

COMPANY REGISTRATION NUMBER: 3140903



CONSOLIDATED FINANCIAL STATEMENTS

31 MARCH 2019

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CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

CONTENTS	PAGES
Charity Reference and Administrative Details	1
Trustees' Annual Report including Directors' Report and Strategic Report	2.1 to 2.7
Independent Auditor's Report	3
Statement of Financial Activities	4
Balance Sheet	5
Statement of Cash Flows	6
Notes to the Financial Statements	7 (a) to (j)

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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 2019

The Trustees present their report and the audited and consolidated financial statements of the charity for the year ended 31 March 2019. 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 people with disabilities 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.

Overall impact of the charity

The latest user satisfaction survey continued to show very high levels of satisfaction with our services. 83% of users were highly satisfied compared with a 59-61% highly satisfied rating with other care services in Kingston and Richmond.

(Source: EnhanceAbe user survey and Office of National Statistics, Table 9: proportion of people who answered extremely or very satisfied with the care and support services they received, counties and unitary authorities in England, 2017-2018).

Our financial impact on the local economy assumes that:

Every £1.00 of capital expenditure generates circa £2.19 for the local economy and
Every £1.00 of current expenditure has an ongoing impact on the local economy of circa £1.67

Based on capital expenditure of £0.79 million and current expenditure of £2.06 million, our impact on the local economy could be valued at £5.1 million. (Source: <http://www.impactpredictor.com/>)

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

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

We provide care and support services to people in their own homes on an individual basis and also provide outreach services, e.g. helping them gain access to local amenities, and remain living independently. This service is registered with the Care Quality Commission.

EnhanceAble Children's Service

We run three after-school clubs at Geneva Road;

KITES - for older children aged 11-18 with Asperger's Syndrome or high-functioning Autism,

RIBBONS - for younger children aged 5-11 with Asperger's Syndrome or high-functioning Autism and

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.

EnhanceAble Space

Launched in May 2014, 'Space' provides a high quality respite care service for adults with disabilities that was delivered during the year from a large detached house in New Malden. The lease on this property being due to expire in March 2019, the charity purchased a property in the Borough of Epsom & Ewell, less than 5 miles from Geneva Road, in order to continue providing the service. The purchase was completed on 6 November 2019 and, following a major refit, 'New Space' opened. The service is registered with the Care Quality Commission for the delivery of accommodation with personal care.

Croft Cottage

Launched in the Summer of 2015, this high quality respite care facility serves the needs of children with disabilities aged 8-18 referred by the Richmond Disabled Children's Service. Croft Cottage is owned by the London Borough of Richmond. The service is funded by Achieving for Children ('AfC') and regulated 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

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

Financial review (including reserves policy)

Group total income in the year increased by £53,489 (2.7%) to £2,052,295;

Income from charitable activities reduced by £10,548 (0.6%) to £1,889,692

Charity shop sales reduced by £3,759 (4.1%) to £88,759

Other income including charitable donations increased by £62,789 to £68,444

Investment income increased by £5,007 to £5,400

Group total expenditure in the year increased by £192,745 (9.9%) to £2,148,440;

Expenditure on charitable activities increased by £188,443 (10.0%) to £2,079,165 and

Expenditure on charity shops and related trading activities increased by £4,302 (6.6%) to £69,275

Central support and governance costs increased by £84,133 (37.8%) to £306,573

Net result in the year

The net movement in funds was a deficit of £96,145 and compared with a surplus of £43,111 in 2017/18.

Geneva Road Ltd – Day Centre Service

Income from charitable activities reduced by £27,970 (4.3%) to £618,666 and the company achieved a profit on ordinary activities before tax of £223 (2017/18: £410 profit).

EnhanceAble Living – Domicilliary and Outreach Care Service

Income from charitable activities increased by £36,755 (7.3%) to £501,737 and the service achieved an operating surplus of £11,122 (2017/18: £14,728 surplus).

EnhanceAble Space – Adult Respite Care Service

Income from charitable activities increased by £3,128 (18.6%) to £491,007 and the service incurred an operating deficit of £17,482 (2017/18: £15,319 surplus). This result does not take account of expenditure on the new house of £68,872 that was funded by grants and donations.

EnhanceAble Children's Services – Kite, Ribbons and Flyers

Income from charitable activities reduced by £24,239 (37.9%) to £39,750 due to a break in the funding between July and November 2018 and the service achieved an operating surplus of £1,482 (2017/18: £13,559 deficit).

EnhanceAble Children's Services – Croft Cottage

Income from charitable activities remained static at £200,000 and the service incurred an operating surplus of £8,230 (2017/18: £2,902 surplus).

Reserves Policy

At 31 March 2019, unrestricted funds were £1,203,168 and the free reserves available for general charitable purposes (unrestricted reserves less the book value of tangible fixed assets net of mortgage borrowings repayable after more than one year) were £643,872 (2018: £1,051,754).

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

Invest in fixed assets and resources used for charitable purposes,

Fund debtors arising in the ordinary course of the charity's affairs,

Address difficult or unforeseen circumstances, and

Fund losses arising from new charitable activities, investments and other activities.

Fund the amount by which the actuarial deficit exceeds pension liabilities reported in the balance sheet.

ENHANCEABLE

TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

Strategic Report

Throughout the year the Charity has continued to deliver high quality services in a challenging environment; delivering in excess of 100,800 support hours and reaching in excess of 200 people with disabilities.

We have continued to invest in developing our services and have invested in our professional workforce, notably in training and developing people to deliver the highest quality care and support to the people who use our services.

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.

As an organisation, we are passionate about the way we approach and carry out our work, which can be summarised as

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

All of our strategic planning is underpinned by these values.

Services have come under increasing financial pressure during the year, as costs have risen whilst service users' budgets have remained stretched. Having held our prices for approximately 8 years, to ensure financial viability, it proved necessary to increase our charges by 2.2% in September 2017. 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. We also sought to find ways of broadening our catchment area and raising our profile within neighbouring

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

Our aim will be to continue providing a range of high-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

EnhanceAble Living

In 2018/19, the service delivered 20,020 hours of one-to-one support and 146 sleep-in nights (1,200 hours) for circa 50 clients; an average of 408 client hours per week. This compared with 21,770 hours of one-to-one support and 52 sleep-in nights (428 hours) for circa 50 clients; an average of 428 client hours per week in 2017/18.

EnhanceAble Living exists to provide peripatetic support for local people with disabilities. 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 who 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

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 service users' homes and supporting their 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 our service users have very low disposable incomes.

EnhanceAble Space

During 2018/19 occupancy rates fell to 50% and we incurred a deficit of £17,482. This compared with 57% occupancy during 2017/18 and a surplus of £15,319.

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 2018/19 we provided 909 overnight stays, which compared with 1,037 overnight stays in 2017/18.

The lease of our house in New Malden expired in March 2019 and because high rentals and property values for comparable accommodation in the Royal Borough of Kingston posed a significant challenge, we sought to find a way to continue providing this vital service, working closely with all stakeholders.

In November 2018 we purchased a highly suitable property, in a quiet residential area of Ewell, close to local amenities and less than 5 miles from Geneva Road. Having carried out extensive work on the property in order to improve accessibility, the service opened on 30 April 2019.

Kite, Ribbons and Flyers

For the past 8 years, we have provided after-school clubs (groups) for children with Asperger's Syndrome and for children with complex needs. This time last year it was anticipated that we would no longer be providing these services as the local authority commissioners had decided to repackage and re-tender the contracts on a basis that we did not consider was

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TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

Croft Cottage

Croft Cottage provides respite care for children with disabilities and in 2018/19 we provided 243 overnight stays compared with 278 in 2017/18. Our contract was originally due to expire in October 2018 when it was envisaged the service would be re-packaged and put out to tender alongside a larger and newly-build respite facility in Chessington.

However, the commissioners of (AfC) decided that it would be preferable for us to continue delivering this service and we have subsequently agreed a contract extension until, at least, April 2020.

Fundraising

Based on performance in the financial year 2018/19, we were happy to renew our relationship with Charity Fundraising Limited for 2019/20. With their professional support, we were able to attract a number of grants which have helped us to undertake adaptations and equip the sensory room at our new adult respite care home in Ewell (EnhanceAble Space).

Our two charity shops and related activities generated a small surplus of £7,262 in 2018/19, which compared with £15,004 in 2017/18. Apart from declining sales, shops also face challenges in the short and medium term concerning leases and a change in local authority policy regarding waste disposal. We are in the process of evolving strategies and evaluating options in response to these challenges.

Plans and objectives for future periods

Operation of the Geneva Road Centre without a significant deficit has enabled us to plan a number of important 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

- 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 people with disabilities 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.

- Eliminate the deficit at 'Space' and ensure that this service becomes and remains sustainable.

- Continue to provide a respite care for children with disabilities at Croft Cottage until April 2020.

- 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.

ENHANCEABLE

TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

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

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.

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.

ENHANCEABLE

TRUSTEES' ANNUAL REPORT INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT

YEAR ENDED 31 MARCH 2019

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

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

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

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

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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ENHANCEABLE

YEAR ENDED 31 MARCH 2019

OPINION

We have audited the financial statements of EnhanceAble for the year ended 31 March 2019, 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 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

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 2019 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

46 High Street
Esher
Surrey
KT10 9QY

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CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2019

	Note	Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	32,575	34,000	66,575	3,085
Charitable activities	3	1,649,942	239,750	1,889,692	1,900,240
Other trading activities	4	88,759	-	88,759	92,518
Investments	5	5,400	-	5,400	393
Other	6	1,869	-	1,869	2,570
Total income and endowments		1,778,544	273,750	2,052,295	1,998,806
Expenditure on:					
Trading activities	7	69,275	-	69,275	64,973
Charitable activities	8	1,780,254	298,911	2,079,165	1,890,722
Total expenditure		1,849,530	298,912	2,148,440	1,955,695
Net (expenditure) / income before transfers		(70,986)	(25,162)	(96,145)	43,111
Transfers between funds	11	(34,872)	34,872	-	-
Net movement in funds		(105,858)	9,710	(96,145)	43,111
Reconciliation of Funds					
Total funds brought forward		1,309,025	2,902	1,311,927	1,268,817
Total funds carried forward		1,203,168	12,612	1,215,782	1,311,928

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 2019

	<u>Notes</u>	<u>Total funds Group 2019</u> £	<u>Total funds Charity 2019</u> £	<u>Total funds Group 2018</u> £	<u>Total funds Charity 2018</u> £
FIXED ASSETS					
Tangible assets	12	962,760	962,759	257,272	139,351
Investments	13	200,000	200,100	-	100
TOTAL FIXED ASSETS		1,162,760	1,162,859	257,272	139,451
CURRENT ASSETS					
Debtors	14	126,905	46,725	266,430	133,505
Amounts owed by group undertakings	15	-	3,170	-	164,452
Cash at bank and in hand	16	520,790	520,004	931,135	929,943
TOTAL CURRENT ASSETS		647,695	569,899	1,197,565	1,227,900
LIABILITIES					
Creditors: Amount falling due within one year	17	(152,758)	(81,251)	(99,385)	(17,866)
NET CURRENT ASSETS		494,937	488,648	1,098,180	1,210,034
Creditors: Amount falling due after one year					
Property mortgage	18	(403,464)	(403,464)	-	-
Retirement benefit obligations	25	(38,452)	(38,452)	(43,525)	(43,525)
TOTAL ASSETS LESS CURRENT LIABILITIES		1,215,781	1,209,592	1,311,927	1,305,960
FUNDS					
Unrestricted income funds	19	1,203,168	1,196,978	1,309,025	1,303,059
Restricted income funds	20	12,614	12,614	2,902	2,902
TOTAL FUNDS		1,215,782	1,209,592	1,311,927	1,305,961

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 2019

.....
M Kemsley
Director

Company Registration Number: 3140903

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

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CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2019

	Note	2019 £	2018 £
Cash flows from operating activities	26	131,164	(90,592)
Cash flows from investing activities			
Purchase of property, plant and equipment		(791,579)	(53,684)
Purchase of investments		(200,000)	-
Proceeds from the sale of property, plant and equipment		-	6,780
Interest from investments		5,400	393
Net cash used in investing activities		(986,179)	(46,511)
Cash flows from financing activities			
Cash inflows from new borrowing		450,000	-
Repayments of borrowing		(5,331)	-
Net cash provided by financing activities		444,669	-
Net decrease in cash and cash equivalents		(410,346)	(137,103)
Cash and cash equivalents at 1 April 2018		931,136	1,068,239
Cash and cash equivalents at 31 March 2019		520,790	931,136
Cash and cash equivalents consist of:			
Cash at bank and in hand		520,790	931,136
Cash and cash equivalents at 31 March 2019		520,790	931,136

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

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

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

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

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

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

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

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
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

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 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

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

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

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) Shops

Incoming resources from the charity's shops 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

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

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 2019

2. INCOME FROM DONATIONS AND LEGACIES	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>2019</u> £	<u>2018</u> £
Donations - Other	32,575	34,000	66,575	3,085
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>2019</u> £	<u>2018</u> £
EnhanceAble Living Care Fees	538,492	-	538,492	501,737
EnhanceAble Space Fees	491,007	-	491,007	487,879
Geneva Road Centre Fees	604,341	-	604,341	630,899
Geneva Road Centre Sales	16,102	-	16,102	15,736
Kite, Ribbons and Flyers	-	39,750	39,750	63,989
Croft Cottage	-	200,000	200,000	200,000
	<u>1,649,942</u>	<u>239,750</u>	<u>1,889,692</u>	<u>1,900,240</u>
4. INCOME FROM OTHER TRADING ACTIVITIES				
	<u>2019</u> £			<u>2018</u> £
Shop income	79,317			82,009
Jumble and rag sales	9,442			10,509
	<u>88,759</u>			<u>92,518</u>
5. INCOME FROM INVESTMENTS				
	<u>2019</u> £			<u>2018</u> £
Interest	5,400			393
	<u>5,400</u>			<u>393</u>
6. OTHER INCOME				
	<u>2019</u> £			<u>2018</u> £
Sundry income	1,869			2,570
	<u>1,869</u>			<u>2,570</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

7. ANALYSIS OF EXPENDITURE ON TRADING ACTIVITIES

	<u>2019</u>	<u>2018</u>
	£	£
Staff costs	27,204	27,486
Shop repairs	2,164	464
Other shop expenses	39,317	36,514
Jumble and rag sale expenses	590	509
Total	<u>69,275</u>	<u>64,973</u>

8. EXPENDITURE ON CHARITABLE ACTIVITIES

	<u>Funded</u>	<u>Funded by</u>	<u>Central</u>	<u>Total</u>	<u>Total</u>
	<u>directly</u>	<u>grants &</u>	<u>support</u>	<u>2019</u>	<u>2018</u>
	£	£	£	£	£
Expenditure on each activity was as follows:					
EnhanceAble Living	445,487	-	81,883	527,370	487,009
EnhanceAble Space	444,916	68,872	63,573	577,361	472,560
Geneva Road Centre	626,605	-	38,980	665,585	578,799
Kite, Ribbons and Flyers	-	18,789	19,479	38,268	77,548
Croft Cottage	-	167,922	23,848	191,770	197,098
Central support costs not reallocated	-	-	78,810	78,810	77,708
	<u>1,517,008</u>	<u>255,583</u>	<u>306,573</u>	<u>2,079,164</u>	<u>1,890,722</u>

	<u>Funded</u>	<u>Funded by</u>	<u>Central</u>	<u>Total</u>	<u>Total</u>
	<u>directly</u>	<u>grants &</u>	<u>support</u>	<u>2019</u>	<u>2018</u>
	£	£	£	£	£
The expenditure on charitable activities can be further analysed as follows:					
Service costs	25,238	4,320	-	29,558	35,523
Payments to members	1,012	-	-	1,012	659
Staff costs	1,084,503	120,428	256,874	1,461,805	1,392,418
Transport and travel	37,677	16,423	-	54,100	60,941
Cost of meals	38,456	5,516	-	43,972	49,795
Rent and rates	51,211	7,846	-	59,057	66,698
Insurances	10,668	-	-	10,668	13,157
Utility costs	23,344	-	-	23,344	18,155
Printing, postage, stationery and	25,384	2,620	-	28,005	23,658
Repairs and renewals	33,989	69,329	-	103,317	30,504
Cleaning and waste disposal	14,893	48	-	14,941	13,873
General expenses	23,415	8,790	-	32,205	23,688
Bad debts	2,103	-	-	2,103	8,630
Members' courses	33,800	-	-	33,800	27,707
Staff recruitment	18,901	198	-	19,099	19,498
Training costs	7,621	16,800	5,072	29,493	20,800
Depreciation	84,793	1,296	-	86,089	76,782
(Profit) / loss on disposal of fixed assets	-	-	-	-	(6,231)
Ofsted Inspection	-	1,969	-	1,969	1,756
Auditor's remuneration (see below)	-	-	6,500	6,500	6,500
Other professional fees	-	-	24,018	24,018	1,820
Bank Charges	-	-	4,920	4,920	3,664
Interest Expense	-	-	9,189	9,189	727
	<u>1,517,008</u>	<u>255,584</u>	<u>306,573</u>	<u>2,079,165</u>	<u>1,890,722</u>

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 (2018: Enil). Expenses of £2,774 were reimbursed to trustees during the year (2018: £741).

Total employee benefits paid during the year to the Chief Executive amounted to £68,849 (2018: £58,264).

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

10. STAFF COSTS AND EMPLOYEE BENEFITS

	Staff not funded by grants £	Staff funded by grants £	Staff working in shops £	Total 2019 £	Total 2018 £
Salaries and wages	1,199,445	108,415	26,122	1,333,982	1,312,432
Social security costs	89,589	7,271	1,082	97,942	75,860
Pensions	52,342	4,743	-	57,085	31,612
	<u>1,341,377</u>	<u>120,428</u>	<u>27,204</u>	<u>1,489,009</u>	<u>1,419,904</u>

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

	2019 Number	2019 FTE	2018 Number	2018 FTE
Charitable activities	72	47	73	43
Central Support	8	7	8	6
Shops	2	1	2	1
Total	<u>82</u>	<u>55</u>	<u>83</u>	<u>50</u>

11. TRANSFERS

The transfer between restricted and unrestricted funds (Note 20 refers) was necessary to cover the shortfall in funds raised to make the new freehold property accessible and suitable for use by disabled people.

12. TANGIBLE ASSETS

	Motor Vehicles	Computer Equipment	Office Equipment	Furniture Fixtures Plant & Machinery	Leasehold Land & Buildings	Freehold Property	2019 Total
Group							
Cost or Valuation	£	£	£	£	£	£	£
At 1 April 2018	184,385	38,263	37,100	150,031	658,564	-	1,068,343
Additions	29,494	-	-	7,095	-	754,989	791,579
Disposals	(25,579)	-	-	-	-	-	(25,579)
At 31 March 2019	<u>188,300</u>	<u>38,263</u>	<u>37,100</u>	<u>157,126</u>	<u>658,564</u>	<u>754,989</u>	<u>1,834,343</u>
Depreciation							
At 1 April 2018	140,265	35,382	23,736	130,926	480,762	-	811,072
Disposals	(25,579)	-	-	-	-	-	(25,579)
Charge for the year	21,201	975	6,591	13,629	43,692	-	86,090
At 31 March 2019	<u>135,888</u>	<u>36,357</u>	<u>30,327</u>	<u>144,555</u>	<u>524,455</u>	<u>-</u>	<u>871,583</u>
Net Book Value							
At 31 March 2019	<u>52,412</u>	<u>1,906</u>	<u>6,773</u>	<u>12,571</u>	<u>134,109</u>	<u>754,989</u>	<u>962,760</u>
At 31 March 2018	<u>44,119</u>	<u>2,881</u>	<u>13,364</u>	<u>19,105</u>	<u>177,802</u>	<u>-</u>	<u>257,272</u>
Charity							
Cost or Valuation	£	£	£	£	£		£
At 1 April 2018	103,924	38,263	6,505	97,973	547,076	-	793,741
Additions	109,955	-	30,595	59,153	111,488	754,989	1,066,180
Disposals	(25,579)	-	-	-	-	-	(25,579)
At 31 March 2019	<u>188,300</u>	<u>38,263</u>	<u>37,100</u>	<u>157,126</u>	<u>658,564</u>	<u>754,989</u>	<u>1,834,342</u>
Depreciation							
At 1 April 2018	95,734	35,382	4,837	84,610	433,827	-	654,390
Additions	44,532	-	18,900	46,316	46,935	-	156,683
Disposals	(25,579)	-	-	-	-	-	(25,579)
Charge for the year	21,201	975	6,591	13,629	43,692	-	86,089
At 31 March 2019	<u>135,888</u>	<u>36,357</u>	<u>30,327</u>	<u>144,555</u>	<u>524,455</u>	<u>-</u>	<u>871,583</u>
Net Book Value							
At 31 March 2019	<u>52,412</u>	<u>1,906</u>	<u>6,773</u>	<u>12,571</u>	<u>134,109</u>	<u>754,989</u>	<u>962,759</u>
At 31 March 2018	<u>8,190</u>	<u>2,881</u>	<u>1,668</u>	<u>13,363</u>	<u>113,249</u>	<u>-</u>	<u>139,351</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

13. FIXED ASSET INVESTMENTS	31/03/2019 Units (no.)	31/03/2019 Value (£)	2019 £	2018 £
COIF Charities Deposit Fund		50,000	50,000	-
COIF Charities Property Fund	20,726	24,185	25,000	-
COIF Investment Fund	8,437	129,136	125,000	-
		<u>203,322</u>	<u>200,000</u>	<u>-</u>

£200,000 has been invested in the CCLA COIF Charities Deposit, Property and Investment Funds.

At 31st March 2019 the (bid) market value of these investments was £203,322.

Shares in Subsidiary Undertaking

Subsidiary	Class of shares held	% of shares held	Turnover	Profit for the Year	Aggregate Reserves
Geneva Road Limited	Ordinary £1	100	<u>£952,917</u>	<u>£223</u>	<u>£6,289</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	General £	2019 £	2018 £
Trade debtors	91,090	91,090	226,718
Prepayments	19,753	19,753	13,834
Other debtors	16,062	16,062	25,878
	<u>126,905</u>	<u>126,905</u>	<u>266,430</u>
Charity			
Trade debtors	23,285	23,285	121,499
Prepayments	7,577	7,577	5,274
Other debtors	15,862	15,862	6,732
	<u>46,725</u>	<u>46,725</u>	<u>133,505</u>

15. AMOUNTS OWED BY GROUP UNDERTAKINGS

Charity	2019 £	2018 £
Geneva Road Limited	<u>3,170</u>	<u>164,452</u>

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

Group	2019 £	2018 £
National Savings Investment	37,767	37,495
National Westminster Bank Plc:		
Current Account	2,039	4,661
Capital Reserve Account	49	49
Business Reserve Account	428,572	784,607
Clubs and Societies Reserve Account	16,755	16,736
Santander	33,827	85,787
Cash in hand	1,781	1,801
	<u>520,790</u>	<u>931,135</u>
Charity		
National Savings Investment	37,767	37,495
National Westminster Bank Plc:		
Current Accounts	2,000	4,159
Capital Reserve Account	49	49
Business Reserve Account	428,572	784,607
Clubs and Societies Reserve Account	16,755	16,736
Santander	33,827	85,787
Cash in hand	1,034	1,110
	<u>520,004</u>	<u>929,943</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	<u>2019</u>	<u>2018</u>
Group	£	£
Property mortgage	41,206	-
Other taxation and social security	43,844	39,299
Other creditors and accruals	67,708	60,086
	<u>152,758</u>	<u>99,385</u>
Charity	£	£
Property mortgage	41,206	-
Other taxation and social security	52	-
Other creditors and accruals	39,993	17,866
	<u>81,251</u>	<u>17,866</u>
18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	<u>2019</u>	<u>2018</u>
Group	£	£
Property mortgage	<u>403,464</u>	<u>-</u>
Charity	£	£
Property mortgage	<u>403,464</u>	<u>-</u>
19. UNRESTRICTED FUNDS	<u>2019</u>	<u>2018</u>
Group	£	£
At 1 April 2018	1,309,025	1,267,291
Net incoming / (outgoing) resources	(70,986)	53,767
Transfer to restricted funds	(34,872)	(12,033)
At 31 March 2019	<u>1,203,168</u>	<u>1,309,025</u>
Charity	£	£
At 1 April 2018	1,303,059	1,261,735
Net (outgoing) / incoming resources	(71,209)	53,357
Transfer to restricted funds	(34,872)	(12,033)
At 31 March 2019	<u>1,196,978</u>	<u>1,303,059</u>

20. RESTRICTED FUNDS

EnhanceAble Children's Services (ECS) runs three 'after school' clubs, Kite, Ribbons and Flyers, for young people who have Asperger's Syndrome or high functioning Autism. It also manages a respite care and short break service known as Croft Cottage for children and young people aged between 8 and 18.

Movements in funds

Group	Balance at <u>31.03.2018</u>	Incoming Resources	Expenditure, Gains and Losses	Transfers	Balance at <u>31.03.2019</u>
	£	£	£	£	£
Kite, Ribbons and Flyers	-	39,750	38,268	-	1,482
Croft Cottage	2,902	200,000	191,770	-	11,132
EnhanceAble Space accessibility works	-	34,000	68,872	34,872	-
	<u>2,902</u>	<u>273,750</u>	<u>298,910</u>	<u>34,872</u>	<u>12,614</u>
Charity					
Kite, Ribbons and Flyers	-	39,750	38,268	-	1,482
Croft Cottage	2,902	200,000	191,770	-	11,132
EnhanceAble Space accessibility works	-	34,000	68,872	34,872	-
	<u>2,902</u>	<u>273,750</u>	<u>298,910</u>	<u>34,872</u>	<u>12,614</u>

ENHANCEABLE

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

21. 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

22. CONNECTED CHARITIES

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

23. FINANCIAL COMMITMENTS

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

	<u>2019</u>	<u>2018</u>
	£	£
<u>Land and Buildings</u>		
Operating leases which expire:		
(a) within one year	14,508	13,908
(b) in the second to fifth year	28,508	56,400
(c) after five years	-	14,000
	<u>43,016</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>

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2019</u>	<u>2018</u>
	£	£	£	£
Fund Balances at 31 March 2019 are represented				
Fixed Assets	1,162,760	-	1,162,760	257,272
Current Assets	635,082	12,614	647,695	1,197,565
Liabilities	(594,674)	-	(594,674)	(142,910)
Total Net Assets	<u>1,203,168</u>	<u>12,614</u>	<u>1,215,781</u>	<u>1,311,927</u>

25. 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 950 non-associated participating employers.

The Flexible Retirement Plan is a wholly a money purchase (i.e. defined contribution) scheme. The Growth Plan is a defined benefit scheme in the UK but because it is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, it accounts for the scheme 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 2019

25. 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 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. 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 2019 to 31 January 2025:	£11,243,000 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.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. 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)

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>2019</u>	<u>2018</u>
	£	£
Present value of pension deficit provision	<u>38,452</u>	<u>43,525</u>

Reconciliation of opening and closing provisions

Provision at start of period	43,525	48,998
Unwinding of the discount factor (interest expense)	697	608
Deficit contribution paid	(5,609)	(5,445)
Remeasurements - impact of any change in assumptions	351	(636)
Remeasurements - amendments to the contribution schedule	(512)	-
Provision at end of period	<u>38,452</u>	<u>43,525</u>

Income and expenditure impact

Interest expense	697	608
Remeasurements – impact of any change in assumptions	351	(636)
Remeasurements – amendments to the contribution schedule	(512)	-
Contributions paid in respect of future service*	<u>51,603</u>	<u>32,248</u>
Costs recognised in income and expenditure account	<u>52,139</u>	<u>32,220</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 2019

25. RETIREMENT BENEFIT OBLIGATIONS - CONTINUED

Assumptions	<u>2019</u> per annum	<u>2018</u> per annum
Rate of discount	<u>1.39%</u>	<u>1.71%</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 2019 £	31 March 2018 £
Year 1	6,381	5,609
Year 2	6,573	5,777
Year 3	6,770	5,950
Year 4	6,973	6,129
Year 5	7,182	6,313
Year 6	6,165	6,502
Year 7	-	6,697
Year 8		3,449

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

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

	<u>2019</u> £	<u>2018</u> £
Net income / (expenditure) for the year (as per the statement of financial activities)	(96,145)	43,111
Adjustments for:		
Interest receivable	(5,400)	(393)
Profit on disposal of fixed assets (net)	-	(6,231)
Depreciation and impairment of tangible fixed assets	86,090	76,782
Decrease / (increase) in debtors	139,524	(124,815)
(Decrease) / increase in creditors	7,095	(79,046)
Net cash flow from operating activities	<u>131,164</u>	<u>(90,592)</u>