



**Childhood First (South) Limited**  
*(A company limited by guarantee)*

Report and Financial Statements  
Year Ended 31 March 2019

Company number: 03547839

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**Childhood First (South) Limited**  
**Report and financial statements**  
**for the year ended 31 March 2019**

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# Trustees Report

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The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their annual report and the audited financial statements for the year ended 31 March 2019. The Trustees have adopted the provisions of the Financial Reporting Standard 102 and Statement of Recommended practice (FRS 102) in preparing the annual report and financial statements.

## Reference and administrative details of the Charity, its Trustees and advisers

### Charity name

Childhood First (South) Limited

### Working name

Childhood First

### Charity registration number

286909

### Company registration number

03547839

### Registered Office and operational address

210 Borough High Street, London SE1 1JX

### Trustees

The Trustees (directors of the company) during the year were:

Mr John Harrison (Chair)

Mr Keith Miller

Ms Elizabeth Szwed(resigned 8 July 2019)

### Company Secretary

Mr Greg Whelan

### Senior Management team

Stephen Blunden (Chief Executive)

Greg Whelan FCA (Corporate Services Director)

Barbara O'Reilly (Clinical Director)

Roger Stephenson (Business Development Director)

Gary Yexley (Operations Director)

Jane Franklin (Fundraising Director)

### Auditors

BDO LLP, 2 City Place, Beehive Ring Road, Gatwick, West Sussex, RH6 0PA

### Bankers

HSBC Bank plc, 83 Sidcup High Street, Sidcup, Kent, DA14 6DN

# Trustees Report

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Fuller details are given in the report and consolidated financial statements of the parent charitable company, the Institute of Integrated Systemic Therapy (IIST).

## **Structure, governance and management**

Childhood First (South) Limited was incorporated as a company limited by guarantee under company number 03547839 on 17 April 1998 under the name Startbeam Limited. It changed its name to Peper Harow (South) Limited on 26 February 1999 and then to Childhood First (South) Limited on 16 July 2008. It is also registered as a charity (number 286909) under the umbrella of IIST, its sole member. It is governed by Memorandum and Articles of Association.

IIST appoints the Trustees. Management is delegated to the Community Director, who reports to the Chief Executive of IIST.

## **Remuneration policy**

Remuneration for all staff including the senior management team is set by the Chief Executive. The Chair sets the salary of the Chief executive. The aim is to ensure rates of pay remain competitive to attract the right calibre of staff within the resources available.

## **Public Benefit**

We review our aims and objectives annually, looking both at the planned activities for the coming year and the progress against plans for the previous year. We have referred to the Charity Commission general guidance on public benefit when reviewing our aims and objectives and have considered how our activities meet the needs of our beneficiaries.

Places are open to children and young people from all over the UK, with the Local Authorities meeting the cost of the placement.

As the costs of the placements are met by the Local Authorities no child or young person is denied the opportunity to benefit on account of their own, or their family's, ability to meet any fees due.

Due to the intensive and specialised nature of the work, the comparatively long period of time over which it needs to be implemented and the size of the residential community the number of children and young people who directly benefit is relatively small. However the opportunity is open to all those who are eligible, as identified by Local Authority Children's Services, and whom the community believes can benefit from the services.

## **Objects and activities**

The aims of Childhood First (South) Limited are:

- To promote and further the care, treatment, education and rehabilitation of children and young people who are psychologically and emotionally disturbed; and
- To provide for the rehabilitation and care of such children by the provision of fostering and family support services.

The company runs two residential therapeutic centres. Greenfields House in Kent, is for a maximum of 10 children aged 5 to 12, and The Gables is for a maximum of 8 children aged 11-14. It also runs Greenfields School, where the children from Greenfields House and up to 5 day pupils receive an education.

At the start of the year the company was set a target to achieve an OFSTED rating of Good for both the homes and the school, and to have average combined occupancy of 11 children.

# Trustees Report

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## Strategic report

### *Achievements and performance*

Greenfields House and School continued to provide a high level of support for the children placed with them, as evidenced by external reports during the year. The most recent Ofsted inspection graded the House as Outstanding. There was an average of 8.9 children at the house during the year (2018 – 8.2 children). The Gables was full for the majority of the year and averaged 3.9 children (2018 – 4.0). The most recent Ofsted inspection graded the Gables as Outstanding.

Gables was extended during the year. The building work was completed in November 2018 and added four additional bedrooms and two large downstairs rooms. The original part of the Gables was also overhauled and redecorated. The Gables was registered for eight places in January 2019.

### *Financial review*

The company made a deficit of £55,085 during the year. Gables did not increase its average placements over the previous year but Greenfields did. Consequently, the income increased by £270k. However, costs increased by £314k, mainly from additional costs arising from archiving a large investment in IT equipment and premises.

The cost of the extension is funded and capitalised in the parent company.

### *Risk management*

The Board of IIST has assessed the major risks to which the charity is exposed, in the context of the overall organisation, in particular those related to the operations and finances, and the Trustees believe that systems are in place to mitigate our exposure to the major risks.

Major risks and the actions which are taken to mitigate these risks include:

- Shortfall in statutory income. The fees have been reviewed and are based on breaking even at average occupancy levels. There is also a greater emphasis in better marketing, both in terms of advertising and direct contact with Local Authorities, to ensure a steady stream of referrals and adequate numbers of children at any time;
- Recruitment and retention of appropriate skilled staff. Terms and conditions have been reviewed and amended, and a system of appraisals and training is in place;
- Non-compliance with regulations. Policies are in place which ensure compliance with the Children's Homes regulations, with monthly inspections. Systems are in place to ensure recommendations from OFSTED (formerly CSCI) reports are acted on in a timely way; and
- Residential properties continue to meet the needs of the children and young people. Refurbishment programmes are in place and the suitability of the size of establishments are considered.

### *The future*

The plan is to increase the average placements at these homes to 16 during the next financial year. It is also planned to maintain the Outstanding Ofsted ratings in homes and the Good rating for the school.

## Reserves policy

The company has reserves of £814,850 of which £6,878 are restricted. There are therefore £776,895 available reserves after deducting £31,077 tangible assets. The charity holds unrestricted funds for the following reasons:

1. to provide working capital to manage fluctuations in its cashflow;
2. to provide protection against a serious disruption to its communities;

## Trustees Report

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3. to provide protection against a decline in the market for our services;
4. to provide capital growth for imminent developments; and
5. to provide development of our service quality.

The target level of reserves for the company is £900,000. This has been calculated on a the basis of the criteria above. This level has largely been met, and the company will continue create an adequate level through maintaining a sufficient level of placements to create these surpluses.

### **Fundraising**

Fundraising for the charity is undertaken by the parent company. A policy on fundraising is therefore provided in those accounts.

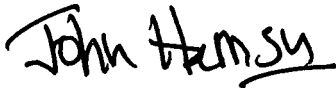
### **Auditors**

All of the current directors have taken all the steps that they ought to have taken to make themselves aware of any information needed by the Charitable Company's auditors for the purpose of their audit and to establish that the auditors are aware of that information. The directors are not aware of any relevant audit information of which the auditors are unaware.

A resolution to re-appoint BDO LLP as auditors will be proposed at the next annual general meeting.

In preparing this trustees' report, advantage has been taken of the small companies' exemption.

### **On behalf of the Trustees**



John Harrison  
**Trustee**

10 September 2019

# Responsibilities of the Trustees

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## Statement of Responsibilities of the Trustees

The Trustees, who are the directors of the company, are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Companies Act 2006 and for being satisfied that the financial statements give a true and fair view. The Trustees are also responsible for preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity, and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the group's website is the responsibility of the Trustees. The Trustee's responsibility also extends to the ongoing integrity of the financial statements contained therein.

# Independent auditor's report

## INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF CHILDHOOD FIRST (SOUTH) LIMITED

### Opinion

We have audited the financial statements of Childhood First (South) Limited ("the Charitable Company") for the year ended 31 March 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and 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 March 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.

### 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 Charitable Company in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions related 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 Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charitable Company'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 other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information.

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



## **Independent auditor's report (*continued*)**

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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 the 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, which are included in the Trustees' Report, has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic report or the Trustee's report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion;

- adequate 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees 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 directors' report and from the requirement to prepare a strategic report.

### **Responsibilities of Trustees**

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

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

## Independent auditor's report (*continued*)

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### Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**BDO LLP**

Julia Poulter (Senior Statutory Auditor)  
For and on behalf of BDO LLP, Statutory Auditor  
2 City Place, Beehive Ring Road, Gatwick, West Sussex, RH6 0PA

Date **16<sup>th</sup> September 2019**

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

# Statement of financial activities for the year ended 31 March 2019

		2019			2018
	Note	Unrestricted funds £	Restricted funds £	Total £	Total £
<b>Income and endowments</b>					
Donations and legacies		-	21,955	21,955	41,323
Charitable activities		3,231,928	-	3,231,928	2,944,381
Other incoming resources		567	-	567	717
<b>Total</b>		<b>3,232,495</b>	<b>21,955</b>	<b>3,254,450</b>	<b>2,986,421</b>
<b>Expenditure</b>					
Charitable activity					
Residential therapeutic care		3,287,579	21,955	3,309,534	2,995,952
<b>Total resources expended</b>	2	<b>3,287,579</b>	<b>21,955</b>	<b>3,309,534</b>	<b>2,995,952</b>
<b>Net (expenditure)/Income</b>	3	<b>(55,084)</b>	<b>-</b>	<b>(55,084)</b>	<b>(9,531)</b>
<b>Balances at 1 April 2018</b>		<b>863,056</b>	<b>6,878</b>	<b>869,934</b>	<b>879,465</b>
<b>Balance at 31 March 2019</b>		<b>807,972</b>	<b>6,878</b>	<b>814,850</b>	<b>869,934</b>

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

All transactions are derived from continuing operations.

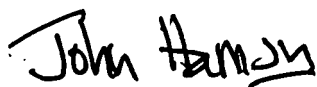
The notes on pages 12 to 17 form part of these financial statements.

# Balance Sheet at 31 March 2019

**Company number: 03547839**

		<b>2019</b>		<b>2018</b>	
	<b>Note</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed assets</b>					
Tangible assets	5		31,077		62,802
<b>Current assets</b>					
Debtors	6	925,985		1,010,157	
Cash at bank and in hand		10,311		41,114	
		<u>936,296</u>		<u>1,051,271</u>	
<b>Creditors: amounts falling due within one year</b>	7	<u>(152,523)</u>		<u>(244,139)</u>	
<b>Net current assets</b>			<u>783,773</u>		<u>807,132</u>
<b>Net assets</b>			<u>814,850</u>		<u>869,934</u>
<b>Capital reserves</b>					
Unrestricted funds	10		807,972		863,056
Restricted funds	10		6,878		6,878
			<u>814,850</u>		<u>869,934</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The financial statements were approved and authorised for issue by the Trustees on 10 September 2019 and were signed on its behalf by:



John Harrison  
**Trustee**

The notes on pages 12 to 17 form part of these financial statements.

## Cash flow statement

### For the year ended 31 March 2019

	2019 £	2018 £
<u>Cash flow from operating activities:</u>		
Net income / (expenditure) for the reporting period	(55,084)	(9,531)
Adjustments for:		
Depreciation	31,725	25,464
(increase)/decrease in debtors	84,172	(59,587)
Increase/(decrease) in creditors	(91,616)	(4,172)
	<hr/>	<hr/>
Net cash (used in)/provided by operating activities	(30,803)	(47,826)
<u>Cash flows from investing activities:</u>		
(Transfers) of property, plant equipment from group company	-	(35,648)
	<hr/>	<hr/>
Net cash (used in) investing activities	-	(35,648)
	<hr/>	<hr/>
Change in cash and cash equivalent in reporting period	(30,803)	(83,474)
Cash and cash equivalent at beginning of period	41,114	124,588
	<hr/>	<hr/>
Cash and cash equivalent at end of period	10,311	41,114
	<hr/>	<hr/>

The notes on pages 12 to 17 form part of these financial statements.

# Notes to the financial statements

## 1 Accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

### *Basis of preparation*

Childhood First (South) Limited is a charitable company incorporated in England & Wales under the Companies Act. The address of the registered office is given on the contents page and the nature of the charity's operations and its aims and objectives are set out in the trustees report. The financial statements have been prepared under the historic cost convention as modified by the valuation of investments in accordance with FRS 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Charity's accounting policies.

### *Disclosure exemptions*

In preparing the separate financial statements of the charity, advantage has been taken of the following disclosure exemptions available in FRS 102:

- The requirements of section 11 Financial Instruments paragraph 11.39 to 11.48A; and
- The requirements of section 33 Related Party Disclosures paragraph 33.7.

### *Fixed assets and depreciation*

Fixed assets are stated at cost less depreciation. Items costing less than £1,000 are not capitalised. Depreciation is provided to write off the cost of each asset over its estimated useful economic life by equal annual instalments as follows:

Furniture, fittings, tools and equipment	- 20% per annum
Motor vehicles	- 33% per annum

### *Income and expenses*

Expenses and fees are accounted for on an accruals basis. Donations are accounted for when received. Fee income is recognised in line with the delivery of the related service, with fee income spread evenly over the period of a child's placement. Payments received in advance of the associated placements are deferred.

### *Allocation of expenses:*

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

### *Funds*

- Unrestricted funds  
These represent funds which can be expended as the trustees see fit, in accordance with the charitable objects of the group.
- Restricted income funds  
These represent income received which can only be expended for the purpose specified by the donor.

### *Leases*

Annual rentals are charged to the statement of financial activities on a straight-line basis over the term of the lease.

## Notes to the financial statements

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### *Pension costs*

A number of employees belong to the Teacher's Pension Scheme, which is a defined benefit scheme. As it is not possible to identify the charitable company's share of the underlying assets and liabilities in the scheme on a consistent and reasonable basis, contributions are charged to the income and expenditure account as they are paid.

Employees who are not eligible to belong to the above scheme may belong to a group personal pension plan operated by the charitable company's parent undertaking. The assets of this plan are held separately from those of the charitable company in an independently administered fund. The amount charged to the income and expenditure account represents the contribution payable to the plan in respect of the accounting period.

### *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.

### *Cash and cash equivalents*

Cash and cash equivalents are near cash items with a similar risk profile to cash and can be accessed within 30 days.

## Notes to the financial statements

### 2. Analysis of total resources expended

Charitable activities	2019 Unrestricted £	2019 Restricted £	2019 Total £	2018 Total £
<b>Provisions of services to children</b>				
Staff costs	2,171,635		2,171,635	2,137,684
Consultants	18,223		18,223	13,915
Travel costs	54,832		54,832	42,329
Administration	124,601		124,601	47,138
Premises	298,288	11,271	309,559	230,015
Household	68,288		68,288	29,370
Provisions	60,175		60,175	54,570
Education	8,596		8,596	11,215
Personal care	40,739		40,739	28,634
Social activities	46,413	10,684	57,097	50,526
Other costs	552		552	12,177
Depreciation	31,725		31,725	25,464
Interest payable	-		-	-
Governance costs	4,800		4,800	3,340
Bank charges	338		338	408
Insurance, legal fees	56,256		56,256	46,716
Management charge	302,118		302,118	262,451
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total resources expended</b>	3,287,579	21,955	3,304,734	2,995,952
	<hr/>	<hr/>	<hr/>	<hr/>

Included in prior year expenditure of £2,648,597 is £2,023 which relates to restricted funds.

### 3. Net (expenditure)/ income

	2019 £	2018 £
Net (expenditure)/ income for the year is stated after charging:		
Auditors' remuneration	4,800	3,340
Depreciation of tangible fixed assets	31,725	25,464
Rentals payable		
- Land and buildings	124,722	123,841
	<hr/>	<hr/>



## Notes to the financial statements

### 4. Staff numbers and costs

The average number of persons employed by the charitable company during the year was 67 (2018 - 68).

	2019 £	2018 £
The aggregate payroll costs of these persons were as follows:		
Wages and salaries	1,732,997	1,702,657
Social security costs	135,618	139,470
Other pension costs	84,647	59,194
	<u>1,953,262</u>	<u>1,901,321</u>

No payments or remuneration, or reimbursement of expenses, were made to trustees during the year (2018 - £Nil).

No employees received emoluments greater than £60,000 for the year (2018 - £Nil). The combined remuneration of the senior management team in this company was nil as these costs are fully paid to the parent charity.

### 5. Tangible fixed assets

	Fixtures £	Motor Vehicles £	Total £
<i>Cost</i>			
At 1 April 2018	29,250	146,727	175,977
<b>At 31 March 2019</b>	<u>29,250</u>	<u>146,727</u>	<u>175,977</u>
<i>Depreciation</i>			
At 1 April 2018	8,775	104,400	113,175
Charge for year	5,850	25,875	31,725
<b>At 31 March 2019</b>	<u>14,625</u>	<u>130,275</u>	<u>144,900</u>
<i>Net book value</i>			
<b>At 31 March 2019</b>	<u><b>14,625</b></u>	<u><b>16,452</b></u>	<u><b>31,077</b></u>
At 1 April 2018	<u>20,475</u>	<u>42,327</u>	<u>62,802</u>

## Notes to the financial statements

On 30 September motor vehicles from Childhood First Midlands were transferred to Childhood First (South). These were transferred at the netbook value as at that date. Depreciation on these vehicles was then charged in these accounts from 1 October.

### 6. Debtors

	2019 £	2018 £
Trade debtors	105,796	49,349
Amount owed by parent company	820,189	960,808
	<u>925,985</u>	<u>1,010,157</u>

All amounts shown under debtors fall due for payment within one year.

### 7. Creditors: amounts falling due within one year

	2019 £	2018 £
Taxation and social security	46,305	44,897
Other creditors	54,204	16,929
Accruals and deferred income	16,415	44,192
Trade creditors	35,599	138,121
	<u>152,523</u>	<u>244,139</u>

### 8. Pension scheme

#### a) Teachers' Pension Scheme

A number of the charitable company's employees are members of the Teachers' Pension Scheme (TPS). The TPS is a statutory, contributory defined benefit scheme administered by the Teacher's Pension Agency, an executive agency of the Department for Education and Employment.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary (GA), using normal actuarial principles, conducts a formal actuarial review of the TSS. The aim of the review is to specify the level of future contributions.

The last valuation of the TPS was as at 31 March 2012. The value of notional assets (estimated future contributions together with the proceeds from the notional investments held at the valuation date) was £176 billion and had aggregate scheme liabilities of £191 billion, leaving a deficit of £15 billion. The valuation determined the contribution rates on the basis of a fifteen year recovery timeframe for this deficit.

From 2015 the total scheme contribution was determined to be 26% with employee contributions of 9.6% and employer contributions of 16.4%. Of the employer contributions, 10.8% were normal contributions and 5.8% was identified to cover past service deficits.

Total TPS employer pension contributions recognised as an expense during the year were £36,205 (2018 - £41,222). There were outstanding contributions of £4,700 due at the end of the financial year (2018 - £5,525).

## Notes to the financial statements

### b) Group Personal Pension Plan

A Group Personal Pension Plan exists for employees who are not eligible to be part of the above scheme. This is a defined contribution scheme.

The pension charge for the year represents contributions payable by the charitable company to the fund and amounted to £31,920 (2018 - £17,972).

There were outstanding contributions of £14,653 due at the end of the financial year (2018 - £2,928).

### 9. Related party disclosures

There are no related party transactions which require disclosure.

### 10. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2019 are represented by:			
Tangible fixed assets	31,077	-	31,077
Current assets	929,418	6,878	936,296
Current liabilities	(152,523)	-	(152,523)
	<u>807,972</u>	<u>6,878</u>	<u>814,850</u>

Restricted funds relate to funds to be applied to the upkeep of Greenfields House.

### 11. Ultimate holding company

The charitable company's controlling party and immediate and ultimate holding charitable company is the Institute of Integrated Systemic Therapy (IIST), a charitable company incorporated in England and Wales.

Copies of the consolidated financial statements of IIST are available from Companies House.