

REGISTERED COMPANY NUMBER: 04624968 (England and Wales)
REGISTERED CHARITY NUMBER: 1099020

Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2025
for
Services for Independent Living

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Services for Independent Living

Contents of the Financial Statements for the Year Ended 31 March 2025

	Page
Report of the Trustees	1 to 10
Statement of Trustees' Responsibilities	11
Report of the Independent Auditors	12 to 15
Statement of Financial Activities	16
Balance Sheet	17
Cash Flow Statement	18
Notes to the Cash Flow Statement	19
Notes to the Financial Statements	20 to 29
Detailed Statement of Financial Activities	30 to 31

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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) (effective 1 January 2019).

CHAIR'S WELCOME

Welcome to the Annual Report for Services for Independent Living (SIL) for the year ended 31st March 2025. Thank you for taking the time to read the report.

As SIL approaches its 30th Year it is in a strong financial position. The organisation has reserves of over £1 million and annual income of £3.5 million.

The financial year to 31st March 2025 has been challenging and we are reporting a deficit for the year in unrestricted funds of £50,797. The Chief Executive, in his summary, provides more detail about the deficit. However, it should be noted that two thirds of the deficit is for investment that was approved by the Trustees during the year:

- SIL has been keen to use some of its reserves to promote its charitable aims and during the year a fund was set up for this purpose. The fund invites service users, staff and other organisations to bid for funds. During the year 23 grants were made and payments for £11,511 were made from the fund.
- £10,721 was allocated to build a new website for SIL.
- SIL has been working with a service user to develop a set of mouth tools. This project was grant funded, but SIL had to contribute £11,368 to cover the grant shortfall and VAT.

Every year I write that there are significant challenges in the Health and Social Care sector around funding and the retention and recruitment of staff, and this is still the case. The remaining deficit for the year was due to a reduction in the support hours SIL provided, and this is mainly due to the difficulties retaining and recruiting staff. During the year the number of staff reduced from 147 to 141.

The national living wage increased by 10% in 2024/25 and by 6.6% in 2025/26, and employer national insurance costs increased significantly following the Autumn Budget. However, the funding for local authorities, for whom SIL provide most of this care, has not increased sufficiently to cover these increased costs.

We really appreciate the 8% increase in rates provided by the Council. However, this does not cover our increased costs for the year to 31st March 2026. We increased staff wages for the year by 6%, and we estimate that we will have to pay an additional £80,000 in national insurance costs for the year. We are currently projecting a small deficit for the year, and the Trustees are working with the Senior Management Team to prepare a Medium-Term Financial Plan for the next few years that will bring us back into surplus.

I would like to take this opportunity to thank all SIL staff for providing a first-class service to our service users, and to the Senior Management Team for their hard work and commitment during a challenging year. Despite the challenges SIL continues to provide a service that goes "above and beyond", there is still a strong demand for our services and it continues to expand the support and benefits it offers to its staff making SIL a local employer of choice.

Angela Higham
Chair

CHIEF EXECUTIVE'S SUMMARY

Welcome to our Annual Report and Accounts for 2024/25. I hope you find the contents interesting.

In 2023/24 we made a surplus of £148,717 on unrestricted funds. For last year, 2024/25, we are reporting a deficit of £50,797. There were a number of reasons for this change, several of which relate to positive investments in the future, our staff and the people who use our services.

- Income from the mental health training that we provide to other organisations was down because the training was completed in June 2024. Over 200 people overall benefitted from this training.
- We made one off payments in the year for £33,600 for the following:

* Charitable Aims Fund	£11,511
* Mouth Tools Project	£11,368
* New website	£10,721
- We made a small deficit in the year because of a reduction in the hours provided by Homecare and Supported Living. During the year staff numbers reduced from 148 at the beginning of the year to 141 at the year end. It is very difficult at present in the social care sector to retain and recruit staff.

For 2024/25 the National Living Wage increased by 10%. We pay all of our staff above the National Living Wage and were still able to award a pay increase to staff for the year for 8%. This significant increase was agreed even though the majority of our work is for the Council, and Herefordshire Council were not able to increase their rates by the full increase in the National Living Wage. Most of social care is provided through local authorities, and the funding increases they are given by government do not cover the increase in social care costs. The Government is likely to propose a National Fair Pay Agreement for social care. We would welcome this, but the Government has to provide the funding for this, or the agreement would be meaningless, and a major risk to Social Care provider organisations.

We are very pleased that during the year we paid out £11,511 from the Charitable Aims Fund. This has been set up to fund projects to help service users, staff and other organisations improve independence and wellbeing. 24 grants were made, all of which will have a positive impact upon vulnerable people living in Herefordshire.

Payments were made during the year for the mouth tools project. SIL is developing an enablement product for people with an upper body disability. The device is a set of innovative mouth tools that will create significant independence to the lives of people who, through birth related disability, injury or illness have no/limited movement in their arms or hands. This tool set will help in undertaking many daily tasks and improve an individual's ability to access on line services, hobbies, or environmental controls. The product is inspired by a long-term SIL service user who has used homemade mouth tools since childhood. The costs for developing the product during the year were £35k. We received a grant for £23,560 and SIL provided funding for the costs not covered by the grants.

During the year we invested £10,721 developing a new website for SIL. The new website is a big advancement on the previous site, improving accessibility and content. We would invite you to log on to the new website to keep up to date with what is happening in SIL (www.S4il.co.uk).

It should be noted in the accounts that the costs for light and heat for our office reduced from £11,511 in 2023/24 to £2,727 last year. This was due to the full benefits of the new electricity contract and the solar panels fitted to our property in January 2024.

Despite the current difficulties facing the sector, SIL maintains healthy reserves. The unrestricted funds at 31st March 2025 were £1.126m. These reserves are necessary because the social care sector will continue to face significant challenges in both funding and in the retention and recruitment of staff. We will need these reserves in future years to ensure that we can look after both our service users and staff to the best of our abilities.

Services for Independent Living

Report of the Trustees for the Year Ended 31 March 2025

The majority of costs in social care are for wages, and for 2025/26 these costs have increased significantly. We awarded a 6% pay rise to all staff (nearly matching the National Living Wage increase of 6.6%) and our costs for employers' national insurance will increase by over £80,000 for the year. We really appreciated the 8% increase in the Council rates. This was difficult for the Council as their funding was not increased significantly. However, this increase does not cover our increase in costs for the year. The budget for 2025/26 is projecting a small deficit for the year. We can use reserves to cover this, but we cannot continue to cover losses in future years. During the year the Trustees and the Senior Management Team will develop a Medium-Term Financial Plan for the next few years, which will aim for SIL to return to a surplus in 2026/27. This will not be easy, particularly as we will have to make assumptions regarding increases in the National Living Wage, and local authority funding in future years.

We could not meet the significant challenges we face without our excellent workforce and I would like to take this opportunity to thank everyone who works for SIL. Without your support we would not be able to provide high quality services to the people we support.

I would also like to thank all of the people who use SIL's services. We really appreciate how you engage with the organisation and attend the events we host throughout the year. There is always a high demand for our services so we must be doing something right.

Finally, I would like to thank the work of the SIL trustees. Our trustees are volunteers who give a significant amount of time to ensure that the organisation is run well. Thank you for all that you do. I look forward to working with you all in the future.

SIL is a remarkable organisation and if we continue to work together, it will continue going from strength to strength in the future.

Euan McPherson
Chief Executive

Services for Independent Living

Report of the Trustees for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Our Charitable Objects

To relieve disabled people and their family carers through the provision and promotion of services which foster independent living and improve their conditions of life, and which assist disabled people and their family carers to actively participate in and integrate into society.

Our Vision (the change we would like to see)

To enable people affected by disabilities to exercise choice and control, to live independent lives, and to actively participate in society.

SIL's Mission

The provider of choice for individual care and support, empowering people to lead an independent life.

SIL's Guiding Principles:

- Partnership - working with individuals, groups and organisations to share knowledge and improve outcomes for disabled people.
- Respect - for all.
- Innovation - adapting efficiently and effectively to change and embracing new technology.
- Diversity - to be accepting of all people, both within and outside SIL.
- Equality - for all
- Strength-based -maximising ability and not being constrained by disability.

Achievement of Objectives 2024/25

SIL supported over 400 people throughout Herefordshire in 2024/25 through the services below. The people who used SIL's services include people with physical disabilities, learning disabilities, mental health, older people, Acquired Brain Injuries and carers

Public benefit

Trustees have carefully considered the public benefit duty and are satisfied that the organisation meets this requirement. All our activity is directed towards the benefit of disabled people and family carers with the aim of fostering equality through the provision of services and information.

Services provided in pursuit of public benefit:

- Independent living @ Home - domiciliary care service for people with complex support needs.
- Homecare - general domiciliary care service.
- Direct Payments Support Services (Recruitment, Payroll, Employment Support, Pensions, Bookkeeping and Third Party Provider Service).
- Provision of Mental Health Training

ACHIEVEMENT AND PERFORMANCE

Achievements and Successes in 2024/25

Listed below are some of our achievements and successes during the year:

- Provided services to over 400 service users during the year.
- Provided over 140,000 hours for homecare and supported living, including over 80,000 hours to Herefordshire Council.
- Maintained services despite a reduction in staff numbers and difficulties with the recruitment and retention of staff.
- Increased pay by 8% in April 2024.
- Maintained a CQC rating of Good across all areas.
- Completed the mental health training contract for Herefordshire Council for over 200 individuals.
- Supported the Hereford Mens Mental Health group's successful Blue Monday conference in January 2025.
- Approved 24 grants from the Charitable Aims Fund, totalling £11,511.
- Developed an enablement product for people with an upper body disability (mouth tool) and obtained £25,000 grant funding for the project.
- Developed a new website to improve accessibility and content.
- Prepared a Social Value Annual Report showing where SIL has delivered additional value to our staff, service users and the wider community.

Services for Independent Living

Report of the Trustees for the Year Ended 31 March 2025

FINANCIAL REVIEW

Financial position

The charity has reported a deficit of £52,871 for the year to 31st March 2025. This includes a deficit of £2,074 on restricted funds (which is fully funded) and a deficit of £50,797 on unrestricted funds.

The deficit on unrestricted funds included:

- Payments from the Charitable Aims Fund for £11,511.
- Funding for the Mouth Tools project for £11,368.
- Cost of the new website for £10,721.

The remaining deficit for unrestricted funds for £17,917 was due mainly because of a reduction in hours provided by Homecare and supported living. During the year staff numbers reduced from 148 to 141 at the year end. It is very difficult at present in the social care sector to recruit and retain staff. The deficit is funded from reserves. SIL's financial objective for the year is to achieve a break even position in future years.

Principal funding sources

The main source of income for SIL is from charitable activities provided for service users. 84% of income relates to services provided by supported living and Homecare. These services provide individual care and support for disabled and older people, empowering them to lead an independent life. Hours are provided to the following:

- Herefordshire Council	62%
- Health Service 12%	12%
- Service Users with Direct Payment accounts	21%
- Private Funders	6%

Herefordshire Council increase their hourly rates each year. For 2024/25 the Council rates were increased by 7% for Homecare and 8.33% for supported living. Health Service rates are negotiated for each contract. Service Users with Direct Payment accounts are charged at Council rates. Private funders for 2024/25 were charged at the Council rate plus 10%.

Investment policy and objectives

During the year SIL earned £17,688 on investments. The average investment balance in the year was £565,000 and the average rate of return was 3.13%. An Investment Report is presented monthly to Finance Committee.

SIL has adopted an ethical investment policy to ensure that its investments do not conflict with the organisation's aims. The Trustees have agreed a list of approved banks and building societies that funds will be invested in. The Trustees have noted that the rate of return may be less from using the approved list, rather than going to the full market.

Surplus funds held by SIL will be invested prudently with regard to security, liquidity and return. No investments will be made for more than 95 days notice without the approval of the Trustees. SIL will maximise the return from investments ensuring security and liquidity and only using the approved list for investments.

In 2024/25 interest earned from investments was £17,688, compared to £15,368 the previous year. The Bank of England base rate was 5.25% at the beginning of the year, but fell to 4.5% later in the year. The average investment balance for the year was £565,000, compared to £516,000 the previous year.

There was no borrowing during 2024/25 and there is no intention to borrow in 2025/26.

FINANCIAL REVIEW

Reserves policy

The total funds held by the charity at 31st March 2025 amounted to £1,177,785 (2024 - £1,230,656). This included restricted funds of £51,381 relating to the Third Party Provider and the Herefordshire Men's Mental Health Group and £13,489 designated funds for SIL's Charitable Aims Fund.

Free reserves, which include the amount of unrestricted funds at the year end excluding tangible fixed assets amounted to £695,939 (2024 - £730,192).

The Trustees have decided that the unrestricted funds which have not been designated for a specific use, together with the value of the head office building, should be maintained at a level to cover the total cost of closure. The Trustees consider that this is a responsible way to maintain reserves and this level of reserve has been maintained throughout the year.

Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. The Trustees have reviewed the major risks to which the charity is exposed. A risk register has been established and is updated at least annually.

The major risks at present for SIL relate to the rates paid by Herefordshire Council and to the retention and recruitment of staff. Plans have been made to minimise these risks. Council rate increases are dependent upon central government funding. During the year the Trustees and the Senior Management Team will develop a Medium Term Financial Plan to cover the next three years. To develop this assumptions will have to be made regarding central government funding for local authorities and increases in the National Living Wage. A recruitment and retention strategy has been developed during the year to ensure that SIL remains an employer of choice. The strategy looks at different recruitment strategies for staff groups and increasing the range of staff benefits.

Internal control risks are minimised by the implementation of procedures for the approval of all transactions and procedures are in place to ensure compliance with health and safety for staff, service users and visitors to the office. SIL has a CQC rating of good for all regulated services. Procedures are periodically reviewed to ensure that they continue to meet the needs of the organisation.

PLANS AND PRIORITIES FOR 2025/26

Our strategy for 2025/26 includes the following:

- To be the employer and provider of choice for our sector in the localities in which we operate.
- To manage the current cost pressures within our existing reserves, and to prepare a Medium Term Financial Plan for the next three years showing a break even position.
- To secure and expand existing services by improving efficiency and quality, and by targeted marketing.
- To maintain a CQC rating of Good for all regulated services.
- To maintain the range of services SIL offers and respond to new business opportunities.
- To do more to enhance the lives of disabled people and to meet our charitable aims.
- To improve the way we engage with and use the skills and experience of our service users and staff.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity constitution

The charity is also a Company Limited by Guarantee and is therefore governed by Articles of association. It was incorporated on 24th December 2002. Registered charity status was obtained on 15th August 2003. SIL works with all disabled and older people who can benefit from our services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

SIL uses various channels to attract and identify Trustees with the skills and knowledge to effectively direct the affairs of the charity, including external adverts.

Prospective trustees complete an application form and a declaration of eligibility and have an interview with the Chair and Chief Executive. They are invited to three Board meetings, where they have speaking rights, but not voting rights and they are supplied with a role description, person specification and "The Essential Trustee" guide. Post Board approval they sign a Contract/Code of Conduct and Register of Interests. Access needs are determined in order to provide appropriate support and equipment. A comprehensive induction is provided.

During the year two new Trustees have been recruited - Alex Hempton-Smith and Angar Manalai. Their appointment as Trustees will be confirmed at the Annual General Meeting.

In 2024/25 the Trustees provided good attendance at all meetings.

Evaluation of Board Performance

During 2024/25 Board meetings were held every two months and Finance Committee meetings were held monthly. Development Sessions were held every two months, including a session specifically to evaluate Board performance. All trustees have attended at least the minimum number of meetings.

Quality and Impact

- CQC Rating - Good
- Disability Confident Leader Employer
- ACAS Model Workplace

Governance

Consistent with our vision SIL is a service user led/controlled organisation, having at least 50% disabled trustees, or family carers. A register of interest is maintained and declarations of potential conflicts of interests are a standing agenda item at Board meetings. The Trustees also operate a Finance Committee which reports to the Board and have Development Sessions every two months.

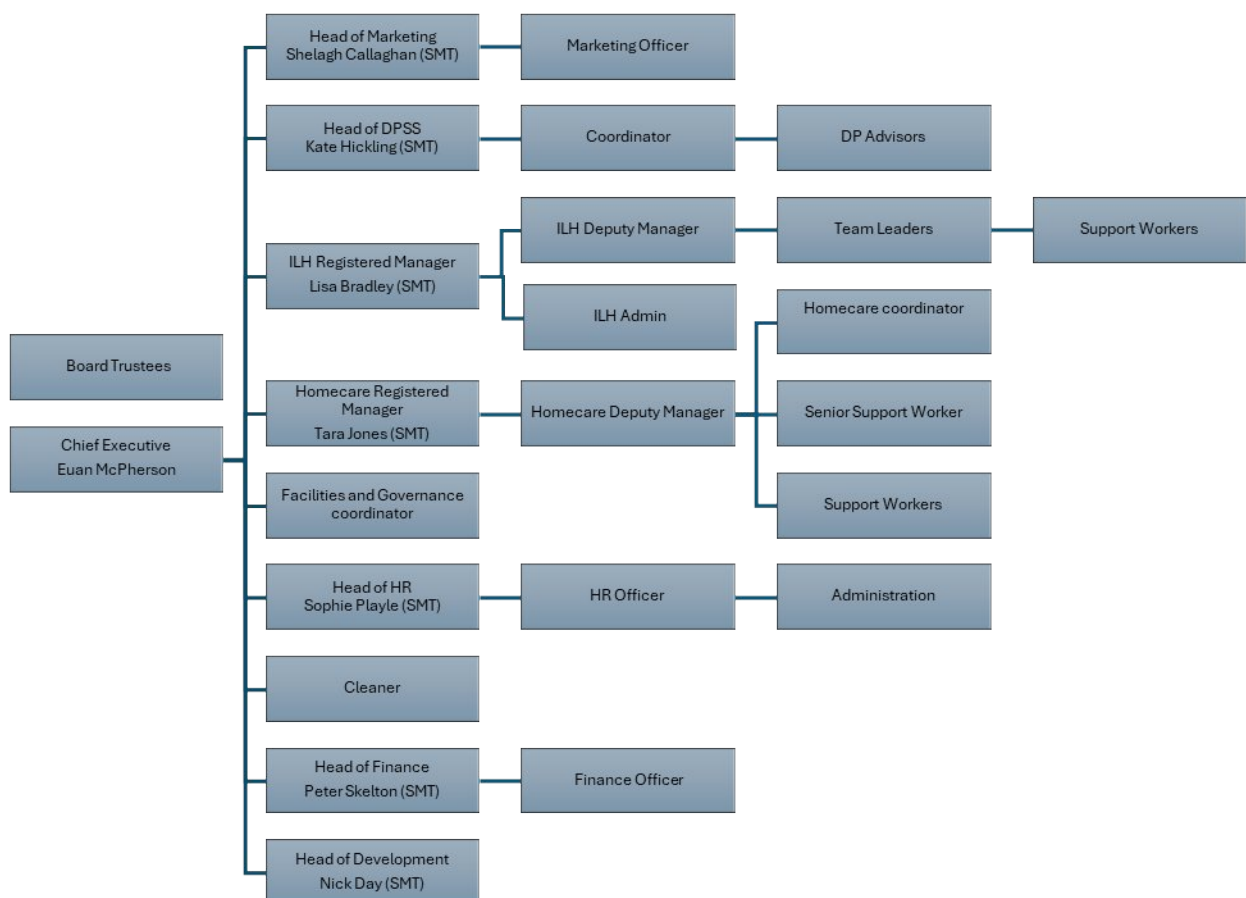
STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

SIL promotes the employment of disabled people in line with our guiding principles, and guarantees a job interview to disabled candidates meeting the essential criteria. Approximately 25% of staff are either disabled or have substantial caring responsibilities. Our target is to achieve 30%. SIL holds the Disability Confident Leader Award.

Staff are based at Head Office in Leominster. The Trustees delegate day-to-day management to the Chief Executive, who heads a senior management team comprising Heads of Service (for ILH, for Homecare and for Direct Payments), Head of HR, Head of Finance, Head of Marketing and Head of Projects and Initiatives. The senior management team report to Board on a regular basis. The remuneration of key personnel is set by the Board of Trustees.

At 31st March 2025 SIL employed a headcount total of 141 staff - 119 (84%) of whom were providing services and 22 (16%) support staff.



Induction and training of new trustees

New trustees receive a Trustee Welcome Pack and meet with the Chief Executive and each of the senior managers, and are assigned a 'buddy' from existing trustees. They also have access to on line training through SIL's training provider and The National Council of Voluntary Organisations (NCVO).

Key management remuneration

The annual pay increase for all staff is approved by the Trustees. Any other changes to the pay for senior managers would be approved by the Board of Trustees.

Services for Independent Living

Report of the Trustees for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Memberships

SIL is a member of the following organisations and alliances:

- Homecare Association
- National Council of Voluntary Organisations
- Disability Rights UK
- Dementia Action Alliance
- Making it Real (Think Local Act Personal)
- Herefordshire Disability United
- Herefordshire Voluntary Organisations Support Services (HVOSS)

SIL is a signatory to the Social Care Commitment; a promise to provide high quality social care

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04624968 (England and Wales)

Registered Charity number

1099020

Registered office

1 Owen Way
Leominster Enterprise Park
Leominster
Herefordshire
HR6 0LA

Trustees

A Higham
D Hughes
V L Manley
T R Misselbrook
J Rogers
J Thornby
P Rowson (appointed 3.10.24)

Senior Management

E McPherson - Chief Executive Officer
P Skelton - Head of Finance

Company Secretary

E McPherson

Auditors

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Services for Independent Living

Report of the Trustees
for the Year Ended 31 March 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Unity Trust Bank Plc
Nine Brindleyplace
Birmingham
B1 2HB

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on and signed on its behalf by:

.....
A Higham - Trustee

Services for Independent Living

Statement of Trustees' Responsibilities for the Year Ended 31 March 2025

The trustees (who are also the directors of Services for Independent Living 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 Accounting 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 the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Report of the Independent Auditors to the Trustees of Services for Independent Living

Opinion

We have audited the financial statements of Services for Independent Living (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 2025 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance
- results of our enquiries of management about their own identification and assessment of the risks of irregularities
- any matters we identified having obtained and reviewed the policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
- the matters discussed among the audit engagement team and involving internal specialists, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud

As a result of these procedures we considered the opportunities that may exist within the organisation for fraud and identified the greatest potential for fraud in income, which was raised as a key audit matter in the current year. In common with all UK audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework the organisation operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context include the Companies Act, Charities Act and Charities SORP and tax legislation.

In addition we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the organisation's ability to operate. These include health and safety.

In addition to the above, our procedures to respond to risks identified include the following:

- reviewing the financial statements disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having an effect in the financial statements
- enquiring of management concerning actual and potential litigation claims
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatements due to fraud
- reading minutes of meetings of those charged with governance
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing with their judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant laws and regulations and potential fraud risks to all engagement team members, including internal specialists and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Report of the Independent Auditors to the Trustees of
Services for Independent Living

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date:

Services for Independent Living

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2 25	48,069	48,094	11,329	
Charitable activities					
ILH	4	2,369,753	-	2,369,753	2,303,749
Mental Health Training		6,667	-	6,667	33,333
Homecare		603,672	-	603,672	672,096
Third Party Provider Service		-	226,319	226,319	208,905
Hereford DPSS		249,305	-	249,305	232,662
Investment income	3	17,688	-	17,688	15,368
Total		3,247,110	274,388	3,521,498	3,477,442
EXPENDITURE ON					
Charitable activities					
ILH	5	2,363,606	-	2,363,606	2,266,402
Mental Health Training		3,177	-	3,177	6,911
Hereford Men's Mental Health Group		-	14,730	14,730	12,169
Homecare		710,242	-	710,242	671,909
Third Party Provider Service		-	238,173	238,173	196,170
Hereford DPSS		198,002	-	198,002	165,904
Other		11,512	34,927	46,439	549
Total		3,286,539	287,830	3,574,369	3,320,014
NET INCOME/(EXPENDITURE)		(39,429)	(13,442)	(52,871)	157,428
Transfers between funds	18	(11,368)	11,368	-	-
Net movement in funds		(50,797)	(2,074)	(52,871)	157,428
RECONCILIATION OF FUNDS					
Total funds brought forward		1,177,201	53,455	1,230,656	1,073,228
TOTAL FUNDS CARRIED FORWARD		1,126,404	51,381	1,177,785	1,230,656

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

Services for Independent Living

Balance Sheet
31 March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	13	416,976	422,009
CURRENT ASSETS			
Debtors	14	400,628	415,887
Investments	15	248,752	316,315
Cash at bank		577,615	557,096
1,226,995			
1,289,298			
CREDITORS			
Amounts falling due within one year	16	(466,186)	(480,651)
NET CURRENT ASSETS		760,809	808,647
TOTAL ASSETS LESS CURRENT LIABILITIES		1,177,785	1,230,656
NET ASSETS		1,177,785	1,230,656
FUNDS	18		
Unrestricted funds		1,126,404	1,177,201
Restricted funds		51,381	53,455
TOTAL FUNDS		1,177,785	1,230,656

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
A Higham - Trustee

Services for Independent Living

Cash Flow Statement

for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1 (49,600)	176,576	
Net cash (used in)/provided by operating activities		(49,600) 176,576	
Cash flows from investing activities			
Purchase of tangible fixed assets	(15,132)(45,473)		
Movement on unlisted investments	67,563(144,695)		
Interest received	17,68815,368		
Net cash provided by/(used in) investing activities		70,119 (174,800)	
Change in cash and cash equivalents in the reporting period	20,519	1,776	
Cash and cash equivalents at the beginning of the reporting period	557,096	555,320	
Cash and cash equivalents at the end of the reporting period	577,615	557,096	

The notes form part of these financial statements

Services for Independent Living

Notes to the Cash Flow Statement
for the Year Ended 31 March 2025

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES			
	31.3.25	31.3.24	
	£	£	
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(52,871)	157,428	
Adjustments for:			
Depreciation charges	20,165	22,895	
Interest received	(17,688)	(15,368)	
Decrease/(increase) in debtors	15,259	(121,245)	
(Decrease)/increase in creditors	(14,465)	132,866	
Net cash (used in)/provided by operations	(49,600)	176,576	
2. ANALYSIS OF CHANGES IN NET FUNDS			
	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank and in hand	557,096	20,519	577,615
557,096			20,519
Liquid resources			
Deposits included in cash---			
Current asset investments	316,315	(67,563)	248,752
316,315		(67,563)	248,752
Total	873,411	(47,044)	826,367

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate particularly after taking account of the impact of the current external financial environment. They have re-assessed the business plans, income and expenditure projections, and taken the Charity's reserve levels into account. Their conclusion is that there is no doubt about the Charity's ability to continue operating as a going concern.

The Trustees have made this assessment for a period of a least one year from the date of approving the financial statements and are assured that the Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

1. ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Goodwill

Goodwill, being the amount paid in connection with the acquisition of a business in 2020, is being amortised evenly over its estimated useful life of four years.

Tangible fixed assets

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

Freehold property	- 2% on cost
Fixtures and fittings	- Straight line over 4 years and Straight line over 10 years
Motor vehicles	- Straight line over 4 years

Tangible fixed assets costing more than £500 net are capitalised and are stated at cost.

Revaluations

Land and buildings are subject to a full revaluation exercise at least every three years. The last full valuation took place at 31st March 2025.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2. DONATIONS AND LEGACIES

		Unrestricted funds £		Restricted funds £		31.3.25 Total funds £		31.3.24 Total funds £
Donations	-		24		24		1,349	
Grants	-		48,045		48,045		7,345	
Other	25		-		25		2,635	
2548,06948,09411,329								

Grants received, included in the above, are as follows:

			31.3.25 £		31.3.24 £
Hereford Mens Mental Health Group		-		7,345	
Herefordshire Council - Mouth Tools Project		23,560		-	
B&Q - Hereford Mens Mental Health		3,005		-	
Barrels - Hereford Mens Mental Health		1,500		-	
National Lottery - Hereford Mens Mental Health		19,980		-	
48,0457,345					

3. INVESTMENT INCOME

		Unrestricted funds £		Restricted funds £		31.3.25 Total funds £		31.3.24 Total funds £
Deposit account interest	17,688		-		17,688		15,368	

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity		31.3.25 £		31.3.24 £
Care and support services	ILH	2,369,753		2,303,749	
Care and support services	Mental Health Training	6,667		33,333	
Care and support services	Homecare	603,672		672,096	
Care and support services	Third Party Provider Service	226,319		208,905	
Care and support services	Hereford DPSS	249,305		232,662	
3,455,7163,450,745					

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
ILH	1,982,641	-	380,965	2,363,606
Mental Health Training	3,177	-	-	3,177
Hereford Mens Mental Health Group	14,730	-	-	14,730
Homecare	617,535	-	92,707	710,242
Third Party Provider Service	238,173	-	-	238,173
Hereford DPSS	161,759	-	36,243	198,002
Other	34,928	11,511	-	46,439
	<u>3,052,943</u>	<u>11,511</u>	<u>-</u>	<u>3,064,454</u>
3,052,943	11,511	-	-	3,064,454

6. GRANTS PAYABLE

	31.3.25 £	31.3.24 £
Other	11,511	-

7. SUPPORT COSTS

	Management £	Governance costs £	Totals £
ILH	368,920	12,045	380,965
Homecare	89,816	2,891	92,707
Hereford DPSS	35,119	1,124	36,243
	<u>493,855</u>	<u>16,060</u>	<u>509,915</u>
493,855	16,060	-	509,915

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25 £	31.3.24 £
Auditors' remuneration	7,345	6,995
Depreciation - owned assets	20,165	20,291
Goodwill amortisation	-	2,604

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

4 (2024: 2) trustees were reimbursed £890 (2024: £296) for travel and other expenses.

10. STAFF COSTS

	31.3.25 £	31.3.24 £
Wages and salaries	2,845,101	2,692,900
Social security costs	227,016	206,965
Other pension costs	67,037	63,701
	<hr/>	<hr/>
3,139,154	<hr/>	2,963,566

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Direct charitable activities	132	129
Support	15	12
	<hr/>	<hr/>
147	<hr/>	141

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.25	31.3.24
£60,001 - £70,000	11	
	<hr/>	<hr/>

Remuneration of key management personnel totalled £105,274 (2024: £97,002) for the year.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,635	8,694	11,329
Charitable activities			
ILH	2,303,749	-	2,303,749
Mental Health Training	33,333	-	33,333
Homecare	672,096	-	672,096
Third Party Provider Service	-	208,905	208,905
Hereford DPSS	232,662	-	232,662
Investment income	15,368	-	15,368
Total	3,259,843	217,599	3,477,442
EXPENDITURE ON			
Raising funds	-	-	-
Charitable activities			
ILH	2,266,402	-	2,266,402

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Mental Health Training	6,911	-	6,911
Hereford Men's Mental Health Group	-	12,169	12,169
Homecare	671,909	-	671,909
Third Party Provider Service	-	196,170	196,170
Hereford DPSS	165,904	-	165,904
Other	-	549	549
Total	3,111,126	208,888	3,320,014
NET INCOME	148,717	8,711	157,428
RECONCILIATION OF FUNDS			
Total funds brought forward	1,028,484	44,744	1,073,228
TOTAL FUNDS CARRIED FORWARD	1,177,201	53,455	1,230,656

12. INTANGIBLE FIXED ASSETS

	Goodwill £
COST	
At 1 April 2024 and 31 March 2025	25,000
AMORTISATION	
At 1 April 2024 and 31 March 2025	25,000
NET BOOK VALUE	
At 31 March 2025	-
At 31 March 2024	-

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

13. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2024	459,761	127,720	15,250	602,731
Additions	-	15,132	-	15,132
At 31 March 2025	459,761	142,852	15,250	617,863
DEPRECIATION				
At 1 April 2024	88,604	76,868	15,250	180,722
Charge for year	6,924	13,241	-	20,165
At 31 March 2025	95,528	90,109	15,250	200,887
NET BOOK VALUE				
At 31 March 2025	364,233	52,743	-	416,976
At 31 March 2024	371,157	50,852	-	422,009

Included in cost or valuation of land and buildings is freehold land of £113,833 (2024 - £113,833) which is not depreciated.

On 27th March 2025 a formal valuation was carried out on the Charity's premises, 1 Own Way, by McCartneys LLP. The property was valued at £420,000, the Trustee's have reviewed and concluded that the carrying value of the property in the financial statements remains appropriate.

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade debtors336,922329,016		
Other debtors41,06365,407		
Prepayments and accrued income22,64321,464		
400,628415,887		

15. CURRENT ASSET INVESTMENTS

	31.3.25 £	31.3.24 £
Unlisted investments	248,752	316,315

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade creditors	6,423	9,923
Social security and other taxes	46,888	46,042
VAT	11,576	14,788
Other creditors	34,856	13,111
Client accounts	252,864	275,023
Accruals and deferred income	113,579	121,764
	<u>466,186</u>	<u>480,651</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Fixed assets	416,976	-	416,976	422,009
Current assets	1,172,261	54,734	1,226,995	1,289,298
Current liabilities	(462,833)	(3,353)	(466,186)	(480,651)
	<u>1,126,404</u>	<u>51,381</u>	<u>1,177,785</u>	<u>1,230,656</u>

18. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	1,152,201	(27,918)	(11,368)	1,112,915
Designated Charitable Aims Fund	25,000	(11,511)	-	13,489
	<u>1,177,201</u>	<u>(39,429)</u>	<u>(11,368)</u>	<u>1,126,404</u>
Restricted funds				
Hereford Men's Mental Health Group	10,403	9,779	-	20,182
Third Party Provider Service	43,052	(11,853)	-	31,199
Mouth Tools Project	-	(11,368)	11,368	-
	<u>53,455</u>	<u>(13,442)</u>	<u>11,368</u>	<u>51,381</u>
TOTAL FUNDS	<u>1,230,656</u>	<u>(52,871)</u>	<u>-</u>	<u>1,177,785</u>

Services for Independent Living

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,247,110	(3,275,028)	(27,918)
Designated Charitable Aims Fund	-	(11,511)	(11,511)
3,247,110(3,286,539)(39,429)			
Restricted funds			
Hereford Men's Mental Health Group	24,508	(14,729)	9,779
Third Party Provider Service	226,320	(238,173)	(11,853)
Mouth Tools Project	23,560	(34,928)	(11,368)
274,388(287,830)(13,442)			
TOTAL FUNDS	3,521,498	(3,574,369)	(52,871)

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	1,028,484	148,717	(25,000)	1,152,201
Designated Charitable Aims Fund	-	-	25,000	25,000
1,028,484148,717-1,177,201				
Restricted funds				
Megan Baker House Ltd	549	(549)	-	-
Hereford Men's Mental Health Group	13,878	(3,475)	-	10,403
Third Party Provider Service	30,317	12,735	-	43,052
44,7448,711-53,455				
TOTAL FUNDS	1,073,228	157,428	-	1,230,656

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,259,843	(3,111,126)	148,717
Restricted funds			
Megan Baker House Ltd	-	(549)	(549)
Hereford Men's Mental Health Group	8,694	(12,169)	(3,475)
Third Party Provider Service	208,905	(196,170)	12,735
217,599(208,888)8,711			
TOTAL FUNDS	3,477,442	(3,320,014)	157,428

A description of restricted funds is as follows:

Megan Baker House Ltd - Monies raised towards Megan Baker House.

Hereford Men's Mental Health (HMMH) - Includes £10,000 received from the Community Fund and income raised previously initially developed by the Chief Executive, to assist with the mental wellbeing of men in Herefordshire.

Third Party Provider Service - SIL manages the finance for an individual funded by the Clinical Commissioning Group (CCG).

Mouth Tools Project - development of an enablement product for people with an upper body disablement.

19. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the statement of financial activities in respect of defined contribution schemes was £67,037 (2024: £63,7011).

20. RELATED PARTY DISCLOSURES

At the year end £242,021 (2024: £275,023) cash was being held separately in a client bank account by the charity on behalf of its service users in connection with the Payroll and Managed Accounts Service, to which the charity operates in an agent capacity.

During the year 4 (2024: 3) trustees received services from the charity amounting to £349,473 (2024: £316,806), at the balance sheet date £322 (2024: £220) was outstanding.

21. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

Services for Independent Living

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	24	1,349
Grants	48,045	7,345
Other	25	2,635
48,09411,329		
Investment income		
Deposit account interest	17,688	15,368
Charitable activities		
Care and support services	3,455,716	3,450,745
Total incoming resources	3,521,498	3,477,442
EXPENDITURE		
Charitable activities		
Wages	2,555,337	2,446,051
Social security	202,968	186,362
Pensions	59,644	58,080
Recruitment and training	5,237	9,477
Support Services	15,000	15,000
Travel expenses	55,101	60,009
Telephone	26,375	33,621
IT Costs	55,718	45,277
Sundries	42,635	19,118
Mouth Tools Project	34,928	-
Amortisation of intangible fixed assets	-	2,604
Charitable aims payments	11,511	-
3,064,4542,875,599		
Support costs		
Management		
Wages	289,764	246,849
Social security	24,048	20,603
Pensions	7,393	5,621
Rates and water	2,239	2,075
Insurance	8,897	8,259
Light and heat	2,727	11,511
Telephone	8,176	7,420
Postage and stationery	13,947	10,279
Marketing	17,772	5,152
Recruitment	13,995	7,000
Other costs	13,984	13,421
Building maintenance	5,247	6,889
Computer costs	23,670	21,412
Carried forward	431,859	366,491

Services for Independent Living

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
Management		
Brought forward	431,859	366,491
Bank charges	3,196	2,210
Subscriptions	2,079	2,465
Bad debt	55	1,628
Travel	288	869
Training	27,879	22,421
Office equipment	8,334	14,057
Depreciation of tangible and heritage assets	20,165	20,291
493,855430,432		
Governance costs		
Auditors' remuneration	7,345	6,995
Committee meeting expenses	4,354	2,747
Accountancy and legal fees	4,361	4,241
16,06013,983		
Total resources expended	3,574,369	3,320,014
Net (expenditure)/income	(52,871)	157,428