

COMPANY REGISTRATION NUMBER: 3140903



CONSOLIDATED FINANCIAL STATEMENTS

31 MARCH 2018

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CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

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OFFICERS, PROFESSIONAL ADVISERS AND BANKERS

CHARITY REGISTRATION NUMBER	1053246
COMPANY REGISTRATION NUMBER	3140903
GROUP VAT REGISTRATION NUMBER	674 1426 34
TRUSTEES	Nicholas Ainley Brian Garcia Michael Kemsley Gael A MacIver Mark W Martin Michael Parker Hannah Piper Byron Turner
CHIEF EXECUTIVE OFFICER	Julie Hagarty
REGISTERED OFFICE	13 Geneva Road Kingston upon Thames Surrey KT1 2TW
AUDITOR	Haines Watts Chartered Accountants and Statutory Auditors 46 High Street Esher Surrey KT10 9QY
BANKERS	National Westminster Bank Plc Market Place Branch 5 Market Place Kingston upon Thames Surrey KT1 1JX

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2018

The Trustees present their report and the audited and consolidated financial statements of the charity for the year ended 31 March 2018. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing their annual report and consolidated financial statements of the charity.

These financial statements have been prepared in accordance with the accounting policies set out in the notes and comply with the charity's governing document, the Charities Act 2011 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the financial year and since the financial year end were as follows:

Nicholas Ainley
Brian Garcia
Michael Kemsley
Gael A MacIver
Mark W Martin
Michael Parker
Hannah Piper
Byron Turner

Objectives of the charity

EnhanceAble ('the Group') exists to promote the care and support, welfare, treatment, education, training, employment and advancement of people who have cerebral palsy, acquired brain injury or another disability.

EnhanceAble is a local charity supporting disabled people in and around the Royal Borough of Kingston and the London Borough of Richmond. We have been making a difference to lives for over 60 years and as a charity, we are driven not by the need to make a profit, but by our commitment to be responsive to each of our service users' unique needs.

Our objectives are to help people with disabilities and their parents or carers to truly enhance and improve their lives; hence our name. We support service users of all ages; children, teenagers, young adults and adults and in a variety of different ways and settings; in their homes and in the community, through individual 1-to-1 support, our day centre, regular after-school clubs, short breaks and respite care facilities.

Principal activities of the charity

Geneva Road

The Group's day centre in Geneva Road, Kingston offers education, work and leisure activities designed to encourage service users to lead as independent a life as possible as valued members of the community. Courses offered include skills development, information technology, therapeutic opportunities, creative workshops and sport and leisure activities.

EnhanceAble Living

'Living' provides care and support services to people in their own homes on an individual basis and provides outreach services, e.g. helping them gain access to local amenities, such as the local swimming pool, or to go shopping, etc. This service is registered with the Care Quality Commission.

EnhanceAble Children's Service

The Group runs three after-school clubs at Geneva Road;

1. KITES - for older children aged 11-18 with Asperger's or high-functioning Autism,
2. RIBBONS - for younger children aged 5-11 with Asperger's or high-functioning Autism and
3. FLYERS - for children with more complex health and / or physical disabilities.

With each of these clubs, we aim to support young people to improve their social and life skills, to make friends and meet others with a similar diagnosis and above all to have fun.

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EnhanceAble Space

Launched in May 2014, 'Space' provides a high quality respite care service for disabled adults and is delivered from a large detached house located at 221A Malden Road, Worcester Park, Surrey KT3 6AG.

Croft Cottage

Launched in the Summer of 2015, this high quality respite care facility serves the needs of disabled children aged 8-18 referred by the Richmond Disabled Children's Service. Croft Cottage is owned by Achieving for Children ('AFC') and the Group is funded to run and manage the service, which is regularly inspected by Ofsted.

Fund-raising standards information

Whilst less than 10% of the Group's income derives from fund-raising activities, looking to the future, this is expected to change. We will therefore ensure that employees, volunteers and third parties working with us to help raise funds comply with the law as it applies to charities and fundraising.

Public benefit statement

The trustees confirm that they have complied with the duty in Section 4 (4) of the Charities Act 2011 by referring to the Charity Commission's general guidance on public benefit when reviewing the aim and objectives of the Group and in planning its future activities.

The opportunity to benefit is not restricted by any constraint other than our capacity to provide an activity or service in a particular geographical location. Our services are not restricted by gender but because the services we provide are outside the funding capacity of all but a few people and their families, our fees are primarily funded, directly or indirectly, by local

Financial review (Including reserves policy)

Group total income in the year increased by £161,566 (8.8%) to £1,998,806;

Income from charitable activities increased by £162,592 (9.4%) to £1,900,240

Income generated by our charity shops and sales of Jumble increased by £2,565 (2.9%) to £92,518

Other income including donations increased by £27 to £5,655

Investment income reduced by £3,564 to £393

Group total expenditure in the year increased by £64,722 (3.4%) to £1,955,695;

Expenditure on charitable activities increased by £77,963 (4.3%) to £1,890,722 and

Expenditure relating to our charity shops and related trading activities reduced by £13,240 (16.9%) to £64,973

Central support and governance costs increased by £3,152 (1.4%) to £222,400

Net result in the year

The Group's net movement in funds was a surplus of £43,111 and compared with a deficit of £53,732 in 2016/17.

Geneva Road Ltd – Day Centre Service

Income from charitable activities increased by £82,590 (14.6%) to £646,636 and the company achieved a profit on ordinary activities before tax of £409 (2016/17: £329 profit).

EnhanceAble Living – Outreach Care Service

Income from charitable activities increased by £14,906 (3.06%) to £501,737 and the service achieved an operating surplus of £13,531 (2016/17: £1,590 surplus).

EnhanceAble Space – Adult Respite Care Service

Income from charitable activities increased by £76,604 (18.6%) to £487,879 and the service achieved an operating surplus of £15,319 (2016/17: £63,693 deficit).

EnhanceAble Children's Services – Kite, Ribbons and Flyers

Income from charitable activities reduced by £61,507 (49.0%) to £63,989 as a result of discontinuing the service to the London Borough of Richmond. As a result, the service incurred an operating deficit of £13,559 (2016/17: £1,526 surplus).

EnhanceAble Children's Services – Croft Cottage

Income from charitable activities increased by £50,000 (33.3%) to £200,000 and the service incurred an operating surplus of £2,902 (2016/17: £777 deficit).

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2018

Reserves Policy

At 31 March 2018, unrestricted funds were £1,309,026 and the free reserves available for general charitable purposes (unrestricted reserves less the net book value of fixed assets) were £1,051,754 (2017: £986,372).

The Group's reserves policy aims to balance several financial aims and objectives;

- o to invest in fixed assets and resources used for charitable purposes,
- o to fund debtors arising in the ordinary course of the charity's affairs,
- o to address difficult or unforeseen circumstances, and
- o to fund losses arising from new charitable activities, investments and other activities.

The policy also aims to provide a degree of flexibility and adaptability; to help "buy" sufficient time to adjust Group strategy to meet changing circumstances without having to withdraw funds from other charitable activities.

In the first half of 2018, the trustees reviewed the risks that the Group is exposed to and the appropriate level of free reserves that should be maintained. Based on current activity levels, their assessment was in the target range £500,000 to £600,000.

Strategic Report

Throughout the year the Charity has continued to deliver high quality services in a challenging environment; travelling in excess of 11,200 miles and reaching and supporting in excess of 200 disabled people.

We have continued to invest in developing and expanding the day centre at Geneva Road, achieving significant growth in the number of client-hours, and have invested in our professional workforce, notably in training and developing people to deliver the highest quality care and support to service users. This is the key to maintaining best-in-class, personalised care, which is the Charity's watchword.

Throughout all our work in all areas, EnhanceAble has continued to be an organisation driven by its values:

- We recognise that each person is unique,
- We are a not-for-profit organisation,
- We value inclusion,
- We are innovative,
- We are responsive to the needs of the people using our services, and
- We strive for excellence in everything we do.

We have given considerable thought to the things we are passionate about at EnhanceAble and how we aim to work. These can be summarised as follows:

- o We aim to be flexible and agile in all our responses,
- o We include people,
- o We acknowledge our mistakes and having identified them, we strive to learn from them,
- o We put people first, treating everyone with dignity, respect and kindness,
- o We don't put people 'in boxes', and
- o We aim to build relationships of trust and loyalty.

All of our strategic planning is underpinned by these values.

A number of services have come under increasing financial pressure during the year, as costs rise and service users' budgets are stretched. The Charity had not increased its prices for approximately 8 years but to ensure financial viability, it was necessary to increase its charges and a below-inflation increase of 2.2% was implemented in September 2017. Not to be complacent however, this was done alongside a comprehensive review of investment strategy, and by investing in the capacity to raise funds, including the use of media and community fundraising groups. The Charity also sought to find ways of broadening its catchment area by raising its profile within neighbouring boroughs.

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The Charity will also continue to upgrade its day centre facilities, extending this service to provide more 'drop-in' facilities for individual service users, their carers and support workers. And it will continue to invest in its staff and digital infrastructure to ensure it can communicate effectively with supporters, volunteers and service users, their families, friends and carers.

Geneva Road

Our day-centre delivered 9,932 support days during 2017/18 (2016/17: 9,179 support days); an average of 191 service user-days per week during 2017/18 (2016/17: 179 service user-days per week). Included in this figure was 170 hours of one-to-one support per week (2016/17: 95 hours of one-to-one support per week). Growth was largely attributable to younger service users spending more time at the centre.

Looking to the future, principal risks relate to uncertainty surrounding daily service user numbers due to local authority budget constraints and a changing socio-political belief that disabled people should not spend a majority of their time in day services. However, contrary to our expectations in the last financial year, most referrals have continued to be people who still require full day attendance.

In recent years, local authority emphasis has been upon service users receiving a less structured package where they spend more time based in their own homes or with Personal Assistants pursuing "ordinary day-to-day activities"; e.g. going out for coffee, joining a local adult education class and shopping.

EnhanceAble's experience of the aforementioned model leads us to believe that a structured day service still provides very good value to local disabled people and their funders. The "ordinary life" option presents known difficulties for many of our service users, the majority of whom have very low disposable income and cannot afford to shop and use cafes frequently. Personal Assistants often lack training and support and consequently direction and skill in carrying out their roles. Also, disabled people are no longer permitted to use Personal Budgets for classes and activities.

EnhanceAble's aim throughout 2017/18 and into the future will be to continue providing a range of quality educational, therapeutic and social events using trained, skilled and well-managed staff and to provide an environment at Geneva Road that is stimulating, safe and appropriate for the people we serve.

EnhanceAble Living

In 2017/18, the service delivered 21,770 hours of one-to-one support and 52 sleep-in nights (468 hours) for circa 50 clients; an average of 428 client hours per week. This compared to 526 client hours per week during 2016/17.

EnhanceAble Living exists to provide peripatetic support for local disabled people. This support may take place in a service user's home, an educational facility or local amenities. The strategic aim of this service is to provide individuals with high-level individualised care that can meet the needs particularly of those with more complex requirements; for example, people that have more challenging behaviour or people with specialised physical needs.

The service is strategically priced at the higher-end of the market; EnhanceAble Living does not seek to be a low-cost provider, but to be the best and local users have continued to show a high degree of trust and engagement with the service.

All support provided is at least on a one-to-one basis and staff are selected for their ability to work without direct supervision. Activities include skills development, promoting independence, looking after the homes and supporting leisure and social activities. A recent strategic move has been to enable service users to access activities at Geneva Road free-of-charge, which recognises that many of these people have low disposable incomes.

EnhanceAble Space

During 2017/18 we achieved occupancy rates of 57% and for the first time since launching the service in Spring 2014, we achieved a modest surplus of £15,319. This compared with 46% occupancy during 2016/17 and a deficit of £63,693.

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EnhanceAble Space - continued

Surveys, feedback and Care Quality Commission reports on our adult respite care service have all been very positive and rated "Good" by the CQC, with parents and service users expressing high satisfaction based on their experience of the service. In 2017/18 we provided 1,037 overnight stays, which compared with 840 overnight stays in 2016/17.

During the year we received more referrals from the Royal Borough of Kingston's Learning Disability Team and commissioning managers in neighbouring boroughs which, following three deficit years, helped us break-even for the first half of the year and then achieve a modest surplus in the second half.

The lease of our house in New Malden expires in March 2019 and the landlord wishes to dispose of the property. Whilst high rentals and property values for comparable accommodation in the Royal Borough of Kingston have posed a significant challenge, EnhanceAble remained committed to finding a way to continue providing this important service and working closely with all stakeholders.

The Trustees and CEO are now pleased to report that contracts were exchanged on 11 October 2018 to purchase a highly suitable property, in a quiet residential area close to local amenities, and less than 5 miles from Geneva Road; in Ewell.

Kite, Ribbons and Flyers

For the past 8 years, EnhanceAble has provided after-school clubs (groups) for children with Asperger's Syndrome and for children with complex needs.

In 2014, EnhanceAble was successful in its tender to continue its groups in the Royal Borough of Kingston and to extend and replicate the service for the London Borough of Richmond. Whilst the Kingston groups continue to flourish, it proved extremely difficult to encourage membership of the new Richmond groups. Some of these difficulties can be accounted for by the lack of a suitable meeting place, but we also experienced problems in reaching and informing parents.

Whilst the groups meeting in Kingston have remained extremely popular and fully attended, in March 2017, the London Borough of Richmond decided to discontinue the Richmond groups and instead provides the necessary funding to enable children to join the Kingston groups. Our contract to run the groups expired in March 2018 and we are exploring opportunities with Achieving for Children to continue providing the service.

Croft Cottage

Croft Cottage provides respite care for children with disabilities. The facility is open from 3.00pm on Thursday until school time on Monday morning and provides 8 accommodation places per week; 2-bedrooms over 4 nights. The service had two Ofsted inspections during 2016/17 and both rated the service "Good". We also achieved very high levels of satisfaction with parents, 100% of whom have scored our service "Outstanding".

Fundraising

Since peaking in 2014/15, income from our shops and sales of Jumble has declined by approximately 20%. In 2017/18 the Group's two charity shops generated a surplus of £27,545 and this compared with a surplus of £11,740 in 2016/17. Whilst income increased by 2.9%, expenditure was significantly lower than the previous year, which bore the cost of essential repair work. surplus of just £11,740.

We recently started working with Charity Fundraising Ltd ('CFL'), a company providing professional fundraising consultancy advice. This is in response to the increasing fragility of social service funding by local authorities and the charity's need to be able to generate income other than in the form of spot purchase for services. We began to work with CFL towards the end of the 2017/18 financial year and our first bid - a wheelchair dance project - will be submitted during 2018/19. Further bids are likely to include start-up funding for a new Space location, a new adults group, Next Generation and physiotherapy.

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YEAR ENDED 31 MARCH 2018

Plans and objectives for future periods

Operation of the Geneva Road Centre without a significant deficit has enabled us to plan a number of significant developments in the life of EnhanceAble. Our plans for the future mean that we will:

Ensure that EnhanceAble has high quality personalised care, kindness, respect and dignity at its heart.

Ensure financial stability and long-term viability by investing in our capacity to raise funds. We will support our fundraising in a range of ways, including investing in the growth of our community fundraising groups. They will play an important role in bringing together people who wish to support us, including friends and relations.

Value our professional workforce and support them in doing their jobs well. Continue to train and develop people to deliver the highest quality care and explore how we can share our experience with other organisations, carers and support workers.

Continue to upgrade the facilities at our Geneva Road Centre; extending this service to provide 'drop-in' facilities for individual service users, their carers and support workers. This will involve developing systems for disabled people to spot-purchase individual activities and courses that enable them to enjoy the benefits of a staffed and structured service whilst also pursuing other activities.

Endeavour to eliminate the deficit at 'Space' and find a way to continue providing this service.

Continue to provide a respite care for children with disabilities at Croft Cottage until September 2018. We have agreed increased funding with Achieving for Children (AfC) until this date when AfC plans to open a new-build 8-bedroom respite care facility in Chessington.

Invest in our staff and digital infrastructure to ensure we can communicate effectively with everyone we want to reach – from supporters and volunteers through to service users, their families, friends and carers.

Promote our brand, raise our profile and broaden our service offering to existing and new users both within existing catchment areas and by extending to neighbouring boroughs.

Structure, governance and management

Incorporated and charitable status

The Group's origins stretch back 60 years as a local branch of what was then called The Spastics' Society and subsequently as North Surrey Group Scope, an unincorporated charity.

EnhanceAble was incorporated in England and Wales as a company limited by guarantee on 22 December 1995 (Registered Company No. 3140903) and registered as a charity on 28 March 1996 (Registered Charity No. 1053246). On 1 April 1996 the Group took over all the assets and activities of North Surrey Group Scope (Registered Charity No 209741) and the name was changed from North Surrey Group Scope to EnhanceAble on 30 November 2005.

The Group's Day Centre services in Kingston are supplied through its wholly owned subsidiary, Geneva Road Limited (Registered No. 3048810) a company limited by shares.

Recruitment and appointment of new trustees

New trustees are recruited and appointed from two sources. Firstly, clients of the group are encouraged to nominate potential directors from among the client group, so as to ensure good client representation on the trustee board. The people nominated are then eligible for election at the Annual General Meeting. Secondly, a Nominations sub-Committee of the board identifies the type of expertise required to ensure that the board as a whole can properly fulfil its responsibilities and then seeks to recruit suitable trustees by consulting other voluntary organizations, professional bodies and / or by advertising. Potential trustees are interviewed and are then nominated for election at the Annual General Meeting. The board may co-opt such individuals in the first instance.

Induction and training of trustees

The induction programme for new trustees includes briefings from the Chair and the Chief Executive and the provision of copies of basic information including the constitutional documents, the latest accounts and business plan and Charity Commission documents on the duties of trustees.

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YEAR ENDED 31 MARCH 2018

Organisational structure and decision-making process

The Group is controlled by the Board of Trustees, which meets regularly and at least four times each year. Day to day management is delegated to the Chief Executive Officer, who reports to the Chair of the Trustees. The activities of the Geneva Road Centre are managed by our subsidiary company Geneva Road Limited. The managers of the Geneva Road Centre, EnhanceAble Children's Service, EnhanceAble Living, EnhanceAble Space, Croft Cottage and the Volunteer Support manager report to the Chief Executive.

The board is further supported by finance, nominations, remuneration and investment sub-Committees, which have terms of reference and a dedicated chair.

Related parties and wider networks

The Group is an independent charity that receives in excess of 90% of its funding, directly or indirectly, from local authorities. Approximately one third of service users are funded by the Royal Borough of Kingston upon Thames, one third by Surrey and the remainder by the London Borough of Richmond upon Thames, Hounslow and other local boroughs.

Risk Management

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining our free reserves at the levels stated below, combined with our annual review of the controls over key financial systems, will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks that we face and confirm that they have established systems to mitigate the significant risks.

Trustees' responsibilities

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and the group 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

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

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

On behalf of the board

N Ainley, Trustee and director

15 October 2018

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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ENHANCEABLE

YEAR ENDED 31 MARCH 2018

OPINION

We have audited the financial statements of EnhanceAble for the year ended 31 March 2018, which comprises the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated Statement of Cash Flows and the related notes. 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 Trustees 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

As explained more fully in the Trustees Responsibility Statement set out on page 2.7, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON THE FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the Group and Charity's affairs as at 31 March 2018 and of the Group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) requires us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion 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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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 prepare the financial statements and the trustees' report in accordance with the small companies regime.



Stephen Francis FCA (Senior Statutory Auditor)
for and on behalf of Haines Watts
Chartered Accountants & Statutory Auditor

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CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2018

	Note	Unrestricted Funds	Restricted Funds	Total 2018	Total 2017
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	3,085	-	3,085	3,983
Charitable activities	3	1,636,251	263,989	1,900,240	1,737,647
Other trading activities	4	92,518	-	92,518	89,954
Investments	5	393	-	393	3,957
Other	6	2,570	-	2,570	1,699
Total income and endowments		1,734,817	263,989	1,998,806	1,837,240
Expenditure on:					
Trading activities	7	64,973	-	64,973	78,214
Charitable activities	8	1,616,076	274,646	1,890,722	1,812,759
Total expenditure		1,681,050	274,646	1,955,695	1,890,973
Net (expenditure) / income before transfers		53,767	(10,657)	43,111	(53,733)
Transfers between funds	11	(12,033)	12,033	-	-
Net movement in funds		41,734	1,376	43,111	(53,733)
Reconciliation of Funds					
Total funds brought forward		1,267,291	1,526	1,268,817	1,322,550
Total funds carried forward		1,309,025	2,902	1,311,928	1,268,817

The notes on pages 7a to 7j form part of these financial statements.

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CONSOLIDATED AND CHARITY BALANCE SHEET

YEAR ENDED 31 MARCH 2018

	Notes	Total funds Group 2018 £	Total funds Charity 2018 £	Total funds Group 2017 £	Total funds Charity 2017 £
FIXED ASSETS					
Tangible assets	12	257,272	139,352	280,919	167,228
Investments	13	-	100	-	100
TOTAL FIXED ASSETS		257,272	139,452	280,919	167,328
CURRENT ASSETS					
Debtors	14	266,430	133,505	141,615	77,362
Amounts owed by group undertakings	15	-	164,452	-	65,773
Cash at bank and in hand	16	931,135	929,943	1,068,239	1,067,725
TOTAL CURRENT ASSETS		1,197,565	1,227,900	1,209,854	1,210,860
LIABILITIES					
Creditors: Amount falling due within one year	17	(99,385)	(17,866)	(172,958)	(65,930)
NET CURRENT ASSETS		1,098,181	1,210,034	1,036,896	1,144,931
Creditors: Amount falling due after one year					
Retirement benefit obligations	24	(43,525)	(43,525)	(48,998)	(48,998)
TOTAL ASSETS LESS CURRENT LIABILITIES		1,311,928	1,305,961	1,268,817	1,263,261
FUNDS					
Unrestricted income funds	18	1,309,026	1,303,059	1,267,291	1,261,735
Restricted income funds	19	2,902	2,902	1,526	1,526
TOTAL FUNDS		1,311,928	1,305,961	1,268,817	1,263,261

These accounts have been prepared in accordance with the provisions applicable to companies that are subject to the small companies' regime.

Approved by the board on 15 October 2018


M Kemsley
Director

Company Registration Number: 3140903

The notes on pages 7a to 7j form part of these financial statements.

ENHANCEABLE

CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2018

	Note	2018 £	2017 £
Cash flow from operating activities	25	(90,592)	107,928
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(53,684)	(25,315)
Sales of tangible fixed assets		6,780	-
Interest received		393	3,957
Net cash used in from investing activities		(46,511)	(21,358)
Net (decrease) / Increase in cash and cash equivalents		(137,103)	86,570
Cash and cash equivalents at 1 April 2017		1,068,239	981,669
Cash and cash equivalents at 31 March 2018		931,136	1,068,239
Cash and cash equivalents consist of:			
Cash at bank and in hand		931,136	1,068,239
Cash and cash equivalents at 31 March 2018		931,136	1,068,239

The notes on pages 7a to 7j form part of these financial statements.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a. General information and basis of preparation

EnhanceAble ('the Charity') is a company limited by guarantee and was incorporated in England and Wales on 22 December 1995 with the registered number 3140903. It was registered as a charity on 28 March 1996 with the registered number 1053246 and on 1 April 1996 the Charity took over all the assets and activities of North Surrey Group Scope, an unincorporated charity with the registered number 209741.

The Charity's day centre services in Geneva Road, Kingston are supplied through a wholly owned subsidiary, Geneva Road Limited, a company limited by shares and incorporated in England and Wales with the registered number 3048810.

The address of the registered office is given in the charity information on page 3 of these financial statements.

The Charity exists to serve people with cerebral palsy and other disabilities. The nature of its operations and principal activities are as follows:

Geneva Road Day Centre offers education, work and leisure activities designed to encourage its service users to lead as independent a life as possible as valued members of the community. Courses include skills development, information technology, therapeutic opportunities, creative workshops and sport and leisure activities.

EnhanceAble Living provides care and support services to disabled people in their own homes on an individual basis and provides outreach services, e.g. helping them gain access to local amenities, such as the local swimming pool, or to go shopping, etc. This service is registered with the Care Quality Commission.

EnhanceAble Space was launched in 2014 to provide a high quality respite care service for disabled adults and is delivered from a large detached house located at 221A Malden Road, Worcester Park, Surrey KT3 6AG.

EnhanceAble Children's Service runs three after school clubs and a respite care service for disabled children;

1. KITES - for older children aged 11-18 with Asperger's Syndrome or high-functioning Autism,
2. RIBBONS - for younger children aged 5-11 with Asperger's Syndrome or high-functioning Autism and
3. FLYERS - for children with more complex health and / or physical disabilities.

With each of these clubs, we aim to support young people to improve their social and life skills, to make friends and meet others with a similar diagnosis and above all to have fun.

Croft Cottage was launched in 2015 to provide a high quality respite care service for disabled children aged 8-18 referred by the Richmond Disabled Children's Service. Croft Cottage is owned by Richmond Council and the Charity is funded to run and manage the service, which is registered with and regularly inspected by Ofsted.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) Issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in Sterling, which is the functional currency of the Charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Consolidated Financial Statements

These financial statements consolidate the results of the charity and its wholly-owned subsidiary company Geneva Road Limited. A separate Statement of Financial Activities, or Income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by the Companies Act 2006 and SORP.

c. Incoming Resources

i) Legacies

Legacies are brought into the accounts when they become capable of financial measurement.

ii) Donations

Donations are accounted for on a receipts basis.

iii) Gifts in Kind

Assets donated for use by the group are recognised as incoming resources when received.

iv) Grants

Grants are recognised when the conditions for receipts have been met.

Grants restricted to future accounting periods are deferred and recognised in those future accounting periods. Otherwise, grants are recognised in the Statement of Financial Activities in a similar manner to other incoming resources. Grants received for specific purposes are accounted for as restricted funds.

v) Shop

Incoming resources from the charity's shop are included when receivable.

d. Resources Expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which can not be recovered.

Grants payable are charged in the year when the offer is conveyed to the recipient.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

e. Tangible Fixed Assets

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

Long Leasehold Property	10 and 25 years straight line
Short Leasehold - Shop	10 years straight line
Motor Vehicles	5 years straight line
Equipment, Fixtures and Fittings	7 years straight line
Computer Equipment	4 years straight line

f. Investments

The Charity's unlisted investments are stated at cost. Provision for any diminution in the value of investments is only made when the diminution is considered to be permanent.

g. Pension Costs

The company participates in the Pension Trust's Growth and Flexible Retirement Plans.

The Growth Plan is a multi-employer plan which is in most respects a money purchase plan but it has some guarantees. The Flexible Retirement Plan is also a multi-employer plan and is wholly a money purchase plan. The assets of the plans are held separately from those of the company in independently administered funds. The pension cost charge represents contributions payable by the company to the Growth Plan and to the Flexible Retirement Plan.

h. Restricted Funds

Restricted Funds are funds, which are to be used in accordance with specific restrictions imposed by the donors or which have been raised for specific purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

i. Unrestricted Funds

Unrestricted Funds are available for use at the discretion of the trustees in furthering the general objectives of the charity and have not been designated for other purposes.

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

2. INCOME FROM DONATIONS AND LEGACIES	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> <u>2018</u> £	<u>Total</u> <u>2017</u> £
Donations - Other	3,085	-	3,085	3,983
3. INCOME FROM CHARITABLE ACTIVITIES	<u>Activities</u> <u>undertaken</u> <u>directly</u> £	<u>Activities</u> <u>funded by</u> <u>grants</u> £	<u>Total</u> <u>2018</u> £	<u>Total</u> <u>2017</u> £
EnhanceAble Living Care Fees	501,737	-	501,737	486,831
EnhanceAble Space Fees	487,879	-	487,879	411,275
Geneva Road Centre Fees	630,899	-	630,899	547,361
Geneva Road Centre Sales	15,736	-	15,736	16,685
Kite, Ribbons and Flyers	-	63,989	63,989	125,496
Croft Cottage	-	200,000	200,000	150,000
	<u>1,636,251</u>	<u>263,989</u>	<u>1,900,240</u>	<u>1,737,647</u>
4. INCOME FROM OTHER TRADING ACTIVITIES			<u>Total</u> <u>2018</u> £	<u>Total</u> <u>2017</u> £
Shop Income			82,009	80,582
Jumble and rag sales			10,509	9,371
			<u>92,518</u>	<u>89,954</u>
5. INCOME FROM INVESTMENTS			<u>Total</u> <u>2018</u> £	<u>Total</u> <u>2017</u> £
Bank interest			393	3,957
			<u>393</u>	<u>3,957</u>
6. OTHER INCOME			<u>Total</u> <u>2018</u> £	<u>Total</u> <u>2017</u> £
Sundry income			2,570	1,699
			<u>2,570</u>	<u>1,699</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

7. ANALYSIS OF EXPENDITURE ON TRADING ACTIVITIES

	2018	2017
	£	£
Staff costs	27,486	27,499
Shop repairs	464	14,371
Other shop expenses	36,514	33,807
Jumble and rag sale expenses	509	2,536
Total	64,973	78,214

8. EXPENDITURE ON CHARITABLE ACTIVITIES

	Funded directly	Funded by grants	Central support	Total 2018	Total 2017
	£	£	£	£	£
Expenditure on each activity was as follows:					
EnhanceAble Living	451,615	-	35,394	487,009	447,912
EnhanceAble Space	441,729	-	30,830	472,560	474,967
Geneva Road Centre	543,999	-	34,800	578,799	526,277
Kite, Ribbons and Flyers	-	52,212	25,336	77,548	123,970
Croft Cottage	-	178,727	18,371	197,098	150,777
Central support costs not reallocated	-	-	77,708	77,708	88,856
	1,437,343	230,939	222,440	1,890,722	1,812,760

	Funded directly	Funded by grants	Central support	Total 2018	Total 2017
	£	£	£	£	£
The expenditure on charitable activities can be further analysed as follows:					
Service costs	31,928	3,595	-	35,523	29,191
Payments to members	659	-	-	659	275
Staff costs	1,015,000	167,689	209,728	1,392,418	1,318,836
Transport and travel	44,153	16,788	-	60,941	43,019
Cost of meals	37,398	12,397	-	49,795	44,455
Rent and rates	52,426	14,272	-	66,698	67,475
Insurances	12,207	950	-	13,157	13,121
Utility costs	18,155	-	-	18,155	19,756
Printing, postage, stationery and telecommunications	22,183	1,474	-	23,658	28,613
Repairs and renewals	30,504	-	-	30,504	27,117
Cleaning and waste disposal	13,873	-	-	13,873	13,114
General expenses	16,080	7,608	-	23,688	20,315
Bad debts	8,630	-	-	8,630	5,682
Members' courses	27,707	-	-	27,707	19,740
Staff recruitment	19,214	284	-	19,498	34,062
Training costs	18,577	2,223	-	20,800	38,292
Depreciation	74,880	1,902	-	76,782	75,608
(Profit) / loss on disposal of fixed assets	(6,231)	-	-	(6,231)	-
Ofsted inspection	-	1,756	-	1,756	4,529
Auditor's Remuneration (see below)	-	-	6,500	6,500	5,750
Other professional fees	-	-	1,820	1,820	-
Bank Charges	-	-	3,664	3,664	2,797
Interest Expense	-	-	727	727	1,012
	1,437,343	230,939	222,440	1,890,722	1,812,759

Auditor's remuneration comprises fees payable to the Charity's auditor for the audit of the Charity's annual financial statements and that of its subsidiary, Geneva Road Limited.

9. TRUSTEES' AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

The Key Management Personnel of EnhanceAble comprises the Trustees and the Chief Executive, Mrs Julie Hagarty. Trustees neither received nor waived remuneration during the year (2017: Enil). Expenses of ETBC were reimbursed to trustees during the year (2017: £312). Total employee benefits paid during the year to the Chief Executive amounted to £57,428 (2016: £57,428).

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

10. STAFF COSTS AND EMPLOYEE BENEFITS

	Staff not funded by grants	Staff funded by grants	Staff working in shops	Total 2018	Total 2017
	£	£	£	£	£
Salaries and wages	1,131,156	155,141	26,134	1,312,432	1,242,368
Social security costs	65,288	9,220	1,351	75,860	88,312
Pensions	28,284	3,328	-	31,612	15,655
	<u>1,224,729</u>	<u>167,689</u>	<u>27,486</u>	<u>1,419,904</u>	<u>1,346,335</u>

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2018 Number	2018 FTE	2017 Number	2017 FTE
Charitable activities	43	43	43	43
Central Support	6	6	6	6
Shops	1	1	1	1
Total	<u>50</u>	<u>50</u>	<u>50</u>	<u>50</u>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

11. TRANSFERS

The transfer between restricted and unrestricted funds (Note 20 refers) was necessary to cover the deficit in relation to the following services:

	£
Kite, Ribbons and Flyers	12,033
Croft Cottage	-
	<u>12,033</u>

12. TANGIBLE ASSETS

	Motor Vehicles	Computer Equipment	Equipment Fixtures and Fittings (ECS)	Furniture Fixtures and Fittings	Leasehold Land and Buildings	2018 Total
Group						
Cost or Valuation	£	£	£	£	£	£
At 1 April 2017	181,186	35,937	5,388	180,626	645,084	1,048,221
Additions	36,761	2,326	1,117	0	13,480	53,684
Disposals	(33,562)	-	-	-	-	(33,562)
At 31 March 2018	<u>184,385</u>	<u>38,263</u>	<u>6,505</u>	<u>180,626</u>	<u>658,564</u>	<u>1,068,343</u>
Depreciation						
At 1 April 2017	161,382	34,404	2,934	130,164	438,418	767,302
Disposals	(33,013)	-	-	-	-	(33,013)
Charge for the year	11,896	978	1,902	19,662	42,344	76,782
At 31 March 2018	<u>140,265</u>	<u>35,382</u>	<u>4,837</u>	<u>149,825</u>	<u>480,762</u>	<u>811,071</u>
Net Book Value						
At 31 March 2018	<u>44,120</u>	<u>2,881</u>	<u>1,668</u>	<u>30,801</u>	<u>177,802</u>	<u>257,272</u>
At 31 March 2017	<u>19,803</u>	<u>1,533</u>	<u>2,453</u>	<u>50,463</u>	<u>206,666</u>	<u>280,919</u>
Charity						
Cost or Valuation	£	£	£	£	£	£
At 1 April 2017	125,541	35,937	5,388	97,973	547,076	811,915
Additions	8,650	2,326	1,117	0	-	12,093
Disposals	(30,267)	-	-	-	-	(30,267)
At 31 March 2018	<u>103,924</u>	<u>38,263</u>	<u>6,505</u>	<u>97,973</u>	<u>547,076</u>	<u>793,741</u>
Depreciation						
At 1 April 2017	121,811	34,404	2,934	73,106	412,432	644,687
Disposals	(30,267)	-	-	-	-	(30,267)
Charge for the year	4,190	978	1,902	11,504	21,395	39,969
At 31 March 2018	<u>95,734</u>	<u>35,382</u>	<u>4,836</u>	<u>84,610</u>	<u>433,827</u>	<u>654,389</u>
Net Book Value						
At 31 March 2018	<u>8,190</u>	<u>2,881</u>	<u>1,669</u>	<u>13,363</u>	<u>113,249</u>	<u>139,352</u>
At 31 March 2017	<u>3,730</u>	<u>1,533</u>	<u>2,453</u>	<u>24,867</u>	<u>134,644</u>	<u>167,228</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

13. FIXED ASSET INVESTMENTS

2018

2017

£

£

Shares in Subsidiary Undertaking

100

100

<u>Subsidiary</u>	<u>Class of shares held</u>	<u>% of shares held</u>	<u>Turnover</u>	<u>Profit for the Year</u>	<u>Aggregate Reserves</u>
Geneva Road Limited	Ordinary £1	100	£822,507	£410	£6,066

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Total

Total

General

2018

2017

Group

£

£

£

Trade debtors

226,718

226,718

119,964

Prepayments

13,834

13,834

12,851

Other debtors

25,878

25,878

8,800

266,430

266,430

141,615

Charity

Trade debtors

121,499

121,499

63,651

Prepayments

5,274

5,274

4,911

Other debtors

6,732

6,732

8,800

133,505

133,505

77,362

15. AMOUNTS OWED BY GROUP UNDERTAKINGS

Charity

Total

Total

2018

2017

£

£

Geneva Road Limited

164,452

65,773

As explained in note 13 the charity owns 100% of the shares in the above-named company. The directors of Geneva Road Limited have given an undertaking to give a floating charge over the assets of the company to EnhanceAble. Interest is payable at a rate of 4.75% per annum (2017: 4.75% per annum) and the loan is repayable on demand.

16. CASH AT BANK AND IN HAND

Total

Total

2018

2017

Group

£

£

National Savings Investment

37,495

37,319

National Westminster Bank Plc:

Current Account

4,661

1,000

Capital Reserve Account

49

49

Business Reserve Account

784,607

969,008

Clubs and Societies Reserve Account

16,736

16,592

Santander

85,787

42,507

Cash in hand

1,801

1,764

931,135

1,068,239

Charity

National Savings Investment

37,495

37,319

National Westminster Bank Plc:

Current Accounts

4,159

1,000

Capital Reserve Account

49

49

Business Reserve Account

784,607

969,008

Clubs and Societies Reserve Account

16,736

16,592

Santander

85,787

42,507

Cash in hand

1,110

1,250

929,943

1,067,725

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<u>Total</u> <u>2018</u>	<u>Total</u> <u>2017</u>
<u>Group</u>	£	£
Bank overdraft	-	5,584
Other taxation and social security	39,299	43,870
Other creditors and accruals	60,086	123,504
	<u>99,385</u>	<u>172,958</u>
<u>Charity</u>	£	£
Bank overdraft	-	526
Other creditors and accruals	17,866	65,404
	<u>17,866</u>	<u>65,930</u>

18. UNRESTRICTED FUNDS

	<u>Total</u> <u>2018</u>	<u>Total</u> <u>2017</u>
<u>Group</u>	£	£
At 1 April 2017	1,267,291	1,322,552
Net incoming / (outgoing) resources	53,767	(54,484)
Transfer to restricted funds	(12,033)	(777)
At 31 March 2018	<u>1,309,026</u>	<u>1,267,291</u>
<u>Charity</u>	£	£
At 1 April 2017	1,261,735	1,317,325
Net (outgoing) / incoming resources	53,357	(54,813)
Transfer to restricted funds	(12,033)	(777)
At 31 March 2018	<u>1,303,059</u>	<u>1,261,735</u>

19. RESTRICTED FUNDS

EnhanceAble Children's Services (ECS)

ECS runs three 'after school' clubs (Kite, Ribbons and Flyers) for young people who have Asperger's Syndrome or high ECS also runs a respite care and short break service known as Croft Cottage for children and young people aged between 8 and 18 in the Richmond area.

The information and advisory service (discontinued) provided assistance to families with disabled children in accessing the support which was available from a variety of sources.

Movements in Funds:

	<u>Balance at</u> <u>31.03.17</u>	<u>Incoming</u> <u>Resources</u>	<u>Expenditure,</u> <u>Gains and</u> <u>Losses</u>	<u>Transfers</u>	<u>Balance at</u> <u>31.03.18</u>
<u>Group</u>	£	£	£	£	£
Kite, Ribbons and Flyers	1,526	63,989	77,548	12,033	-
Croft Cottage	-	200,000	197,098	-	2,902
	<u>1,526</u>	<u>263,989</u>	<u>274,646</u>	<u>12,033</u>	<u>2,902</u>
<u>Charity</u>					
Kite, Ribbons and Flyers	1,526	63,989	77,548	12,033	-
Croft Cottage	-	200,000	197,098	-	2,902
	<u>1,526</u>	<u>263,989</u>	<u>274,646</u>	<u>12,033</u>	<u>2,902</u>

Transfers totalling £12,033 were made from unrestricted to restricted reserves to cover the deficit incurred in providing the services.

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

20. CAPITAL

The parent company is limited by guarantee. Every member of the company undertakes to contribute to the company in the event of it being wound up whilst she / he is a member or within one year afterwards, for the payment of debts and liabilities of the company contracted before she / he ceases to be a member and the costs, charges and expenses of winding up and for the adjustment of the rights of contributories among themselves such amount as may be required not exceeding one pound.

21. CONNECTED CHARITIES

The company is affiliated to the national charity for people with cerebral palsy and associated disabilities, SCOPE.

22. FINANCIAL COMMITMENTS

a) The parent company had the following annual commitments under operating leases:

	<u>2018</u>	<u>2017</u>
	£	£
<u>Land and Buildings</u>		
Operating leases which expire:		
(a) within one year	13,908	13,908
(b) in the second to fifth year	56,400	56,400
(c) after five years	14,000	14,000
	<u>84,308</u>	<u>84,308</u>

b) Office Equipment

	£	£
Operating leases which expire:		
(a) within one year	-	-
(b) in the second to fifth year	9,048	9,048
(c) after five years	-	-
	<u>9,048</u>	<u>9,048</u>

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2018</u>	<u>2017</u>
Fund Balances at 31 March 2018 are represented by:	£	£	£	£
Tangible Fixed Assets	257,272	-	257,272	280,919
Current Assets	1,197,565	-	1,197,565	1,209,854
Current Liabilities	(99,385)	-	(99,385)	(172,958)
Total Net Assets	<u>1,355,452</u>	<u>-</u>	<u>1,355,452</u>	<u>1,317,815</u>

24. RETIREMENT BENEFIT OBLIGATIONS

The company participates in the Pension Trust's Growth Plan and its Flexible Retirement Plan. It also makes contributions to employees' personal pension plans. The Pension Trust's Growth Plan provides benefits to some 1,300 non-associated participating employers.

The Flexible Retirement Plan is a wholly a money purchase (i.e. defined contribution) scheme. The Growth Plan is in most respects a money purchase scheme but because it has some guarantees, it is classified as a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the Growth Plan as a defined benefit scheme and therefore accounts for it as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

24. RETIREMENT BENEFIT OBLIGATIONS - CONTINUED

The Growth Plan is classified as a 'last-man standing arrangement', which means that the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2011 and showed assets of £780m, liabilities of £928m and a deficit of £148m. A full actuarial valuation for the scheme was carried out at 30 September 2014 and showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	<u>2018</u>	<u>2017</u>
	£	£
Present value of pension deficit provision	<u>43,525</u>	<u>48,998</u>
Reconciliation of opening and closing provisions		
Provision at start of period	48,998	51,749
Unwinding of the discount factor (interest expense)	608	1,012
Deficit contribution paid	(5,445)	(5,287)
Remeasurements - impact of any change in assumptions	(636)	1,524
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	<u>43,525</u>	<u>48,998</u>
Income and expenditure impact		
Interest expense	608	1,012
Remeasurements - impact of any change in assumptions	(636)	1,524
Remeasurements - amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	32,248	14,131
Costs recognised in income and expenditure account	<u>32,220</u>	<u>16,667</u>

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2018

24. RETIREMENT BENEFIT OBLIGATIONS - CONTINUED

Assumptions	2018 per annum	2017 per annum
Rate of discount	<u>1.71%</u>	<u>1.32%</u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit contributions schedule	31 March 2018 £	31 March 2017 £
Year 1	5,609	5,445
Year 2	5,777	5,609
Year 3	5,950	5,777
Year 4	6,129	5,950
Year 5	6,313	6,129
Year 6	6,502	6,313
Year 7	6,697	6,502
Year 8	3,449	6,697
Year 9	-	3,449

EnhanceAble has been notified by the Pensions Trust that the estimated employer debt on withdrawal from the Plan as at 30 September 2017 was £110,084 and compared with £128,620 at 30 September 2016. This liability would only become payable either on the company's withdrawal from the Plan or on the winding up of the Plan by the Pensions Trust. It is the understanding of the company that the Pension Trust has no intention to wind up the Plan.

25. RECONCILIATION OF NET INCOME / (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2018 £	2017 £
Net income / (expenditure) for the year	43,111	(53,733)
Interest receivable	(393)	(3,957)
Profit on disposal of fixed assets (net)	(6,231)	-
Depreciation and impairment of tangible fixed assets	76,782	75,608
(Increase) / decrease in debtors	(124,815)	33,372
Decrease / (increase) in creditors	(79,046)	56,638
Net cash flow from operating activities	<u>(90,592)</u>	<u>107,928</u>