



**ANNUAL REPORT
and
STRATEGIC REPORT
for
2015**

**Company Registration: 2016251
Charity Registration: 294832**

Reference and Administrative Details

Name of Company:	WALSINGHAM SUPPORT formerly known as Walsingham		
Registered Address:	Walsingham House 1331-1337 High Road Whetstone London N20 9HR		
Telephone No:	020 8343 5600		
Fax No:	020 8446 9156		
Website:	www.walsingham.com		
Status:	A Company limited by guarantee and a Registered Charity		
Company Registration No.:	2016251		
Charity Registration No.:	294832		
Trustees:	<p>The Trustees constitute Directors of the Company for the purposes of the Companies Act 2006 and Trustees of the Charity for the purposes of the Charities Act 2011.</p> <p>The following members were in office at the date of signing this report and, except where shown, served throughout the year:-</p> <p>Heather Benjamin <i>(Chair)</i> Jeanette Barrowcliffe Marilyn Berry Davina Boakye Donna Clark Peter Clarke <i>(to 13/9/14)</i> Janine Desmond Amanda Johnson <i>(from 22/1/15)</i> Susan Lennon <i>(to 10/9/14)</i> Richard Keegan-Bull The Revd. Canon Geoffrey Ravalde <i>(to 24/1/15)</i> Lynda Tarpey Maddy Thomson <i>(Vice Chair)</i></p>		
Company Secretary:	Ravanti Halai		
Executive Leadership Team:	Paul Snell	-	Chief Executive
	Graham Watson	-	Director of Finance
	Caroline Biddle	-	Director of Human Resources
	Sarah Miller	-	Director of Operations & Development

Bankers: National Westminster Bank plc
Enfield Corporate Business Centre
Nicon House
3rd Floor, Lough Point
2 Gladbeck Way
Windmill Hill
Enfield
Middlesex
EN2 7JA

Solicitors: Trowers & Hamlins
3 Bunhill Row
London
EC1Y 8YZ

Statutory Auditors: Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Structure, Governance and Management

Walsingham Support is a company limited by guarantee governed by its Articles of Association dated 18th March 2015 and is a Charity registered with the Charity Commission. There are currently 19 members of the Charity, each of whom is required to contribute up to £5 in the event of the Charity being dissolved. Members comprise primarily past and present Trustees and current members of the Executive Leadership Team.

During the year ended 2015 Walsingham undertook a rebranding exercise and one of the outcomes of this review was a change of name to Walsingham Support. This change of name was formally approved at an extraordinary general meeting on 18th March 2015.

Trustee Appointment, Induction and Training

The Charity is governed by its Board of Trustees, which consists of between 4 and 16 Trustees elected by the members at the Annual General Meetings (AGMs) or appointed by the Board between AGMs. Any Trustee appointed by the Board between AGMs must resign/stand for election at the next AGM.

Potential new Trustees go through an induction period before appointment, then attending their first Board meeting as an observer. This involves reading through the Trustees' Handbook, visiting some of our services, meeting Head Office staff and meeting with members of the Co-ordination Committee. Either side can withdraw at any stage in the process. If, after this process, the person is willing to serve as a Trustee they are proposed and seconded by current Trustees and if accepted by the majority, their election is confirmed at duly convened meetings of the Trustees. All new appointments are for a period of four years, unless otherwise specified. Trustees may be elected for only three consecutive four year periods.

All Trustees complete a Skills Profile, which is reviewed by the Chair and Chief Executive. Additionally Trustees take part in our internal mentoring scheme, attend training courses and conferences on matters specific to their area of expertise, internal workshops are also arranged for Trustees on specific topics.

Organisation

The Board of Trustees meet five times during the year plus additional training days. The Assurance Committee takes responsibility for the quality of service provision to the people we support, workforce planning and internal quality audit. The Finance Committee takes responsibility for the financial management and monitoring of the organisation's financial performance, they also make recommendations to the Board on remuneration. The Co-ordination Committee ensures that all aspects of Governance and executive remuneration are kept under review. These Committees all meet regularly and consider governance issues in between Board meetings. Both Board and Committee meetings are fully minuted. In addition, there are three Participation & Involvement Groups which meet regularly both locally and nationally.

Employment of People with Disabilities

As an organisation committed to supporting people with disabilities, we are particularly sensitive to the possibilities of employing staff who themselves have disabilities. Walsingham Support's Diversity Policy states that it firmly believes that its purpose and vision can only be achieved if it makes full use of the talents and individuality of all of its employees.

We follow the full aspects of the Equality Act 2010 and ensure that there is no discriminatory practice in any area of our work.

During the recruitment process we ensure that a clear risk assessment is undertaken for any applicant with a disability, which may involve a workplace assessment, independent occupational health referral and an Access to Work referral through Job Centre Plus. The outcomes of these assessments enable us to put effective reasonable adjustments in place for the individual. Examples of this would be specific seating, moving and handling guidelines, adapted kitchen equipment and so on; but also, given that the nature of the majority of posts we recruit to is supporting people with learning disabilities, to assess whether the post would actually be suitable for the candidate or whether the risk to them or the people we support is too great.

Should any of our employees become disabled whilst in employment, the same processes would be undertaken to assess what reasonable adjustments can be made, or if we would be unable to make sufficient adjustment given the environment within which the majority of our staff operate.

Employee Involvement, Diversity & Equality

Walsingham Support is committed to employee involvement and consultation and provides the opportunity for all employees from across Walsingham Support to share good practice, discuss and influence topics of interest and importance to employees and the organisation as a whole. We also conduct regular staff surveys to gather views and feedback.

As a Charity, we do not have employee share schemes and we have to ensure all money is spent appropriately. During 2014-15 we were able to offer a 1.0% salary increase to all staff.

The Charity is committed to diversity and equality and welcomes applications from all members of the community. All employees are offered the same personal development, training, promotion and career development opportunities. If circumstances require, reasonable adjustments are made to support employees in carrying out their duties.

Health & Safety

Walsingham Support Trustees and employees have clearly defined Health & Safety responsibilities, and internal monitoring systems and processes are in place to ensure that appropriate and regular audits are undertaken and where necessary improvements are made.

Qualifying Indemnity Insurance

The Charitable Company has granted an indemnity to its Directors against liability in respect of actions brought by third parties subject to the conditions set out in the Companies Act 2006. Such qualifying third party indemnity provision remains in force as at the date of approving the Annual Report.

Auditors

A resolution proposing Sayer Vincent continue as auditors was agreed at the Annual General Meeting on 10th September 2014. Sayer Vincent have expressed their willingness to continue in office.

Ambition, Approach and Values

Following the review of the brand which included the core message that “Everyone is different”, the Board of Trustees of Walsingham Support has approved the Charity’s Ambition, Approach and Values as follows:

Our Ambition

We want an equal and diverse society where people with disabilities are citizens in their own right and who are supported to achieve happiness and their full potential.

Our Approach

We employ extraordinary people to enable unique individuals to achieve their personal goals.

Our approach adapts to meet each individual’s needs, capabilities and choices across a wide range of service models including supported living, residential care, support at home, lifestyle support and extra care.

We specialise in developing and delivering support for people with complex needs and have significant experience in supporting people move on to independent living in every day homes and neighbourhoods.

At Walsingham Support, we have a commitment to innovation and our ‘can do’ attitude means we work hard to find a solution to even the most challenging situations.

Our Values

Our values influence everything we do. At Walsingham Support, we:

- ❑ **Put people at the heart of everything we do**
- ❑ **Seek continuous improvement in quality, staff development and service delivery**
- ❑ **Embrace innovation and positive risk taking**
- ❑ **Appreciate our colleagues and recognise achievement**
- ❑ **Use our resources in the most efficient and effective way**
- ❑ **Are always open and honest and do what we say we will do**
- ❑ **Treat everyone with respect and act on their feedback**

Public Benefit

The Charity has reviewed its operations as required by the Charities Act to ensure that it is delivering public benefit. In doing so we referred to the Charity Commission's guidance on the subject.

The principles of public benefit require all charities to demonstrate that a) they are delivering an identifiable benefit or benefits and b) that the benefit is to the public or a section of the public.

All our activities are in support of our objects which state "the relief of need, within a Christian ethos, of people of all religions or faiths (or none) through the provision of housing, care and support services, primarily for those who have learning disabilities, but also for those with other forms of disability (including physical, mental, sensory and degenerative disabilities, autism spectrum disorders and brain injuries) and including those with multiple disabilities."

We believe that our work in support of these objects clearly delivers benefit to our beneficiaries in providing them with the support they require, in many cases at the most basic level to survive, and for all our beneficiaries by enabling them to live a full life. We do this by providing a range of whole life services primarily Support at Home & Support in the Community:

- Support at Home
 - Supported Living & Domiciliary Care – tailored to meet individual needs, from a few hours each week to 24 hours a day.
 - Registered Residential Care & Extra Care – often chosen by people who have complex or high support needs and which may include nursing care.

- Support in the Community
 - Community Based Services – including a variety of educational activities as well as more socially focussed activities which help in the development of social skills. These services also act as a springboard to access wider community services and opportunities – including employment, volunteering and leisure.

We estimate that the beneficiaries of our services represent between 2-3% of the total population of those with learning disabilities in England and Wales (though this last figure can only be approximate). In addition, our services benefit our direct beneficiaries' families, relatives and friends. More generally, there is a wider benefit to members of the general public who appreciate their engagement and interaction with people with learning disabilities who we have been enabled to relate generally within society.

The vast majority (over 90%) of the funding for our services comes from statutory authorities. Beneficiaries are subject to means testing by local authorities to determine whether and what level of contribution they are required to make towards their support. However, this assessment is conducted so that no-one is refused access to our services on financial grounds.

Strategic Report

To fulfil its aims Walsingham Support at the end of 2014-15 was providing care and support to 427 people with disabilities in over 100 locations in England and Wales. 869 employees both full and part time (Full Time Equivalent (FTE) 633) worked in direct service provision or service support. A management and administration staff of 43 (FTE 39) based at our registered office and regional offices supported their work.

The Executive Leadership Team has been progressing the Strategy for 2014 to 2017 through an Annual Plan to further enhance the overall work of Walsingham Support. The Strategy and Plan were discussed at relevant meetings and cascaded down into departmental and individual objectives within the whole organisation.

Walsingham Support's agreed **Strategic Aims** over this three year period were:

- ❑ **Expand the services** we offer to 620 individuals.
- ❑ **Grow in size** by increasing annual income to £24.5m, whilst maintaining a minimum annual surplus of 1.5% to ensure our longer term sustainability.
- ❑ Work in partnership with others to provide **personalised whole life solutions**.
- ❑ Raise the organisation's **profile** as a provider and employer of choice.
- ❑ Maintain and further enhance the **engagement** of all of the organisation's stakeholders.

During the year the Board reviewed and revised these three year strategic aims and the results are detailed as Strategic Priorities on page 13 of this report.

Achievements and Performance

2014-15 has been a successful year for Walsingham Support, but like other social care organisations there have been some challenges, mainly due to pressure from ongoing austerity measures in public expenditure and the consequent impact on Local Authority spending.

In progressing our Strategic Aims we have achieved the following objectives:

- ❑ **Increasing annualised contractual income** from £17.9m to £20.5m (14.5% growth) through tendering for business and new services opened during 2014-15 whilst also maintaining a minimum annual surplus of 1.5%. New contracts rarely cover a whole year hence the difference between contractual and actual income for the year.
- ❑ **Expand the services we offer** to people with disabilities by increasing the overall number of people we support from 410 to 427 (4% growth). The decrease in the number of people supported through short calls in support at home masks the increase in people supported in core services which alone would represent growth of 18%. The number of hours of support has increased from 18,244 to 19,095 during the year (5% growth).
- ❑ Working in **partnership** with Empower Housing Association to support with the implementation of a national Accommodation Solutions Strategy. This has seen us purchase two houses in Cumbria to enable two of the existing people we support to live more independently in their own homes.
- ❑ Successfully **consulted** with 310 key internal and external stakeholders on the future direction of the organisation as summarised within our Strategic Priorities for 2015-16. Alongside this we have successfully progressed a **Branding** Review Project with an external organisation to assist us in evolving Walsingham's story for sharing more widely.
- ❑ We have held a successful and innovative **Involvement Conference** organised for and by the people we support. It was attended by 96 people, nearly half of which was people we support; the rest were support staff, guests and trustees. A second conference is being planned for 2015-16. We successfully invested in a **Personalisation Officer** role to work with our Local and National Participation & Involvement Groups and Family Members Groups to develop personalisation standards across the organisation.
- ❑ We have effectively monitored our services through our internal **quality assurance** systems and processes, alongside having had 9 CQC / CSSIW Inspections with just two outcomes within one service requiring improvement - an action plan has been put in place to address these short comings.
- ❑ Further **streamlining how we work** through redefining roles, responsibilities and accountabilities of Trustees, Chief Executive and Directors.

Financial Review

Income & Expenditure

2014-15 was a successful year for Walsingham Support with the organisation achieving an operational surplus over budget. This reflects the organisation's strategic growth objectives and focus on business development.

Total incoming resources from charitable activities (note 3) for the year increased by 8% to £18.6m (excludes sale of property, investment, fundraising & rent income) against the previous year. The additional income mentioned previously brings up the total restricted and unrestricted income for the year to £18.7m. As always, the vast majority of this (£18.4m) is from payments to support people with disabilities, of which 85% comes directly from commissioners and just under 15% from individual purchasers' contributions, grants and benefits.

Total resources expended through unrestricted charitable activities including governance cost was £17.7m (note 4), adding in the expenditure from designated and restricted funds, the total for year was £18.7m. A simplified breakdown of this year's income and expenditure is provided below and shows that whilst a surplus was achieved through operational activities, planned expenditure from funds allocated to specific purposes in previous years created a small overall deficit for the year.

	Unrestricted £	Designated £	Restricted £	Total £
	Operational activities	See Note 13 mainly Planned Maintenance & Development Fund expenditure	See Note 13 mainly General Transport Fund & Grant Funded Property expenditure	
Income (SOFA)	18,570,786	3,261	130,288	18,704,336
Expenditure (SOFA)	17,734,618	694,607	287,288	18,716,512
Subtotal	836,168	(691,345)	(157,000)	(12,177)
Transfers between funds	(555,872)	424,665	131,207	0
Surplus/Deficit	280,296	(266,680)	(25,793)	(12,177)

Operating expenditure was primarily spent directly on the support of people with disabilities. Expenditure from funds was mainly on maintenance of the residential properties where People We Support live, supporting the vehicles which they use on a daily basis and from the Development Fund, details can be found in Note 13.

Balance Sheet

The changes in the Balance Sheet can be summarised as follows:

Balance Sheet Movements (£)	2015	2014	Change	Main Reason
Fixed Assets	5,127,893	4,703,454	424,439	Increase in valuation of Investment Property, purchase of two Freehold Properties, disposal of some motor vehicles and associated depreciation charges.
Debtors	1,477,329	2,031,840	(554,511)	Increase in turnover invoiced on last year but with a concerted effort on effective debt collection.
Bank & Cash	4,519,779	4,218,889	300,890	More robust credit control and debt collection.
Total Creditors	(1,138,810)	(1,305,815)	(167,005)	Normal fluctuations, prior year included £350k of SHPS provision.
NET ASSETS	9,986,191	9,648,368	337,823	Total surplus for year after all movements.
TOTAL FUNDS	9,986,191	9,648,368	337,823	Total surplus for year after all movements.

Restricted Reserves

The organisation holds a series of restricted funds (see note 13) which can only be used in accordance with the conditions in place when the money or asset was received. The largest of these is the Grant Funded Property Reserve which reflects the net book value (cost less depreciation) of grant funded properties owned by Walsingham Support for which the property itself or the sale proceeds must be returned to the originating health or local authority if the property ceases to be used to support people with learning disabilities.

A second significant restricted reserve is the Swansea Projects Fund this fund has been realised through the sale of the Longfields Association site in early 2014 and is restricted to being used to enhance the lives of people with learning disabilities in and around the Swansea area.

Reserves Policy

Walsingham Support's unrestricted reserves consist of Designated Reserves which have been set aside by the Trustees for specific purposes and unallocated General Funds.

The major Designated Funds are –

- ❑ **Development Fund**, which exists to fund one-off projects to develop the extent and / or quality of the organisation's operations.
- ❑ **Planned Maintenance Fund**, which meets the cost of major repairs to the services where we bear this liability. Surveys are undertaken from time to time for the organisation's properties, long term costings identified, and needs built into the charity's financial planning and annual budgets.

In addition, the Fixed Asset Reserve equals the depreciated cost of unrestricted fixed assets and thus represents the cash tied up in these assets.

After taking account of the Designated Reserves, the General Reserves represent the working capital available to Walsingham Support to fund its ongoing operations. The Reserves Policy requires that these General Reserves should be equal to between one and three months' General Fund operating costs. As at 31st March 2015, the General Fund Balance of £3.2m represented 2.2 months of General Fund costs which achieves the level of reserves set in the policy.

The organisation's cash balances are managed in accordance with the approved Investment Policy which seeks to spread counterparty risk by limiting the amount held with any one banking group to no more than £1m. Our bank accounts are regularly reviewed to seek out the best available interest rates and changes made accordingly.

The organisation is also required to hold a Revaluation Reserve which shows the unrealised increase in value over original cost of the investment property held by the organisation (see note 13).

The Trustees believe that the level of reserves we seek to achieve is enough to ensure that we can continue to deliver services to the people we support.

Investment and Cash Management Policy

Walsingham Support's funds are managed in such a way that ensures liquidity and security of funds whilst maximising income. Where the organisation has surplus funds not needed to fund its immediate charitable activities; they are invested in order to generate extra income to fund future activities.

The basic principle governing Trustees' decisions about investing their charity's funds is that they must take a prudent and ethical approach, along with a restriction of £1m of investment within any one banking group.

When investing funds, trustees must seek to strike the right balance for Walsingham Support between the two objectives of:

- ❑ Protecting, maintaining and, if possible, enhancing the value of the invested funds, so as to enable the charity effectively to carry out its purposes in the longer term; and
- ❑ Providing an income to help the charity carry out its purposes effectively in the short term.

Walsingham Support has £1.6m tied up in an investment property which is managed within the same principles above.

Remuneration Policy

Walsingham Support aims to provide remuneration at every level that is fair because it:

- ❑ Recognises the relative responsibility of jobs and the skill, expertise and personal qualities required of the job holders;
- ❑ Enables Walsingham Support to attract and retain employees of suitable calibre to fulfil its business objectives;
- ❑ Recognises individual worth and contribution to Walsingham Support's goals;
- ❑ Is controlled and affordable.

In order to achieve these aims:

- ❑ Jobs are evaluated according to their intrinsic weight and classified into groups before the salary structure is evaluated. New jobs, or revisions to jobs, are appraised through Job Evaluation processes, co-ordinated so that the structure is properly maintained;
- ❑ Senior management and HR monitor continuously the remuneration of other charities and organisations that employ similar employees to ensure that its terms of service are comparable and that its salary structure is competitive within financial constraints;
- ❑ The organisation's financial position is reviewed on an annual basis and provided funds are available recommendations for employee pay rises and banding increases will be made by the Executive Leadership Team (ELT) to the Board;
- ❑ The total amount by which salaries can increase in any year is approved by the Board of Walsingham Support.

With regard to salary increases Walsingham Support will carry out the following process:

- ❑ The sum of money available for salary increases will be determined by the Board of Walsingham Support having considered issues such as budget settlements received from the Purchasing Authorities, local market rates, available funds and recommendations from the Chief Executive and ELT;
- ❑ Specific increases to ELT salaries and any other related remuneration will be discussed and agreed at the Remuneration Committee held prior to October each year. Other employee salary increases are discussed initially at ELT, then Finance Committee and ultimately decision is made at Board level;
- ❑ Salaries will be reviewed annually but increases cannot be guaranteed and will depend on many factors including economic climate, income levels etc;
- ❑ If salaries are to be increased, that increase will be awarded in October in most circumstances;
- ❑ Individual salaries will fall within the appropriate role banding and will not be based on standard incremental points;
- ❑ When an employee reaches the top of the banding for their grade, their salary will not increase any further nor will they receive any additional one off payments other than potential bonuses;
- ❑ When a formal request is made to an employee to act-up in a higher position, any acting-up salary will be effective from a period agreed by the first and second line manager. This will be paid on a pro-rata basis for the period involved. All other entitlements and benefits will be paid or calculated on the normal (non-acting) rates.

Risk Management

During the year the organisation continued to actively manage the risks facing it. The Executive Leadership Team continued to review all bar the lowest risks quarterly while the higher level risks were reported to Trustees via the Assurance and Finance Committees and at Board meetings. As at 31st March 2015 none of the highest weighting risks were of concern as effective controls were in place.

On a day to day basis risk is managed through enforcement of rigorous policies and procedures, exception reporting processes are in place to report any incidents to the ELT, Assurance Committee and Board.

Walsingham Support’s Trustees recognise that risks are inherent in all that Walsingham does as it strives to fulfil its overall aims and objectives and, providing that the risks are effectively assessed and managed, Walsingham Support Trustees will continue to support the Chief Executive in managing and developing the organisation.

The highest weighted risks facing the organisation, as detailed in the risk register are as follows:

RISK	CONTROLS
Loss of current contracts	Regular meetings with Commissioners and attendance at providers meetings. Consistent high standard of services monitored by competent managers and vetted through Quality Assurance Management systems and supported by robust Policies and Procedures. Planning ahead with re-tendering and having strong business development team to support excellent tenders and presentations.
Being uncompetitive	Business Development Processes and roles in place. Competitor analysis and market information collected and analysed to assess our performance and benchmark against. Relationships with commissioners / people we support and family members to identify what the 'customer' needs are. Finance systems and tools in place to review costs.

The Future

We have now revised the original three year aims referred to in the Strategic Report (page 7) to add a further year taking Walsingham to 2018 as our **Three Year Strategic Priorities**:

- ❑ Expanding services by supporting 5% more people year on year
- ❑ Grow in size: increasing annual income to £25m; work efficiently and effectively; and maintaining a minimum annual surplus of 1.5%
- ❑ Work in partnership to provide personalised whole life solutions
- ❑ Be an award winning provider and employer of choice

The **Strategic Priorities for 2015-16** cover the following six areas:

- ❑ Expanding services by supporting 5% more people during the year
- ❑ Increase annualised income by 10%, whilst maintaining a minimum annual surplus of 1.5%
- ❑ Maintaining commercial awareness, culture and values as we continue to grow
- ❑ Improving how we work and making efficiencies that we can reinvest
- ❑ Engaging with staff to ensure a motivated and effective workforce.
- ❑ Establishing successful partnerships with a variety of organisations.

We are under no illusions that the current financial restraints in our sector will continue to impact on our operations; but with clear strategic vision, an ongoing growth plan, a focus on continuous improvement & quality, plus the energy of our committed workforce and working widely with our partners we are confident that Walsingham Support will continue to provide personalised choices and independence to all of the people we support.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Walsingham Support for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Practice).

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 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 judgments and estimates that are reasonable and prudent;**
- ❑ **state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and**
- ❑ **prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.**

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

So far as each of the Trustees are aware

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

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

Concluding Note from The Chair of Trustees

2014-15 has been a very exciting year for all of us at Walsingham Support and as a Board we are proud of how our ambitions and strategies have matured into the growth results demonstrated this year which have been delivered by our amazing workforce.

I am delighted we have achieved 8% (£1.4m) growth in income through our "can do" approach, which is a result of acquisition of new services in current and new geographies, retention of services and development of some exciting opportunities outlined in our ambitions. The Board membership remains diverse and brings its experience to the very challenging environment we are working in. At the heart of Walsingham Support is constant vision of ways we can ensure all of the people we support can enjoy their lives and we make sure everyone across the organisation has this as their goal. One of my favourite highlights of the year was the Involvement Conference.

One of the key areas of focus this year has been maintenance of our properties where significant investment from funds has been made which was planned and aligns with our wider ongoing accommodation strategy.

We have said goodbye to some Board members who have provided some invaluable experience (but delighted they remain as Honorary Associates) and will keep them linked to our future. We also welcomed a new Trustee, Amanda Johnson, to enhance our skills sets. We were also very proud to win one of The Winifred Tumim Memorial Prizes for best practice in charity governance from the NCVO.

It is a wonderful experience to Chair the Board of Trustees for this amazing organisation and I remain very confident that the team at Walsingham Support will have many more successful years to come.

APPROVED BY THE BOARD AND SIGNED ON ITS BEHALF BY:



Heather Benjamin, Chair
8th July 2015

Independent Auditors Report to the Members

We have audited the financial statements of Walsingham Support for the year ended 31 March 2015 which comprise the statement of financial activities, the balance sheet, the cash flow statement 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).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities set out in the report of the trustees, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board'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 charitable 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 report of the trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the report of the trustees , including the strategic report, 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

Sayer Vincent LLP

**Judith Miller (Senior Statutory Auditor)
for and on behalf of Sayer Vincent LLP,
Statutory Auditor**

Date **22/07/2015**

Invicta House
108-114 Golden Lane
London EC1Y 0TL

Statement of Financial Activities (incorporating an income and expenditure account)
For the year ended 31 March 2015

	Note	Unrestricted £	Designated £	Restricted £	2015 Total £	2014 Total £
Incoming resources						
<i>Incoming resources from generated funds</i>						
Investment income	2	114,454	-	-	114,454	100,806
Fundraising		-	-	-	-	41,223
Rent of surplus office space		29,263	-	-	29,263	28,794
Incoming resources from charitable activities	3	18,427,070	3,261	130,288	18,560,619	17,216,346
Other incoming resources		-	-	-	-	669,982
Total incoming resources		18,570,786	3,261	130,288	18,704,336	18,057,151
Resources expended						
Charitable activities		17,599,521	694,607	287,288	18,581,416	17,248,563
Governance costs		135,097	-	-	135,097	114,970
Total resources expended	4	17,734,618	694,607	287,287	18,716,512	17,363,533
Net (outgoing)/incoming resources before transfers		836,168	(691,345)	(157,000)	(12,177)	693,618
Gross transfers between funds		(555,872)	424,665	131,207	-	-
Net (outgoing)/incoming resources before other recognised gains and losses	5	280,296	(266,680)	(25,793)	(12,177)	693,618
Unrealised gains on Investment Properties		350,000	-	-	350,000	-
Net movement in Funds		630,296	(266,680)	(25,793)	337,823	693,618
Reconciliation of funds						
Total funds brought forward		3,853,578	1,939,844	3,854,946	9,648,368	8,954,750
Total funds carried forward		4,483,874	1,673,164	3,829,153	9,986,191	9,648,368

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

Balance Sheet
As at 31 March 2015

Company no. 2016251

	Note	£	2015 £	2014 £
Fixed assets				
Tangible fixed assets	8		3,527,893	3,453,454
Investments	9		1,600,000	1,250,000
			5,127,893	4,703,454
Current assets				
Debtors	10	1,477,329		2,031,840
Short Term Deposits		3,771,777		2,918,483
Cash at bank and in hand		748,002		1,300,406
		5,997,108		6,250,729
Liabilities				
Creditors: amounts falling due within one year	11	(1,138,810)		(1,305,815)
Net current assets			4,858,298	4,944,914
Net assets	12		9,986,191	9,648,368
The funds of the charity				
Restricted funds	13		3,829,153	3,854,946
Unrestricted funds				
General funds			3,238,623	2,958,328
Designated funds			1,673,165	1,939,844
Revaluation reserve			1,245,250	895,250
Total charity funds			9,986,191	9,648,368

Approved by the trustees on 8th July 2015 and signed on their behalf by



Heather Benjamin
Trustee



Donna Clark
Trustee

Cash Flow Statement
For the year ended 31 March 2015

	2015	2014
	£	£
Net cash flow from operating activities (Note A)	409,613	70,008
Returns on investments and servicing of finance		
Investment outcome	114,454	100,806
Externally funded interest received	47,596	35,790
Externally funded interest paid	-	-
Net cash inflow from returns on investments	162,050	136,596
Capital expenditure and financial investment		
Purchase of tangible assets	(281,276)	(60,376)
Sale of property	-	1,065,070
Sale of tangible assets	10,504	1,651
Net cash outflow from capital expenditure and financial investment	(270,772)	1,006,345
Increase in cash	300,890	1,212,949

	2015	2014
	£	£
Note A		
Reconciliation of net Incoming resources before other recognised gains & losses to net cash flow from operating activities		
Net incoming resources before other recognised gains and losses	(12,177)	693,618
Investment income	(114,454)	(100,806)
Externally funded interest received	(47,596)	(35,790)
Loss on disposal of fixed assets	-	693
Gain on disposal of property	-	(669,982)
Depreciation charges	196,334	210,312
Decrease/(increase) in debtors	554,511	(208,691)
(Decrease)/increase in creditors less than one year	(167,006)	180,654
Net cash flow from operating activities	409,613	70,008

	At 1 April 2014	Cash Flow	Other non-cash charges	At 31 March 2015
	£	£	£	£
Note B				
Analysis of net resources				
Cash in hand and at bank	4,218,889	300,890	-	4,519,779
Debt due within 1 year	6,582	-	(6,582)	-
Total	4,225,471	300,890	(6,582)	4,519,779

**Notes to the Financial Statements
For the year ended 31 March 2015**

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention, with the exception of freehold investment property, which is included at market value. They have been prepared in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2005).

b) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable.

Investment income is recognised on a receivable basis.

Fees, charges, grants and benefit income for charitable activities and other incoming resources are recognised as they are earned.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund.

All income is included in the Statement of Financial Activities gross i.e. without deduction of any expenditure.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support Costs are reallocated based on an estimate of staff time incurred.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

d) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

e) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

f) Designated funds are unrestricted funds earmarked by the trustees for particular purposes. Revaluation gains are held in a separate reserve.

g) Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

h) Investment property is included at open market valuation and is not depreciated in accordance with the requirements of SSAP 19. The application of the standard represents a departure from the general requirement of the Companies Act 2006 for all tangible assets to be depreciated. In the opinion of the trustees compliance with the standard is necessary for the financial statements to give a true and fair view. Unrealised revaluation gains / losses are included in the Statement of Financial Activities under Unrealised Gains on Investment Properties.

**Notes to the Financial Statements
For the year ended 31 March 2015**

1. Accounting policies (continued)

i) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The land element of property is not depreciated. The depreciation rates in use are as follows:

Freehold premises	2% straight line net of land
Leasehold premises	Evenly over remaining term
Furniture, fixtures & fittings	20% on straight line
Office & Computer Equipment	25% on straight line
Motor vehicles	25% on written down value

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

j) The company operates two pension schemes, a defined contribution pension scheme, and is also an approved organisation, for the purpose of the National Health Service (Superannuation) Regulations 1980, making contributions to the National Health Service Pension Scheme for a small number of ex-NHS employees. Contributions to each scheme are charged to the Statement of Activities in the period they are payable, as described in Note 16 to the accounts.

k) Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

2. Investment income

	Unrestricted	2015 Total	2014 Total
	£	£	£
Bank interest	47,596	47,596	35,790
Rental income from investment property	66,858	66,858	65,016
	<u>114,454</u>	<u>114,454</u>	<u>100,806</u>

**Notes to the Financial Statements
For the year ended 31 March 2015**

3. Incoming resources from charitable activities

	Unrestricted	Designated	Restricted	2015 Total	2014 Total
	£	£	£	£	£
Purchaser Income	15,711,248	-	-	15,711,248	14,520,411
Individuals' Contributions	740,842	-	-	740,842	686,288
Supporting People Grant	478,944	-	-	478,944	481,141
Housing Benefit	964,123	-	-	964,123	904,005
Independent Living Fund	489,291	-	-	489,291	473,990
Contribution to Transport Charges	-	-	113,665	113,665	133,666
Miscellaneous income	42,622	3,261	16,623	62,506	16,845
	<u>18,427,070</u>	<u>3,261</u>	<u>130,288</u>	<u>18,560,619</u>	<u>17,216,346</u>

4. Total resources expended

	Governance Costs	Charitable Activities	Designated Funds	Restricted Funds	2015 Total	2014 Total
	£	£	£	£	£	£
Staff costs (note 6)	-	13,099,841	191,408	-	13,291,249	12,159,684
Training	-	185,188	-	-	185,188	166,180
Household	-	1,726,750	-	-	1,726,750	1,829,135
Individuals' personal costs	-	144,177	-	-	144,177	157,850
Service vehicle costs	-	-	-	212,118	212,118	155,984
Local management costs	-	219,683	16,917	-	236,600	153,884
Support costs (see below)	48,581	2,147,969	-	-	2,196,550	1,893,615
Amenity Fund expenditure	-	-	-	-	-	4,376
Depreciation	-	104,281	-	53,011	157,292	161,664
Planned maintenance	-	-	440,947	-	440,947	98,108
Development of the business	-	-	33,866	-	33,866	132,258
P&I Group	-	-	-	-	-	5,143
Longfields pool grant	-	-	-	-	-	19,035
Communication Fund costs	-	-	-	5,908	5,908	730
SHPS Pension Settlement (note 16)	-	(28,368)	-	-	(28,368)	350,000
Mabel Cooper Legacy Fund	-	-	2,700	-	2,700	-
Walsingham House Maintenance Fund	-	-	8,769	-	8,769	-
Swansea Assistive Fund	-	-	-	674	674	-
Swansea Projects Fund	-	-	-	15,577	15,577	-
Golf Day fundraising costs	-	-	-	-	-	3,342
Total resources expended	48,581	17,599,521	694,607	287,288	18,629,997	17,290,988
Additional resources detailed below:						
Direct costs of Board, Committees & Members	15,211	-	-	-	15,211	16,605
Audit Fees - External Scrutiny	18,300	-	-	-	18,300	19,842
Legal & professional fees	53,006	-	-	-	53,006	36,098
	<u>135,097</u>	<u>17,599,521</u>	<u>694,607</u>	<u>287,288</u>	<u>18,716,512</u>	<u>17,363,533</u>

Support costs:

Salaries (Note 6)	1,532,737	1,229,926
Office costs	615,232	585,324
Governance (Staff costs) (Note 6)	48,581	42,425
	<u>2,196,550</u>	<u>1,893,615</u>

**Notes to the Financial Statements
For the year ended 31 March 2015**

5. Net incoming resources for the year

This is stated after charging / crediting:

	2015 £	2014 £
Depreciation	196,334	210,312
Profit on Sale of Property	-	669,982
Operating lease rentals:		
Property	202,476	218,524
Other	25,684	22,280
Auditor's remuneration:		
Audit	18,300	19,842
Other services	-	-
Trustees' remuneration	-	-
Trustees' expenses	<u>15,211</u>	<u>16,605</u>

Travel and subsistence expenses were incurred on behalf of 10 Trustees (2014: 12 Trustees) in respect of hotel and subsistence costs and travelling expenses paid at the rate of standard class rail fares or car mileage at HMRC approved rates and stationery costs. This figure has decreased compared to last year due to the reduction in the number of Trustees.

During the period the Chief Executive incurred expenses of £5,577 (2014: £4,722) on mobile phone costs, hotel and subsistence costs and travelling expenses paid at the rate of standard class rail fares or car mileage at HMRC approved rates relating to visits to Walsingham's staff and services throughout the country. The figure has increased due to the Chief Executive's involvement in strategy consultations across the organisation.

During the period the Executive Leadership Team (excluding the CEO) incurred expenses of £8,586 (2014: £7,856) on mobile phone costs, hotel and subsistence costs and travelling expenses paid at the rate of standard class rail fares or car mileage at HMRC approved rates relating to visits to Walsingham's staff and services throughout the country.

No Trustee received any remuneration from the Charity or had any beneficial interest in any contract with the Charity during the period.

6. Staff costs and numbers

	2015 £	2014 £
Directly employed		
Wages and salaries	12,548,923	11,570,456
Social security costs	882,288	819,426
Pension	444,908	296,218
Other costs (Including Agency workers)	996,448	896,789
	<u>14,872,567</u>	<u>13,582,889</u>

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2015 No.	2014 No.
Charitable activities	634	588
Management and Office	32	34
	<u>666</u>	<u>622</u>

Employees with emoluments over £60,000 were as follows:

	2015 No.	2014 No.
£60,001 - £70,000	3	3
£80,001 - £90,000	1	1
	<u>4</u>	<u>4</u>

The individuals earning over £60,000 per annum were members of the pension scheme in each year and the cost of employer's pension contributions for these individuals during the period was £25,436 (2013-14: £25,197).

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**Notes to the Financial Statements
For the year ended 31 March 2015**

8. Tangible fixed assets

	Freehold Property £	Long term leasehold property £	Short term leasehold property £	Furniture, fixtures & fittings £	Equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	3,414,479	629,275	179,933	1,411,715	508,296	534,062	6,677,760
Additions in year	205,602	-	-	40,680	34,994	-	281,276
Disposals in year	-	-	-	-	-	(17,395)	(17,395)
At the end of the year	<u>3,620,081</u>	<u>629,275</u>	<u>179,933</u>	<u>1,452,394</u>	<u>543,289</u>	<u>516,667</u>	6,941,641
Depreciation							
At the start of the year	892,092	146,466	171,181	1,283,438	343,002	388,127	3,224,306
Charge for the year	44,843	8,168	5,724	56,515	47,766	33,318	196,334
Disposals in year	-	-	-	-	-	(6,893)	(6,893)
At the end of the year	<u>936,935</u>	<u>154,634</u>	<u>176,905</u>	<u>1,339,953</u>	<u>390,768</u>	<u>414,552</u>	3,413,747
Net book value							
At the end of the year	<u>2,683,145</u>	<u>474,641</u>	<u>3,028</u>	<u>112,442</u>	<u>152,522</u>	<u>102,115</u>	3,527,893
At the start of the year	<u>2,522,387</u>	<u>482,809</u>	<u>8,752</u>	<u>128,277</u>	<u>165,294</u>	<u>145,935</u>	3,453,454

Freehold Property includes land with a value of £1,516,594 that is not depreciated.

9. Investments

	2015 £	2014 £
Market value at the start of the year	1,250,000	1,250,000
Revaluation of Willesden Lane	350,000	-
Market value at the end of the year	<u>1,600,000</u>	<u>1,250,000</u>
Investments comprise:	2015 £	2014 £
Investment properties in the UK	<u>1,600,000</u>	<u>1,250,000</u>

The property was revalued on an open market basis at 1st April 2014 by Michael Gilmartin, of Gilmartin Ley FRICS, and the value increased by £350,000.

10. Debtors

	2015 £	2014 £
Trade debtors	1,196,389	1,745,671
Sundry debtors	8,442	24,097
Prepayments and accrued income	<u>272,498</u>	<u>262,072</u>
	<u>1,477,329</u>	<u>2,031,840</u>

11. Creditors: amounts falling due within one year

	2015 £	2014 £
Trade creditors	397,181	169,186
Other taxes and social security	208,156	214,244
Other creditors	68,486	99,318
Amounts held on behalf of people we support	30,170	82,463
SHPS Pension Creditor	-	350,000
Accruals and deferred income	<u>434,816</u>	<u>390,604</u>
	<u>1,138,810</u>	<u>1,305,815</u>

There are monies held in Walsingham Support's name, held with Natwest Bank PLC, called Shared House and Repairs Bank Accounts, these funds are monies that belong to the people we support, and are not recorded as assets or liabilities in the accounts, the total value of these accounts are £210,676.

**Notes to the Financial Statements
For the year ended 31 March 2015**

12. Analysis of net assets between funds

	General funds £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	597,303	2,930,590	3,527,893
Investments	1,600,000	-	-	1,600,000
Net current assets	2,883,875	1,075,860	898,563	4,858,298
Net assets at the end of the year	4,483,875	1,673,163	3,829,153	9,986,191

13. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
General Transport Fund	19,491	113,665	(212,118)	112,487	33,525
Training Fund	1,575	-	-	-	1,575
Communication Fund	17,028	10,000	(5,908)	-	21,120
Grant Funded Properties	2,983,602	-	(53,011)	-	2,930,591
Amenity Funds	15,630	1,459	-	-	17,089
Swansea Assistive Fund	29,120	-	(674)	18,720	47,166
Golf Day (Giving People a Voice)	6,776	-	-	-	6,776
Swansea Projects Fund	781,724	5,164	(15,577)	-	771,311
Total restricted funds	3,854,946	130,288	(287,288)	131,207	3,829,153
Unrestricted funds:					
<i>Designated funds:</i>					
Development Fund	640,695	-	(225,274)	100,000	515,421
Planned Maintenance Fund	741,607	-	(440,947)	197,214	497,874
Walsingham House Maintenance Fund	35,000	-	(8,769)	-	26,231
Mabel Cooper Legacy Fund	8,487	-	(2,700)	-	5,787
Bill's Fund	44,203	3,261	(16,917)	-	30,547
Fixed Asset Fund	469,852	-	-	127,451	597,303
Total designated funds	1,939,844	3,261	(694,607)	424,665	1,673,163
Revaluation Reserve	895,250	350,000	-	-	1,245,250
General funds	2,958,328	18,697,815	(17,327,301)	(555,872)	3,772,970
Total unrestricted funds	5,793,422	18,701,076	(18,021,908)	(131,207)	6,691,384
Total funds	9,648,368	19,181,363	(18,309,194)	-	10,520,537

Purposes of restricted funds

General Transport Fund	Represents the unspent balance of monies paid by people we support to provide vehicles for them.
Training Fund	Established during 2009-10 to hold monies raised from the Golf Day for the purpose of training people supported by the company.
Communication Fund	Established during 2011-12 to hold monies raised from the Golf Day for the purpose of helping people supported by the company to communicate more effectively.
Grant Funded Properties	Represents the net book value of the cost of the purchase and improvement of the company's properties initially paid for by Health/Local Authorities.

**Notes to the Financial Statements
For the year ended 31 March 2015**

Amenity Funds	Represents monies raised locally by individual services to spend on those services.
Swansea Assistive Technology Fund	Relates to Housing Benefit income received for specific purchases of Assistive Technology equipment in the Swansea area.
Golf Day	Funds raised through the 2013 Golf Day Event, the purpose of the fund is to give people supported by the company a voice to allow them to exert influence to change and enhance the organisation's work.
Swansea Projects Fund (Longfields Sale)	Established in 2013-14 with the proceeds of the sale of the Longfields site, the fund is to be used to enhance the lives of people with learning disabilities in and around the Swansea area. Income in the year has been generated from interest on monies held by the organisation, and apportioned based on the fund total.

Purposes of designated funds

Development Fund	To provide funds to develop the organisation's operations, transfers were made to the fund from General Reserves of £484,880 during 2014-15. An additional transfer of £100,000 was made from General Reserves as approved by the Board in July 2014 meeting.
Planned Maintenance Fund	Used for the planned maintenance of the organisation's properties. Transfers are made each year to the fund from the budgets of the services for which the company has the long term maintenance responsibilities.
Walsingham House Maintenance Fund	Represents monies set aside to provide for the costs of internal & external decorations and repairs of company's head office building required under terms of the lease.
Mabel Cooper Legacy Fund	Established during 2013-14 from monies bequeathed by Mabel Cooper's Estate. Mabel was a trustee on the company's Board for many years.
Bill's Fund	Used to fund initiatives to improve the quality of life of the individuals the company supports, in memory of Bill McLaughlin.
Fixed Asset Fund	Represents the net book value of the company's unrestricted fixed assets, depreciation is charged against this fund.
Revaluation Reserve	Represents the unrealised gain on investment property.

14. Operating lease commitments

The company had annual commitments at the year end under operating leases expiring as follows:

	Land & buildings		Equipment & motor vehicles	
	2015	2014	2015	2014
	£	£	£	£
Less than 1 year	-	46,856	9,479	1,616
2 - 5 Years	152,064	136,000	11,361	14,509
5 Years plus	5,232	-	-	-
	157,296	182,856	20,840	16,125

**Notes to the Financial Statements
For the year ended 31 March 2015**

15. Contingent Liability - Grant Funded Properties

The inclusion of grant funded properties in the balance sheet creates a contingent liability since these properties are all subject to charges or covenants restricting their use for people with learning disabilities.

In the event of these properties ceasing to be used for people with learning disabilities:

a) Properties with a net book value at 31st March 2015 of £2,334,896 would have to be handed over to the Secretary of State for Health or their successor;

b) Properties with a net book value at 31st March 2014 of £570,079 would create a further liability and have to be handed over to Cumbria County Council

16. Pension Obligations

The company withdrew in April 2014 from the employer member of the defined benefit Social Housing Pension Scheme in relation to two transferred members of staff. Employer contributions to this scheme during the year were £nil (2014 - £3,327 for one contributing member). The Scheme is funded and is contracted-out of the State Pension scheme. The liability of the scheme was settled on 11th November 2014 for the sum of £321,632. The unused funds were returned to General Reserves (£28,368) see Note 4.

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Employer contributions to this fund amounted to £405,927 during the year (2014 - £253,356), there is a big increase from last years cost due to Auto Enrollment being administered for the whole financial year. Contributions are charged to the Statement of Activities in the period they are payable.

The company is also an approved organisation, for the purpose of the National Health Service (Superannuation) Regulations 1980, making contributions to the National Health Service Pension Scheme for a small number of ex-NHS employees. The Scheme is regarded as a statutory scheme by the Inland Revenue and is covered by section 22 of chapter 3 of the 1970 Finance Act. The contributions of the employer and employee are 14% and 6% respectively. As a statutory scheme, benefits are fully guaranteed by the Government. Contributions from both members and employers are paid to the Exchequer which meets the cost of the scheme benefits. The Exchequer also pays for the cost of increasing benefits each year by the rate of inflation. This extra cost is not met by contributions from scheme members and employees. The company made contributions to this scheme of £38,981 during the year (2014 - £28,815).

Contributions to each of the schemes are charged to the Statement of Financial Activities in the period that they are payable, as described in Note 16 to the accounts.

