

GYPSIES AND TRAVELLERS WALES LIMITED

A COMPANY LIMITED BY GUARANTEE

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED

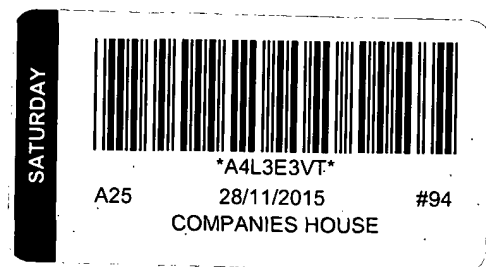
31ST MARCH 2015

COMPANY NUMBER : 2808978

CHARITY NUMBER : 1020635

ROBLINS

CHARTERED ACCOUNTANTS



GYPSIES AND TRAVELLERS WALES LIMITED

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GYPSIES AND TRAVELLERS WALES LIMITED

LEGAL & ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31ST MARCH 2015

Name: Gypsies and Travellers Wales Limited was previously known as Cardiff Gypsy and Traveller Project Limited and changed its name on the 22nd August 2014.

Status: The Charity was established as a Company limited by guarantee (Company Number 2808978). It is registered with the Charity Commission, certificate number 1020635.

Principal Address from 21/03/2015:

First Floor West,
113-116 Bute Street,
Cardiff,
CF10 5EQ.

Formerly:
114 Clifton Street
Roath
Cardiff
CF24 1LW

Directors and Trustees:

John Drysdale (Chair)
Nigel Stannard
Jan Best
David Fitzpatrick
Rhona Probert
Samantha Roblin (Treasurer) (resigned July 2014)
Hugh MacKay (Temporary Treasurer)
John Gorwill (appointed September 2014)

Secretary: Claire Dickson

Company Bank: Bank of Ireland

Accountants: Roblins
Registered Auditors & Chartered Accountants
Unit 3 Deryn Court
Pentwyn
Cardiff
CF23 7HA

GYPSIES & TRAVELLERS WALES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2015

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by Memorandum and Articles of Association. All members of the company are also trustees of the charity and there are no other trustees. The Executive Committee of trustees has the power to appoint additional trustees as it considers appropriate. The Executive Committee meet at least every two months to manage their affairs and receive regular reports from the staff.

Public Benefit

The Trustees have paid due regard to Charity Commission guidance in planning and managing the activities and work of the organisation for public benefit. Details of the main activities are described in the following two sections.

Objectives and Activities

The charity's objects and principal activities continue to be

- (i) the promotion of an understanding of Gypsies and Travellers way of life;
- (ii) the protection and relief of Gypsies and Travellers who are in conditions of need, hardship, sickness and distress, and
- (iii) the promotion of good relations by encouraging equal opportunities between Gypsies, Travellers and persons of different racial groups in a multicultural society.

In achieving these objects Gypsies & Travellers Wales (G&TW) aims to support and enable Gypsies and Travellers to achieve a high and sustainable quality of life, within their own culture, through improving access to suitable accommodation, public services and employment skills. Our work enables Gypsies and Travellers to access public services, to deal with problems and to express their views and wishes to public bodies, and equally supports public bodies in engaging with Gypsies and Travellers and their needs through advice, information and facilitation.

The staff structure during the year comprised senior liaison officer (4 days/week), liaison officer (3 days/week) and office manager (full time), which was a reduced staff complement owing to loss of Welsh Government funding in the previous year. Even this staffing level was partially supported from reserves during 2014/15 to cushion impact on service, and with the intention to seek additional funding. However, additional funding was not found and a further reduction of staffing was implemented at the start of 2015/16 along with a move to sharing a much smaller office within another organisation to reduce costs.

Achievements and Performance

Liaison Project

This project provides extensive information, advice and support to both Gypsies and Travellers, and to services and professionals in Cardiff and the Vale of Glamorgan.

Throughout the year the project ran more than 80 advice sessions dealing with drop-in requests and appointment sessions. Caseworkers often work with a multiplicity of issues. The most frequent issues were to do with accommodation, and despite the desperate shortage of accommodation we were able to prevent homelessness for 75 families through a combination of advice, direct casework and partnership work with other agencies.

In addition to our work with Gypsy & Traveller families we received requests for advice and support from 64 public services and agencies. (partnership work). We continue to run the Cardiff multi-agency network meetings where information, contacts and good practice are shared on issues of community development, cohesion and safety. The project continues to provide both formal and informal awareness raising information and opportunities throughout its work.

Cardiff and the Vale of Glamorgan first-contact service for unauthorised encampments

We continue to provide the first contact where there are unauthorised encampments in Cardiff and the Vale of Glamorgan. There has been an increase in the number of encampments in this year.

IT and Driver Training.

The computer based driving theory project was provided two evenings session a week attended by Gypsy and Traveller young people and women. One was based at the Shirenewton Site and the other at G&TW's office base. An average of 4 students per session achieved pass rate of 100% for Driving Theory tests as well as receiving training in and through ICT. The sessions provide students with opportunities to overcome poor literacy levels, become familiar with basic IT skills, and to develop existing skills.

Unfortunately, the funding for the project ceased at the end of 2014/15 and the project no longer operates.

Developing Plans and Strategies

In 2014/15 we continued to enable and encourage Gypsies and Travellers to participate in consultations and appropriate decision making processes and to support the inclusion and development of Gypsy & Traveller needs in relevant strategies and plans of service providers

G&TW continued to input into the consultations and evidence needed for the Welsh Government to ensure it met the needs of the Gypsy and Traveller community:

- G&TW contributed to the development of the Welsh Government Guidance documents on conducting Gypsy and Traveller Accommodation Needs Assessments as well as discussions on improvements on the twice yearly caravan count on which these needs assessment are often based.
- The Welsh Government requested our direct input to their draft strategy on health outcomes for Gypsies and Travellers. Their strategy document Travelling to a Better Health is the first health strategy implemented in Wales designed to

improve health outcomes and life chances for Gypsies and Travellers. Gypsies and Travellers Wales encouraged and facilitated consultation directly with Gypsy and Traveller communities in Cardiff both on sites and in bricks and mortar housing in order that they themselves had opportunity to input and shape the guidance.

- GTW has worked with Tai Pawb (a national voluntary organisation that promotes equality in housing in Wales) regarding the new duty that will commence in 2016 directing Local Authorities to provide Gypsy and Traveller Sites in Wales where unmet need is evidenced by way of Gypsy and Traveller Accommodation Needs Assessments.
- GTW also worked with Cardiff Council and Welsh Government regarding the relocation and management of Rover Way caravan site, ensuring that residents have an opportunity to input into this action plan as well as have the opportunity for regular engagement with the Local Authority. Part of the project looked at the practicalities of using a restorative approach with Rover Way Residents as part of the long term engagement to the Council's long term action plan for the relocation of Rover Way.
- GTW supported the Welsh Government's Cross party Gypsy and Traveller Strategy meetings enabling Gypsies and Travellers to actively contribute to these discussions. This year a member of staff was invited to sit on the cross party group speaker panel to speak on behalf of the Gypsy and Traveller Community in Cardiff and give a presentation on fuel poverty and how Gypsies and Travellers are directly affected and disadvantaged in terms of utility supplies on Council Sites.

Risk Review

The Trustees are aware that the organisation is subject to a range of potential risks in finance, operations, governance and compliance, and by external factors. A comprehensive Risk Register has been maintained.

Financial Review

The major funder in 2014/15 was Cardiff County Council which funded the core structure of the organisation and the advice and liaison work with Gypsies and Travellers. The Vale Council continued a small grant to provide an occasional outreach service and support for the Council's services to Gypsies and Travellers in the Vale. The Trustees wish to thank all funders for their generous support and commitment during the year.

Our income in 2014/15 was £83,468 with expenditure totalling £129,925 resulting in a deficit of £46,457 for the year. This compared with 2013/2014 year income of £152,873 with expenditure totalling £160,533 resulting in a deficit of £7,660. The income reduction is mainly due to the loss of the Welsh Government grant that ending 31st March 2014. Trustees had agreed to support revenue costs from reserves during the year to cushion the impact on services of staff reduction and in the hope of accessing additional funding. A portion of the deficit was due to the

costs of temporary agency staff employed to cope with sickness absence of a member of staff, and was therefore higher than originally budgeted. On the 31st March 2015 unrestricted reserves had reduced significantly from £60,520 at the start of the year to £15,265, this is now below the level of reserves that the Trustees need to maintain and Trustees will endeavour to build reserves again. The reserves policy is to attain free reserves to cover a minimum of three months expenditure, which is approximately £20,000.

Finances for 2014/15 have been extremely difficult but reductions in staffing and in office costs through co-location with another NGO, and use of reserves enabled a phased but substantial reduction in costs. With further reduction in staffing and costs for 2015/16 we are maintaining financial viability.

Plans for the future

GTW will continue to carry out objectives to protect and promote an understanding of the Gypsies and Travellers way of life.

On behalf of the Trustees: John Drysdale, chairperson

A handwritten signature in black ink, appearing to read 'John Drysdale', with a stylized, cursive script.

Approved by the Board on:

26th Nov 2015

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF
GYPSIES AND TRAVELLERS WALES LIMITED**

YEAR ENDED 31ST MARCH 2015

I report on the accounts of the company for the year ended 31st March 2015 as set out on pages 4 to 9.

Respective Responsibilities of Trustees and Examiner

The charity's Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's 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 an audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, It is my responsibility to:

- 1) examine the accounts under section 145 of the 2011 Act;
- 2) 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
- 3) 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 the seeking of 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
 - a. to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b. to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Companies Act 2006 and with the methods and principals of the Statement of Recommended Practice: Accounting and Reporting by Charities(revised 2005) 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.

Mr L A Roblin
Roblins
Chartered Accountants
3 Deryn Court
Wharfedale Road
Pentwyn
Cardiff
CF23 7HA



Dated 26 / 11 / 2015

GYPSIES AND TRAVELLERS WALES LIMITED**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31ST MARCH 2015

	<u>Note</u>	<u>Unrestricted Funds 2015</u>	<u>Restricted Funds 2015</u>	<u>Total Funds 2015</u>	<u>Total Funds 2014</u>
<u>INCOMING RESOURCES</u>					
Incoming Resources from generated funds -					
<u>Voluntary Income:</u>					
Sundry Receipts		140	-	140	266
Incoming Resources from Charitable Activities -					
Grants & Contracts	5	83,328	-	83,328	152,607
Total Incoming Resources		83,468	-	83,468	152,873
<u>RESOURCES EXPENDED</u>					
Charitable Activities	4	127,154	1,202	128,356	158,875
Governance Costs	4	1,569	-	1,569	1,658
Total Resources Expended		128,723	1,202.00	129,925	160,533
Net Incoming/(Outgoing) Resources		(45,255)	(1,202)	(46,457)	(7,660)
<u>RECONCILIATION OF FUNDS</u>					
Total funds brought forward		60,520	4,805	65,325	72,985
Total funds carried forward		15,265	3,603	18,868	65,325

The notes on pages 6 - 8 form part of these accounts.

GYPSIES AND TRAVELLERS WALES LIMITED
BALANCE SHEET AS AT 31ST MARCH 2015

	Note	<u>2015</u>		<u>2014</u>	
		£	£	£	£
FIXED ASSETS	6		5,150		6,867
<u>CURRENT ASSETS</u>					
Debtors and Prepayments	10	25,270		38,159	
Cash at Bank and in Hand	11	5,011		33,518	
		<u>30,281</u>		<u>71,677</u>	
<u>CREDITORS:</u>					
Amounts Falling Due within one year	12	<u>16,563</u>		<u>13,219</u>	
NET CURRENT ASSETS			13,718		58,458
NET ASSETS			<u>18,868</u>		<u>65,325</u>
<u>FUNDS</u>					
Unrestricted	7	15,265		60,520	
Restricted	8	3,603		4,805	
		<u>18,868</u>		<u>65,325</u>	

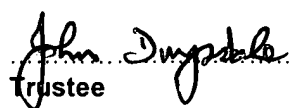
The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The Trustees acknowledge their responsibility for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and its surplus or deficit for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statement, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the Trustees and authorised for issue by the board on 26/11/2015 and are signed on their behalf by:


Trustee

JOHN DRYSDALE
Print name

Approved by the board :
Company Number: 2808978

The notes on pages 6 to 8 form part of these accounts.

GYPSIES AND TRAVELLERS WALES LIMITED

FOR THE YEAR ENDED 31ST MARCH 2015

1 CHARITABLE STATUS

The Company is a Registered Charity under the Charities Act 2011 and is accordingly exempt from taxation on its charitable activities.

2 LIABILITIES OF MEMBERS

The Company is limited by guarantee and has no share capital. The Memorandum of Association provides that every member is liable to contribute a sum not exceeding £10 in the event of the company being wound up while they are a member or within one year of ceasing to be a member.

3 ACCOUNTING POLICIES

a) The Financial Statements have been prepared in accordance with applicable Accounting Standards and follow the recommendations in Statements of Recommended Practice:- Accounting by Charities (SORP), revised in 2005, and with the Financial Reporting Standard for smaller entities (effective April 2008).

b) Restricted Funds are to be used for specified purposes as laid down by the Donor. Expenditure which meets these criteria is identified to the Fund, together with a fair allocation of management and support costs.

c) Unrestricted Funds are those Funds received or generated for the objects of the Charity without further specified purpose and are available as General Funds, and for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

d) **Incoming Resources**

All incoming resources are included in the Statement Of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

GYPSES AND TRAVELLERS WALES LIMITED

FOR THE YEAR ENDED 31ST MARCH 2015

3 ACCOUNTING POLICIES - continued

- Grants receivable for the purpose of purchasing fixed assets are credited to a Capital Grant Reserve Fund and written off over the same period as the corresponding fixed assets.

e) Resources Expended

- Expenditure is recognised on an accrual basis as a liability is incurred.
- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services. It includes both directly allocated and indirect costs necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity including a proportion of support costs in relation to achieving this.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis i.e. staff usage.

- f) Depreciation is provided on all Tangible Fixed Assets at rates calculated to write off the cost of each asset over its estimated useful life, on a 25% reducing balance basis.

g) Pension

The organisation operates a defined contribution scheme for the majority of employees. The assets of the defined contribution scheme are held separately from those of the Organisation. The contributions to the defined contribution scheme are charged fully to the Profit and Loss Account.

One former employee had pension contributions dealt with under a defined benefit scheme. The scheme is the Cardiff and Vale of Glamorgan Pension Fund which is administered by Cardiff Council. It is part of the national Local Government Pension Scheme for England & Wales. Pension costs are assessed in accordance with the advice of the schemes actuary. The sole employee in the scheme was made redundant on 31st March 2015. We informed the pension scheme that G&TW will withdraw from the scheme and entered into negotiations about payment of the final deficit contribution with Cardiff City Council.

The actuarial valuation carried out in 2013 indicated that on the present value of estimated future pensions payable there would be a deficit on the scheme. Another actuarial assessment was carried out in December 2014 and the deficit at that date was £190,000, though this would have to be recalculated to the date of any eventual withdrawal from the scheme.

See Contingent liability Note on page 8B.

GYPsIES AND TRAVELLERS WALES LIMITED
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2015

4 TOTAL RESOURCES EXPENDED

	Basis of Allocation	Unrestricted General Charitable Activities	Unrestricted CCC Inclusion Grant	Restricted EHRC	Restricted Communities First	2015 Total	2014 Total
Costs directly allocated to activities							
Staff costs	Direct	89,184	3,214			92,398	122,556
Legal & Professional	Direct					-	1,100
Training	Direct	343				343	603
Events & Activities	Direct		1,200			1,200	-
Support costs allocated to activities							
Premises Costs	Usage	14,779				14,779	13,567
General Office staff	Usage	3,672				3,672	4,098
Telephone & Postage	Usage	3,966				3,966	2,972
Insurance	Usage	1,485				1,485	1,489
Staff Travel	Usage	2,143	132			2,275	2,445
Bank Charges	Usage	317				317	299
Publicity	Usage	122				122	120
General Office Expenses	Usage	6,031	50			6,081	7,337
Depreciation	Usage	516		264	938	1,718	2,289
		122,558	4,596	264	938	128,356	158,875
Governance Costs							
Accountancy	Direct	1,398				1,398	1,398
Publications & Subscriptions	Direct	171				171	260
		1,569	-	-	-	1,569	1,658
total		124,127	4,596	264	938	129,925	160,533

GYPSIES AND TRAVELLERS WALES LIMITED**NOTES TO THE ACCOUNTS**
FOR THE YEAR ENDED 31ST MARCH 2015**5 GRANTS AND CONTRACTS**

<u>Grants Received</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>2015</u>	<u>2014</u>
CCC - Core	74,829		74,829	83,143
Welsh Government	-		-	61,134
VOGC	1,980		1,980	1,980
CCC Driving Theory Programme	1,923		1,923	1,350
Communities First	-		-	5,000
CCC	4,596		4,596	-
	83,328	-	83,328	152,607

6 TANGIBLE FIXED ASSETS

Office furniture, fixtures and equipment

	<u>Unrestricted</u>	<u>Youth Dev' Project</u>	<u>EHRC Restricted</u>	<u>Communities First Restricted</u>	<u>Total</u>
Cost					
As at 1st April 2014	14,790	1,997	3,484	5,000	25,271
Addition	-	-	-	-	-
As at 31st March 2015	14,790	1,997	3,484	5,000	25,271
Depreciation					
As at 1st April 2014	12,727	1,997	2,429	1,250	18,403
Charge for year	516	-	264	938	1,718
As at 31st March 2015	13,243	1,997	2,693	2,188	20,121
Net Book Value					
At 31st March 2015	1,547	-	791	2,812	5,150
At 31st March 2014	2,063	-	1,055	3,750	6,868

7 ACCUMULATED UNRESTRICTED FUND

	<u>2015</u>	<u>2014</u>
At 1st April 2014	60,520	64,846
Surplus/(Deficit) for the year	(45,255)	(11,059)
Transfer from Restricted Funds	-	6,733
At 31st March 2015	15,265	60,520

8 RESTRICTED FUNDS

	<u>Balance B/Fwd</u>	<u>add Incoming Resources</u>	<u>less Outgoing Resources</u>	<u>Closing Balance</u>
EHRC	1,055	-	264	791
Communities First	3,750	-	938	2,812
	4,805	-	1,202	3,603

The balance of £3,603 is shown in the NBV per Fixed Assets.

GYPSES AND TRAVELLERS WALES LIMITED**NOTES TO THE ACCOUNTS**
FOR THE YEAR ENDED 31ST MARCH 2015**9 RELATED PARTY TRANSACTIONS**

Trustees received no remuneration and were not reimbursed any expenses during the year.

10 DEBTORS & PREPAYMENTS	<u>2015</u>	<u>2014</u>
Monies receivable from WG	-	31,955
Monies receivable from CCC - Core	18,707	-
Monies receivable from CCC	4,596	-
Monies receivable from VOGC	990	990
Communities First	-	2,000
Rent prepaid	-	1,720
Insurance prepayment	977	1,485
Travel	-	9
	<u>25,270</u>	<u>38,159</u>
11 CASH AND BANK IN HAND	<u>2015</u>	<u>2014</u>
Bank account - General	4,935	33,467
Cash in Hand	76	51
	<u>5,011</u>	<u>33,518</u>
12 CREDITORS	<u>2015</u>	<u>2014</u>
Staff Costs	10,198	3,141
Accountancy fees	1,400	1,400
Equipment	-	212
General office costs - other	1,561	66
General office costs - database	-	3,500
General office costs - website / IT equip	1,824	1,500
Publicity - brochures	-	1,070
Premises costs	453	1,675
Telephone & postage	722	100
Translation Costs	-	250
Staff travel	405	202
Committee costs	-	103
	<u>16,563</u>	<u>13,219</u>

13 CONTINGENT LIABILITY

The Charity had one employee belonging to a defined pension benefit pension scheme with the Cardiff and Vale of Glamorgan Pension Fund.

The one employee remaining in the Scheme was made redundant at 31st March 2015.

We informed the Pension Scheme that G&TW would withdraw from the Scheme and entered into negotiations about payment of the final deficit contribution with Cardiff City Council which administers the Pension Scheme. G&TW made a proposal to pay off the deficit at £5000 p.a. over an extended period. This proposal has been accepted in writing but is subject to Cardiff City Council agreeing to act as 'sponsor' for the organisation in this arrangement.

We are awaiting the final actuarial recalculation to determine the final liability to the pension fund.

14 GOING CONCERN

The Charity receives funding on an annual basis as opposed to long term funding. As a consequence there can be uncertainty over the Charity's future until confirmation of annual funding is received. The Trustees are aware of this issue and are currently addressing the matter.

The extent of any final deficit of the Pension Scheme will also have a detrimental effect on the Charity's future if a funding solution and payment scheme is not agreed.

The Trustees consider that in preparing the financial statements, they have taken into account all the information that could reasonably be expected to be available. On this basis, they consider that it is appropriate to prepare the financial statements on the going concern basis. This assumes that the Trustees can secure sufficient core funding to enable the Charity to continue.

The financial statements do not include any adjustments that would result if the Trustees are not successful in their plans.

GYPSIES AND TRAVELLERS WALES LIMITED
INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2015

	<u>2015</u>	<u>2014</u>
<u>Income</u>		
CCC Grant	74,829	83,143
Welsh Government	-	61,134
CCC - Driving Theory Programme	1,923	1,350
VOGC	1,980	1,980
Other Income	140	266
Communities First	-	5,000
CCC Grant	4,596	-
	<u>83,468</u>	<u>152,873</u>
<u>Expenditure</u>		
Staff Costs	92,398	122,556
Legal & Professional	-	1,100
Training	343	603
Events & Activities	1,200	-
Premises Costs	14,779	13,567
General Office Staff	3,672	4,098
Telephone & Postages	3,966	2,972
Insurance	1,485	1,489
Staff Travel	2,275	2,445
Bank Charges	317	299
Publicity	122	120
General Office Expenses	6,081	7,337
Depreciation	1,718	2,289
Accountancy	1,398	1,398
Publications & Subscriptions	171	260
	<u>129,925</u>	<u>160,533</u>
<u>Surplus/(Deficit) for Year</u>	<u>(46,457)</u>	<u>(7,660)</u>