

Charity registration number 1099020

Company registration number 04624968 (England and Wales)

SERVICES FOR INDEPENDENT LIVING
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

SERVICES FOR INDEPENDENT LIVING

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Angela Higham (Chair) Tom Misselbrook Margaret O'Neill John Rogers David Hughes Shirley Mackay Julie Thornby	(Resigned 7 July 2022) (Resigned 5 September 2022)
Secretary	Mr E McPherson	
Chief Executive	Mr E McPherson	
Charity number	1099020	
Company number	04624968	
Registered office	1 Owen Way Leominster Enterprise Park Leominster Herefordshire HR6 0LA	
Auditor	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	Unity Trust Bank Plc Nine Brindleyplace Birmingham B1 2HB	

SERVICES FOR INDEPENDENT LIVING

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SERVICES FOR INDEPENDENT LIVING

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

Chair's Welcome

Welcome to the Services for Independent Living (SIL) Annual Report. Thank you for taking the time to read the report. I hope you find it's contents interesting.

2022/23 has been another difficult year for the Health and Social Care sector due to both financial and recruitment challenges. Most of the services we provide are funded by the Council, who are not given enough funding by central government. During the year we took part with the Council in a Fair Cost of Care exercise which showed that our cost per hour for homecare is more than the rate paid by the Council.

Without adequate funding we cannot pay a competitive wage to our support workers and our care workers. This means that retention and recruitment of staff is always a struggle. This is a shame because with more staff we could provide more services to disabled and older people.

In December the Board took the strategic decision to give a 10% pay rise to all staff to help the retention and recruitment of staff. In March 2022 the Council announced that they would increase their rates for 2022/23 by 6%. 90% of our costs are wages, so we were looking at making a deficit for the year. However, due to the amazing contribution from all staff we managed to turn that round and show a small surplus for the year.

For 2023/24 the Board decided to increase staff wages by the same increase as the Council rate. From 1st April 2023 we gave an 8% pay rise to staff, so that staff have received an 18% increase over the last two years. SIL has always prided itself on looking after its staff and in 2022 the organisation won the Hereford Times Health and Social care Award for the Best Place to Work.

The budget for 2023/24 was showing a small deficit. However, we have managed to increase the service hours provided in all areas and we are showing a surplus for the first four months of the year.

I would like to take this opportunity to thank all SIL staff for another year of providing first class services to disabled people, and the Senior Management Team for managing the financial and retention and recruitment pressures during the year.

Angela Higham - Chair

SERVICES FOR INDEPENDENT LIVING

CHIEF EXECUTIVE'S SUMMARY

FOR THE YEAR ENDED 31 MARCH 2023

Welcome to our 2022/23 Annual Report and Accounts. I hope you find the content interesting and take the time to look through some of the exciting achievements we have had this year.

It makes my report much easier to write when we have had a good year and that is indeed the case for 2022/23. Despite forecasting a deficit as a result of giving a generous 10% pay rise to all staff in December 2021, we have ended the year with a small surplus. This has enabled us to agree a further 8% pay award for all staff for April 2023.

In addition, we have continued to recruit new staff and reduce staff turnover, meaning we have seen a significant net increase, during what has been a very difficult period for the sector. Employee numbers were 132 at 31st March 2023, compared to 117 at 31st March 2022. This increase has been in front line staff, with the number of management posts staying the same, and means we can deliver more services to disabled and older people across Herefordshire.

This success has been down to a variety of initiatives to improve the working environment in SIL, which was recognised at the Hereford Time Health and Social Care Awards where SIL won the 2022 Best Place to Work Award.

SIL has also managed to maintain unrestricted reserves of over £1m. This is a significant achievement for a charity of SILs size and enables the organisation to look confidently towards the future, along with providing a platform to invest more in meeting our charitable aims.

None of the above could have been achieved without an excellent workforce and I would like to take this opportunity to thank every single person who works for SIL. SIL staff often talk about being part of the 'SIL Family' and it does genuinely feel like that, especially at times of pressure when the teams and individuals pull together to make sure we continue to provide high quality services to the people we support.

I would also like to thank all of the people who use SIL services, as without you, there is no SIL. I really appreciate the way you engage with the organisation, through working with your support staff, to attending the events we host throughout the year. You also add to the feeling of SIL being an extended family.

And finally, I would like to recognise the work of the SIL trustees. All of our trustees are volunteers and give up a significant amount of time to ensure that the organisation is being run correctly. Thank you for all that you do and I look forward to working with you all in the future.

Euan McPherson
Chief Executive

**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023



SERVICES FOR INDEPENDENT LIVING (A COMPANY LIMITED BY GUARANTEE) LITTLE MOMENTS BIG MEMORIES

FOR THE YEAR ENDED 31 MARCH 2023

Events

1 Our first event in our refurbished offices! Our Easter Fun Day which took place in April 2022 was a huge success. We raised a total of £390 for the DEC Ukrainian Crisis.

SIL staff and Service Users loved our Easter treasure hunt around the office.

2 Our Picnic in the Park took place in July, but all the hard work and planning was done in June, with Paula Palmer sourcing a venue, liaising with local care agencies and nursing homes and Briony Phillips taking her pilot's licence! Not quite – but she learned how to fly a drone so that SIL and its friends could create a lovely, human heart to celebrate social care.

We were delighted that so many support workers and service users from across Herefordshire joined us in July to mark the event.

3 On the 7th July 2022 we all met at the offices for our Jubilee Garden Party. A wonderful lunch was provided in individual little picnic boxes.

There were games and a raffle which raised an amazing £186 for Megan Baker House, our Charity of the Year in 2022.

We all sat outside in the shade of gazebos and got to know one another and make new friends. Many of you will remember Maggie O'Neill who was one of the founder members of SIL. As she had stepped down from being a trustee a special award was presented, and she was made our Honorary President.



1



2



3

**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023



Events

1

Service Users and staff got their aprons on and home baked some delicious cakes for Macmillan Coffee Morning. The event raised just under £105 for the cause and everyone had a fantastic day tasting the variety of goodies!

2

Our Christmas virtual bingo in December 2022 was a HUGE success..

A total of £210 for our charity of the year, Megan Baker House was raised.

We had some amazing local companies who kindly provided prizes: RJ's Smoke Shack, The Beefy Boys, Oaker Wood Leisure, The Dukes Head (JD Wetherspoons), BurnCraft Bespoke Laser Engraved Signs and Personalised Gifts. As well as #SILfamily and friends who donated chocolates, drinks and other goodies..

It certainly got us in the mood for Christmas!

3

SIL's Chief Executive Euan McPherson was delighted to be able to hand over a cheque for £735.16 to Lee Gough, Chief Executive of Megan Baker House (MBH).

SIL chose MBH as its charity of the year in 2021 and due to the ongoing Pandemic we continued into 2022 to raise more money with our events.

SIL's staff choose a new charity each year that they would like to support and always opt for one that shares similar values and supports disabled, older or vulnerable people across the county.

Our charity for 2023 is ECHO.

**SERVICES FOR INDEPENDENT LIVING
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LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023

Life is a story, here's some of ours..



Marking the month of romance (February 2023) in their own special way, Homecare Support workers and Service Users took some lovely photos to share the love.

Here is Tania giving Brian some very early daffodils.

Pat shares memories of her late husband with Caitlyn and Tania.

And Chloe and Service User Colin just all round "spreading the love".



At the start of August 2022 we welcomed student volunteers who were entering their second year of Health and Social Care studies. We partnered up with the college to enable students the opportunity to gain and learn valuable work experience and skills in the sector within which they wish to pursue a career.



Service User Ian has also been busy in the garden in July 2022, helping his friend and fellow service user, Sheila Carr with her garden. At first it was to help with her lawn, but Alexa provided such fun games and the pair giggled so much that little gardening was actually done on this occasion!

**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023

Life is a Story, Here's some of ours..

Service User Alan spent a lovely sunny day at the seaside with his mum, sister Jenny and her husband who were holidaying in Aberdovey. Support worker Gary Meddings said Alan had a great day and they all enjoyed the good weather with a picnic on the beach and a paddle in the sea. It was lovely to see him together with his family, including the dog called Apprentice who took a real shine to him.



Some of our wonderful Homecare Staff gave some Service Users some special me time with some "Pamper Days".

Just look at those smiles.



ILH service user Patrick Fortey and Support Worker Oli Dale enjoyed a fantastic weekend at the On the Beach Festival in Brighton August 2022. They planned well ahead to get the much sought after tickets for this sold out event.

And, look at those beautiful skies!



**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023

WE WON BEST PLACE TO WORK 2022!!

As well as the award above, CEO Euan McPherson, for his work with Hereford Men's Mental Health (HMMH) and Linda Jones, ILH support worker, were also shortlisted for awards but missed out on first place (you are both winners in our eyes).

The awards were celebrated at a special black tie event on the 19th October 2022 at the Three Counties Hotel in Hereford.



**It's great to win
awards**



**the most important
is to win together**



#BestPlacetoWork

**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023

Compliments

On behalf of the trustees, I would like to say what an amazing job this small group is doing. We are well informed by the accuracy of their work and by their insight and interpretation.- John Rogers

Just to say thank you to all the girls who looked after, cared for and loved mum. We appreciated all the support from the whole team and staff. We wouldn't have been able to keep mum at home where she was happy without you all - From a Homecare SU family

I would like to pass on my thanks to Rhiannon for all her hard work with the recruiting. Rhiannon quickly changed adverts and uploaded them as soon as requested and was a great help with the recruitment process. From a DPSS SU.



I wanted to make you aware of how kind, helpful, sympathetic, and supportive Lisa is, especially towards me. Lisa has provided a stable platform during my transition from Team Leader to Deputy Manager and treated me fairly, which has given me confidence to settle into my new role. As we all know it's hard being a manager and sometimes, the work delivered both in the office and outside the office is rarely seen and valued. Clayton Spence-Townsend

A very big thank you. You are all wonderful. The care and co-ordination you provide certainly helped DK to achieve her long-standing wish to stay in her own home for as long as possible. Hopefully she will be able to settle into West Eaton and enjoy the next stage of her life. Very best wishes to you. - From a Homecare SU family



**SERVICES FOR INDEPENDENT LIVING
(A COMPANY LIMITED BY GUARANTEE)
LITTLE MOMENTS BIG MEMORIES**

FOR THE YEAR ENDED 31 MARCH 2023

Thank you ILH for stepping in to help me when my usual PA was unavailable. I couldn't have managed for those three weeks without Beccy Wynn, Jess Mann, Karen Bennet and especially Elaine Copeland who even found me a new hobby - loom knitting. I am very grateful." From JG, ILH Service User

Compliments

Amy walks in so full of energy! Suddenly I want to wake up every morning. She is so respectful and can't do enough. Amy you are a star! From SP (SU)

I can't find fault with any of the team. They are wonderful and the family know that he is well looked after when they are with him" - JTB's sister



Graham has pulled out all the stops this weekend when a team member was sick. Graham has picked up shifts without a question, the shift today would have been more than difficult to cover." Donna Tranter

Thank you, Donna, for everything you do for RO, your support is very much appreciated and always there to shake agencies up. I don't know how we'd cope without you. - Pauline Olive



SERVICES FOR INDEPENDENT LIVING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

1. Introduction

The trustees present their report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)".

2. Structure, Governance & Management

2.1 Constitution

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

2.2 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.

2.3 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.

2.4 Services provided in pursuit of public benefit:

- Independent Living @ Home - domiciliary care service for people with complex support needs
- SIL Homecare – general domiciliary care service
- Employment Law advice and information to disabled people employing their own staff through a direct payment
- Payroll and financial management services to disabled people employing their own staff

SERVICES FOR INDEPENDENT LIVING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2.5 Achievement of objectives 2022/23

SIL supported over 300 people throughout Herefordshire in 2022/23 through the services outlined above. The people who use SIL's services include people with physical disabilities, learning disabilities, mental health, Acquired Brain Injuries and carers.

2.6 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 monthly Board meetings. The Trustees also operate the following committees which report to the Board. Committee membership is determined by the skills and experience of individual Trustees.

2.7 Recruitment of 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 attend three Board meetings, where they have speaking, but not voting, rights and are supplied with a role description / person specification / '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.

In 2022/23 the Trustees have provided excellent attendance at all our meetings.

2.8 Evaluation of Board Performance

During 2022/23 SIL had Board meetings and Finance Committee meetings held on a monthly basis. All trustees have attended at least the minimum number of Board meetings.

Board meetings have now moved to every two months. Finance Committee meetings are still held monthly.

Quality & Impact

CQC Rating – Good
Disability Confident Leader Employer
ACAS Model Workplace

Also see section the preceding pages, a year in the life of SIL service users (SU), staff and Trustees.

2.9 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 services.

SERVICES FOR INDEPENDENT LIVING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2.10 Annual Risk Assessment

The SIL risk register includes four red risks with a combined score for likelihood and impact between 16 and 25. These risks relate to the rates paid by the Council for care and to the retention and recruitment of staff.

Risk	Likelihood	Impact	Score	Mitigation
The rates paid by the Council do not cover the cost of providing care	5	5	25	A significant amount of services are provided to the Council. At present the rates paid by the Council do not reflect the hourly cost of care. The Council have published the Cost of Care Report which shows that the rates paid are significantly under the median cost of care. We will seek to engage with the Council to discuss the report and how to increase the rates paid.
The Medium Term Financial Strategy for the organisation cannot balance the books and produce a break even situation	5	4	20	We are currently projecting a deficit for 2022/23 and 2023/24. This is because the 10% wage increase in December 2021 was higher than the council rate increases in April 2022. If the level of activity stays the same the organisation will need wages to increase by 2.5% less than the Council rate increase in order to break even.
Minimum Wage/National Living Wage/Pension Contribution increases lead to recruitment and retention issues as staff find other sectors more attractive financially	5	4	20	Investment in developing full range of staff benefits: sick pay, increasing support staff salaries above NLW, welfare visits and support, training offer, mental health support, retained councillor, physical wellbeing program, external Occupational Health, supervision and support, social events
Recruitment and retention of key staff (particularly support workers) and the ability to plan succession with a fluid and expanding organisation.	4	4	16	Recruitment of key staff is essential to the ongoing stability and growth of the organisation. The availability of support workers has a direct impact on our ability to grow our Homecare and ILH services. We pay competitive rates and have done a lot of work on employee wellbeing and support, which has helped significantly reduce staff turnover and enabled us to be seen as an employer of choice in our sector.

SERVICES FOR INDEPENDENT LIVING

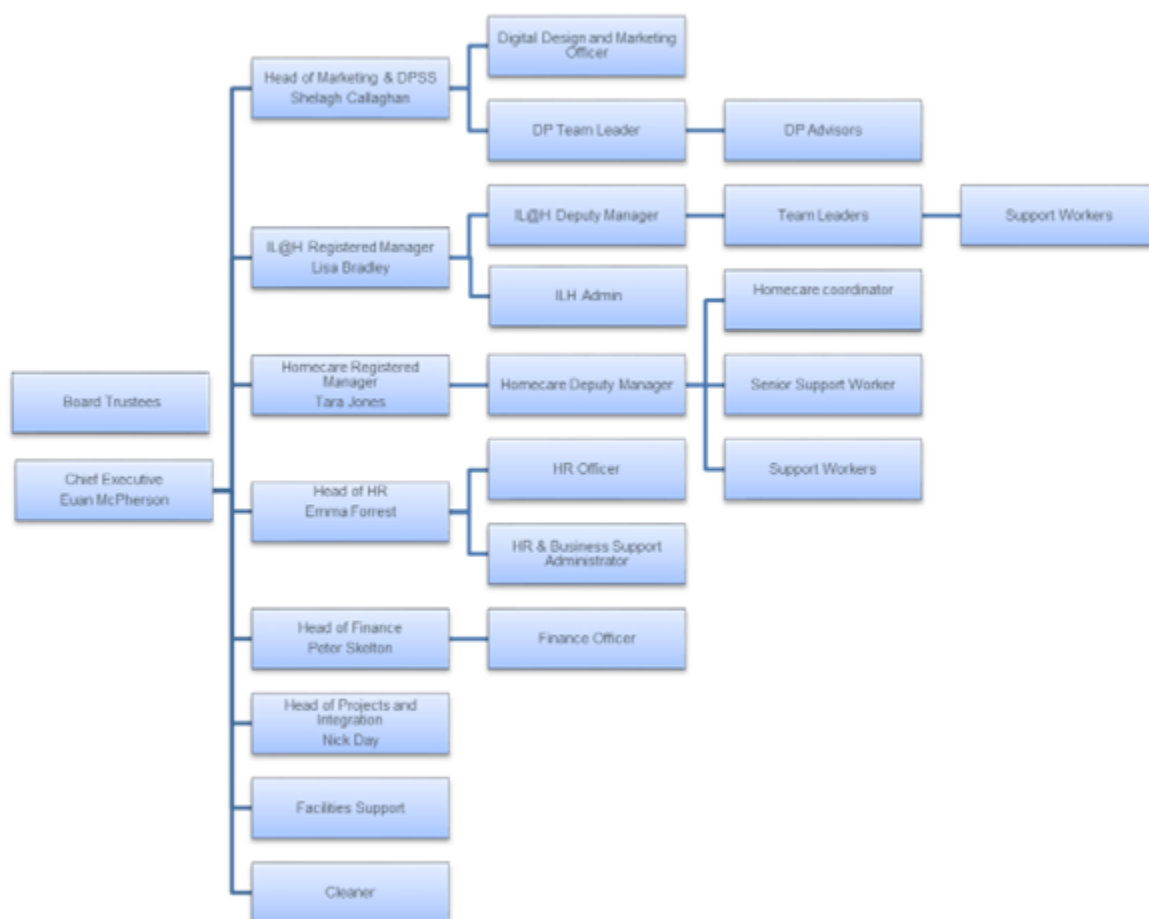
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2.11 Organisational Structure

SIL promotes the employment of disabled people in line with our guiding principle, 'Using the skills of disabled people', 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 the day-to-day management ultimately to the Chief Executive, who heads a senior management team comprising Heads of Service, HR Manager, Head of Finance and a Head of Projects & Initiatives who report to the Board monthly. The remuneration of key management personnel is set by the Board of Trustees.

At 31 March 2023 SIL employed a headcount total of 132 staff - 115 (87%) whom were providing services and 17 (13%) support staff.



SERVICES FOR INDEPENDENT LIVING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3. Achievements and Successes in 2022/23

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

- . Maintained staff recruitment, turnover and sickness at sector leading levels.
- . Won the Hereford Times Health and Social Care Award for Best Place to work and Care Hero (Agnieszka Simpkin) in 2022.
- . Funded a 10% pay award in December 2021 and an 8% pay award in April 2023 – an 18% increase over two years.
 - . CQC rating 'Good' across all areas
 - . Disability Confident Leader Status
- . Incorporated Herefordshire Men's Mental Health group into the SIL governance and reporting structure.
- . Received £10,000 grant from the Lottery Fund for the Herefordshire Men's Mental Health Group.
- . Developed links with New Model Institute for Technology and Engineering.

4. Financial Review

The charity has achieved a surplus of £5,146 (2022 surplus of £28,291) this year. A surplus of £1,673 was made on unrestricted funds and a surplus of £3,473 on the restricted funds.

Total income was £2.895m in 2022/23 compared to £2.742m, in the previous year.

Reserves policy

The total funds held by the charity at the year end amounted to £1,073,228 (2022 £1,068,082). This included restricted funds of £44,745 (2022 £41,272), which related to the Third Party Provider Service and the Herefordshire Mens' Mental Health Group.

Free reserves which includes the amount of unrestricted funds at the year excluding tangible fixed assets amounted to £629,052 (2022 £641,720).

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 of the total cost of closure. The Trustees consider that this is a responsible way to maintain reserves and this level of reserves has been maintained throughout the year.

5. Plans and Priorities 2023/24

Our strategy for 2023/24 is to:

- . Ensure that the deficit for 2023/24 is as low as possible to minimize the use of reserves.
- . To be the employer of choice for our sector in the localities in which we operate and improve the number of staff we recruit and retain.
- . To be the provider of choice for our sector in the localities in which we operate and increase the number of service users we support.
- . To maintain at least a "Good" rating from CQC for all regulated services.
- . To proactively search out and respond to new business opportunities.
- . To explore and fund the opportunity to develop a Charitable Arm to the organization.
- . To engage with the Council and ICS to build relations and discuss the fair cost of care.
- . To develop our understanding, knowledge and presentation of SIL's social value.

Each service has a set of targets related to the strategy which are reported in monthly management reports to the board.

SERVICES FOR INDEPENDENT LIVING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

6. Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The trustees' report was approved by the Board of Trustees.

A Higham

Trustee

Dated: 31 August 2023

Angela Lignam

SERVICES FOR INDEPENDENT LIVING

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Services for Independent Living for the purpose of company law, are responsible for preparing the Trustees' Report 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

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

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

SERVICES FOR INDEPENDENT LIVING

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF SERVICES FOR INDEPENDENT LIVING

Opinion

We have audited the financial statements of Services for Independent Living (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (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 2023 and of its incoming resources and application of resources, 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

SERVICES FOR INDEPENDENT LIVING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF SERVICES FOR INDEPENDENT LIVING

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity'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.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities including fraud

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride of fraud is made
- an understanding of the specific rules and regulations applicable to the client is obtained, including here all matters relating to safeguarding and the need for DBS clearance of staff
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity

Audit response to risks identified

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, and information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material mis-statements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.

- our understanding of the legal and regulatory framework as applicable to the company is reviewed alongside knowledge of the procedures put in place by the company in order to comply with the same

- it is established if there have been any instances of non-compliance with applicable laws and regulations, where there are such breaches, a full understanding, including gathering of relevant documentation appertaining to the event is obtained and assessed

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

SERVICES FOR INDEPENDENT LIVING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF SERVICES FOR INDEPENDENT LIVING

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sarah Morley ACA (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

31 August 2023

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Kendall Wadley LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

SERVICES FOR INDEPENDENT LIVING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes				
Income from:					
Donations and legacies	3	340	39,316	39,656	73,065
Charitable activities	4	2,643,185	208,335	2,851,520	2,666,268
Investments	5	4,439	-	4,439	3,019
Total income		2,647,964	247,651	2,895,615	2,742,352
Expenditure on:					
<u>Charitable activities</u>					
ILH	6	1,955,924	30,024	1,985,948	1,950,030
Mens Health	6	-	5,323	5,323	13,950
Homecare	6	533,969	-	533,969	560,078
Third Party Provider Service	6	-	208,335	208,335	77,420
Hereford DPSS	6	156,398	496	156,894	144,153
Other	6	-	-	-	(31,570)
Total charitable expenditure		2,646,291	244,178	2,890,469	2,714,061
Gross transfers between funds		-	-	-	-
Net income for the year/ Net movement in funds		1,673	3,473	5,146	28,291
Fund balances at 1 April 2022		1,026,810	41,272	1,068,082	1,039,791
Fund balances at 31 March 2023		1,028,483	44,745	1,073,228	1,068,082

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SERVICES FOR INDEPENDENT LIVING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes			
Income from:				
Donations and legacies	3	1,860	71,205	73,065
Charitable activities	4	2,572,089	94,179	2,666,268
Investments	5	3,019	-	3,019
Total income		2,576,968	165,384	2,742,352
Expenditure on:				
<u>Charitable activities</u>				
ILH	6	1,936,568	13,462	1,950,030
Infection Control	6	-	13,950	13,950
Homecare	6	543,811	16,267	560,078
Third Party Provider Service	6	-	77,420	77,420
Hereford DPSS	6	141,128	3,025	144,153
Other	6	(31,570)	-	(31,570)
Total charitable expenditure		2,589,937	124,124	2,714,061
Gross transfers between funds		9,406	(9,406)	-
Net income for the year/ Net movement in funds		(3,563)	31,854	28,291
Fund balances at 1 April 2021		1,030,373	9,418	1,039,791
Fund balances at 31 March 2022		1,026,810	41,272	1,068,082

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SERVICES FOR INDEPENDENT LIVING

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Goodwill	10		2,604		8,854
Tangible assets	11		396,827		417,508
			<u>399,431</u>		<u>426,362</u>
Current assets					
Debtors	13	294,642		284,887	
Investments	14	171,620		295,554	
Cash at bank and in hand		356,606		251,301	
		<u>822,868</u>		<u>831,742</u>	
Creditors: amounts falling due within one year	15	<u>(149,071)</u>		<u>(190,022)</u>	
Net current assets			673,797		641,720
Total assets less current liabilities			<u>1,073,228</u>		<u>1,068,082</u>
Income funds					
Restricted funds	17		44,745		41,272
Unrestricted funds - general			1,028,483		1,026,810
			<u>1,073,228</u>		<u>1,068,082</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

The accounts were approved by the Trustees on 31 August 2023



T Misselbrook
Trustee

A Higham
Trustee



Company Registration No. 04624968

SERVICES FOR INDEPENDENT LIVING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash absorbed by operations	20		(19,406)		(42,994)
Investing activities					
Purchase of tangible fixed assets		(3,659)		(11,727)	
Short term investments		123,932		46,515	
Interest received		4,439		3,019	
Net cash generated from investing activities			124,712		37,807
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			105,306		(5,187)
Cash and cash equivalents at beginning of year			251,300		256,487
Cash and cash equivalents at end of year			356,606		251,300

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Company information

Services for Independent Living is a private company limited by guarantee and was registered in England and Wales. The registered office is 1 Owen Way, Leominster Enterprise Park, Leominster, Herefordshire, HR6 0LA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Voluntary income is recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for services provided in the normal course of business, net of VAT.

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered.

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.

Creditors represent the amount the charity anticipates it will pay to settle a debt or a provision for goods and services it has received not yet invoiced, measured at settlement amount.

1.6 Intangible fixed assets - goodwill

Goodwill represents the excess of the cost of acquisition of businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill shall be considered to have a finite useful life, and shall be amortised on a systematic basis over its life of 4 years,

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on cost for buildings, no depreciation on land
Fixtures, fittings & equipment	25% and 33% on cost
Motor vehicles	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Cash deposits where maturity exceeds three months are treated as short term investments and carried in current assets.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2023*

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £
Grants income	-	39,316	39,316	1,860	71,205	73,065
Other	340	-	340	-	-	-
	<u>340</u>	<u>39,316</u>	<u>39,656</u>	<u>1,860</u>	<u>71,205</u>	<u>73,065</u>
Grants receivable for core activities						
Herefordshire Council Fair Cost of Care Grant	-	11,840	11,840	-	-	-
Herefordshire Council - Infection Control	-	7,230	7,230	-	22,656	22,656
Coronavirus Job Retention Scheme	-	-	-	1,860	-	1,860
Workforce Recruitment and Retention	-	-	-	-	44,167	44,167
DWP Wage Grant	-	-	-	-	3,382	3,382
Education and Skills Fund Agency	-	-	-	-	1,000	1,000
Herefordshire Council Men's Mental Health (HMMH)	-	19,201	19,201	-	-	-
Megan Baker House	-	735	735	-	-	-
Other	-	310	310	-	-	-
	<u>-</u>	<u>39,316</u>	<u>39,316</u>	<u>1,860</u>	<u>71,205</u>	<u>73,065</u>

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

	ILH	Homecare	Third Party Provider Service	Hereford DPSS	Total 2023	Total 2022
	£	£	£	£	£	£
Charitable activities income	1,965,787	473,185	208,335	204,213	2,851,520	2,666,268
Analysis by fund						
Unrestricted funds - general	1,965,787	473,185	-	204,213	2,643,185	
Restricted funds	-	-	208,335	-	208,335	
	1,965,787	473,185	208,335	204,213	2,851,520	
For the year ended 31 March 2022						
Unrestricted funds - general	1,969,113	426,120	-	176,856		2,572,089
Restricted funds	-	-	94,179	-		94,179
	1,969,113	426,120	94,179	176,856		2,666,268

5 Investments

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Interest receivable	4,439	3,019

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Charitable activities

	ILH	Mens Health	Homecare	Third Party Provider Service	Hereford DPSS	Other	Total 2023	Total 2022
	£	£	£	£	£	£	£	£
Staff costs	1,596,457	4,680	426,069	188,622	109,837	-	2,325,665	2,215,802
Depreciation and impairment	-	-	6,250	-	-	-	6,250	(25,068)
Travel expenses	17,898	-	35,390	-	17	-	53,305	48,427
Training expenses	1,126	-	1,126	-	-	-	2,252	2,468
Telephone	11,094	58	7,682	-	1,247	-	20,081	19,715
Print, postage and stationery	772	-	647	-	-	-	1,419	4,984
Rent	3	-	-	-	-	-	3	-
Resources	-	-	-	-	336	-	336	7,788
Consumables and other	33,988	468	9,778	19,713	6,270	-	70,217	63,301
Bad debts	2,687	-	216	-	517	-	3,420	-
Charitable expenditure heading 15	-	117	-	-	-	-	117	-
	1,664,019	5,323	487,158	208,335	118,224	-	2,483,059	2,337,417
Share of support costs (see note 7)	313,992	-	45,706	-	37,665	-	397,363	366,746
Share of governance costs (see note 7)	7,937	-	1,105	-	1,005	-	10,047	9,898
	1,985,948	5,323	533,969	208,335	156,894	-	2,890,469	2,714,061

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Charitable activities

(Continued)

	ILH	Infection Control	Homecare	Third Party Provider Service	Hereford DPSS	Other	Total 2023	Total 2022
Analysis by fund								
Unrestricted funds - general	1,955,924	-	533,969	-	156,398	-	2,646,291	
Restricted funds	30,024	5,323	-	208,335	496	-	244,178	
	<u>1,985,948</u>	<u>5,323</u>	<u>533,969</u>	<u>208,335</u>	<u>156,894</u>	<u>-</u>	<u>2,890,469</u>	
For the year ended 31 March 2022								
Unrestricted funds - general	1,936,568	-	543,811	-	141,128	-		2,589,937
Restricted funds	13,462	13,950	16,267	77,420	3,025	-		124,124
	<u>1,950,030</u>	<u>13,950</u>	<u>560,078</u>	<u>77,420</u>	<u>144,153</u>	<u>31,570</u>		<u>2,714,061</u>

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Support costs

	Support costs £	Governance costs £	2023 £	2022 £	Basis of allocation
Staff costs	260,075	-	260,075	211,488	
Depreciation	24,343	-	24,343	26,450	
Heat and light	2,876	-	2,876	4,393	
Rates	1,724	-	1,724	2,312	
Building maintenance	7,561	-	7,561	5,189	
Print, postage and stationery	10,556	-	10,556	6,074	
Insurance	8,244	-	8,244	7,563	
Computer costs	21,630	-	21,630	26,948	
Accreditation fees	-	-	-	13	
Bank charges	2,065	-	2,065	1,899	
Subscriptions	3,181	-	3,181	1,870	
Consumables and other costs	10,855	-	10,855	9,063	
Recruitment fees	10,083	-	10,083	2,444	
Telephone	11,304	-	11,304	10,292	
Training	15,993	-	15,993	22,697	
Marketing	5,112	-	5,112	26,978	
Legal and Professional	1,761	-	1,761	1,072	
Accountancy	-	6,593	6,593	4,868	Governance Governance
Committee meeting & AGM expenses	-	3,454	3,454	5,030	
	<u>397,363</u>	<u>10,047</u>	<u>407,410</u>	<u>376,643</u>	
Analysed between					
Charitable activities	<u>397,363</u>	<u>10,047</u>	<u>407,410</u>	<u>376,643</u>	

The above costs are apportioned to charitable activities on a time spent basis.

Governance costs includes payments to the auditors of £4,500 (2022- £4,500) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, one of the trustees was reimbursed £1,950 for travel and other expenses (2022: no trustees were reimbursed).

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Direct charitable activity	114	102
Support	12	13
	<u>126</u>	<u>115</u>

Employment costs

	2023 £	2022 £
Wages and salaries	2,336,684	2,203,172
Social security costs	190,755	167,788
Other pension costs	58,301	56,330
	<u>2,585,740</u>	<u>2,427,290</u>

There were no employees whose annual remuneration was £60,000 or more.

10 Intangible fixed assets

	Goodwill £
Cost	
At 1 April 2022 and 31 March 2023	<u>25,000</u>
Amortisation and impairment	
At 1 April 2022	16,146
Amortisation charged for the year	6,250
	<u>22,396</u>
At 31 March 2023	
Carrying amount	
At 31 March 2023	<u>2,604</u>
At 31 March 2022	<u>8,854</u>

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Tangible fixed assets

	Freehold land and buildings	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2022	459,761	78,588	15,250	553,599
Additions	-	3,659	-	3,659
At 31 March 2023	459,761	82,247	15,250	557,258
Depreciation and impairment				
At 1 April 2022	74,761	51,729	9,601	136,091
Depreciation charged in the year	6,919	13,609	3,812	24,340
At 31 March 2023	81,680	65,338	13,413	160,431
Carrying amount				
At 31 March 2023	378,081	16,909	1,837	396,827
At 31 March 2022	385,000	26,859	5,649	417,508

12 Impairments

Impairment tests have been carried out where appropriate and the following impairment loss reversal have been recognised in the statement of financial activities:

	2023 £	2022 £
In respect of:		
Property, plant and equipment	-	(31,570)

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	219,159	234,505
Other debtors	55,209	39,687
Prepayments and accrued income	20,274	10,695
	294,642	284,887

14 Current asset investments

	2023 £	2022 £
Unlisted investments	171,620	295,554

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	48,558	54,648
Trade creditors	640	9,013
Other creditors	9,643	22,277
Accruals and deferred income	90,230	104,084
	<hr/>	<hr/>
	149,071	190,022
	<hr/>	<hr/>

16 Retirement benefit schemes

Defined contribution schemes

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 £58,301 (2022: £56,330).

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
Ukraine fund	-	-	-	-	-	310	(310)	-
Megan Baker House Ltd	-	-	-	-	-	735	(186)	549
HCC Fair Cost of Care Grant	-	-	-	-	-	11,840	(11,840)	-
Herefordshire Council Men's Mental Health (HMMH)	-	-	-	-	-	19,201	(5,323)	13,878
Wish Fund	9,418	-	-	(9,418)	-	-	-	-
Infection Control	-	22,656	(13,310)	-	9,346	7,230	(16,576)	-
Workforce Recruitment and Retention	-	44,167	(29,000)	-	15,167	-	(15,167)	-
Third Party Provider Service	-	94,179	(77,420)	-	16,758	208,335	(194,776)	30,317
	-	3,382	(3,394)	12	-	-	-	-
Education and Skills Fund Agency	-	1,000	(1,000)	-	-	-	-	-
	<u>9,418</u>	<u>165,384</u>	<u>(124,124)</u>	<u>(9,406)</u>	<u>41,272</u>	<u>247,651</u>	<u>(244,178)</u>	<u>44,745</u>

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Restricted funds

(Continued)

Ukraine Fund: Monies raised for Ukraine.

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

Herefordshire Council Fair Cost of Care Grant: to improve sustainability of the 65+ care home and 18+ domiciliary care markets.

Herefordshire Council 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.

Wish Fund: Monies received to provide the Information Advice and Signposting Hub Service to coordinate information relating to well-being healthcare and support available in Herefordshire. Herefordshire Council have agreed that the balance can be transferred to unrestricted funds.

Infection Control: Monies received from COVID-19 grant funds

Workforce Recruitment & Retention: Monies received to support existing or recruit additional adult social care workforce

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

Education & Skills Fund Agency: Fund Apprentice.

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

18 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:						
Intangible fixed assets	2,604	-	2,604	8,854	-	8,854
Tangible assets	396,827	-	396,827	417,508	-	417,508
Current assets/(liabilities)	629,052	44,745	673,797	600,449	41,272	641,720
	<u>1,028,483</u>	<u>44,745</u>	<u>1,073,228</u>	<u>1,026,811</u>	<u>41,272</u>	<u>1,068,082</u>

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, is as follows.

	2023 £	2022 £
Aggregate compensation	<u>91,590</u>	<u>84,595</u>

Transactions with related parties

At the year end £198,714 (2022: £178,095) 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 2 (2022: 3) trustees received services from the charity amounting to £230,967 (2022: £165,048), at the balance sheet date £nil (2022: £3,978) was outstanding.

20 Cash generated from operations

	2023 £	2022 £
Surplus for the year	5,146	28,291
Adjustments for:		
Investment income recognised in statement of financial activities	(4,439)	(3,019)
Depreciation and impairment of tangible fixed assets	30,593	1,383
Movements in working capital:		
(Increase) in debtors	(9,755)	(101,013)
(Decrease)/increase in creditors	(40,951)	31,364
Cash absorbed by operations	<u>(19,406)</u>	<u>(42,994)</u>

SERVICES FOR INDEPENDENT LIVING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2023*

21 Analysis of changes in net funds

The charity had no debt during the year.