

Charity Registration No. 1067673 (England and Wales)

Charity Registration No. SC039866 (Scotland)

Company Registration No. 03469653 (England and Wales)

ABILITYNET

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019



ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Brooks – Chairman U D Barnett M Bernard W J K Brown S Foxall (representing Microsoft Ltd) K Kanodia G Pedlingham L Phillips (representing The Information Technologists' Company) O Purcell N Rumsey (representing IBM UK Ltd) D Silverstone S Woodhams
Patron	Martha Lane Fox, Baroness Lane-Fox of Soho CBE
President	David Livermore OBE
Vice President	Roger Jefcoate
Chief Executive	Gary Moore
Secretary	John Muscroft
Charity number England and Wales Scotland	1067673 SC039866
Company number	03469653
Principal address	Microsoft Campus Thames Valley Park Reading RG6 1WG
Registered office	Acre House 11-15 William Road London NW1 3ER United Kingdom
Auditor	HW Fisher Acre House 11-15 William Road London NW1 3ER United Kingdom

ABILITYNET
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LEGAL AND ADMINISTRATIVE INFORMATION

Bankers

Coutts & Co
440 The Strand
London
WC2R 0QS

CCLA Investment Management Limited
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

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ABILITYNET
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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

The Directors present their report and accounts for the year ended 31 December 2019.

The financial statement has been prepared in accordance with the policies set out in note 1 of the accounts and comply with the Charitable company's constitution, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FR102) "(effective 1 January 2019)".

Reference and administrative information

The charity is a company limited by guarantee registered in England and Wales under the number 03469653 at Companies House. The charity is also registered with the Charity Commission in England and Wales under number 1067673 and with the Office of the Scottish Charity Regulator under number SC039866.

Directors

The Trustees, who are also directors for the purpose of company law, who served during the year, were:

A Brooks – Chairman
U D Barnett
M Bernard
W J K Brown
S Foxall (representing Microsoft Ltd)
K Kanodia
R Kinchin (resigned on 30th July 2019)
D Morriss (retired on 29th January 2019)
L Phillips (representing The Information Technologists' Company)
O Purcell (appointed on 29th October 2019)
N Rumsey (representing IBM UK Ltd)
A Thompson (resigned on 31st December 2019)
S Woodhams

Subsequent to the year end G Pedlingham and D Silverstone were appointed Trustees (29th April 2020). None of the Directors has any beneficial interest in the company. All of the Directors are members of the company and guarantee to contribute £1 in the event of a winding up.

Chief Executive who served during the year:

G Moore

Related parties

These are set out in note 20.

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated in the UK and registered as a charity in England and Wales and also in Scotland. The company was established under a Memorandum of Association, which created the objects and powers of the charitable company and is governed by its Articles of Association.

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Trustee recruitment, appointment, training and induction

AbilityNet currently has twelve Trustees, who are also directors under company law; there are three Corporate Trustees being IBM (UK) Ltd, Microsoft Ltd and The Information Technologists' Company who each appoint representatives to the Board; other Trustees are selected for a range of skills to support the existing or emerging needs of AbilityNet. When a vacancy occurs, potential candidates are interviewed by a panel of Trustees.

Suitable individuals are briefed by the Chairman and Chief Executive before being proposed for appointment to the Board of Trustees. New Trustees receive a full briefing, including an induction pack containing the Memorandum and Articles, a copy of relevant policies with a glossary of terms and copies of minutes of previous meetings.

Management

The Chief Executive Officer is responsible for the charity's overall day to day management reporting to the Board. Key strategic decisions are taken to the Board for approval and where appropriate a sub-committee is formed to consider anything that requires additional input or that needs resolution.

The Board of Directors (Trustees) are responsible for the overall strategic direction and sound financial practices within the charity. They hold Board meetings on a quarterly basis and receive a Monthly Business Update from the Chief Executive which includes management accounts, a report on progress to date and any notable events in the coming period.

The Chairman, as the representative of the Board, also maintains regular contact with the Chief Executive and, where necessary, secures agreement from the Board for urgent action, unless already empowered by the Board to make the necessary decision.

Senior Managers are invited to Board meetings to provide briefings on different aspects of the Charity's work. The Trustees provide advice and support to senior managers whenever appropriate, so that their expertise and insights can be used to benefit the Charity.

The senior management team who served during the year were:

G Moore (Chief Executive Officer)
M Comerford (Human Resources)
D Dearden (Sales & Marketing and Accessibility)
A Low (Service Delivery)
J Muscroft (Finance)
M Walker (Marketing and Portfolio)

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Audit Committee

AbilityNet's governance structure includes an Audit Committee which considers the financial conduct of the organisation and related risks.

- The Committee meets at least twice a year, one of which is with the External Auditors to review and recommend for Board approval of the Annual report and financial statements.
- In addition, current plans and actions are discussed and considered to mitigate potential financial, economic and operational risks included on the Charity's Risk Register. Actions are agreed where necessary and progress monitored on a regular basis.

During 2019 the AbilityNet Audit Committee was chaired by U D Barnett and met twice in the year. The Committee comprises four experienced Trustees as members and is attended by AbilityNet's Finance Director and Chief Executive. It reports to the Board of Trustees at the next available Board meeting.

Remuneration Committee

The Remuneration Committee considers aspects of AbilityNet's remuneration policy and the reward package of the Chief Executive. This committee is made up of four experienced Trustees and during 2019 was chaired by W J K Brown and met once.

Diversity & Equality

AbilityNet's ambition is to provide an inclusive environment to encourage equal opportunities for its employees. We aim to deal with internal and external stakeholders and members of the public free from bias in an open and accessible way.

AbilityNet provides mandatory training to its employees on Diversity and Equality to add to the cultural awareness and understanding of this subject throughout the organisation.

The Board of Trustees agree the context and strategic direction in this area, supported by policies which underpin this across the Charity. The aim is to educate employees of their obligations under the Equality Act so they act in accordance with its aims in their dealings with each other and with stakeholders of the organisation.

Safeguarding

AbilityNet is committed to enabling a safe and rewarding environment for its volunteers and employees. We have a robust Safeguarding policy to ensure everyone is treated properly and a Whistle-blowing policy so that people can raise any concerns they have confidentially.

Some of our employees and volunteers carry out roles that may mean they encounter people who are considered to be at a higher risk of harm, for example, vulnerable adults. We carry out regular criminal record checks for those employees and volunteers engaged in such roles.

We undertake reviews of the information in our Safeguarding policy to ensure it is current and in line with best practise. The aim is to supplement the knowledge and understanding of our staff and volunteers, irrespective of their position. In this regard we monitor guidance from the Government and the Charity Commission and adapt our approach accordingly.

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How our objectives deliver public benefit

We have referred to 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 have considered how planned activities will contribute to the aims and objectives they have set. AbilityNet's work benefits a wide range of organisations, including the voluntary sector, public and commercial organisations and individuals across the United Kingdom and elsewhere.

Our main objectives and activities and who we try to help are described in more detail below.

Objectives and activities

AbilityNet's purpose is to enable a world of digital inclusion by supporting disabled and older people achieve everything they can at work, in education or at home.

Our goal is to improve lives by tailoring technology to act as an enabler for those who need help. We are recognised for the combination of our breadth of services, deep expertise and insights, and for supporting a wide range of individual needs. Our staff and volunteers are experts who care and although our primary focus is the UK, our impact is global.

Some Facts about Disability

A person is considered to have a disability if they have a physical or mental impairment that has 'substantial' and 'long term' negative effects on their ability to carry out normal daily activities. This is the core definition of disability in the Equality Act 2010

- 13.3 million people reported a disability in 2017/18
 - 8% of children reported a disability
 - 18% of working age adults reported a disability
 - 44% of pension age adults reported a disability

[Source: Gov.UK: Family Resources Survey 2017/2018]

- The most common impairments reported by disabled people are those that affect mobility (49%), stamina, breathing, fatigue (37%), dexterity (26%), mental health (25%), memory (16%) and hearing (14%)

[Source: Gov.UK: Family Resources Survey 2017/2018]

- More than 4.3 million disabled people are in work: 1.8 million men, 2.5 million women
 - Disabled people are more than twice as likely to be unemployed as non-disabled

[Source: Office for National Statistics: Labour Market status of disabled people dataset October to December 2019]

- Scope estimates that on average, disabled people face extra costs of £583 a month related to their impairment.
- Scope also reports 1 in 5 disabled people face extra costs of more than £1,000 per month
- Disabled people are only about half as likely to go to university as non-disabled people and less likely to take up an apprenticeship.

[Source: Scope, the disability equality charity in England and Wales (registered charity no. 208231)]

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- Poor access to leisure can affect the community and social life of disabled people creating a barrier to independence and their enjoyment of leisure activities. The most commonly reported difficulties in accessing goods and public services:
 - Shopping (20%)
 - Cinema/theatre/concerts (15%)
 - Pubs and restaurants

[Source: Papworth Trust – Facts & Figures 2018]

As more services move predominantly online, the potential for disadvantage rises in the case of users who struggle to use technology. We are the only UK charity reaching out to help this group across the UK with our ambition to ensure the technology they use, or wish to use, is accessible, usable and inclusive.

How do we help?

We approach this in four ways:

- we help the disabled, older people and others use technology in their homes, educational establishments or work place;
- we help companies and organisations adapt their digital services and content so it is accessible and inclusive for everyone to use;
- we provide support to our volunteers so they can help disabled and older people derive the most benefit from the technology they use or to which they have access;
- we promote the availability and uptake of inclusive and accessible technology.

Achievements and performance

AbilityNet seeks to highlight where digital exclusion is being experienced and provide support and knowledge to give individuals the skills to access online digital services as well as helping organisations make their services more accessible and inclusive.

AbilityNet does this through a range of 'paid for' assessment and accessibility services and directly through our free one-to-one services delivered mainly face-to-face by our skilled volunteers.

Our key areas to influence are:

1. Encouraging the adoption of best practice in the design of accessible websites, mobile apps, systems and content across industry sectors and to highlight where this is not the case
2. Engaging with major technology companies to ensure that they consistently use core inclusion strategies in all their technologies and systems
3. Enabling disabled and older people to make effective use of digital technologies at home, in work and education
4. Stimulating organisations to provide a learning and enlightened environment for their IT and web design professionals that ultimately promotes digital inclusion in all of their system development.

During 2019 we delivered impact through AbilityNet's services including: advice and information; accessibility; assessments; training; home support visits, technical support and via our events programme.

Our work with companies to optimise the accessibility of their websites and apps helps indirectly to improve the digital experience of substantial numbers of users. Quantifying this however is problematic and thus is not estimated here.

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We also had over 926,000 website users (in line with 2018) and over 25,950 engagements with our factsheets, which are free to download and provide advice and information about how computers and other digital technologies can help people with a range of conditions and impairments to achieve their goals.

Our estimate of the public benefit value of our free services delivered in 2019 under our revised measure is £911.9k versus £776.3k in 2018 (17.5% up year on year).

Assessment Services

During 2019 we continued delivering high quality assessments to students at our Disabled Student Allowance (DSA) centres.

We demonstrate to disabled students how improved ways of working with existing and new technologies will allow them to fully participate in their courses and provide tailored recommendations in a detailed report for them. We provided support to 2,084 students in this way during the year:

We also provided workplace assessments for those with a disability or impairment to get into work or stay in work. This service provides employers and their disabled staff an end-to-end solution in helping identify any reasonable adjustments to their working environment as well as pertinent recommendations in the use of equipment and helpful training.

We helped nearly 709 employees in various organisations with advice and recommendations to keep them in employment in 2019 compared with 630 in 2018.

Accessibility Services

Organisations from across the public, private and third sectors sought our advice and recommendations to enable them to deliver their online content in an accessible and inclusive way to the widest possible audience.

We specialise in a range of advice and consultancy services covering strategy, audit, user test and accreditation, not only for traditional web services but also for tablet and mobile apps, responding to market demands from both clients and end users.

Free Services

Advice and Information

We provide telephone support via our help line and information through our website which gives access to free factsheets, articles and blogs.

These resources provide a huge range of practical advice on the hardware and software adaptations available which can help improve specific conditions and are regularly updated by us with the latest advice.

Our support service handled over 784 calls during 2019 (an increase of 25% over 2018) with over 25,950 of our factsheets downloaded and we recorded over 846,600 page views of MyComputerMyWay - our comprehensive, easy-to-use guide to the accessibility options available for free on computers, tablets and mobiles.

AbilityNet ITCanHelp

The IT Can Help programme helps both disabled and older people by providing IT support in their homes. The support is delivered by a network of around 300 volunteers across the UK. It ranges from installing equipment to diagnosing and fixing problems and providing training. In 2019 we provided support on 2,750 occasions to disabled and older people with their IT needs (up 62.5% over 2018).

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Technology4Good Awards (T4G)

In July 2019 AbilityNet held their 9th annual T4G awards, generously hosted once again by BT. The winners receive huge exposure and benefits by showcasing their innovation and excellence in technology. They are chosen by a panel of judges from nominations based on how the lives of people have been improved through the use of technology. Further information can be accessed at the www.tech4goodawards.com website.

TechShare Pro 2019

AbilityNet undertook its third TechShare Pro conference over 2 days in November 2019 hosted and generously supported by Google. It was attended by a wide range of IT, accessibility, user experience and design professionals. The theme was excellence is Accessibility and attendees learnt about best practice and the accessibility journeys of major technology companies on day one. Day two comprised workshops on some of the themes covered on day one.

The entire event was preceded by a gala dinner on eve of the conference.

Feedback has been very positive and the event is now seen as the UK's 'go to' conference for organisations wanting to embrace accessibility in their design and development processes.

Plans for the future

Our funding is derived principally from our chargeable services in Assessment services and Accessibility services and we see this as continuing in 2020.

Assessment services: underpinning our delivery of impact in this area are Workplace Assessments (WPA) for those in work or helping to get into work and DSA for those students in higher and further education. Our capability covers face to face, remote and telephone assessments to support employers and individuals. We recognise the changing landscape in the educational arena is leading to the evolution of our service offering across higher education institutes to encompass a more holistic approach which considers other services like Accessibility.

Accessibility services: will continue to provide our clients with a range of services for helping achieve on-line compliance and improving the accessibility of their web, mobile, tablet and application services. As technology evolves, so does best practice in development for accessibility. We continue to invest in recruitment and development of skilled expertise and in systems and processes to help them effectively support clients.

Review of financial position

AbilityNet reported a surplus of £65,634 for the year ended 31st December 2019 compared with a deficit of £255,755 for the year before.

The Charity built upon the good trading performance in the second half of 2018 particularly in the area of Accessibility services which saw continued demand for these services across website, tablet and mobile platforms.

Income from our workplace assessments showed some growth in the year offset by a slight decline for our DSA education services.

We experienced increasing competition from new centres whilst we continued to be restricted by the impact of the capped price regime imposed on existing DSA providers since September 2016 - something new competitors were not subject to being able to charge up to 30% more for the same service.

We opened one new DSA centre in 2019 which helped mitigate the effect of reduced volumes from new competitors in some existing centres' locations.

Our success in ticketing the TechShare Pro event also contributed to defraying some of the costs incurred in running this and the T4G event, whilst highlighting innovation and good practice across a range of sectors.

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We also saw an impressive growth in our free services impact with an increase in volunteers helping disabled and older people in Scotland as well as the generous time and support already given across the rest of the UK.

Our staff engagement and client feedback monitoring continue to show positive progress and the launch of our internal skills matrix for career development in Accessibility services has been well received. We plan to launch a similar matrix for our internal assessors in 2020.

Reserves policy

The Charity has an ambition in the medium to longer term to provide six months' cover of the Charity's day to day average running costs. At 31st December 2019 reserves (excluding Fixed Assets) stood at £601,065 versus £586,192 from the prior year, providing around 2.1 months' cover of an average of our last 3 month's operating costs. The Board remains committed to replenishing our reserves and working towards attaining the objective set in the policy.

Risk factors

The Directors have considered the risks to which the charity is exposed and have established monitoring processes to understand and mitigate those risks. Strategic and shorter-term plans are reviewed regularly and funding is obtained from a range of sources. We have in place internal procedures to control our expenditure and the delivery of our services. Risk management forms an integral part of the management process.

Post Balance Sheet Events

Impact of the Coronavirus disease (COVID-19) pandemic

After the year end in March 2020 a global pandemic was declared by the World Health Organisation because of the Coronavirus disease (COVID-19) outbreak.

The British government instituted a lockdown across the United Kingdom to contain the spread of the virus. The impact on the Charity can be assessed over 2 areas:

1) Operations and service delivery: We have continued to provide our range of services during the crisis. This has been made possible by our employees working from home and delivering our services remotely with the agreement of our clients.

Early in March we decided to suspend volunteer visits to people's homes, not wishing to place any of our vulnerable beneficiaries at risk. We have continued to provide free support remotely where possible.

Site visits to clients' workplaces were also suspended after the government lockdown was declared but this did not impact our activities as badly as first anticipated as we already deliver many of our accessibility services remotely.

Similarly, our DSA activities were also impacted but permission was given by the Student Loans Company to deliver these assessments remotely with the student's agreement. Our workplace assessments have been more affected by the move to remote working and activity in this area has been suppressed with reduced referrals from our clients.

During the lockdown we have introduced a range of new webinars to support and train those interested in learning more about accessibility and also webinars aimed at providing support and practical technical advice and ideas for those working from home.

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DIRECTORS' REPORT
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2). Financial impact: At the outset of the pandemic the Charity took a range of proactive measures to mitigate against the high likelihood of significant disruption to its business and clients.

These included stringent cost control, the sacrifice of a week's holiday by the Charity's employees and voluntary salary reductions by Senior Managers within the Charity.
Some employees were placed on furlough using HMRC's Coronavirus Job Retention Scheme. These employees have gradually been returning to work as business activity permits.

The Charity's response has stabilised our financial position and helped provide a basis for cautious optimism for the full financial year providing the easing of the restrictions on the economy are not adversely affected by any increases in the infection rate.

Going Concern

As stated in the Post Balance Sheet Event Note above, the Trustees have considered the effect of the Coronavirus (Covid-19) outbreak on the Charity. The Trustees consider that whilst the outbreak is likely to cause a significant disruption to the Charity's business, they are confident that the Charity can continue as a going concern for a period of at least twelve months from the date of approval of these financial statements. The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future.

Disclosure of information to auditors

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

Auditors

The auditors, H W Fisher, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

On behalf of the board of Directors



Alan Brooks
Chairman

Date: 29th July 2020

**ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES**

FOR THE YEAR ENDED 31 DECEMBER 2019

The trustees, who are also the directors of AbilityNet for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Board 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Board are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts 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.

ABILITYNET
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INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ABILITYNET

Opinion

We have audited the financial statements of AbilityNet (the 'Charity') for the year ended 31 December 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2019 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustees (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Board have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Board are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

**ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE MEMBERS OF ABILITYNET

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Board

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF ABILITYNET**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustees Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006, and to the regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body, and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich (Senior Statutory Auditor)
for and on behalf of HW Fisher

**Chartered Accountants
Statutory Auditor**
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

3/8/20

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2019

		Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £	Unrestricted funds 2018 £	Restricted funds 2018 £	Total 2018 £
Notes							
<u>Income and endowments from:</u>							
Voluntary income	2	442,227	-	442,227	409,285	-	409,285
Charitable activities	3	3,995,267	-	3,995,267	3,656,039	9,782	3,665,821
Investments	4	5,696	-	5,696	3,840	-	3,840
Other income	5	279	-	279	525	-	525
Total income		4,443,469	-	4,443,469	4,069,689	9,782	4,079,471
<u>Expenditure on:</u>							
<u>Charitable activities</u>							
IT solutions for disabled people	6	4,376,911	924	4,377,835	4,329,192	6,034	4,335,226
Total charitable expenditure		4,376,911	924	4,377,835	4,329,192	6,034	4,335,226
Net income/(expenditure) for the year/							
Net movement in funds		66,558	(924)	65,634	(259,503)	3,748	(255,755)
Fund balances at 1 January 2019		627,251	3,748	630,999	886,754	-	886,754
Fund balances at 31 December 2019		693,809	2,824	696,633	627,251	3,748	630,999

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

All income and expenditure derive from continuing activities.

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

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 DECEMBER 2019

		2019		2018	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	10		95,566		44,807
Current assets					
Debtors	11	557,244		738,041	
Cash at bank and in hand		1,470,191		1,129,029	
		<u>2,027,435</u>		<u>1,867,070</u>	
Creditors: amounts falling due within one year	13	<u>(1,375,641)</u>		<u>(1,280,878)</u>	
Net current assets			651,794		586,192
Total assets less current liabilities			<u>747,360</u>		<u>630,999</u>
Creditors: amounts falling due after more than one year	15		(50,727)		
Net assets			<u>696,633</u>		<u>630,999</u>
Income funds					
Restricted funds	16		2,824		3,748
Unrestricted funds			693,809		627,251
			<u>696,633</u>		<u>630,999</u>

The accounts were approved by the Board on 29 July 2020



Alan Brooks
Trustee

Company Registration No. 03469653

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 £	£	2018 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	21		353,871		(145,943)
Investing activities					
Purchase of tangible fixed assets		(91,988)		(18,389)	
Proceeds on disposal of tangible fixed assets		1,268			
Interest received		5,696		3,840	
Net cash used in investing activities			(85,024)		(14,549)
Financing activities					
Obligations under finance leases		72,315		(23,574)	
Net cash generated from/(used in) financing activities			72,315		(23,574)
Net increase/(decrease) in cash and cash equivalents			341,162		(184,066)
Cash and cash equivalents at beginning of year			1,129,029		1,313,095
Cash and cash equivalents at end of year			<u>1,470,191</u>		<u>1,129,029</u>

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

Charity information

AbilityNet is a private company limited by guarantee incorporated in England and Wales. The principal address is Microsoft Campus, Thames Valley Park, Reading, RG6 1WG, United Kingdom.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The Charity is a Public Benefit Entity as defined by FRS 102.

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

The Charity 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.

1.2 Going concern

After the year end in March 2020 a global pandemic was declared by the World Health Organisation because of the Coronavirus disease (COVID-19) outbreak. The British government instituted a lockdown across the United Kingdom to contain the spread of the virus. The impact on the Charity can be assessed over two areas namely operations / service delivery and financial impact. The Charity's response explained in the Trustees' Report has stabilised our financial position and helped provide a basis for cautious optimism for the full financial year providing the easing of the restrictions on the economy are not adversely affected by any increases in the infection rate.

Therefore at the time of approving the accounts, the Board have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are donations where the donor has not specified a use, but the trustees have allocated these donations to specific projects being undertaken by the Charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.4 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 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 value of services provided by volunteers has not been included in these accounts.

Intangible income (such as rent-free accommodation) is included where a third party is bearing the cost of supplying the resources and the resources can be valued with reasonable accuracy.

Investment income is included when receivable.

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

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

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

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of attracting voluntary income and the costs of fundraising.
- Expenditure on charitable activities includes the costs of the delivery of its activities and services for its beneficiaries.
- Other expenditure represents those items not falling into any other heading.

All support costs are allocated to the one charitable activity of IT solutions for disabled people.

1.6 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as below.

A full year's charge is not accounted for in the year of acquisition. Instead, the depreciation charge is time apportioned based on the month of purchase of the tangible fixed asset.

Assessment assets

On a straight line basis over their estimated life of 1-3 years.

Office equipment

On a straight line basis over their estimated life of 1-3 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

1.7 Cash and cash equivalents

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

1.8 Financial instruments

The Charity 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.

1.9 Employee benefits

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

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

1.10 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/ (expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

1.11 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts due.

1.12 Creditors and provisions

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

1.13 Foreign exchange

Transactions denominated in foreign currencies are recorded at the rate ruling at the date of the transaction.

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. All differences are included in net incoming resources.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

2 Voluntary income

	Unrestricted funds	Unrestricted funds
	2019	2018
	£	£
Donations received	36,351	30,042
Intangible income	290,506	329,119
Fundraising income	115,370	50,124
	<u>442,227</u>	<u>409,285</u>
Donations received		
The Patrick & Helena Frost Foundation	7,500	7,500
Access to Work workplace contributions	6,665	11,346
Ofenheim & Cinderford Charitable Trust	4,500	4,000
The George And Esme Pollitzer Charitable Settlement	10,000	-
Individual donations	4,108	1,761
AbilityNet Volunteer Conference - Hands Free Computing	2,000	400
AbilityNet Volunteer Conference - RNIB	-	1,170
Other	1,578	3,865
	<u>36,351</u>	<u>30,042</u>
<i>Intangible income comprises primarily free office facilities, software and services as well as equipment. The donors and the nominal values of their donations were:</i>		
Intangible income		
IBM	70,000	70,000
Microsoft	50,000	50,000
BT	50,000	50,000
Google	44,330	17,656
Supplier software donations and client support for AbilityNet event	69,395	140,036
The Information Technologists' Company	1,831	1,426
Other	4,950	1,427
	<u>290,506</u>	<u>329,119</u>
Fundraising income		
Comptia Member Services	1,875	3,750
The Atkin Foundation	5,000	5,000
TechShare Pro	72,188	21,174
Tech4Good	36,307	14,400
The Information Technologists' Company	-	5,800
	<u>115,370</u>	<u>50,124</u>

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

3 Charitable activities

	IT solutions for disabled people 2019 £	IT solutions for disabled people 2018 £
Fees from services provided	3,995,267	3,656,039
Grants received	-	9,782
	<u>3,995,267</u>	<u>3,665,821</u>
Analysis by fund		
Unrestricted funds	3,995,267	3,656,039
Restricted funds	-	9,782
	<u>3,995,267</u>	<u>3,665,821</u>
Grants Received		
Other	-	9,782
	<u>-</u>	<u>9,782</u>

4 Investments

	Unrestricted funds 2019 £	Unrestricted funds 2018 £
Interest receivable	5,696	3,840
	<u>5,696</u>	<u>3,840</u>

5 Other income

	Unrestricted funds 2019 £	Unrestricted funds 2018 £
Other income	279	525
	<u>279</u>	<u>525</u>

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

6 Charitable activities

	2019	2018
	£	£
Staff costs	2,829,281	2,566,783
Depreciation and impairment	19,571	18,641
Equipment and direct project costs	133,554	112,713
Staff development and recruitment	14,450	28,548
Professional membership	4,711	16,186
Rent and rates	173,840	171,698
Telephone	4,200	4,526
Motor expenses	34,655	31,064
Travel and subsistence	75,640	68,967
Printing and postage	755	1,520
Office facilities and services	290,506	329,119
Connectivity costs	40,200	44,581
Miscellaneous expenses	12,392	21,128
Advertising and PR	22,960	41,913
Consultancy	86,808	227,287
Irrecoverable VAT	2,773	-
	<u>3,746,296</u>	<u>3,684,674</u>
Share of support costs (see note 7)	616,827	636,032
Share of governance costs (see note 7)	14,712	14,520
	<u>4,377,835</u>	<u>4,335,226</u>
Analysis by fund		
Unrestricted funds	4,376,911	
Restricted funds	924	
	<u>4,377,835</u>	
For the year ended 31 December 2018		
Unrestricted funds		4,329,192
Restricted funds		6,034
		<u>4,335,226</u>

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

7	Support costs	Support costs	Governance costs	2019	Support costs	Governance costs	2018
	£		£	£	£	£	£
Staff costs	429,564	-		429,564	435,312	-	435,312
Depreciation	20,390	-		20,390	28,054	-	28,054
Staff development and recruitment	20,288	-		20,288	29,939	-	29,939
Insurance	13,271	-		13,271	10,726	-	10,726
Bank charges	4,010	-		4,010	3,768	-	3,768
Netsuite charges	22,179	-		22,179	22,196	-	22,196
Irrecoverable VAT	736	-		736	4,043	-	4,043
Legal and professional fees	800	-		800	4,813	-	4,813
Other support costs	105,589	-		105,589	97,181	-	97,181
 Audit fees	 -	 14,712	 14,712	 14,712	 14,520	 14,520	 14,520
	<u>616,827</u>	<u>14,712</u>	<u>631,539</u>	<u>636,032</u>	<u>14,520</u>	<u>650,552</u>	
 Analysed between							
Charitable activities	<u>616,827</u>	<u>14,712</u>	<u>631,539</u>	<u>636,032</u>	<u>14,520</u>	<u>650,552</u>	

The Charity identifies all costs associated with its support and governance functions and allocates them entirely to the one charitable activity of IT solutions for disabled people.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2019	2018
	Number	Number
IT solutions for disabled people	53	49
Support staff	8	8
	<u>61</u>	<u>57</u>

Employment costs

	2019	2018
	£	£
Wages and salaries	2,970,735	2,729,069
Social security costs	184,693	178,952
Other pension costs	103,417	94,074
	<u>3,258,845</u>	<u>3,002,095</u>

The key management personnel of the Charity comprise the senior management team as detailed in the trustees' annual report.

The total amounts of employee emoluments received by the senior management team were £430,346 (2018: £405,990). The highest paid member of the senior management team received emoluments of £113,019 (2018: £111,277).

The number of employees whose annual remuneration was £60,000 or more were:

	2019	2018
	Number	Number
£60,000 to £70,000	2	3
£70,000 to £80,000	1	-
£80,000 to £90,000	-	1
Over £100,000	2	1
	<u>5</u>	<u>5</u>

9 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

Contributions payable by the company for the year were £103,417 (2018: £94,074).

The expense has been allocated to unrestricted expenditure on the same basis as wages and salaries.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

10 Tangible fixed assets

	Assessment assets £	Office equipment £	Total £
Cost			
At 1 January 2019	144,733	160,663	305,396
Additions	5,336	86,652	91,988
Disposals	(2,863)	(80,062)	(82,925)
At 31 December 2019	147,206	167,253	314,459
Depreciation and impairment			
At 1 January 2019	118,336	142,253	260,589
Depreciation charged in the year	19,571	20,390	39,961
Eliminated in respect of disposals	(2,863)	(78,794)	(81,657)
At 31 December 2019	135,044	83,849	218,893
Carrying amount			
At 31 December 2019	12,162	83,404	95,566
At 31 December 2018	26,397	18,410	44,807

The net book value of fixed assets held under finance lease at the year end is £74,801 (2018: £6,907).

11 Debtors

	2019 £	2018 £
Amounts falling due within one year:		
Trade debtors	438,443	587,301
Other debtors	32,456	29,173
Prepayments and accrued income	86,345	121,567
	557,244	738,041

12 Finance lease commitments

Future minimum lease payments due under finance leases:

	2019 £	2018 £
Within one year	26,893	5,305
Within two and five years	50,727	-
	77,620	5,305

Finance lease payments represent payments made by the Charity for the acquisition of tangible fixed assets. The term is for 36 months. Payments are made monthly with an effective interest rate of 2.77%

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

13 Creditors: amounts falling due within one year

		2019	2018
		£	£
Obligations under finance leases	12	26,893	5,305
Other taxation and social security		233,412	184,470
Trade creditors		112,004	145,929
Other creditors		32,743	29,726
Accruals and deferred income		970,589	915,448
		<u>1,375,641</u>	<u>1,280,878</u>

14 Deferred Income

	2019	2018
	£	£
Balance as at 1 January 2018	757,824	746,367
Amount released to income	(587,601)	(575,227)
Amount deferred in the year	665,961	586,684
Balance as at 31 December 2018	<u>836,184</u>	<u>757,824</u>

Deferred income consists of service agreements invoiced in advance of the service being provided.

15 Creditors: amounts falling due after more than one year

	2019	2018
	£	£
Obligations under finance leases	12	50,727
	<u>50,727</u>	<u>-</u>

16 Restricted funds

The income funds of the charity include restricted funds comprising the following movements on donations and grants given on trust for specific purposes:

	Movement in funds				
	Incoming resources	Resources expended	Balance at 1 January 2019	Resources expended 31 December 2019	Balance at 31 December 2019
	£	£	£	£	£
WCIT	9,782	(6,034)	3,748	(924)	2,824
	<u>9,782</u>	<u>(6,034)</u>	<u>3,748</u>	<u>(924)</u>	<u>2,824</u>

Restricted Grants received in the year from WCIT were for use to help fund tech demo days in 2018 and 2019.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2019	2019	2019	2018	2018	2018
	£	£	£	£	£	£
Fund balances at 31 December 2019 are represented by:						
Tangible assets	95,566	-	95,566	44,807	-	44,807
Current assets/(liabilities)	648,970	2,824	651,794	582,444	3,748	586,192
Long term liabilities	(50,727)	-	(50,727)	-	-	-
	<u>693,809</u>	<u>2,824</u>	<u>696,633</u>	<u>627,251</u>	<u>3,748</u>	<u>630,999</u>

18 Operating lease commitments

At the reporting date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2019 £	2018 £
Within one year	116,424	108,806
Between two and five years	61,063	6,708
	<u>177,487</u>	<u>115,514</u>

19 Events after the reporting date

As stated in note 1.2 above, the Trustees have considered the effect of the Coronavirus (Covid-19) outbreak on the Charity. The Trustees consider that whilst the outbreak is likely to cause a significant disruption to the Charity's business, they are confident that the Charity can continue as a going concern for a period of at least twelve months from the date of approval of these financial statements. The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future.

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

20 Related party transactions

The related parties during the year were as follows:

Trustees:

N Rumsey is a representative of IBM and an employee.

S Foxall is a representative and employee of Microsoft Limited.

D Morriss is Liveryman, past Master and Member of the Court and Audit committee of The Information Technologists' Company and a Trustee of the WCIT Charity.

L Phillips is Liveryman and Court Assistant of The Information Technologists' Company.

A Brooks is Liveryman of The Information Technologists' Company.

Senior Management Team:

G Moore is a Court Assistant of the Information Technologists' Company. He is also a Trustee of the WCIT Charity, where he also chairs the Grants Committee.

D. Dearden is a director of ClearTalent Limited. During the year amounts paid to ClearTalent Limited amounted to £17,550 for license fees (2018: £42,720) and £3,600 for developments costs (2018: £24,200). Amounts received from ClearTalent were nil (2018: £1,500) and from end license users £19,500 (2018: £45,300).

During the year a total of £90 was paid to a trustee for the reimbursement of travel costs to an assessment centre.

21 Cash generated from operations	2019	2018
	£	£
Surplus/(deficit) for the year	65,634	(255,755)
Adjustments for:		
Investment income recognised in statement of financial activities	(5,696)	(3,840)
Depreciation and impairment of tangible fixed assets	39,961	46,695
Movements in working capital:		
Decrease in debtors	180,797	45,397
Increase in creditors	73,175	21,560
Cash generated from/(absorbed by) operations	353,871	(145,943)

ABILITYNET
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

22 Analysis of changes in net funds

	At 1 January 2019	Cash flows	At 31 December 2019
	£	£	£
Cash at bank and in hand	1,129,029	341,162	1,470,191
Obligations under finance leases	(5,305)	(72,315)	(77,620)
	<u>1,123,724</u>	<u>268,847</u>	<u>1,392,571</u>