

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

**Inclusive Employers Limited**

**Unaudited Financial Statements**

**for the Year Ended 31 January 2022**

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

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for the year ended 31 January 2022**

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**Inclusive Employers Limited**  
**Company Information**  
**for the year ended 31 January 2022**

**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 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 2022 which comprise the Statement of Comprehensive Income, 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

27 July 2022

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

**Statement of Financial Position  
31 January 2022**

		2022		2021 as restated	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Intangible assets	4		3,704		4,215
Property, plant and equipment	5		<u>3,669</u>		<u>5,045</u>
			7,373		9,260
<b>CURRENT ASSETS</b>					
Debtors	6	576,312		392,878	
Cash at bank and in hand		<u>999,168</u>		<u>692,859</u>	
		1,575,480		1,085,737	
<b>CREDITORS</b>					
Amounts falling due within one year	7	<u>1,094,754</u>		<u>939,365</u>	
<b>NET CURRENT ASSETS</b>			<u>480,726</u>		<u>146,372</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			488,099		155,632
<b>PROVISIONS FOR LIABILITIES</b>	8		<u>697</u>		<u>959</u>
<b>NET ASSETS</b>			<u>487,402</u>		<u>154,673</u>
<b>CAPITAL AND RESERVES</b>					
Called up share capital	9		100		100
Retained earnings	10		<u>487,302</u>		<u>154,573</u>
<b>SHAREHOLDERS' FUNDS</b>			<u>487,402</u>		<u>154,673</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 January 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 January 2022 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
- (b) 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.

The notes form part of these financial statements

**Statement of Financial Position - continued**  
**31 January 2022**

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

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

The financial statements were approved by the Board of Directors and authorised for issue on 27 July 2022 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 2022**

**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 and is recognised when performance obligations are satisfied.

**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 Income Statement, 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.

**Notes to the Financial Statements - continued  
for the year ended 31 January 2022**

**2. ACCOUNTING POLICIES - continued**

**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.

**Lottery funding**

The company received £184,660 in grants for Year- One funding from The English Sports Council during the year. These funds are non-transferable and must be used on the awarded project only. The grants received are recognised in profit or loss over the period necessary to match the related costs they intended to compensate systematically. Also, grants of £16,464 were accrued as income as part of Year- Two funding in line with the matching principle.

**3. EMPLOYEES AND DIRECTORS**

The average number of employees during the year was 22 (2021 - 15 ) .

**4. INTANGIBLE FIXED ASSETS**

	Trade mark £
<b>COST</b>	
At 1 February 2021	
and 31 January 2022	<u>4,992</u>
<b>AMORTISATION</b>	
At 1 February 2021	777
Amortisation for year	<u>511</u>
At 31 January 2022	<u>1,288</u>
<b>NET BOOK VALUE</b>	
At 31 January 2022	<u>3,704</u>
At 31 January 2021	<u>4,215</u>

Notes to the Financial Statements - continued  
for the year ended 31 January 2022

5. **PROPERTY, PLANT AND EQUIPMENT**

	Plant and machinery £
<b>COST</b>	
At 1 February 2021	25,858
Additions	613
At 31 January 2022	<u>26,471</u>
<b>DEPRECIATION</b>	
At 1 February 2021	20,813
Charge for year	1,989
At 31 January 2022	<u>22,802</u>
<b>NET BOOK VALUE</b>	
At 31 January 2022	<u>3,669</u>
At 31 January 2021	<u>5,045</u>

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

	2022	2021 as restated
	£	£
Trade debtors	552,573	364,086
Strudel Design Ltd	-	20,000
Directors' current accounts	-	2,392
Accrued ESC lottery grants	16,464	-
Prepayments	<u>7,275</u>	<u>6,400</u>
	<u>576,312</u>	<u>392,878</u>

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

	2022	2021 as restated
	£	£
Bank loans and overdrafts	1,474	1,654
Trade creditors	10,630	7,744
Corporation tax payable	133,277	136,001
Social security and other taxes	-	15,326
VAT	158,158	154,689
Pension liability	5,047	4,290
Deferred ESC lottery grant	-	133,720
Customers over payments	18,446	-
Deferred income	765,722	484,306
Accrued expenses	<u>2,000</u>	<u>1,635</u>
	<u>1,094,754</u>	<u>939,365</u>

**Notes to the Financial Statements - continued  
for the year ended 31 January 2022**

**8. PROVISIONS FOR LIABILITIES**

	2022	2021 as restated
	£	£
Deferred tax	<u>697</u>	<u>959</u>
		Deferred tax
		£
Balance at 1 February 2021		959
Credit to Income Statement during year		<u>(262)</u>
Balance at 31 January 2022		<u>697</u>

**9. CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:			2022	2021 as restated
Number:	Class:	Nominal value:		
			£	£
100	Ordinary	£1	<u>100</u>	<u>100</u>

**10. RESERVES**

	Retained earnings £
At 1 February 2021	638,879
Prior year adjustment	<u>(484,306)</u>
	154,573
Profit for the year	1,051,729
Dividends	<u>(719,000)</u>
At 31 January 2022	<u>487,302</u>

**Notes to the Financial Statements - continued  
for the year ended 31 January 2022**

**11. DIRECTORS' ADVANCES, CREDITS AND GUARANTEES**

The following advances and credits to directors subsisted during the years ended 31 January 2022 and 31 January 2021:

	2022	2021 as restated
	£	£
<b>Mr R C McKenna</b>		
Balance outstanding at start of year	1,196	-
Amounts advanced	-	1,196
Amounts repaid	(1,196)	-
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>-</u>	<u>1,196</u>
<b>Mr R B Moyne</b>		
Balance outstanding at start of year	1,196	-
Amounts advanced	-	1,196
Amounts repaid	(1,196)	-
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>-</u>	<u>1,196</u>

Directors have repaid their loans to company on 17 May 2021.

**12. RELATED PARTY DISCLOSURES**

Transactions with companies under common control:

During the year, company purchased services amounting to £134,140 (2021:£114,344) from related parties. Suppliers accounts 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.