

Company Registered Number: 07828443

**REALISE FUTURES CIC**  
(A Company Limited by Guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**



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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**COMPANY INFORMATION**

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<b>Directors</b>	Sally Butcher Philip Snowdon Dean Willingham Melvin Cassedy Paul Storey Jennifer Brick Lauren England Jane Sutton Kelly Dowson
<b>Company secretary</b>	Andrea Edwards
<b>Registered number</b>	07828443
<b>Registered office</b>	Lovetofts Drive Ipswich Suffolk IP1 5NZ
<b>Independent auditor</b>	MHA MacIntyre Hudson Chartered Accountants & Statutory Auditors Boundary House 4 County Place Chelmsford Essex CM2 0RE

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**STRATEGIC REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**Introduction**

The principal purpose of Realise Futures is to provide adult community learning, employment support programmes, careers and progression advice through six separate but integrated social businesses, and two service divisions

**Fair review of the business**

Overall performance against the strategic objectives for 2019/20 was good. Across the social businesses and service provision, we continued to support approximately 5,200 people with disabilities and/or disadvantages to improve their social wellbeing, educational and employment ambitions whilst making a modest financial profit.

We are an accredited Positive about Disability Employer Company and have maintained the Social Enterprise Disability Employment Mark.

The governance of Realise Futures, provided by a Board of Directors consisting of six non-executive directors and three executive directors, has continued to monitor and evaluate the effectiveness of all areas of the Company. Progress against identified objectives and Key Performance Indicators (KPIs) were reported via a series of management meetings culminating in strategic reports delivered to the board on a quarterly basis. In addition, the Board continues to be appraised of external and corporate factors affecting the organisation on current and future operational activity to inform strategic direction.

The company was successful in winning a competitive tender to deliver a new Coaching Service, focussing on adults with learning difficulties and/or autism. The three-year contract value is £2.2 million and delivery commences 1st April 2020. Discussions with commissioners of the Peer Support have indicated that the contract will be extended for a further 2 years.

The RF Works division operates as a hybrid business combining commercial enterprise with public service. All six social businesses within the Division performed to expectations and the improvements in team culture developed in the previous year have continued with increased levels of cross working across the businesses. Of particular note are the positive financial outcomes in the Fulfilment business and at St Lawrence Café, following a fundamental review of operations.

The two service divisions of Realise Futures continue to perform well, with good outcomes for individuals in receipt of all employment support, adult learning and peer support provision.

The core purpose of the adult learning service is to provide government funded adult learning opportunities across Suffolk to those at social/educational disadvantage and who may be furthest from the labour market. In 2019/20, the terms and value of the newly won three year contract with the prime contractor (Suffolk County Council) instigated a significant organisational change in the Learning & development Division resulting in 42 redundant posts, affecting 29 individuals. A positive outcome of the reorganisation was the ability to offer tutors part time posts, which has been much, appreciated by those personnel and resulted in a more cohesive service across the county. The council retains a 10% management fee.

- Pass and achievement rates for learners remain very high at an average of 94%, comparing favourably with comparable provision across the country.
- Learner numbers of approximately 4,000 remained at similar levels to that of the previous year, bucking the national downward trend.
- The Peer Support contract continues to perform well with over 600 adults with learning disabilities and/or Autism receiving formal information, advice and guidance intervention and/or attending impactful Peer Support groups across Suffolk.

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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The Employment division holds five distinct contracts and operates across Suffolk and Essex delivering programmes that help unemployed and disabled people prepare for and sustain employment.

- Our Essex Supported Employment Service focuses on supporting approximately 530 individuals into work, work preparation and in-work support.
- Over 250 people across Suffolk and Essex were enrolled onto three distinct Building Better Opportunity programmes with the team supporting those individuals into wellbeing activities, Education or Training, employment and active job searching.
- 350 people have entered the Work and Health programme which has seen significant improvements in the delivery and achievement of the stretching targets. Following a successful recruitment campaign, the team has a full complement of staff which has had a positive impact on the quality of outcomes against target. This improvement has been recognised and acknowledged by the prime contract holder who have been active in their support of the improvements made.

The company has representation on the senior executive of the British Association for Supported Employment which has been influential in securing future funding for Supported Businesses across the country. For Realise Futures, this has resulted in the securing of funding for an identified number of employees within RF Works as well as providing opportunities to further develop this area of business.

The company continues to deliver best practice around Data Protection legislation and has maintained Cyber Essential accreditation.

**Principal risks and uncertainties**

Realise Futures CIC is a diverse organisation combining commercial operations with public services through procurement activity.

Good contract management relationships with local and national stakeholders as well as good performance outcomes continue to play their part in securing positive responses to procurement opportunities, evident in the successful awarding of the contract to deliver a new Coaching service.

The social businesses performed well during the year and plans for moderate growth for the future are in place, specifically in utilising digital platforms for the horticulture businesses and Poppy's Pantry.

**COVID-19**

As a result of the Covid19 pandemic, the UK has implemented measures to contain the virus that involve a degree of lockdown that limits the movement of people and prevents significant gatherings.

Realise Futures is in a relatively fortunate position in that significant income streams are via government funded contracts. Confirmation that values of contracts and payments will continue as scheduled have been received from all commissioners and prime contractors (where we are on a supply chain) in respect of adult learning, peer support, supported employment and wellbeing placements, regardless of levels of delivery originally cited in contracts. Messages have been clear from commissioners/prime contractors that they will support providers of contracted services to remain robust through and beyond the pandemic.

Where restrictions limit ability to provide face-to-face contact with clients, continuity of provision has been maintained. Active engagement has transferred to a combination of on-line support, welfare calls and through the post.

Two of the social businesses (Poppy's Pantry and Growing Places) have continued commercial operations with reduced staffing levels and have seen increased levels of income from sales. Whilst it is expected that these increased sales will reduce as the current restrictions ease over the next few months, there are indications that the company will retain a proportion of these new customers. The learning from the scaling up of Box of Veg

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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deliveries will inform future plans for investment in this and plant sales within the Horticulture social businesses.

The company has utilised the government's Job Retention Scheme for a small proportion of the workforce in RF Works, with that figure reducing steadily as customer demand for products and increases. It is anticipated that no-one will be furloughed beyond July 2020. Plans are in place for a phased and staggered return within this division following government guidelines.

The company has deferred VAT payments, as offered by HMRC. No other government facility i.e. business loan has been required.

As a precautionary method, an overdraft facility has been secured although forecasts suggest it will not be required.

**Conclusion**

The company continues to evolve, reflecting the changing economic and political climate in which it operates. The management team, with robust governance from the Board, has proactively performance managed all aspects of the company during the year and taken positive action to celebrate success, demonstrated throughout staff communications, the recognition and reward scheme and the appraisal process.

Opportunities for growth and replication of our social business are being actively explored. It is difficult, however, to predict the impact of Covid19 on appetites for investment during 2020/21.

The Board is confident of securing a sustainable and positive future in all divisions of the company, in spite of the current uncertainties. Caution has been applied, however, to the 2020/21 budget, which will be reviewed and amended, on a monthly basis where necessary, as a phased return to the workplace across all divisions is implemented.

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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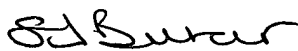
**Directors' statement of compliance with duty to promote the success of the Company**

As a Board, directors take their responsibilities in promoting the success of the company for the benefit of its members as a whole seriously and in line with our Community Interest Company status. Strategic decision making on seeking new opportunities, as well as maintaining existing provision/activities, is based on sustaining a long term profitable future that continues to meet the purpose of the company i.e. To improve wellbeing, mental health and employability of disabled and disadvantaged people whilst contributing to the economy in the communities we serve. Robust protocols are in place to ensure that such opportunities adhere to the purpose, vision and financial stability of the company as well as meeting the needs of stakeholders.

The key stakeholders of the company include employees, the clients and customers we provide our services to, suppliers, local authorities/commissioners of public sector-funded programmes targeted at the most disadvantaged in the community. Active engagement with commissioners is delivered at both strategic and operational levels via meetings, discussion forums and formal reporting mechanisms demonstrate positive social & economic impact for targeted individuals that align and add value to the key objectives of government agendas. Commissioners and clients recognise the organisation as a trusted provider of services in the specialised field we operate in.

The operating culture and values across the company divisions are of integrity, transparency, trust, positivity and respect in our interaction with personnel, clients, suppliers and customers. Strategic objectives and key performance indicators are set and regularly monitored to measure the impact of our purpose, identifying key risks and implementing actions to mitigate against those risks. All measures, policies and procedures are informed by regular reports, produced in tandem with operational personnel. Our culture drives our reputation; we actively seek feedback and engagement with stakeholders both externally and internally to maintain high standards in the delivery of service and products. This is achieved through established Comment, Compliment & Complaint procedures, client/customer evaluations, attendance at local community and business events. As a CIC, our personnel are our vested members; celebrating the contributions and positive impact on company success is a key objective for directors. Implementation of this objective is undertaken via informal site drop-ins, family friendly policies/working hours, staff intranet, newsletters/bulletins, questionnaires and an established staff council.

This report was approved by the board and signed on its behalf.



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**S Butcher**  
Director

Date: 16 June 2020

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**REALISE FUTURES CIC**  
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**DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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The Directors present their report and the financial statements for the year ended 31 March 2020.

**Directors' responsibilities statement**

The Directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period.

In preparing these financial statements, the Directors are required to:

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

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Results and dividends**

The profit for the year, after taxation, amounted to £52,775 (2019 - £25,186).

**Directors**

The Directors who served during the year were:

Sally Butcher  
Philip Snowdon  
Dean Willingham  
Melvin Cassedy  
Paul Storey  
Jennifer Brick  
Lauren England  
Jane Sutton  
Kelly Dowson

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**REALISE FUTURES CIC**  
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**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**Engagement with employees**

The Company's policy is to consult and discuss with employees at meetings, as well as through an established staff council (with representatives from across the company), matters likely to affect employees' interests.

Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

The introduction of an Employee Satisfaction survey has consistently achieved a 'good' Employee Net Promoter Score across the year.

**Disabled employees**

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Company continues and that the appropriate training is arranged. It is the policy of the Company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees. 41% of employees across the whole business have a declared disability.

**Engagement with suppliers, customers and others**

The directors recognise the importance of fostering good business relationships with all stakeholders and our choice of suppliers is no different in that regard. Repeat and new business in our commercial operations is frequently secured through word of mouth and our ability to provide trusted positive feedback from customers. Wherever possible, local suppliers for services and products are sought in accordance with our values & constitution to support the local economy. In addition, directors aim to engage with companies whose values and commitment to effective customer relationship management align to ours. Ongoing achievement of nationally recognised quality marks (that accurately reflect the diverse nature of the company) add assurance of good quality provision to all stakeholders.

**Disclosure of information to auditor**

Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- so far as the Director is aware, there is no relevant audit information of which the Company's auditor is unaware, and
- the Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

**Post balance sheet events**

There have been no significant events affecting the Company since the year end.

**Auditor**

The auditor, MHA MacIntyre Hudson, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

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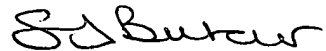
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**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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This report was approved by the board and signed on its behalf.



**Sally Butcher**  
Director

Date: 16 June 2020

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**REALISE FUTURES CIC**  
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**INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF REALISE FUTURES CIC**

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**Opinion**

We have audited the financial statements of Realise Futures CIC (the 'Company') for the year ended 31 March 2020, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes, 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 Company's affairs as at 31 March 2020 and of its profit 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 Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the 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 Directors 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

**INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF REALISE FUTURES CIC**  
**(CONTINUED)**

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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.

**Opinion 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 Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have 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 Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' 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.

**Responsibilities of directors**

As explained more fully in the Directors' Responsibilities Statement on page 5, the Directors 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 Directors 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 Directors are responsible for assessing the 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 Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF REALISE FUTURES CIC**  
**(CONTINUED)**

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

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: [www.frc.org.uk/auditorsresponsibilities](http://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 Company's shareholders 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 Company's shareholders 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 Company and the Company's shareholders for our audit work, for this report, or for the opinions we have formed.

*MHA MacIntyre Hudson*

Cara Miller ACCA (Senior Statutory Auditor)

for and on behalf of

**MHA MacIntyre Hudson**

Chartered Accountants  
Statutory Auditors

Boundary House  
4 County Place  
Chelmsford  
Essex

CM2 0RE

Date: *17 September 2020*

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**REALISE FUTURES CIC**  
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**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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	Note	2020 £	2019 £
Turnover	4	5,996,105	6,242,965
Cost of sales		(2,437,836)	(3,854,020)
<b>Gross profit</b>		<b>3,558,269</b>	<b>2,388,945</b>
Administrative expenses		(3,516,690)	(2,363,759)
Other operating income		11,196	-
<b>Operating profit</b>	6	<b>52,775</b>	<b>25,186</b>
<b>Profit for the financial year</b>		<b>52,775</b>	<b>25,186</b>

There was no other comprehensive income for 2020 (2019: £NIL).


The notes on pages 16 to 28 form part of these financial statements.

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**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07828443**

**BALANCE SHEET**  
**AS AT 31 MARCH 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	11	105,553	99,488
		<u>105,553</u>	<u>99,488</u>
<b>Current assets</b>			
Stocks	12	53,850	56,597
Debtors: amounts falling due within one year	13	381,872	395,727
Cash at bank and in hand	14	250,371	87,333
		<u>686,093</u>	<u>539,657</u>
Creditors: amounts falling due within one year	15	(617,286)	(506,560)
<b>Net current assets</b>		<u>68,807</u>	<u>33,097</u>
<b>Total assets less current liabilities</b>		<u>174,360</u>	<u>132,585</u>
Creditors: amounts falling due after more than one year	16	(667)	(11,667)
<b>Net assets</b>		<u><u>173,693</u></u>	<u><u>120,918</u></u>
<b>Capital and reserves</b>			
Profit and loss account	19	173,693	120,918
		<u><u>173,693</u></u>	<u><u>120,918</u></u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:



.....  
**Sally Butcher**  
 Director

Date: 16 June 2020

The notes on pages 16 to 28 form part of these financial statements.

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**REALISE FUTURES CIC**  
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**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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	<b>Profit and loss account</b>	<b>Total equity</b>
	<b>£</b>	<b>£</b>
<b>At 1 April 2018</b>	<b>95,732</b>	<b>95,732</b>
<b>Comprehensive income for the year</b>		
Profit for the year	<b>25,186</b>	<b>25,186</b>
<b>Total transactions with owners</b>	<b>-</b>	<b>-</b>
<b>At 1 April 2019</b>	<b>120,918</b>	<b>120,918</b>
<b>Comprehensive income for the year</b>		
Profit for the year	<b>52,775</b>	<b>52,775</b>
<b>Total transactions with owners</b>	<b>-</b>	<b>-</b>
<b>At 31 March 2020</b>	<b>173,693</b>	<b>173,693</b>

The notes on pages 16 to 28 form part of these financial statements.

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

	2020 £	2019 £
<b>Cash flows from operating activities</b>		
Profit for the financial year	52,775	25,186
<b>Adjustments for:</b>		
Depreciation of tangible assets	43,133	38,751
Loss on disposal of tangible assets	-	(1,368)
Decrease/(increase) in stocks	2,747	(1,798)
Decrease in debtors	13,855	179,636
Increase/(decrease) in creditors	110,726	(121,251)
<b>Net cash generated from operating activities</b>	<b>223,236</b>	<b>119,156</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(45,298)	(70,450)
Sale of tangible fixed assets	(3,900)	2,393
<b>Net cash from investing activities</b>	<b>(49,198)</b>	<b>(68,057)</b>
<b>Cash flows from financing activities</b>		
Repayment of/new finance leases	(11,000)	-
<b>Net cash used in financing activities</b>	<b>(11,000)</b>	<b>-</b>
<b>Net increase in cash and cash equivalents</b>	<b>163,038</b>	<b>51,099</b>
Cash and cash equivalents at beginning of year	87,333	36,234
<b>Cash and cash equivalents at the end of year</b>	<b>250,371</b>	<b>87,333</b>
<b>Cash and cash equivalents at the end of year comprise:</b>		
Cash at bank and in hand	250,371	87,333
	<b>250,371</b>	<b>87,333</b>

The notes on pages 16 to 28 form part of these financial statements.

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**REALISE FUTURES CIC**  
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**ANALYSIS OF NET DEBT**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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	<b>At 1 April 2019 £</b>	<b>Cash flows £</b>	<b>At 31 March 2020 £</b>
Cash at bank and in hand	87,333	163,038	250,371
Finance leases	(21,667)	11,000	(10,667)
	<u>65,666</u>	<u>174,038</u>	<u>239,704</u>

The notes on pages 16 to 28 form part of these financial statements.

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**1. General information**

Realise Futures CIC is a company limited by guarantee, registered in England and Wales. The company registration number is 07828443. The registered office is Lovetofts Drive, Ipswich, Suffolk, IP1 5NZ.

The financial statements are presented in pound sterling which is the functional currency of the Company and are rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements is set out below. These policies have been consistently applied to all year presented unless otherwise stated.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

**Going concern**

During the year the Company made a profit of £52,775, and at the year end had net assets of £173,693.

The Directors have prepared budgets that indicate a profit in 2020/21, and cash flow forecasts that show the Company will continue to operate within current trading parameters and will not require any external finance to support it. Additionally, the renewal and continuity of our long term primary funding contracts further supports our assessment of Realise Futures CIC continuing as a going concern.

As discussed in the strategic report, the Company has taken steps to ensure its ongoing viability in light of the current Covid19 pandemic. The Company has considered the impact of Covid19 when preparing and reviewing its forecasts.

Due to the aforementioned the Directors are confident that the Company can meet its liabilities as they fall due for a period of at least 12 months from the date of approval of these financial statements, and accordingly, the financial statements have been prepared on a going concern basis.

The following principal accounting policies have been applied:

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**2. Accounting policies (continued)**

**2.2 Revenue**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

**Sale of goods**

Revenue from the sale of goods is recognised when all of the following conditions are satisfied:

- the Company has transferred the significant risks and rewards of ownership to the buyer;
- the Company retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the transaction; and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

**Rendering of services**

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

**2.3 Tangible fixed assets**

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**2. Accounting policies (continued)**

**2.3 Tangible fixed assets (continued)**

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Plant and machinery	- 5 - 22 years straight line
Motor vehicles	- 5 years straight line
Fixtures and fittings	- 5 years straight line
Computer equipment	- 3 years straight line
Other fixed assets	- 10 years straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Comprehensive Income.

**2.4 Stocks**

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis. Work in progress and finished goods include labour and attributable overheads.

At each balance sheet date, stocks are assessed for impairment. If stock is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in profit or loss.

**2.5 Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

**2.6 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

**2.7 Financial instruments**

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**2. Accounting policies (continued)**

**2.7 Financial instruments (continued)**

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**2.8 Creditors**

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

**2.9 Operating leases: the Company as lessee**

Rentals paid under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

**2.10 Pensions**

**Defined contribution pension plan**

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in the Statement of Comprehensive Income when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the Company in independently administered funds.

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**3. Judgments in applying accounting policies and key sources of estimation uncertainty**

In the application of the Company's accounting policies, the Directors are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**1) Critical judgments**

The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

**Provision for clawbacks**

No provision has been included in the accounts in respect of clawbacks from contracts as the Directors do not consider the amount of clawbacks can be reliably estimated. Instead clawbacks are recognised as an expense as and when the company is notified of these by the contracting party.

**2) Key sources of estimation uncertainty**

**Depreciation of tangible assets**

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect the current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of property, plant and equipment and note 10 for the useful economic lives for each class of asset.

**4. Turnover**

An analysis of turnover by class of business is as follows:

	2020 £	2019 £
Sale of goods	698,273	723,881
Local council and government contracts	2,737,937	2,797,786
Other contracts	2,559,895	2,721,298
	<u>5,996,105</u>	<u>6,242,965</u>

All turnover arose within the United Kingdom.

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**REALISE FUTURES CIC**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**5. Other operating income**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Insurance claims receivable	<b>5,974</b>	-
Profit on disposal of tangible assets	<b>5,222</b>	-
	<b>11,196</b>	-

**6. Operating profit**

The operating profit is stated after charging/(crediting):

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Loss on disposal of fixed assets	<b>(3,900)</b>	(1,368)
Depreciation on tangible fixed assets	<b>(43,133)</b>	38,751
Other operating lease rentals	<b>298,590</b>	270,432

**7. Auditor's remuneration**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Fees payable to the Company's auditor and its associates for the audit of the Company's annual financial statements	<b>14,655</b>	12,956
<b>Fees payable to the Company's auditor and its associates in respect of:</b>		
Taxation compliance services	<b>465</b>	1,500
All other assurance services	<b>1,560</b>	1,150

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**8. Employees**

Staff costs, including Directors' remuneration, were as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>3,730,982</b>	3,858,197
Social security costs	<b>245,337</b>	250,139
Cost of defined contribution scheme	<b>343,931</b>	361,162
	<b>4,320,250</b>	<b>4,469,498</b>

The average monthly number of employees, including the Directors, during the year was as follows:

	<b>2020</b>	<b>2019</b>
	<b>No.</b>	<b>No.</b>
Employees and Directors	<b>248</b>	275

**9. Directors' remuneration**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Directors' emoluments	<b>136,476</b>	114,709
Company contributions to defined contribution pension schemes	<b>22,698</b>	19,156
	<b>159,174</b>	<b>133,865</b>

During the year retirement benefits were accruing to 3 Directors (2019 - 3) in respect of defined contribution pension schemes.

The highest paid Director received remuneration of £58,539 (2019 - £58,142).

The value of the company's contributions paid to a defined contribution pension scheme in respect of the highest paid Director amounted to £9,519 (2019 - £9,352).

**10. Taxation**

There was no corporation or deferred tax charge in the current year (2019: £Nil).

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**10. Taxation (continued)**

**Factors affecting tax charge for the year**

The tax assessed for the year is the same as (2019 - the same as) the standard rate of corporation tax in the UK of 19% (2019 - 19%) as set out below:

	2020 £	2019 £
Profit on ordinary activities before tax	<u>52,775</u>	<u>25,186</u>
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2019 - 19%)	10,027	4,785
<b>Effects of:</b>		
Utilisation of tax losses	(10,027)	(4,785)
<b>Total tax charge for the year</b>	<u>-</u>	<u>-</u>

**Factors that may affect future tax charges**

There were no factors that may affect future tax charges.

**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**11. Tangible fixed assets**

	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Other fixed assets £	Total £
<b>Cost or valuation</b>						
At 1 April 2019	52,562	41,832	76,214	203,938	2,530	377,076
Additions	1,115	37,845	4,446	1,892	-	45,298
Disposals	(12,125)	(11,499)	(23,634)	(10,415)	-	(57,673)
At 31 March 2020	41,552	68,178	57,026	195,415	2,530	364,701
<b>Depreciation</b>						
At 1 April 2019	49,861	41,832	40,294	144,073	1,528	277,588
Charge for the year on owned assets	1,126	4,495	5,322	31,937	253	43,133
Disposals	(12,125)	(11,499)	(23,634)	(14,315)	-	(61,573)
At 31 March 2020	38,862	34,828	21,982	161,695	1,781	259,148
<b>Net book value</b>						
At 31 March 2020	2,690	33,350	35,044	33,720	749	105,553
At 31 March 2019	2,701	-	35,920	59,865	1,002	99,488

**12. Stocks**

	2020 £	2019 £
Finished goods and goods for resale	53,850	56,597
	<u>53,850</u>	<u>56,597</u>

**REALISE FUTURES CIC**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**13. Debtors: amounts falling due within one year**

	2020 £	2019 £
Trade debtors	265,696	217,598
Other debtors	13,436	14,039
Prepayments and accrued income	102,740	164,090
	<u>381,872</u>	<u>395,727</u>

**14. Cash and cash equivalents**

	2020 £	2019 £
Cash at bank and in hand	250,371	87,333
	<u>250,371</u>	<u>87,333</u>

**15. Creditors: amounts falling due within one year**

	2020 £	2019 £
Trade creditors	141,831	54,785
Other taxation and social security	177,062	152,275
Obligations under finance lease and hire purchase contracts	10,000	10,000
Other creditors	7,585	10,307
Accruals and deferred income	280,808	279,193
	<u>617,286</u>	<u>506,560</u>

**16. Creditors: amounts falling due after more than one year**

	2020 £	2019 £
Net obligations under finance leases and hire purchase contracts	667	11,667
	<u>667</u>	<u>11,667</u>

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**17. Hire purchase and finance leases**

Minimum lease payments under hire purchase fall due as follows:

	2020 £	2019 £
Within one year	10,000	10,000
Between 1-5 years	667	11,667
	<u>10,667</u>	<u>21,667</u>

**18. Financial instruments**

	2020 £	2019 £
<b>Financial assets</b>		
Financial assets measured at amortised cost	<u>584,015</u>	<u>581,953</u>
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost	<u>(203,610)</u>	<u>(206,770)</u>

**19. Reserves**

**Profit and loss account**

The profit and loss account represents cumulative profits and losses and other adjustments.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**20. Pension commitments**

The Company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The Company participates in the Teachers Pension Scheme ("TPS") for its teaching staff, which is a Multi-Employer Defined Benefit Pension Scheme. The Company also contributes to the Local Government Pension Scheme ("LGPS") for non-teaching staff.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016. There were no outstanding or prepaid contributions at either the beginning or end of the financial year.

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

**Valuation of the Teachers' Pension Scheme**

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

The employer's pension costs paid to TPS in the period amounted to £139,009 (2019: £107,187).

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**REALISE FUTURES CIC**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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**20. Pension commitments (continued)**

**Local Government Pension Scheme**

The Company also contributes to the Local Government Pension Scheme, another multi-employer defined benefit scheme. The Company has been informed that the liabilities of the scheme are greater than the scheme assets, but have an understanding that any shortfall will be met by Suffolk County Council. The only obligation the Company therefore has is to make monthly payments at a contribution rate of 23.7%. Without this understanding with Suffolk County Council, the Company's share of the liability at 31 March 2014 was £1,237,000.

The employer's pension cost paid to LGPS in the period amounted to £180,808 (2019: £194,868).

**Pension Trust**

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £29,283 (2019: £25,461). Contributions of £8,531 (2019: £8,319) were payable to the fund at the balance sheet date.

**21. Commitments under operating leases**

At 31 March 2020 the Company had future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	165,386	207,415
Later than 1 year and not later than 5 years	322,761	372,497
Later than 5 years	338,017	326,073
	<u>826,164</u>	<u>905,985</u>

**22. Related party transactions**

During the year the Company placed £95,554 (2019: £99,517) of business with DPS Technology Group, of which D Willingham, a Non-executive Director of Realise Futures CIC, is a Partner. At the year end, £9,037 (2019: £Nil) was outstanding to DPS Technology Group.

Key Management Personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any Director (whether executive or otherwise) of that entity. The aggregate remuneration of Key Management Personnel this year was £173,667 (2019: £147,164).

000066/15

N/M.  
N/M.

**CIC 34**

# Community Interest Company Report

**For official use**  
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*Please  
complete in  
typescript, or  
in bold black  
capitals.*

**Company Name in  
full**

Realise Futures CIC

**Company Number**

07828443

**Year Ending**

31/03/2020

**Please ensure the company name is consistent with the company name entered on the accounts.**

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

**(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)**

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## **PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT**

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

Realise Futures is a company operating across Suffolk and Essex combining commercial trade of products and services alongside work placements, employment and training opportunities.

Our social mission is to improve and promote the economic and social wellbeing of people in our communities by creating opportunities in learning and work whilst actively contributing to the economies of the communities in which we operate. As a Community Interest Company (CIC), we exist for a social and environmental purpose and reinvest any profits back into the business. We employed an average of 248 people during the year, of which approximately 41% had a declared disability and/or disadvantage.

Our business is organised in three divisions, Learning and Development, Employment and RF Works (six distinct social businesses). Together they provide professional and tailored opportunities that support people to realise their potential. Success, for us, is measured by the positive impact on the lives of those we support and progress, as well as the profit we generate.

Our services are delivered with localism in mind and purposefully contribute to local authority, LEP and public health strategies i.e. upskilling on literacy & numeracy, mental health, wellbeing and employment preparedness for those adults furthest from the labour market and targeted at adults with disabilities/disadvantages.

180 people with learning difficulties and/or mental health issues were supported with a variety of work-based wellbeing activities across our social businesses that are informed by individualised plans to aid independent living skills, socialisation and progression, where appropriate.

Adult learners numbered approximately 4,000 individuals, remaining at similar levels to the previous year which bucks the national downward trend. Pass and achievement rates for learners remain very high at an average of 94% providing improved life choices for those most in need within the local community

We secured new jobs for over 380 people with disabilities and/or disadvantages within their local communities.

We actively seek ethical local providers and suppliers for products and services e.g. our IT supplier is a Suffolk-based company.

*(If applicable, please just state "A social audit report covering these points is attached").*

*(Please continue on separate continuation sheet if necessary.)*

**PART 2 – CONSULTATION WITH STAKEHOLDERS** – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

The company's stakeholders comprise the staff as members, clients and users of the various services and enterprises that we provide as well as local community organisations and funders; these include Suffolk and Essex County Councils, the Skills Funding Agency, Shaw Trust, Community Action Suffolk, Ixion, Papworth trust and TCHC. Regular reviews and feedback sessions are held with clients of the provision we deliver to inform future planning and quality improvement as well as to receive information on the impact of our services on their well-being, progression into further learning and/or employment. A further example is where we have actively sought feedback from commissioners and participants to inform where and when peer support groups for adults with autism and learning disabilities are best sited as well as informing the content of those group sessions – feedback from one participant was that she had never been “noticed” before and as a result of attending the group sessions felt “part of the community”. Active engagement with and support of local events organised by community and statutory organisations across the two counties also contribute to effective and mutually beneficial sharing of best practice e.g. linking employees and supported individuals to a diverse range of support networks that match their individual needs (e.g. debt management, housing, mental health services, domestic abuse & homeless charities).

Formal meetings are held with commissioners as part of a robust monitoring framework that inform direction, corrective actions where appropriate as well as a forum to discuss how our activity positively impacts on local agendas (e.g. health & wellbeing, improved mental health, social mobility and progression into further learning and/or employment). These performance management meetings contribute to local authority strategies that include Skills Development, Welfare into Work and SEND provision with additional funding sources secured within the counties that we operate in. In addition, as a result of our proactive approach, we continue to be active members of the HealthWatch Suffolk Partnership, Community Action Suffolk and are a Cornerstone Employer (Suffolk is one of the 12 denoted Opportunity Areas in the country. As part of the drive to improve educational standards within statutory education, Realise Futures offers support to schools and students from a business and mentoring perspective).

Consultation with staff members take the form of local team meetings, a staff council, staff surveys and the annual AGM where staff are invited to make suggestions for improvements, feedback on working practices and signposting senior management towards partnership opportunities in their local communities. As a result of positive staff feedback, the Staff Council have taken on the production of regular Staff Newsletters highlighting the work undertaken in local communities and the positive outcomes (for staff and clients) from that engagement. Communication with stakeholders is also delivered via social media, press releases, staff intranet and the company's website. Analysis of data we have collected continues to demonstrate high levels of customer satisfaction (consistently reported over the past three years at over 90% satisfaction across the company). Corrective actions taken as a result of the few complaints received have been swiftly taken to improve practice and are reported quarterly at management and board meetings.

*(If applicable, please just state “A social audit report covering these points is attached”).*

**PART 3 – DIRECTORS’ REMUNERATION** – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, “There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed” (See example with full notes). If no remuneration was received you must state that “no remuneration was received” below.

Details of remuneration are provided in paragraph 9 (page 22) of the notes to the Financial Statements.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed.

**PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION** – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that “no transfer of assets other than for full consideration has been made” below.

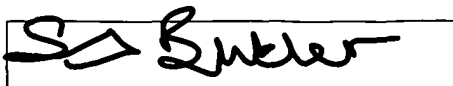
No transfer of assets other than for full consideration has been made.

*(Please continue on separate continuation sheet if necessary.)*

## PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed



Date 21/09/20

Managing Director

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Sally Butcher	
Realise Futures CIC,	
Whitehouse site, Lovetofts Drive, Ipswich IP1 5NZ	
Tel 07738 704710	
DX Number	DX Exchange

**When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:**

*For companies registered in England and Wales:* Companies House, Crown Way, Cardiff, CF14 3UZ  
DX 33050 Cardiff

*For companies registered in Scotland:* Companies House, 4<sup>th</sup> Floor, Edinburgh Quay 2, 139  
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

*For companies registered in Northern Ireland:* Companies House, 2nd Floor, The Linenhall, 32-38  
Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

**(N.B. Please enclose a cheque for £15 payable to Companies House)**