

MacIntyre Care

Report and Financial Statements

YEAR ENDED 31 MARCH 2009

Registered Charity 250840

Company No 894054



TRUSTEES' REPORT

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CHAIRMAN'S FOREWORD

Chairman's Foreword

I am delighted to report on another successful year for MacIntyre. This is particularly pleasing as the general economic climate has been extremely difficult and this has affected the social care and general charitable sectors in particular.

MacIntyre continues to provide a combination of Inclusive Care, Supported Living and Lifelong Learning services nationally to over 1,000 people and we employ some 1,800 people nationwide. We are a major provider today in the UK and we have ambitions to continue to grow to meet need. We know that there remains a significant appetite for the range of specialist services that we provide and, more importantly, the way in which we provide them - *the MacIntyre way*.

Governance and Management Structure – A Strong Team

Our strong team of Trustees bring to the Board a wide range of deep specialisms, including paediatric, legal, financial, property, HR, sales & marketing and general management skills.

There has been no change in the year to either our Trustee group or our excellent Director team, led by our Chief Executive, Bill Mumford. We were delighted that Bill was elected Chairman of the influential Voluntary Organisations Disability Group (VODG) during the year. We see this as an important opportunity for sharing and learning.

I aim to create an environment that enables strong and effective teamwork between Trustees and Directors, both collectively and individually. We undertake most of our Trustee business in full bi-monthly Board meetings. But we have also delegated important review responsibilities to three Board committees, so that Trustees can better support management and also examine important issues in greater depth.

People - Our Most Important Asset

I said last year that it is our staff on the ground and across the country that make the real difference to the day to day lives of the wide variety of the users of our services. And I say it again. Our staff interact with our service users every day and make sure that MacIntyre's commitments to each of them are brought to life and really lived.

I am proud that our Great Interactions project, which makes sure that our values are put into action day to day, was highlighted recently in a key Department of Health report on the future of the social care workforce.

Our people remuneration committee, which reviews director reward, staff reward levels and the annual MacIntyre staff survey, is chaired by Penny Hamer and includes Trustees Johnny Goedhuis, Duncan Strachan and Richard Miles. During the year the committee reviewed 2009 reward policies and levels and also assessed management's response to the 2008 staff attitude survey, on which we place much emphasis and which shows continued improved results.

We now have a highly complex set of pay structures, as over time we have acquired many services from local authorities and others on differing pay terms and conditions. It is a frustration to management and the Trustees that we are unable to harmonise to a common reward policy. It is unduly costly and administratively burdensome to have to handle so many sets of arrangements. We believe that the UK's tough and relatively inflexible national TUPE rules need reviewing.

CHAIRMAN'S FOREWORD

Training - Our Newest Venture

We have been developing our training business, our most recent business venture, over the last two years, as part of our strategy to broaden our service offerings in areas related to our core care agenda. MacIntyre now provides training for over 70 other care organisations, which is a clear external recognition of the quality of our work and our specialist knowledge. I am delighted that last December MacIntyre Training was awarded the *Skills for Care Accolade for Best Assessment Centre*.

Our training subsidiary board, which reviews and advises on MacIntyre Training business plans and actions, is chaired by Penny Hamer and includes Trustee Martin Zahra and an independent director, Professor Leo Murray, former Director of Cranfield School of Management. The subsidiary board met regularly during the year to provide practical advice and guidance to management. Professor Murray has stepped down from the board since the year end and we are appreciative of the support and guidance he provided us.

Property - Building for the Future

We have invested heavily in property in the last two years. In September 2008 we opened a fabulous new £1m hall, with a swimming pool and other sensory facilities, at our long established school Womaston in Powys. This followed hard on the heels of the £5.5m investment we made in the previous year in our school in Wingrave in Buckinghamshire. We now have full occupancy and can report waiting lists for entry to our schools.

We are enormously grateful to our wide range of benefactors for their great support for both our schools. We aim to continue to develop further our range of children's services and we are keen in particular to add to our schools, if suitable opportunities arise.

Management recently commissioned a review, carried out by Walker Pritchard Partnership, of our full property portfolio, with a view to implementing property upgrades, as part of our commitment to continuing to provide our service users with high quality housing and general facilities. Our property committee, which reviews major property moves and new builds, is chaired by Nikki Shale and includes Trustees Rosemary Hart and Edward Lea. Following the review of the property portfolio the Trustees approved a further discretionary spend of £100,000 over and above that included in the original 2009 budget.

CHAIRMAN'S FOREWORD

Finances - In Good Shape

We maintained our solid financial performance in 2009 and we generated a surplus of £132k for the Charity (£23k deficit for the Group) for re-investment in charitable activities. We continue to focus on ensuring that our central administrative costs, expressed as a percentage of our turnover, remain in the best quartile compared to the charitable sector as a whole and we currently stand at a healthy 7% (8% in 2008).

I reported last year that as Trustees we monitor the MacIntyre finances very carefully and we are particularly concerned with three key financial indicators. These are the level of vacancies ('voids'), the cost of agency staff and our fee uplifts. All have a fundamental impact on us and ultimately they can make a sizeable difference on our overall financial result.

We have no vacancies in our schools but have experienced a growth in vacancies in adult services in the latter part of the financial year, which is a worrying trend. As part of the next stage of our investment plans, MacIntyre will rationalise and modernise our registered care provision to ensure that we meet the changing needs of people referred to us.

The cost of agency staff amounted to over £1.4m (£1.2m 2008) which is huge cost to us. We cannot avoid using agency staff as we are committed to meeting agreed service levels and they in turn depend on appropriate staffing levels at all times. However, it is encouraging that applications for employment within MacIntyre have increased considerably in recent months.

The fee uplifts we were granted averaged 2.2% in 2009 (2.5% in 2008). Our margins have continued to come under further pressure. We see this continuing and we have experienced early 2010 fee settlements in the range of 0% - 2.5%, with some local authorities pressing for fee reductions. This gives a distinct challenge to continue to provide the levels of service to which we are contractually committed to our various local authority commissioners.

Our audit and risk committee, which reviews finance, audit, risk and health & safety matters, is chaired by Edward Lea and includes Trustees Christine Hodgson and Neil Macmillan. In addition to its usual annual remit covering MacIntyre's financial systems, controls, risk management, financial results and balance sheet, the committee carried out a special review of our budget and our financial plans, given the prevailing financial climate. It also reviewed and assessed our banking policy in the light of the credit crunch.

We extended the remit of the committee during the year for it to review the important area of health & safety. This was as part of our commitment to making sure that we carry out independent reviews and learn from any issues arising on the rare occasion where we fall short of the standards that we set ourselves.

CHAIRMAN'S FOREWORD

Commissioning and Inspection Regimes – Our Views

Both Trustees and management have debated a number of issues where we believe the commissioning and inspection systems work unfairly and ineffectively. Three areas of frustration are:

- MacIntyre, in common with our competitors, regularly has to deal with inflexible procurement processes. It often seems to us that the process seems to forget that at the heart of the tender is the livelihood of vulnerable people with learning disabilities who ask for nothing more from society than a secure and fulfilling life. Our experience is that there is often no real opportunity to build or value relationships in the procurement process and there seems to be little value placed on past history and experience of service provision. MacIntyre supports outcome based commissioning which seeks appropriate engagement with providers.
- When there is an opportunity for us or another provider to help a local authority by taking on a failing service, we find that we are expected to bear wholly disproportionate risk around past pensions, in addition to the TUPE implications described above. At MacIntyre we are prepared to assume reasonable risk on any transaction if it meets our acceptance criteria - but we don't believe the charitable sector should be providing a safety net for the past costs of local authorities.
- We find that Social Care inspection regimes can be inflexible. They have a vital role to play of course but all too often they can focus on box ticking without really getting to the heart of service provision. Some examples of the mechanical way in which an inspection is carried out and the lack of overt interest in our service users that we have experienced are dispiriting. MacIntyre looks forward to working with the Care Quality Commission and supporting the development of the inspection regime.

We would welcome a national debate on how best charities can demonstrate value and capability most effectively in the social care sector. We would be pleased to lead such a debate which we believe should extend to the implementation of service personalisation. The Trustees have approved and issued a MacIntyre statement of personalisation which is reflected in our corporate plan and is reproduced in this annual report.

The Outlook for the Next Year

Looking to the immediate future, we are optimistic that MacIntyre will continue to grow and develop, whilst retaining its deep commitment to the users of our services. We will work with the grain and will actively seek opportunities to share resources or work collaboratively with other charities. There is no obvious sign of the economy easing in the near future and we are planning on the assumption that we will continue to operate against the backdrop of a recession during 2010.

On behalf of the Trustees I would like to thank everyone associated with MacIntyre for providing the environment in which we can flourish and meet our charitable objectives and goals. I speak for all the Trustees when I thank all of our people for their incredibly hard work and their commitment. I look forward to reporting on another successful year in 2010.

TRUSTEES' REPORT

MacIntyre's Mission

MacIntyre's mission is to be recommended and respected as the best provider of services for children and adults with learning disabilities throughout the United Kingdom for the public benefit.

To achieve this MacIntyre aims to

- Provide person centred services that challenge people to take increasing control over their lives.
- Differentiate itself within the learning disability sector by offering the most diverse range of inclusive services and by employing the best staff.
- Deliver excellent practice, and develop and extend choice through innovation.

TRUSTEES' REPORT

Our DNA

MacIntyre has developed a distinctive philosophy and way of working that underpins all our activities. It is the very essence of what we do and that is why we refer to it as our DNA.

We believe that everyone is born equal and all should have the same expectations for a fulfilling and purposeful life. We also believe that everyone is an individual and should be respected as such. Accordingly, MacIntyre has adopted a 'welcome all' approach and ensures a diversity of provision to meet the widest range of needs. MacIntyre sees the person first and the disability second; there are no off the shelf or pre-determined assumptions - we support people in the round and as they wish through a person centred approach.

MacIntyre's formal commitment to each person we support is summarised as:

- Our service will be centred on the person
- Each person will be treated with respect at all times
- Each person will have a communication profile specific to them
- Our staff are encouraged to work in a responsive and reflective way
- Each person is supported to take increasing control of their own life
- Each person is encouraged to speak up

MacIntyre recruits and develops staff with good interpersonal skills to ensure this commitment becomes a reality. Our sector leading investment in workforce development ensures comprehensive induction, high levels of formal qualifications and ongoing development of expertise.

MacIntyre's Personalisation Statement

Within Government policy the use of the term 'personalisation' has come to mean the delivery of health and social care services that place the person at the centre of their support.

The Trustees have agreed a statement on personalisation:

- MacIntyre will ensure all people provided with a service, whatever the context, are supported in a person centred way that maximises their control.
- MacIntyre will increase choice, either by expanding the range and flexibility of existing MacIntyre services or by creating new services to support people who have opted for more control over their own funding.

We estimate that, within the next five years, 40% of all people supported by us will be funded through some form of personal budget. MacIntyre's current involvement in national pilots and the learning and stories we continue to gather as we support people to make changes means we can develop the sound information, advice and guidance needed to respond to people making this choice.

Personalisation represents a new way of working; we believe that we have already begun our journey and wish to recognise and celebrate the increased choices that the people we support are making every day.

TRUSTEES' REPORT

Our Services

MacIntyre is a national charity providing a wide range of services for children and adults with a learning disability, including autism. We have a breadth and depth of capability which ensures that we are able to respond flexibly and creatively to each individual's needs.

Our organisation is structured into three operational divisions that work closely to deliver an integrated approach;

- Led by its Director, Brenda Mullen, our **Children and Young People** services comprise two highly respected residential special schools, a college providing further education and an innovative transition service known as **MacIntyre No Limits**. All the young people have highly complex and severe learning disabilities; 90% have an autistic spectrum disorder. In addition, our **Lifelong Learning** services support adults in vocational learning centres and employment training schemes.
- Our Adult Services division is led by Sarah Burslem and offers **Supported Living** services, where support is provided to people living in their own homes or tenancies, and **Inclusive Care** services, which provides specialised support to people living in registered care homes. In addition the award winning **MacIntyre My Way** provides opportunities to disabled people, their families and local authorities to develop service solutions based on self-directed models of support.
- **MacIntyre Training** led by its Director, Kevin O'Brien, builds on our well established reputation for staff training expertise to provide specialist training to other organisations.

All services are supported by a team of experts who are embedded within the individual divisions; including specialists in health, person centred planning, communication, behaviour management, occupational learning and curriculum planning.

We believe that, by having in place such wide-ranging resources, we ensure a focus on the person centred approaches that enable high quality outcomes for every individual we support.

TRUSTEES' REPORT

Our Achievements and Performance

MacIntyre wants to be recognised and respected as an organisation that sets standards, delivers best practice, generates new ideas, evidences best value and is widely consulted with across the sector. Our performance over the last year has once again evidenced that MacIntyre can be rightly regarded as a leader within the social care sector.

Awards and Notices

- MacIntyre and Derbyshire County Council were finalists in the annual Third Sector Awards for our collaborative work in setting up **Reps on Board** which develops self advocacy skills for people with learning disabilities.
- The Department of Health awarded MacIntyre a prestigious Innovation Grant to extend our innovative **No Limits** transition service to Warrington for people with severe autistic spectrum disorders.
- MacIntyre's learning centre team in Warrington has won a One Planet Living award from the retailer B&Q.
- The Department of Health's workforce strategy for adult social care, *Working to Put People First*, cited MacIntyre's work on recruitment as an example of best practice.
- The Commission for Social Care Inspection's publication, *Equality and Diversity Matters*, cited two examples of best practice from MacIntyre's services

These highlights are underpinned by MacIntyre's universal commitment to ongoing service improvements throughout all our operations.

External Compliance

MacIntyre is a registered care provider with the Commission for Care Quality (CQC) and has two schools regulated by OFSTED (in England) and EYSTN (in Wales). The results of the most recent assessments are as follows:

MacIntyre Schools:

- Womaston assessed as "Good" and improving in their last inspection.
- Wingrave assessed as "Good" and improving in their last inspection.

Adult Services:

- MacIntyre's Supported Living Services were assessed by CQC as achieving 97% compliance (up from 91% last year). This compares to a national average of 78%.
- MacIntyre's Registered Care services were assessed by CQC as achieving 90% compliance (up from 86% last year). This compares to a national average of 84%.

While we are pleased with these external assessments of our compliance for Schools and Adult Services, MacIntyre takes adverse comments very seriously. We work in partnership with the Assessors to put in place plans of action to address issues that emerge from such reviews.

TRUSTEES' REPORT

In addition to regulatory accreditation, MacIntyre has also achieved the following:

- We were the first charity to be an accredited organisation with the British Standards Institute (BS OHSAS 18001) and we continue to hold that standard. External and independent Health and Safety audits are undertaken each six months.
- We are a longstanding holder of the Investors in People Award and are committed to achieving, this year, a more demanding accreditation that will confirm we are delivering excellence in this area.
- MacIntyre is an accredited staff training centre and we have been given an A Grade rating by City and Guilds for our management of staff NVQ awards.

These accreditations involve MacIntyre adopting quality cycles with performance targets reviewed against previous achievements and external benchmarks. They are an important demonstration of our commitment to continuous improvement.

Performance Highlights

Every year the Trustees and management jointly review key financial, staffing and corporate objectives against an annual and five year plan. As part of this assessment MacIntyre uses external agencies to undertake an annual survey of our statutory funders and employees.

Self-Assessment

MacIntyre has created our own quality audit known as *Big Respect!* and, in addition, has incorporated a formal self assessment process across its operations. MacIntyre employs three people with a learning disability in support of self assessment and staff training. MacIntyre also funds the support for the award winning **Trainers 4 Change** team who undertake training external to MacIntyre.

Service Size and Occupancy

The sector average for the number of individuals living within a care home for people with learning disabilities is nine. Within MacIntyre's Inclusive Care Division this figure is between four and five people, thereby ensuring a significantly more personalised service. In addition, the average occupancy in the sector is 90% and falling. Within MacIntyre occupancy has continued at 98% (98% last year), remaining well above the sector norms. We believe this reflects the reputation of our services, our person centred approach and our focus on providing cost-effective solutions in this complex sector.

MacIntyre's two schools and college have maintained 100% occupancy with a waiting list.

Sector Participation

MacIntyre is represented on a number of influential sector-wide consultations including Department of Health working groups on individual budgets and commissioning, the Care Quality Commission's development of training inspectors working with people with communication difficulties and the National Audit Office review of third sector commissioning and autism services. Key MacIntyre personnel are frequently asked to speak at national conferences.

MacIntyre is an active member of the Voluntary Organisations Disability Group and our Chief Executive, Bill Mumford, is currently elected as Chairman.

TRUSTEES' REPORT

Service Developments

We have seen measured expansion across all our services over the past year. In particular, we highlight below how working collaboratively with local authorities is delivering high quality, person-centred provision to all those we support.

Adult Lifelong Learning

Following a standard re-tendering exercise MacIntyre has successfully retained its contract with Leicester County Council to provide flexible, community-based, day support. In addition we are pleased to welcome a number of people who have chosen to purchase our lifelong learning services through Direct Payments or individual service funds.

Supported Living

Consolidation of our existing partnership with Bury and Warrington Borough Councils has resulted in the opening of two new specialist support services to support people with severe and complex needs. We also welcome a number of people who have used their individual budgets and selected MacIntyre as their support provider. Following a standard re-tendering exercise MacIntyre has successfully retained its contract with Shropshire County Council for supported living services.

MacIntyre has been also successful in securing preferred provider status in Bury and Birmingham.

Inclusive Care

MacIntyre continues to develop the model and structure of our registered care services to ensure we are maximising the best outcomes for the people supported. In some areas this has resulted in the design of "cluster" services and in others the focus has been on the development of specialist support. MacIntyre will continue to work with our social services partners to transform, where appropriate, some existing registered services to a supported living model.

Children & Young People

The educational facilities at MacIntyre Womaston, Powys, were significantly enhanced and augmented by the successful completion of a new Arts and Activities Hall. The school has already begun to make very good use of the new resource which has proven popular with the students and their families.

MacIntyre has been successful in securing a two year Department of Health Third Sector grant to develop a **No Limits** service in partnership with Warrington Borough Council. This has the potential to extend across the local region. Young people with autism spectrum disorder and other complex needs will be supported to develop skills through personalised learning plans within their local communities. This is intended to reduce the risk of expensive institutionalised solutions and to build local capacity to meet the needs of young people with high support needs.

We have extended the pioneering work of **MacIntyre My Way** to work with colleagues at Derbyshire County Council to support the successful transition of students from special schools and colleges to their adult lives. Over 80 young people have been referred and, in the first 12 months, 18 will be supported to create a personal transition plan and then offered a personal budget to secure a newly developed and individually tailored adult service. In addition to the transition work within Children and Young People services, **MacIntyre My Way** has been approved by Oxfordshire County Council as a care and support brokerage.

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Person Centred Planning

Wolverhampton Borough Council has selected MacIntyre to develop person centred plans to people with disabilities with a particular emphasis on those individuals who are currently not receiving support from the Council. The two year project will involve MacIntyre working with 180 people and their families.

MacIntyre Training

The development of MacIntyre Training has had a significant and positive impact on our national profile. Our provision of specialist training has been particularly successful with over 60 organisations accessing various courses. Of particular note has been our collaboration with the RNID who have asked for an organisation wide programme of training on person centred approaches.

The delivery of the Learning and Skill Council's *Train to Gain* contracts has proved to be very challenging and, recognising our expertise in the provision of specialist training, we have decided to focus the future activities of MacIntyre Training on delivering that training, as well as the development of our e-learning application.

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Our People

The importance of our employees to the success and reputation of MacIntyre cannot be overstated. The quality of our services is entirely dependent upon the quality of our workforce and we continue to develop and invest in the strategies that enable us to recruit and retain the best staff.

Staffing

MacIntyre believes that a variety of workforce initiatives have had a beneficial effect on retention and recruitment, for which statistics show an improving position year on year. We have improved remuneration packages to recognise staff who achieve professional qualifications and we have invested further in vocational training.

There is a number of mechanisms in place for ensuring that communication takes place and is two-way. This includes our Staff Council, internal newsletter and annual staff survey. We also manage rigorously the use of agency staff. Despite increasing the staffing establishment by 10% over the past year (12% the previous year), the number of vacancies has actually fallen by 5% (remained level the previous year). Current staff turnover continues to be low at less than 10%.

Over recent years, the sector has seen a significant increase in the numbers of agency workers and a corresponding difficulty in recruitment and retention. MacIntyre has sought to reduce the use of agency staff and over the past three years this has fallen from 7% of payroll in 2006 to 4% in 2008. Over the past 12 months we have been unable to improve on this and agency use has continued at 4% of payroll.

Training and Development

Government statistics have reported that the social care workforce is among the least qualified in the United Kingdom. We are pleased to support the Department of Health and the General Council of Social Care in its national training targets. MacIntyre significantly exceeds these both in terms of the quantity of qualified staff and the quality of the standard achieved.

MacIntyre continues to invest over 3% of our income in staff training. We are an approved Accreditation Centre for vocational training with City and Guilds and the Open College and City and Guilds has rated our delivery standards as *Grade A*, its highest standard. Over the past year we have continued to increase the range of certificated training offered not only to our staff but importantly to learners with disabilities in our vocational learning centres.

This year MacIntyre has established, with our partner the Open University, a comprehensive management development programme. This is a modular course which blends OU expertise in distance learning with more traditional face to face delivery. Over 80 first line managers have begun the course which takes approximately 18 months to complete and a further 80 will start in the coming year.

E-learning continues to play a significant role in MacIntyre's training and development and has become a distinctive, popular and effective part of our programme. Over 1500 MacIntyre employees are now active users of eLearning and we have further invested in the suite of learning available to include staff induction and NVQ programmes. This new facility will enable MacIntyre to deliver a greater range of learning modules, as well as an electronic portfolio, which will allow people with their own assessor to individually track and plan their own learning.

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Our Plans for the Future

MacIntyre will continue to invest in and grow the innovative **MacIntyre No Limits** service; over the next twelve months a new service will be created in Warrington with the Borough Council and we will actively seek other partners to develop the work in other areas.

Likewise MacIntyre will continue to invest in and grow the work of **MacIntyre My Way**; to assist local authorities in finding affordable ways of developing individual solutions for people in transition or facing change.

Over the next year we look forward to working with both Bury and Birmingham Social Services in the provision of new services in their areas. In addition we look forward to developing our new working relationship with Wolverhampton Metropolitan Council.

MacIntyre will continue to consolidate our Inclusive Care services; seeking to transform, where appropriate, some existing services to Supported Living arrangements and to invest in the development of specialist housing. In support of the latter MacIntyre will continue to upgrade the stock of properties that we own.

In partnership with Helen Sanderson Associates, MacIntyre will develop a planning tool for families with a person with a disability. It will be designed to help them think through their future options and to support them in making decisions as a family.

MacIntyre will continue to tender for contracts from local authorities which we believe fit with our vision and mission and where we can add value.

Statement of Trustees' Responsibilities – Charitable Company

The Trustees (who are also Directors of MacIntyre for the purposes 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 Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

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Corporate Governance

The Trustees are responsible for keeping proper accounting records which 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 and to provide reasonable assurance that:

- the charity is operating efficiently and effectively;
- all assets are safeguarded against unauthorised use or disposition and are properly applied;
- proper records are maintained and financial information used within the charity, or for publication, is reliable and;
- the charity complies with relevant laws and regulations.

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the executive management and the Board of Trustees. A programme of internal audits is in place, derived from a comprehensive risk assessment.

The systems of internal controls is designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results, variances from budgets, non-financial performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties, and
- identification and management of risks.

Public Benefit

We have referred to the guidance in the Charity Commission's general guidance on Public Benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Charities and Public Benefit

The Charities Act 2006 placed a requirement on the Charity Commission to produce a guide to charities on the newly created public benefit requirement. Trustees are required by the Act to have regard to the Guidance in their decision making.

First Principle: there must be an identifiable benefit.

MacIntyre's Memorandum of Association states:

"The object for which the Company is established is the relief of persons who have a learning disability and or a physical disability"

This is an identifiable benefit and falls within the various descriptions of charitable purposes in the Charities Act 2006: *the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage"*

Specific examples of the services and benefits provided by the Charity to relieve the need of its beneficiaries include:

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- The provision of care and housing support to people living in registered care homes, supported living schemes and within their own home.
- The provision of vocational learning opportunities and further education.
- The provision of residential special schools and college education.
- The provision of transition support to school leavers and their families.
- The provision of advice and information.

Second Principle: benefit must be to the public or a section of the public.

The beneficiaries of MacIntyre are without exception children and adults who have learning and or physical disabilities.

There are no geographical or financial restrictions on beneficiaries all of whom have a statutory entitlement for government benefits and or local authority grants to meet the cost of their support. While it is recognised that such funding is means tested, all potential beneficiaries are able to access MacIntyre services as their overall statutory entitlement for support services is not affected by their personal financial circumstances.

MacIntyre has a welcome all comers policy regardless of the nature of the disability and is fully inclusive in ensuring the widest uptake of beneficiaries.

Perhaps most importantly, not all of the Charity's services are subject to fees. In addition to services fully supported by public funding, MacIntyre uses charitable income to provide free advice and information to people with disabilities and their families. The charity also uses its charitable resources to fund service innovation within the disability sector. There are therefore many services provided for the public for which no fees are charged.

Risk Management

The Trustees regularly consider the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the use of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure they still meet the needs of the charity. The Trustees meet annually with management to develop and maintain an overview of corporate strategy.

In addition the charity has a sector leading accreditation of our Health and Safety Policy and Procedures with the British Standards Institute (OHSAS 18001). Being the first charity to receive this award it is a significant achievement and a measure of the priority given to safe working practices within the charity. The charity has entered into a contract with the BSI to maintain this accreditation through ongoing, six monthly external audits.

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Statement of Disclosure to Auditor

- (a) So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware and;
- (b) The Trustees have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Investment Policy

The Trustees have considered the most appropriate policy for investing funds and have decided to place funds in cash deposits on fixed and short term arrangements to meet the requirements of the charity's cashflow.

TRUSTEES' REPORT

Reserves Policy

The Trustees have considered the Charity Commission guidance on reserves in updating their reserves policy. MacIntyre is substantially funded by income through grants and contracts to provide services. This income, is in the main, predictable on an annual basis. The charity manages its financial performance to deliver a small surplus to meet its investment plans. With the nature of the services operated by MacIntyre much of the investment is into fixed assets. The investment in our schools and care homes is an essential part in securing future revenue streams and ensuring our services offer the best environments for all the individuals who use them.

The organisation has very few costs which are not directly attributable to services and therefore it is not considered appropriate for MacIntyre to hold significant free reserves which are not invested for the best advantage of all beneficiaries of the organisation. MacIntyre is in a strong and sound financial position with a fixed asset base of £14.2m. The Trustees consider this to be the most appropriate reserves planning for the organisation and sufficient to meet any short terms needs that may arise.

The Trustees do not therefore set a target for free reserves not invested in fixed assets or service development. The current level of assets both fixed and current give the organisation sufficient reserves for the viability and sustainability of the future of service delivery.

MacIntyre does not have free reserves not invested in fixed assets at 31st March 2009.

TRUSTEES' REPORT

Financial Review and Results for the Year

The overall group deficit for the year is £23,000 (after a loss of £155k in the subsidiary MacIntyre Training) and this compares to surplus of £397,000 last year. MacIntyre believes this is a good achievement given the continuing difficult circumstances detailed below, our ongoing commitment to service improvement and a slowing of growth. Priority has been given to consolidation following a 15% increase in service provision during the previous 12 months.

- MacIntyre continues to invest in ensuring our service standards continue to be of the highest standard. Specifically our investment in our expertise through the recruitment of and development of additional personnel in the important areas of: enhanced communication skills, improved general health and well-being, the provision of parental advice and the development of Individual Budgets Brokerage.
- MacIntyre is a well established sector leader in staff training and development and the enhancement of the pay structure to provide financial incentives to recognise the achievement of our workforce has resulted in an increase in pay over budget due to the success of staff gaining vocational qualifications. During the year Trustees also endorsed the management recommendation to reward all staff for their loyalty and dedication through the payment of a one off bonus.
- As noted last year, along with many similar charities, MacIntyre is experiencing increasing pressure on our margins. Income from local authority funders is being squeezed through less than inflation annual fee uplifts and the consequences of forced reductions in contract price. At the same time there is an ongoing upward pressure on staff costs to ensure our ability to recruit and retain the best staff, although we recognise the benefits high quality staff bring to those vulnerable people we support. In addition there has been a corresponding increase in many overheads such as energy, transport etc which is significantly higher than inflation.

The Trustees and management of MacIntyre, while acknowledging the success of the Charity in managing a tight financial performance over the year, are nonetheless committed to ensuring the charity creates more financial headroom in the future. A comprehensive review of all central and management overhead has been completed and savings have been made resulting, we believe, in MacIntyre being one of the most efficient charities in the sector. In addition it is anticipated that recent investment in service development will ensure continued revenue growth and improved financial settlements with funders. As noted above the occupancy levels within MacIntyre's services of 98% is much higher than the sector averages; the charity will continue to ensure this is maintained and where possible improved even further.

On behalf of the Trustees

27 January 2010



TRUSTEES' REPORT

LEGAL & ADMINISTRATIVE DETAILS

TRUSTEES

John Berriman (Chairman)
Jonathan Goedhuis
Penny Hamer
Rosemary Hart
Edward Lea
Dr Richard Miles
Nikki Shale
Duncan Strachan
Martin Zahra
Christine Hodgson
Neil Macmillan

COMPANY SECRETARY

Claire Toombs

CHIEF EXECUTIVE

Bill Mumford

PRINCIPAL AND REGISTERED OFFICE

602 South Seventh Street
Central Milton Keynes
Buckinghamshire
MK9 2JA

Telephone: 01908 230100

Website: www.macintyrecharity.org

ADVISORS TO THE CHARITY

AUDITORS

Kingston Smith LLP, Devonshire House, 60 Goswell Road, London, EC1M 7AD

BANKERS

HSBC Bank plc, 12 Allhallows, Bedford, MK40 1LJ

SOLICITORS

Morgan Cole, Buxton Court, 3 West Way, Oxford OX2 0SZ

TRUSTEES' REPORT

Senior Management

Bill Mumford

Chief Executive

bill.mumford@macintyrecharity.org

Sarah Burslem

Director of Adult Services

sarah.burslem@macintyrecharity.org

Brenda Mullen

Director of Lifelong Learning

brenda.mullen@macintyrecharity.org

Kevin O'Brien

Director of Development

kevin.obrien@macintyrecharity.org

Claire Toombs

Finance Director

claire.toombs@macintyrecharity.org

(for queries regarding wills and legacies)

Sue Flemwell

Corporate Services Director

sue.flemwell@macintyrecharity.org

Auditors Report

We have audited the financial statements of MacIntyre Care for the year ended 31 March 2009 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, the Statement of Total Recognised Gains and Losses and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of Trustees and Auditors

The responsibilities of the Trustees (who are also the directors of MacIntyre Care for the purposes of company law) for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether, in our opinion, the information given in the Trustees' Report is consistent with the financial statements. In addition we report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Trustees' remuneration and other transactions is not disclosed.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of Audit Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

the financial statements give a true and fair view, in accordance with the United Kingdom Generally Accepted Accounting Practice, of the state of the charitable company's affairs as at 31 March 2009 and of its incoming resources and application of resources, including the income and expenditure of the charitable company for the year then ended;

- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information proved in the Trustees' Annual Report is consistent with the financial statements.

K.S. J.S. L.S.

Devonshire House
60 Goswell Road
London EC1M 7AD

Kingston Smith LLP
Chartered Accountants
and Registered Auditors

Date: 27 January 2010

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)

for the year ended 31 March 2009

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total 2009 £'000	Total 2008 £'000
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Voluntary Income:					
Donations and legacies	3(a)	49	173	222	857
Activities for generating funds:					
Training Income		539	-	539	171
Investment income and interest		95	-	95	166
Incoming resources from charitable activities:					
Registered Care Services	2	16,371	-	16,371	15,900
Lifelong Learning Services	2	13,683	-	13,683	10,986
Supported Living Services	2	13,327	-	13,327	12,639
TOTAL INCOMING RESOURCES		44,064	173	44,237	40,719
RESOURCES EXPENDED					
CHARITABLE EXPENDITURE					
Costs of generating voluntary income:					
Fundraising Costs	3(d)	27	-	27	22
Trading Costs		674	-	674	259
Charitable activities:					
Registered Care Services	3(d)	16,166	60	16,226	16,101
Lifelong Learning Services	3(d)	13,354	261	13,615	10,953
Supported Living Services	3(d)	13,682	3	13,685	12,959
Governance Costs	3 (c)	33	-	33	28
TOTAL RESOURCES EXPENDED	3(d)	43,936	324	44,260	40,322
NET (EXPENDITURE) INCOME FOR THE YEAR					
		128	(151)	(23)	397
Transfer between funds	13				-
TOTAL FUNDS BROUGHT FORWARD		13,585	400	13,985	13,588
TOTAL FUNDS CARRIED FORWARD	13	13,713	249	13,962	13,985

The statement of financial activities includes all gains and losses recognised in the year. There is no material difference between the results as stated and the results on an historical cost basis. All incoming resources and resources expended derive from continuing activities.

BALANCE SHEET
at 31 March 2009

	Notes	GROUP		COMPANY	
		2009 £'000	2008 £'000	2009 £'000	2008 £'000
FIXED ASSETS					
Tangible Assets	7	14,824	14,194	14,824	14,194
INVESTMENT IN SUBSIDIARY UNDERTAKINGS	8	-	-	-	-
		<u>14,824</u>	<u>14,194</u>	<u>14,824</u>	<u>14,194</u>
NET CURRENT ASSETS					
Stocks	9	13	18	13	18
Debtors	10	4,183	4,341	4,192	4,496
Cash at bank and in hand	16	<u>1,885</u>	<u>2,763</u>	<u>1,862</u>	<u>2,752</u>
		6,081	7,122	6,067	7,266
CREDITORS:					
Within one year	11	<u>(6,417)</u>	<u>(6,757)</u>	<u>(6,403)</u>	<u>(6,757)</u>
NET CURRENT (LIABILITIES)/ASSETS		<u>(336)</u>	<u>(365)</u>	<u>(336)</u>	<u>509</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		14,488	14,559	14,488	14,703
Long Term Liabilities: Amounts falling due after one year	12	<u>(526)</u>	<u>(574)</u>	<u>(526)</u>	<u>(574)</u>
		<u>13,962</u>	<u>13,985</u>	<u>13,962</u>	<u>14,129</u>
Restricted Funds	13	249	400	249	400
Unrestricted funds:					
General Reserve	13	13,512	13,376	13,612	13,520
Designated funds	13	<u>201</u>	<u>209</u>	<u>201</u>	<u>209</u>
TOTAL FUNDS		<u>13,962</u>	<u>13,985</u>	<u>13,962</u>	<u>14,129</u>

These financial statements were approved by the Trustees on 27 January 2010

 

CONSOLIDATED CASH FLOW STATEMENT
for the year ended 31 March 2009

	Notes	2009 £'000	2008 £'000
NET CASH INFLOW FROM OPERATING ACTIVITIES	20	196	1,469
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
Interest received		95	166
NET CASH INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		<u>291</u>	<u>1,635</u>
CAPITAL EXPENDITURE			
Purchase of fixed assets (net)		(1,169)	(1,069)
(DECREASE)/INCREASE IN CASH		<u>(878)</u>	<u>566</u>

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements are drawn up in accordance with applicable accounting standards, in addition to the Statement of Recommended Practice "Accounting and Reporting by Charities" 2005 and the Companies Act 1985. The financial statements have been prepared under the historical cost convention.

Consolidated financial statements have been prepared to include the charity's subsidiary MacIntyre Training.

Income recognition

General donations and grants are credited to revenue when they are receivable. Donations in kind are valued by the Trustees at estimated market value and included in donations when receivable.

All donations and grants which are received subject to specific conditions imposed by the donor are recorded as Restricted Funds and shown as such on the Balance Sheet. Expenditure is allocated against these funds as it is incurred.

Donations and grants received for specific capital projects are recognised as income when received and held in restricted funds. All grants are paid to individuals. Amounts relating to fixed asset purchases are held within restricted funds and amortised in line with the depreciation of the related fixed asset.

Fees received in advance of care services provided are held within creditors until the period to which they relate.

Resources Expended

Where costs relate directly to a particular activity they are allocated to that activity.

Central support costs are allocated to activities as follows:

Based on % of income =	40% Registered Care Services (2007 40%)
	28% Supported Living Services (2007 32%)
	32% Lifelong Learning Services (2007 28%)

Governance Cost: (inclusive of non-recoverable VAT) include:

- audit and non audit costs
- legal advice for Trustees
- costs related to statutory requirements.

Fixed assets

Equipment and furnishings are capitalised at inception of a service and depreciated in accordance with the rates below. The cost of replacements is written off during the period the expenditure is incurred. All fixed assets are initially recorded at cost.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

ACCOUNT POLICIES (CONTINUED)

Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off each asset evenly over its expected useful life as follows:

Freehold land and buildings	-	2% per annum
Long term Leasehold	-	period of the lease
Short term Leasehold	-	period of the lease
Equipment and furnishings	-	15% - 33% per annum
Motor vehicles	-	25% per annum

The carrying values of tangible fixed assets are reviewed for impairment each year if events or changes in circumstances indicate the carrying value may not be recoverable.

Stocks

Stocks are stated at the lower of cost and net realisable value. Costs include all costs incurred to bring the goods to their present location and condition at the Balance Sheet date. Net realisable value represents anticipated selling price less any further costs expected to be incurred to disposal.

Leasing and hire purchase contracts

Rentals on operating leases are charged to revenue on a straight line basis.

Pensions

The company operates a defined contribution pension scheme for its employees. Contributions to this scheme are charged to revenue as they fall due. The company has no potential liability other than for the payment of those contributions.

2. INCOMING RESOURCES

Fees represent amounts invoiced to local authorities and health authorities in respect of the provision of care services, provided in the United Kingdom, and income from the Department of Social Security. Trading income, which is stated net of VAT, relates to the sales of goods and other services.

Income is all attributable to the continuing activities of the charity, in accordance with its objects.

3. NET INCOMING RESOURCES

(a) Donations and Legacies

Donations towards the Womaston New School Hall were received from the following organisations;

The Baily Thomas Charitable Fund, The Beatrice Laing Trust, The Lennox Fund, The Zochonis Charitable Trust, The Steel Charitable Trust, The Eveson Charitable Trust, DLM Charitable Trust, The Band Trust, The Hedley Foundation, The Christopher Laing Foundation

MacIntyre thanks these and all the other donors to the successful Womaston Appeal fund.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

NET INCOMING RESOURCES (CONTINUED)

- (b) Grants received during the year which are included within charitable activities are as follows:

	2009 £'000	2008 £'000
Invest to Change	-	30
Lifelong Learning Research Project	-	4
Out and About Project	-	2
Warrington Community Café	36	6
NIACE/ACLF	22	12
Skills for Care	29	45
Abingdon & Witney College	495	454
Getting It Right	8	17
Womaston School	2	13
Learning & Skills	-	18
Other Small Grants	10	1
Total Grants Received	<u>592</u>	<u>602</u>

- (c) Analysis of Cost

	Direct Costs £'000	Restricted Project £'000	Designated Expenditure £'000	Support & Other £'000	2009 Total £'000	2008 Total £'000
Registered Services	14,000	60	21	2,145	16,226	16,100
Supported Living	12,142	6	17	1,520	13,685	12,959
Lifelong Learning	11,655	258	7	1,695	13,615	10,954
	<u>37,797</u>	<u>324</u>	<u>45</u>	<u>5,360</u>	<u>43,526</u>	<u>40,013</u>
Governance Costs				33	33	28
Costs of generating funds				27	27	22
	<u>37,797</u>	<u>324</u>	<u>45</u>	<u>5,420</u>	<u>43,586</u>	<u>40,063</u>

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

(d) Analysis of Support Costs

	Registered Services £'000	Supported Living £'000	Lifelong Learning £'000	2009 Total £'000	2008 Total £'000
Support Costs:					
Training	305	216	241	762	608
IT	38	27	29	94	122
Standards & Excellence	152	107	120	379	912
Management & Admin	1,004	712	794	2,510	2,442
Finance & HR	646	458	511	1,615	1,686
	<u>2,145</u>	<u>1,520</u>	<u>1,695</u>	<u>5,360</u>	<u>5,770</u>

(e) Analysis of Governance Costs

	2009 £'000	2008 £'000
Governance Costs:		
Audit fee	24	23
Costs relating to statutory requirements	<u>9</u>	<u>5</u>
	<u>33</u>	<u>28</u>

(f)

	2009 £'000	2008 £'000
Depreciation	517	473
Operating Leases		
- Equipment	685	609
- Buildings	524	496
Audit fees	24	23

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

4. EMPLOYEES

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

	2009 No.	2008 No.
Registered Care Services	676	686
Supported Living Services	620	526
Lifelong Learning Services	470	403
Management and Administration	112	125
	<u>1,878</u>	<u>1,740</u>

Staff costs during the year amounted to:

	2009 £'000	2008 £'000
Wages and salaries	28,771	26,561
Social Security Costs	2,394	2,210
Other Pension Costs	621	568
	<u>31,786</u>	<u>29,339</u>
Agency Staff Costs	<u>1,366</u>	<u>1,205</u>
	<u>33,152</u>	<u>30,544</u>

The Charity contributes to a defined contribution scheme, the MacIntyre Pension Plan. Where staff transfer under TUPE arrangements, MacIntyre Care has upheld pension rights and makes payment to local authorities and NHS Pension funds.

MacIntyre Care is recognised as an employer within the Teachers' Pension Scheme. The total pension costs of the Charity are disclosed above.

Employee emoluments:

Employees receiving emoluments (including benefits in kind) in excess of £50,000 were as follows:-

	2009 No.	2008 No.
£110,001 - £120,000	1	1
£90,001 - £100,000	1	-
£70,001 - £80,000	2	3
£60,001 - £70,000	<u>2</u>	<u>2</u>

Pension contributions

The charity contributed £17,908 (2008:£17,055) to a money purchase pension plan in respect of the employees whose emoluments were in excess of £60,000.

5. TRUSTEES' EMOLUMENTS

None of the Trustees or any person connected to them received any remuneration or reimbursement for expenses in the current or prior year.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

6. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and other group companies have made gift aid donations of their profits to MacIntyre Care.

7. TANGIBLE FIXED ASSETS

	<i>Freehold Land and Buildings</i>	<i>Long Term Leasehold Property</i>	<i>Short Term Leasehold Property</i>	<i>Motor Vehicles</i>	<i>Equipment and Furnishings</i>	<i>Total</i>
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>
Cost:						
As 1 April 2008	14,509	508	417	35	3,078	18,547
Additions	864	-	-	-	305	1,169
At 31 March 2009	<u>15,373</u>	<u>508</u>	<u>417</u>	<u>35</u>	<u>3,383</u>	<u>19,716</u>
Depreciation:						
At 1 April 2008	1,128	323	404	35	2,463	4,353
Charge for the year	290	50	7	-	192	539
At 31 March 2009	<u>1,418</u>	<u>373</u>	<u>411</u>	<u>35</u>	<u>2,655</u>	<u>4,892</u>
Net Book value:						
At 31 March 2009	<u>13,955</u>	<u>135</u>	<u>6</u>	<u>-</u>	<u>728</u>	<u>14,824</u>
At 1 April 2008	<u>13,381</u>	<u>185</u>	<u>13</u>	<u>-</u>	<u>615</u>	<u>14,194</u>

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

8. INVESTMENT IN SUBSIDIARY UNDERTAKINGS

MacIntyre Training Limited, a company limited by guarantee, was incorporated on 16 February 2006. MacIntyre Care is the only member of this company. MacIntyre Training Limited does offer vocational training services to other social care organisations as a trading subsidiary of MacIntyre Care.

Financial summary for MacIntyre Training;

	2009	2008
	No.	No.
	£	£
Turnover	518,509	112,945
Net (Loss)	(155,077)	(143,918)
	<u> </u>	<u> </u>
Net Assets	(298,959)	(143,881)

9. STOCKS

	2009	2008
	£'000	£'000
Finished goods and goods for resale	<u>13</u>	<u>18</u>

10. DEBTORS

	GROUP		COMPANY	
	2009	2008	2009	2008
	£'000	£'000	£'000	£'000
Trade Debtors	3,819	3,911	3,767	3,911
Other Debtors	77	76	138	231
Prepayments	271	348	271	348
Accrued Income	16	6	16	6
	<u>4,183</u>	<u>4,341</u>	<u>4,192</u>	<u>4,496</u>

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

11. CREDITORS: amounts falling due within one year

	GROUP		COMPANY	
	2009	2008	2009	2008
	£'000	£'000	£'000	£'000
Trade creditors	360	341	351	341
Other taxes and social security	779	848	779	848
Fees in advance	4,032	4,270	4,032	4,270
Other creditors	178	441	178	441
Accruals	1,068	857	1,063	857
	<u>6,417</u>	<u>6,757</u>	<u>6,403</u>	<u>6,757</u>

Bank overdrafts are secured by way of charges over the charitable company's book debts together with a floating charge over all other assets of the company.

12. LOANS

Analysis of Loans:

	GROUP	COMPANY
	2009	2008
	£'000	£'000
Wholly repayable within 5 years	25	25
Not wholly repayable within 5 years -	501	549
Other than instalments	<u>526</u>	<u>574</u>

Loans of £501k were provided by Health Authorities by way of Section 64 grants to facilitate the resettlement of disabled people from long stay hospitals in accordance with the Government's Care in the Community policy; these are interest free and secured on the company's freehold properties, purchased for this purpose, and are only repayable if the properties cease to be used for providing residential care. In such an event the repayment would be satisfied by transfer of the related properties or by sale proceeds from the related properties.

A loan of £25,000 is interest free and repayable at 12 months notice to an individual who is a supporter of MacIntyre work.

13. RECONCILIATION OF MOVEMENT ON RESERVES

Designated funds have been set aside out of unrestricted funds by the Trustees for specific purposes.

Restricted funds represent the balance of funds donated for specific purposes which are being utilised by the company in accordance with the donors' specific requests.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009**RECONCILIATION OF MOVEMENT ON RESERVES (CONTINUED)**

	General Funds £'000	Unrestricted Designated Funds £'000	Restricted Funds £'000	Total £'000
At 31 March 2007	11,772	152	1,664	13,588
Net incoming resources	27	57	313	397
Transfer between funds	1,577	-	(1,577)	-
At 31 March 2008	13,376	209	400	13,985
Net incoming resources	136	(8)	(151)	(23)
Transfer between funds	-	-	-	-
At 31 March 2009	<u>13,512</u>	<u>201</u>	<u>249</u>	<u>13,962</u>

Purposes of Restricted Funds

The restricted funds balance is comprised of balances as follows:

Grants/donations received for the benefit of a specific MacIntyre Care service or group of service users. Funds are held for a number of services and local managers, staff and service users are encouraged to decide the best ways to use these funds to enhance their services.

RECONCILIATION OF MOVEMENT ON RESERVES (CONTINUED)***Purpose of Designated Funds***

The Trustees have agreed a policy on the use of non-specific donated funds: they will be designated for charitable benefits, over and above the core running costs of the charity, and not funded through statutory entitlements.

The Trustees have designated funds under the following categories:

- (a) Your Money Fund - for individuals with disabilities who use MacIntyre Care services to apply for grants. This is aimed at people with little disposable income of their own and typically funds holidays and personal belongings.
- (b) Discover More Fund - to encourage people with disabilities within MacIntyre Care to participate in the arts, sport and adventure activities.
- (c) Personalisation - to lead the sector in exploring new service models and ways in which the personalisation of services can be brokered and provided. MacIntyre My Way project is being funded through designated funds.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

(d) General Projects - funds are allocated to initiatives undertaken by MacIntyre Care which promote innovation within the learning disability sector. An example includes Celebrating Families, a project which assists families with children with disabilities to plan for the future.

14. PENSIONS

The company operates a defined contribution pension scheme for employees. The total pension cost for the charitable company during the year was £570,141 (2008 £542,896). Prepaid contributions at the year end amounted to £Nil (2008 prepaid £Nil).

15. OPERATING LEASE COMMITMENTS

At 31 March 2009 the company has the following annual commitments under non-cancellable operating leases:

	Land and Buildings		Other	
	2009	2008	2009	2008
	£'000	£'000	£'000	£'000
Operating leases which expire:				
Within one year	152	149	209	82
Within two to five years	367	241	475	476
After more than five years	15	90	-	-
	<u>534</u>	<u>480</u>	<u>684</u>	<u>558</u>

16. MOVEMENTS IN CASH AND CASH EQUIVALENTS

	GROUP			COMPANY		
	2008	Change	2009	2008	Change	2009
	£'000	in Year	£'000	£'000	in Year	£'000
		£'000			£'000	
Cash at bank and in hand	<u>2,763</u>	<u>(878)</u>	<u>1,885</u>	<u>2,752</u>	<u>890</u>	<u>1,862</u>
	<u>2,763</u>	<u>(878)</u>	<u>1,885</u>	<u>2,752</u>	<u>890</u>	<u>1,862</u>

17. RELATED PARTY TRANSACTIONS

No goods or services were purchased from companies connected with the Trustees. Some donations were received from Trustees in the normal course of business.

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances as at 31 March 2009 are represented by:

	Group and Company			
	Unrestricted			
	General	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£'000	£'000	£'000	£'000
Tangible Assets	14,824	-	-	14,824
Net Current Liabilities	(786)	201	249	(336)
Long Term Liabilities	(526)	-	-	(526)
Total Net Assets	<u>13,512</u>	<u>201</u>	<u>249</u>	<u>13,962</u>

19. CAPITAL COMMITMENTS

There were no capital commitments for the year end.

20. NOTES TO THE CASHFLOW STATEMENT

(a) Reconciliation of net incoming/(outgoing) resources for the year:

	2009	2008
	£'000	£'000
Net (Outgoing)/incoming resources after interest	(23)	397
Interest	(95)	(166)
Non Cash Item:		
Depreciation – Net of loan atomisation	491	473
(Increase)/Decrease in stocks	5	5
(Increase)/Decrease in debtors	158	226
Increase/(Decrease) in creditors	(340)	534
Net Cash inflow from operating activities	<u>196</u>	<u>1,469</u>

NOTES TO FINANCIAL STATEMENTS
at 31 March 2009

RECONCILIATION OF NET CASHFLOW TO MOVEMENT IN NET FUNDS

(b) Reconciliation of cashflow:

	2009 £'000	2008 £'000
(Decrease)/Increase in cash for the year	(878)	566
Non cash movement	48	23
Net funds as at 1 April 2008	2,189	1,600
Net funds as at 31 March 2009	<u>1,359</u>	<u>1,189</u>

ANALYSIS OF CHANGES IN NET FUNDS

	At 1 April 2008 £'000	Cash Flows £'000	Non Cash Movements £'000	31 March 2009 £'000
Cash at bank and in hand	2,763	(890)	-	1,885
Debt due after one year	(574)	-	48	(526)
	<u>2,189</u>	<u>(890)</u>	<u>48</u>	<u>1,359</u>