

REGISTERED NUMBER: 07337659 (England and Wales)

Inclusive Employers Limited

Abridged Unaudited Financial Statements

for the Year Ended 31 January 2018

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

**Contents of the Financial Statements
for the year ended 31 January 2018**

| | Page |
|------------------------------------------|-------------|
| Company Information | 1 |
| Chartered Accountants' Report | 2 |
| Statement of Financial Position | 3 |
| Notes to the Financial Statements | 5 |

Inclusive Employers Limited
Company Information
for the year ended 31 January 2018

DIRECTORS: Mr R C McKenna
Mr M J Prollins
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 2018 which comprise the Abridged Income Statement, 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

20 June 2018

**Statement of Financial Position
31 January 2018**

| | Notes | 2018 £ | £ | 2017 £ | £ |
|----------------------------------------------|-------|----------------|----------------|---------------|---------------|
| FIXED ASSETS | | | | | |
| Intangible assets | 4 | | 125 | | 125 |
| Property, plant and equipment | 5 | | <u>1,745</u> | | <u>70</u> |
| | | | 1,870 | | 195 |
| CURRENT ASSETS | | | | | |
| Debtors | 6 | 189,242 | | 111,907 | |
| Cash at bank and in hand | | <u>75,007</u> | | <u>45,178</u> | |
| | | 264,249 | | 157,085 | |
| CREDITORS | | | | | |
| Amounts falling due within one year | 7 | <u>130,839</u> | | <u>87,410</u> | |
| NET CURRENT ASSETS | | | <u>133,410</u> | | <u>69,675</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 135,280 | | 69,870 |
| PROVISIONS FOR LIABILITIES | 8 | | <u>346</u> | | <u>14</u> |
| NET ASSETS | | | <u>134,934</u> | | <u>69,856</u> |
| CAPITAL AND RESERVES | | | | | |
| Called up share capital | 9 | | 100 | | 100 |
| Retained earnings | 10 | | <u>134,834</u> | | <u>69,756</u> |
| SHAREHOLDERS' FUNDS | | | <u>134,934</u> | | <u>69,856</u> |

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 January 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 January 2018 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)

Statement of Financial Position - continued
31 January 2018

The financial statements have been prepared and delivered in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

All the members have consented to the preparation of an abridged Income Statement for the year ended 31 January 2018 in accordance with Section 444(2A) of the Companies Act 2006.

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

The financial statements were approved by the Board of Directors on 18 June 2018 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 2018**

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 the provisions of Section 1A "Small Entities" of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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.

Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Patents and licences are being amortised evenly over their estimated useful life of nil years.

Trade mark registration costs

Trade marks usually have an indefinite life and are therefore not amortised.

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

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.

3. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 8 (2017 - 5).

Notes to the Financial Statements - continued
for the year ended 31 January 2018

4. INTANGIBLE FIXED ASSETS

| | Other intangible assets £ |
|-------------------------------------------|------------------------------------|
| COST | |
| At 1 February 2017 and 31 January 2018 | <u>125</u> |
| NET BOOK VALUE | |
| At 31 January 2018 | <u>125</u> |
| At 31 January 2017 | <u>125</u> |

5. PROPERTY, PLANT AND EQUIPMENT

| | Plant and machinery £ |
|-----------------------|-----------------------------|
| COST | |
| At 1 February 2017 | 13,705 |
| Additions | <u>2,311</u> |
| At 31 January 2018 | <u>16,016</u> |
| DEPRECIATION | |
| At 1 February 2017 | 13,635 |
| Charge for year | <u>636</u> |
| At 31 January 2018 | <u>14,271</u> |
| NET BOOK VALUE | |
| At 31 January 2018 | <u>1,745</u> |
| At 31 January 2017 | <u>70</u> |

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 £ | 2017 £ |
|---------------|----------------|----------------|
| Trade debtors | 182,128 | 108,136 |
| Prepayments | <u>7,114</u> | <u>3,771</u> |
| | <u>189,242</u> | <u>111,907</u> |

**Notes to the Financial Statements - continued
for the year ended 31 January 2018**

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 | 2017 |
|---------------------------------|----------------|---------------|
| | £ | £ |
| Bank loans and overdrafts | 692 | 528 |
| Advance received | 12,000 | 12,000 |
| Trade creditors | 20,127 | 23,366 |
| Tax | 48,758 | 23,066 |
| Social security and other taxes | 8,064 | 5,135 |
| VAT | 39,466 | 22,115 |
| Pension liability | 432 | - |
| Accrued expenses | 1,300 | 1,200 |
| | <u>130,839</u> | <u>87,410</u> |

8. PROVISIONS FOR LIABILITIES

| | 2018 | 2017 |
|----------------------------|------------|--------------|
| | £ | £ |
| Deferred tax | <u>346</u> | <u>14</u> |
| | | Deferred tax |
| | | £ |
| Balance at 1 February 2017 | | 14 |
| Provided during year | | <u>332</u> |
| Balance at 31 January 2018 | | <u>346</u> |

9. CALLED UP SHARE CAPITAL

| Allotted, issued and fully paid: | | | 2018 | 2017 |
|----------------------------------|----------|----------------|------------|------------|
| Number: | Class: | Nominal value: | £ | £ |
| 100 | Ordinary | £1 | <u>100</u> | <u>100</u> |

10. RESERVES

| | Retained earnings |
|---------------------|-------------------|
| | £ |
| At 1 February 2017 | 69,756 |
| Profit for the year | 206,270 |
| Dividends | <u>(141,192)</u> |
| At 31 January 2018 | <u>134,834</u> |

**Notes to the Financial Statements - continued
for the year ended 31 January 2018**

11. RELATED PARTY DISCLOSURES

During the year, total dividends of £141,192 (2017 - £89,800) were paid to the directors .

12. ULTIMATE CONTROLLING PARTY

The company was controlled throughout the whole year by the director, Mr R McKenna, who owns 56% of the company's issued share capital.

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.