

Registered Number 2747282

**ENFIELD EDUCATION BUSINESS PARTNERSHIP
LIMITED BY GUARANTEE**

Registered as a Charity
Charity Number 1047294

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2016

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REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 AUGUST 2016

The Directors are pleased to present their report together with the financial statements of the company for the year ended 31 August 2016. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP 2015).

Reference & Administrative details of the Charity, its Trustees and Advisers

The Enfield Education Business Partnership, also known as the Enfield EBP, is a Registered Charity (1047294) and is constituted as a company limited by guarantee (2747282).

Directors and trustees

The Directors of the company are its Trustees for the purpose of charity law but throughout this report are collectively referred to as the Directors.

Christopher Gill	Chairman
Derek Goddard	Vice Chair
Michael Huggins	
Andy Johnson	
Philip Paul	
Kit Davies	(resigned 16 September 2015)
Alexander Wood	(resigned 16 November 2015)

Professional advisers and key personnel

Sharon Murphy	Business Systems & Office Manager and Company Secretary
Maxine Reed	Head of Learning and Skills for Work

Registered office

Marsh House, 1st Floor, 500 Montague Road, London N9 0UR.

Independent examiner

Ann Mathias, Moore Stephens LLP, 150 Aldersgate Street, London EC1A 4AB.

Bankers

Barclays Bank plc, Enfield branch, 20 The Town, Enfield, Middlesex, EN2 6LY.

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 AUGUST 2016 (CONTINUED)

Structure, Governance & Management

The company's objects, powers and other constitutional matters are set out in the Memorandum and Articles of Association. It is governed by a Board of Trustees, which is responsible for setting the strategic direction of the organisation and for establishing policy.

The Board of Trustees are appointed by invitation of the Board in accordance with the Memorandum and Articles and are chosen with a view to ensuring the Board contains an appropriate balance of education and business professionals.

Newly appointed trustees are provided with a welcome pack of information. A briefing meeting with the Head of Service is offered prior to their first Board meeting and a follow-up discussion is offered following this meeting. There is one sub-committee, Finance & Resources, which meets prior to each Board meeting. Feedback from this sub-committee is a standing item on Board agendas. There is an annual review and planning meeting for Board members.

At each AGM, one-third of the Trustees are required to resign, although they are eligible to offer themselves for re-appointment. The period of office for the Chairman and Vice-Chair is two years, with the Trustee in each of these roles resigning in alternate years.

The Board of Trustees delegates the day-to-day operation of the organisation to the Head of Service and her team. All staff are employed by Enfield Council. Operational decisions are taken by staff. Decisions relating to the strategic aims and development of the charity are taken by Trustees in consultation with staff. As the EBP's purpose is to strengthen the relationship between education and business the Trustees are drawn from both these communities. The charity has a strong relationship with the organisations represented on the Board.

Related Parties

The EBP operates with related parties, other charities, and organisations on a variety of levels ranging from involvement in the strategic development of the charity by a limited number to active involvement in the direct delivery of projects. The latter involves hundreds of local, regional and national businesses and organisations. Where one of the Trustees holds a position on the Board of, or as a member of staff with, another Charity, education institution, company or other legally constituted body, and there are discussions by the EBP Board, which relate to strategic developments and issues that are relevant to the EBP's future plans, the Board will ensure that any potential conflicts of interest / loyalty are identified and the appropriate action taken, before any decisions are made, in accordance with statutory requirements and Charity Commission guidance.

Objectives and Principal Activities

The company has continued its principal activity of the promotion of education, training and business activities.

The charity's objectives are:

- to advance the education and training of young people who are in full time or part time education in Enfield and the adjoining boroughs, so that they will be better prepared to proceed to further or higher education or to obtain employment appropriate to their potential, particularly by assisting in the provision of work experience for such persons at local businesses.
- to advance education and training by promoting lifelong learning through working with young people and adults who may benefit from additional support during and after their transition to adult / working life.

The main aim of the EBP is to widen the range of learning experiences and facilitate pathways to employment for young people by supporting, strengthening and developing the links between education and business in Enfield for the benefit of all those involved.

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 AUGUST 2016 (CONTINUED)

The priorities for 2015/16 were:

- to deliver, facilitate and support a range of activities aimed at enhancing the development of employability skills and providing experiences of the world of work
- to facilitate the transition to sustainable employment
- to increase and enhance levels of employer engagement and support for education
- to help increase levels of awareness of key employment sectors in north London and the employment opportunities they offer
- to improve the knowledge and understanding of employers' expectations of potential employees

The EBP's efforts to address these priorities were under-pinned by the principles of social inclusion and mutual benefits. Services were delivered in the context of the continuing development of the EBP's contribution to local, and, where appropriate, sub-regional / regional, education, training and regeneration priorities, networks and partnerships. This, in turn, supported the EBP's strategies for effective partnership working and delivery of high quality services that meet customer needs. The EBP provided a range of education business link, work experience and other work-related learning services to schools and other organisations in Enfield in order to address these priorities.

Achievement & Performance

Changes in Government policy towards the Work Related Learning, vocational learning and the ways in which education business links are supported have continued to be challenged and there has been the new introduction of the Careers and Enterprise Company which covers many areas of what traditionally would have been the work of EBPs. However, against this backdrop, the EBP's programmes were successfully delivered during the period covered by this report.

The EBP continued to deliver a wide range of projects of varying scale, scope and duration. During the period covered by this report, over 5170 young people (approximately 4000 students from secondary and special schools and colleges and approximately 1100 pupils from primary schools) participated in activities delivered and supported by Enfield EBP. 1500 adults benefitted from community learning which moved them closer to employment and being an active part in the community. There have also been specialist work placements for those adults with mental health issues and this pilot has proved successful. Evaluations were carried out on an on-going basis. The feedback from participants and beneficiaries has been very positive and has been used to further improve the services provided by the EBP.

Many of the EBP's activities could not be delivered without the support of volunteers from businesses and other organisations. This includes the contribution made by all those organisations that provide thousands of high quality work experience opportunities, both as 'block' and 'extended' placements, to Enfield students and the specialist input from employers on careers and providing traineeship and apprenticeship opportunities.

Financial Review

The attached financial statements show the current state of the finances has increased. Whilst the level of income and expenditure for 2016 has decreased, the resulting surplus is £29,272 (2015: £7,539). The surplus is added to reserves brought forward from previous years to allow a carry forward to future periods of unrestricted funds of £50,140 (2015: £20,868).

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 AUGUST 2016 (CONTINUED)

Investment Powers

The Memorandum and Articles of Association govern investment powers. There are no restrictions on the company's absolute powers of investment. To the extent that any retained funds arise they are dealt with by depositing surpluses into an interest bearing deposit account.

Financial Reserves Policy

As previously reported, the surpluses from previous years enabled the EBP to build up the level of unrestricted reserves to provide an essential buffer in the event of changing funding arrangements. As almost all previous funding streams have been terminated, the EBP has been building reserves in order to support the continued delivery of services and to explore potential new sources of funding/organisational arrangements. EBP finances remain viable over the next two years based on current accounts. It remains a going concern. The strategy for future proofing and building the resilience of the EBP has been successful by increasing reserves and prudently managing project costs. The board have considered the viability of the EBP and consider it as a going concern because of the trend in increased reserves over the past two years, future costs are controllable, cashflow has been addressed, there are no disputes or litigation risks, there is a reorganisation of operational structures and a plan in process for a repositioning in the market place.

Principal Risks and Uncertainties

The major risks to which the charity is exposed relate to future funding, health & safety / Child Protection and safeguarding issues. These are considered by both the Board and the Finance & Resources sub-committee on a regular basis. Additional challenges are the sourcing of appropriate partnerships as the Council Skills for Work Service is ceasing. New operational structures and processes are being put in place to maximise resilience in the current market place.

Plans for Future Periods

The EBP's priorities will continue to reflect the need to meet the changing financial situation and operational arrangements. The EBP Board of Trustees has been proactive in seeking ways of re-positioning the organisation to help ensure that its services are safeguarded and continue to be delivered in this area

The Board are looking at opportunities to identify partners to support or potentially merge with the EBP.

The following priorities for 2016/17 have, therefore, been identified within this context and as those previously in place.

1. To continue supporting the development of young people's employability skills and facilitate their 'journey to work';
2. To continue to contribute to local regeneration and Schools and Children's Services' priorities, which will in turn support the EBP's strategies for employer engagement, effective partnership working and delivery of high quality services;
3. To support the early intervention priorities of the Schools and Children's Services' priorities and Regeneration and Environment Department priorities and to raise the profile of the EBP in commissioning opportunities by Enfield Council and other organisations;
4. To maximise the opportunities to use the skills of the board members in future bids and activities of the EBP.

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 AUGUST 2016 (CONTINUED)

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and strategy and in planning our future activities. In addition to promoting education, training and business activities, the EBP has maintained links with the community during the year.

The Trustees, who represent a cross-section of organisations involved in EBP activities, govern the EBP's strategic development. Through these activities, young people attending schools and colleges in Enfield, as well as those young people who attend Pupil Referral Units and those 'Looked After Children' who are the responsibility of the Local Authority, are able to learn more about the world of work, to enhance their learning and to develop a range of employability skills in order to support their transition into employment, further education and training.

Work Experience and other Work Related Learning activities supported, facilitated and delivered by the EBP help develop the employability skills and knowledge / understanding of the world of work by young people from primary, secondary and special schools across the borough, including those students who come from the most disadvantaged electoral wards. If appropriate, and where possible, these activities are tailored to individual young people.

The EBP is also engaged in the work of the three Regeneration Area Partnership Boards and the Child Prosperity Steering Group that are overseeing the implementation of the Local Authority's plans to support the regeneration of identified parts of the borough and identify early intervention strategies to reduce child poverty and raise adult employability skills.

Trustees' Responsibilities

The Trustees (who are also the Directors of Enfield Education Business Partnership Limited for the purposes of company law) are responsible 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).

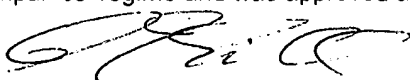
Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income or expenditure, of the charitable company for that 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The report of the Board has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and was approved and signed on behalf of the Board:

Christopher Gill
Director
9 March 2017



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF ENFIELD EDUCATION BUSINESS PARTNERSHIP

I report on the accounts for the year ended 31 August 2016 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the Charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. My examination has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my examination, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention;

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Ann Mathias

Name: Ann Mathias

Relevant professional

Qualification/body: Chartered Accountant

23 March 2017

Moore Stephens LLP
Moore Stephens LLP
150 Aldersgate Street
London EC1A 4AB

**STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income & expenditure account)
for the year ended 31 August 2016**

	<u>Note</u>	<u>Un- restricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total Funds 2016</u> £	<u>Total 2015</u> £
Income from:					
Charitable activities	2	-	136,364	136,364	160,747
Investment income		12	-	12	-
Total Income		<u>12</u>	<u>136,364</u>	<u>136,376</u>	<u>160,747</u>
Expenditure on:					
Charitable activities	3a/b	8,027	99,077	107,104	153,208
Total expenditure		<u>8,027</u>	<u>99,077</u>	<u>107,104</u>	<u>153,208</u>
Net income/(expenditure) before transfers		(8,015)	37,287	29,272	7,539
Gross transfers between funds	9	37,287	(37,287)	-	-
Net movement in funds		29,272	-	29,272	7,539
Total funds brought forward at 1 September 2015		<u>20,868</u>	<u>-</u>	<u>20,868</u>	<u>13,329</u>
Total funds carried forward at 31 August 2016		<u>50,140</u>	<u>-</u>	<u>50,140</u>	<u>20,868</u>

BALANCE SHEET
As at 31 AUGUST 2016

	<u>Note</u>	£ <u>2016</u>	£ <u>2015</u>
		£	£
Current assets			
Debtors	5	11,040	60,887
Cash at bank	6	53,278	35,357
		<u>64,318</u>	<u>96,244</u>
Current liabilities			
Creditors: amounts falling due within one year	7	(14,178)	(75,376)
		<u></u>	<u></u>
Net current assets		50,140	20,868
Total assets less current liabilities		<u>50,140</u>	<u>20,868</u>
Capital			
The company is limited by guarantee and has no capital divided into shares.			
Funds			
Unrestricted funds	9	50,140	20,868
Restricted funds	9	-	-
		<u></u>	<u></u>
Total funds	9	<u>50,140</u>	<u>20,868</u>

For the year ended 31 August 2016 the company was entitled to exemption from audit under S477 of the Companies Act 2006 ("the Act") relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the year under S476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime and with the Financial Reporting Standard for Smaller Entities (Effective January 2015).

Approved by the Trustees and signed on its behalf on 9 March 2017.

Christopher Gill
Director



The notes on pages 9 to 13 form part of these accounts.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 August 2016

1. Accounting policies**(a) Accounting Convention**

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015), the Companies Act 2006, the Charities Act 2011 and follow recommendations in the Statement on Recommended Practice on Accounting and Reporting by Charities: The Charities SORP 2015.

In view of the changeover and unpredictability on the administration of future local and central government funding, the Directors have considered in detail the operations and cash-flow requirements over the next twelve months for the company. Whilst the Directors cannot predict the future trading and working capital requirements with absolute certainty, they consider that the company will be able to generate sufficient funding from its operations to continue to be able to support its working capital requirements. The Directors consider that in preparing these financial statements they have taken into account all information that could reasonably be expected to be available. On this basis, the Directors consider it appropriate to prepare the financial statements on the going concern basis.

Enfield Education Business Partnership meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

(b) Tangible fixed assets and depreciation

Assets used for the company's use are capitalised where their cost exceeds £750. All assets are stated at cost. Depreciation is provided at the following rates in order to write off each asset over its useful life:

Equipment, fixtures and tools	20% - 33.3% on cost
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(c) Grants payable

Grants payable are charged to the income and expenditure account in the period in which they have been approved and committed.

(d) Fund accounting

The nature and purpose of each fund is explained in note 9.

(e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised when there is a legal or constructive obligation to make payment.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff or resources used on those activities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the year ended 31 August 2016

1. Accounting policies (continued)

(f) Income from charitable activities

All sources of income are recognised when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income received for projects to be serviced in future years is carried forward as deferred income. All income arises wholly within the United Kingdom. No amounts are included in the financial statements for services donated by volunteers.

(g) Financial Instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Income from charitable activities

The company generates its main source of income from project fees received through the London Borough of Enfield. Such income represents restricted income (2015: restricted income £160,747).

3. Charitable activities

This expenditure represents the costs to deliver and support the projects. The costs are split between the projects as follows:

(a) Specific direct costs, which represent contract and outsourced costs:

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Activity	-	5,303	5,303	34,576
Work experience staff and support costs	-	115,024	115,024	103,043
Activity costs overprovided in previous years	-	(15,358)	(15,358)	-
	<u>-</u>	<u>104,969</u>	<u>104,969</u>	<u>137,619</u>

Of the £137,619 expenditure in 2015, £137,619 related to restricted funds.

(b) Support costs, which relate specifically to the management, operation and communication of the projects undertaken.

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Equipment	71	-	71	173
Other	4,326	(5,892)	(1,566)	11,896
Governance (note 4)	3,630	-	3,630	3,520
	<u>8,027</u>	<u>(5,892)</u>	<u>2,135</u>	<u>15,589</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the year ended 31 August 2016

3. Charitable activities (continued)

In 2015, support costs consisted of £8,200 relating to restricted funds and £7,389 to unrestricted funds.

These costs also support the operation of the restricted projects and a transfer is made between funds at the end of financial year where projects are allowed to fund such costs.

Total charitable activities	<u>8,027</u>	<u>99,077</u>	<u>107,104</u>	<u>153,208</u>
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Of the £153,208 expenditure charged in 2015, £145,819 was charged to restricted funds and £7,389 to unrestricted funds.

The charity considers its key personnel comprises the trustees. The total employment benefits (including pension and social security costs) paid to the key management personnel were £nil (2015: £nil).

The average number of employees in the year was nil (2015: nil).

4. Governance costs

These are costs associated with the governance arrangements of the company which relate to the general running of the company as opposed to those costs associated with charitable activity. Included within this category are costs associated with the strategic as opposed to day-to-day management of the charity's activities and compliance with constitutional and statutory requirements.

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Independent review fee	1,440	-	1,440	1,400
Directors' liability insurance	2,190	-	2,190	2,120
	<u>3,630</u>	<u>-</u>	<u>3,630</u>	<u>3,520</u>

The expenditure incurred in 2015 was charged to unrestricted funds.

5. Debtors

	<u>2016</u> £	<u>2015</u> £
Trade debtors	2,600	18,943
Accrued income	8,440	41,694
Other debtors	-	250
	<u>11,040</u>	<u>60,887</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the year ended 31 August 2016

6. Cash at bank

	<u>2016</u> £	<u>2015</u> £
Current account	<u>53,278</u>	<u>35,357</u>

7. Creditors: amounts falling due within one year

	<u>2016</u> £	<u>2015</u> £
Trade creditors	2,465	3,069
Deferred income	-	8,458
Other creditors and accruals	11,731	63,849
	<u>14,178</u>	<u>75,376</u>

8. Analysis of net assets between funds

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>2016</u> <u>Total</u> <u>Funds</u> £	<u>2015</u> £
Fund Balances at 31 August 2016 are represented by:-				
Debtors	-	11,040	11,040	60,887
Cash at bank	50,140	3,138	53,278	35,357
Current liabilities	-	(14,178)	(14,178)	(75,376)
Total Net Assets	<u>50,140</u>	<u>-</u>	<u>50,140</u>	<u>20,868</u>

9. Fund accounting

Funds held by the company are:

Restricted funds - The restricted funds of the charity are all income funds and used for specific purposes laid down by the donor. They represent grants received to fund activities (see Note 10).

Unrestricted funds - these are funds that can be used in accordance with the charitable objects at the discretion of the Directors.

Transfers between these funds arise as a result of the company initially having to fund certain project costs whilst awaiting future project income. In addition, transfers will also be made to the extent that surpluses on certain projects are allowed to fund core costs. Such core costs support charitable activities. Finally, transfers will be made where excess costs of a project will be funded from core funds.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the year ended 31 August 2016

10. Analysis of restricted funds

	At 1 September <u>2015</u> £	Incoming <u>Resources</u> £	Resources <u>Expended</u> £	Transfer Between <u>Reserves</u> £	At 31 August <u>2016</u> £
Work Experience	-	12,785	(9,681)	(3,104)	-
ESF/STEM *	-	3,718	1,022	(4,740)	-
Stemnet*	-	-	10,618	(10,618)	-
Other	-	12,933	(3,000)	(9,933)	-
Project Fees	-	106,928	(98,036)	(8,892)	-
	-	<u>136,364</u>	<u>(99,077)</u>	<u>(37,287)</u>	-

* relates to reversal of accrued expenses on projects that were never invoiced and those organisations have since ceased.

11. Related parties

The EBP operates with related parties, other charities and organisations on a variety of levels ranging from involvement in the strategic development of the charity by a limited number to active involvement in the direct delivery of projects. The latter involves hundreds of local, regional and national businesses and organisations. Where one of the Trustees holds a position on the Board of, or as a member of staff with, another Charity, education institution, company or other legally constituted body, and there are discussions by the EBP Board, which relate to strategic developments and issues that are relevant to the EBP's future plans, the Board will ensure that any potential conflicts of interest/loyalty are identified and the appropriate action taken, before any decisions are made, in accordance with statutory requirements and Charity Commission guidance.

During the year the company paid for directors' liability insurance of £2,190 (2015: £2,120).

Christopher Gill, a trustee, was reimbursed £204 (2015: £216) for travel and other sundry expenses during the year.