

**REGISTERED NUMBER: 07337659 (England and Wales)**

**Inclusive Employers Limited**

**Abridged Unaudited Financial Statements**

**for the Year Ended 31 January 2020**

Alton & Co  
Chartered Accountants  
239-241 Kennington Lane  
London  
SE11 5QU

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for the year ended 31 January 2020**

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**Inclusive Employers Limited**  
**Company Information**  
**for the year ended 31 January 2020**

**DIRECTORS:** Mr R C McKenna  
Mr R B Moyne  
Mrs C Williams

**SECRETARY:** Mr R B Moyne

**REGISTERED OFFICE:** 19 Short Street  
Waterloo  
London  
SE1 8LJ

**REGISTERED NUMBER:** 07337659 (England and Wales)

**ACCOUNTANTS:** Alton & Co  
Chartered Accountants  
239-241 Kennington Lane  
London  
SE11 5QU

**Chartered Accountants' Report to the Board of Directors  
on the Unaudited Financial Statements of  
Inclusive Employers Limited**

**The following reproduces the text of the report prepared for the directors in respect of the company's annual unaudited financial statements. In accordance with the Companies Act 2006, the company is only required to file a Statement of Financial Position. Readers are cautioned that the Abridged Statement of Comprehensive Income and certain other primary statements and the Report of the Directors are not required to be filed with the Registrar of Companies.**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Inclusive Employers Limited for the year ended 31 January 2020 which comprise the Abridged Statement of Income and Retained Earnings, Statement of Financial Position and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales (ICAEW), we are subject to its ethical and other professional requirements which are detailed within the ICAEW's regulations and guidance at <http://www.icaew.com/en/membership/regulations-standards-and-guidance>.

This report is made solely to the Board of Directors of Inclusive Employers Limited, as a body, in accordance with our terms of engagement. Our work has been undertaken solely to prepare for your approval the financial statements of Inclusive Employers Limited and state those matters that we have agreed to state to the Board of Directors of Inclusive Employers Limited, as a body, in this report in accordance with ICAEW Technical Release 07/16AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Inclusive Employers Limited and its Board of Directors, as a body, for our work or for this report.

It is your duty to ensure that Inclusive Employers Limited has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and profit of Inclusive Employers Limited. You consider that Inclusive Employers Limited is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the financial statements of Inclusive Employers Limited. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.

Alton & Co  
Chartered Accountants  
239-241 Kennington Lane  
London  
SE11 5QU

4 June 2020

**Inclusive Employers Limited (Registered number: 07337659)**

**Statement of Financial Position  
31 January 2020**

|  | Notes | 2020<br>£      | £              | 2019<br>£      | £             |
|--|-------|----------------|----------------|----------------|---------------|
| <b>FIXED ASSETS</b>                          |       |                |                |                |               |
| Intangible assets                            | 4     |                | 1,060          |                | 1,192         |
| Property, plant and equipment                | 5     |                | <u>6,606</u>   |                | <u>4,544</u>  |
|  |       |                | 7,666          |                | 5,736         |
| <b>CURRENT ASSETS</b>                        |       |                |                |                |               |
| Debtors                                      | 6     | 210,270        |                | 155,172        |               |
| Cash at bank and in hand                     |       | <u>221,060</u> |                | <u>62,469</u>  |               |
|  |       | 431,330        |                | 217,641        |               |
| <b>CREDITORS</b>                             |       |                |                |                |               |
| Amounts falling due within one year          | 7     | <u>180,375</u> |                | <u>123,399</u> |               |
| <b>NET CURRENT ASSETS</b>                    |       |                | <u>250,955</u> |                | <u>94,242</u> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |       |                | 258,621        |                | 99,978        |
| <b>PROVISIONS FOR LIABILITIES</b>            | 8     |                | <u>1,255</u>   |                | <u>863</u>    |
| <b>NET ASSETS</b>                            |       |                | <u>257,366</u> |                | <u>99,115</u> |
| <b>CAPITAL AND RESERVES</b>                  |       |                |                |                |               |
| Called up share capital                      | 9     |                | 100            |                | 100           |
| Retained earnings                            | 10    |                | <u>257,266</u> |                | <u>99,015</u> |
| <b>SHAREHOLDERS' FUNDS</b>                   |       |                | <u>257,366</u> |                | <u>99,115</u> |

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 January 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 January 2020 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.
- (b)

The notes form part of these financial statements

**Statement of Financial Position - continued**  
**31 January 2020**

The financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

All the members have consented to the preparation of an abridged Statement of Income and Retained Earnings for the year ended 31 January 2020 in accordance with Section 444(2A) of the Companies Act 2006.

In accordance with Section 444 of the Companies Act 2006, the Statement of Income and Retained Earnings has not been delivered.

The financial statements were approved by the Board of Directors and authorised for issue on 4 June 2020 and were signed on its behalf by:

Mr R B Moyne - Director

Mr R C McKenna - Director

**Notes to the Financial Statements  
for the year ended 31 January 2020**

**1. STATUTORY INFORMATION**

Inclusive Employers Limited is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

The presentation currency of the financial statements is the Pound Sterling (£).

**2. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Turnover**

Turnover represents net invoiced sales of services, excluding value added tax and is derived from normal trading activities of the business.

**Trade mark registration costs**

Trade mark costs are amortised over its useful life of ten years..

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 25% on cost

**Taxation**

Taxation for the year comprises current and deferred tax. Tax is recognised in the Statement of Income and Retained Earnings, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the statement of financial position date.

**Deferred tax**

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the statement of financial position date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

**Pension costs and other post-retirement benefits**

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to profit or loss in the period to which they relate.

Notes to the Financial Statements - continued  
for the year ended 31 January 2020

3. **EMPLOYEES AND DIRECTORS**

The average number of employees during the year was 16 (2019 - 8 ) .

4. **INTANGIBLE FIXED ASSETS**

|   | Trade<br>mark<br>£ |
|---|--------------------|
| <b>COST</b>                               |                    |
| At 1 February 2019<br>and 31 January 2020 | <u>1,325</u>       |
| <b>AMORTISATION</b>                       |                    |
| At 1 February 2019                        | 133                |
| Amortisation for year                     | <u>132</u>         |
| At 31 January 2020                        | <u>265</u>         |
| <b>NET BOOK VALUE</b>                     |                    |
| At 31 January 2020                        | <u>1,060</u>       |
| At 31 January 2019                        | <u>1,192</u>       |

5. **PROPERTY, PLANT AND EQUIPMENT**

|                       | Plant and<br>machinery<br>£ |
|-----------------------|-----------------------------|
| <b>COST</b>           |                             |
| At 1 February 2019    | 20,518                      |
| Additions             | <u>4,645</u>                |
| At 31 January 2020    | <u>25,163</u>               |
| <b>DEPRECIATION</b>   |                             |
| At 1 February 2019    | 15,974                      |
| Charge for year       | <u>2,583</u>                |
| At 31 January 2020    | <u>18,557</u>               |
| <b>NET BOOK VALUE</b> |                             |
| At 31 January 2020    | <u>6,606</u>                |
| At 31 January 2019    | <u>4,544</u>                |

6. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|               | 2020<br>£      | 2019<br>£      |
|---------------|----------------|----------------|
| Trade debtors | 204,238        | 146,197        |
| Other debtors | <u>6,032</u>   | <u>8,975</u>   |
|               | <u>210,270</u> | <u>155,172</u> |



Notes to the Financial Statements - continued  
for the year ended 31 January 2020

7. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                              | 2020           | 2019           |
|------------------------------|----------------|----------------|
|                              | £              | £              |
| Bank loans and overdrafts    | 5,015          | 779            |
| Trade creditors              | 12,695         | 30,976         |
| Taxation and social security | 156,565        | 87,538         |
| Other creditors              | 6,100          | 4,106          |
|                              | <u>180,375</u> | <u>123,399</u> |

8. **PROVISIONS FOR LIABILITIES**

|              | 2020         | 2019       |
|--------------|--------------|------------|
|              | £            | £          |
| Deferred tax | <u>1,255</u> | <u>863</u> |

|   |              |
|---|--------------|
|   | Deferred tax |
|   | £            |
| Balance at 1 February 2019                                      | 863          |
| Charge to Statement of Income and Retained Earnings during year | 392          |
| Balance at 31 January 2020                                      | <u>1,255</u> |

9. **CALLED UP SHARE CAPITAL**

| Allotted, issued and fully paid: |          | Nominal value: | 2020       | 2019       |
|----------------------------------|----------|----------------|------------|------------|
| Number:                          | Class:   |                | £          | £          |
| 100                              | Ordinary | £1             | <u>100</u> | <u>100</u> |

10. **RESERVES**

|                     |                   |
|---------------------|-------------------|
|                     | Retained earnings |
|                     | £                 |
| At 1 February 2019  | 99,015            |
| Profit for the year | 340,751           |
| Dividends           | (182,500)         |
| At 31 January 2020  | <u>257,266</u>    |

**Notes to the Financial Statements - continued  
for the year ended 31 January 2020**

**11. RELATED PARTY DISCLOSURES**

1. During the year, company purchased services amounting to £13,825 from Strudel London Ltd, a company in which Mr R C McKenna has a controlling interest. Supplier account at balance sheet date is nil.

2. During the year, company purchased services amounting to £83,330 from Strudel Design Ltd, a company in which Mr R C McKenna has a controlling interest. Supplier account at balance sheet date is nil.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.