



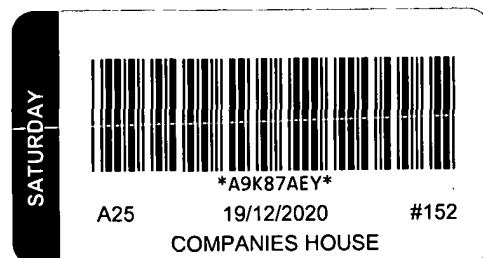
London Environmental Health Practitioners

trading as

Association of London Environmental Health Managers

Annual Report

1st April 2019 to 31st March 2020



Charity Number 1122440
Company Number 6316667

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Reference and administrative information

Charity name: London Environmental Health Practitioners

Charity registration number 1122440

Company registration number 6316667

Alternative name Association of London Environmental Health Managers (**Alehm**)

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Trustees and other Alehm officials			
Name	Role	Other roles	Re-election date
Steve Miller	Chairman & Trustee	Chair of EHRB	
Graham Jukes	Elected Trustee	Independent	2022
Paul Morse	Elected Trustee	Independent	2022
Lucy Urquhart	Elected Trustee	London Borough of Greenwich	2022
Gavin Douglas	Elected Trustee	London Borough of Haringey	2021
Jon Avern	Elected Trustee	City of London	2021
Rick Mason	Elected trustee	Independent	2021
Ellis Turner	Elected Trustee	University of the West of England	2022

Janine Avery	Secretary	Salaried position	
Kath Lewis	Admin officer	Salaried position	
Tay Potier	Project Manager	Salaried position	
Andrew Bradley	Alehm coordinator	Salaried position	(July to March)

Charitable Objectives

The charity's Memorandum of Association lists Alehm's established objectives which are to help to protect and improve the environment and public health in London and to advance education in environmental health for the public benefit, by:-

- (a) Providing a policy and strategy forum for London borough environmental health managers and staff to develop and deliver environmental health services within London;**
- (b) Developing, delivering and promoting coordinated environmental health services for London; and**
- (c) Identifying the training needs of London's environmental health services to develop and deliver appropriate training.**

Alehm publishes a business plan each year which, with other examples of the Association's activities and formal documents, can be found on the Alehm web site at <https://alehm.org.uk/news/>. Records, minutes and other technical and professional supporting information are recorded on a membership section of the Knowledge Hub which is accessible to members of the Alehm community.

The directors have had due regard to the Charity Commission's general guidance on public benefit, when reviewing the Charity's aims and objectives and in planning activities.

Summary of activity and achievements in 2019-20 and plans for 2020-21 **Steve Miller, Chairman of Alehm**

I have had the privilege of being the Chair of the Association of London Environmental Health Managers since its inauguration, overseeing its transfer to a registered charity in 2008 and I continue to support and guide the Alehm team as the activities and priorities evolve in response to the changing local authority environment. I am proud of the work we have achieved during this time and the assistance we continue to provide to environmental health services in all the 33 London local authorities.

In my role as Alehm Chairman, I work with the elected Board of Trustees to scrutinise Alehm's activities to ensure the charity operates within the Company's formal Articles of Association and comply with the Charity Commission requirements. Alehm's planned priorities and activities for the years 2019-2021 were as follows:

- To undertake a Local Authority environmental health workplace resource needs review for London to identify future training needs.
- To work with our members and partners and provide support to increase training opportunities for student and trainees who want to work in environmental health, including promotion of the degree apprenticeship.
- To provide funding for the London Healthier Catering Commitment Group to support the further development of the second tier scheme, to encourage participation of multi-outlet fast food businesses.
- To establish a lead housing group to advise Alehm's Board on the practical implications of government housing policy.
- To fund a pan London food sampling project to test the effectiveness of allergen controls.
- To develop the communication methods to access members more effectively, including greater use of social media through Linked-In.
- To provide suitable training for trustees and Alehm staff to assist them to manage and scrutinise the charitable activity.
- To promote a more intelligence led approach to enforcement and provide intelligence training.

Summary of work completed in 2019-20

Over the last 12 months Alehm has continued to develop its programme of low cost training courses, working with member local authorities to identify their local training needs and running a series of courses and training workshops to help LAs maintain a competent regulatory workforce in London. This included a range of legal training for enforcement officers, as well as specific training such as gas safety and spa and hot tub safety. The on line booking system is now fully operational.

Alehm ran the regional animal feed services for London and jointly delivered the Food Standard Agency's annual funded feed inspection programme with London Trading Standards. This service assists all London's local authorities to meet their statutory obligations under UK feed legislation. It ensures that food businesses which direct any excess food into the animal feed chain and producers of animal feed products for animals which will enter the food chain are routinely inspected which helps maintain the safety of the UK food industry and protects the farming industry from the spread of disease such as foot-and-mouth disease.

Alehm have raised issues of significance affecting London, most notably over the past 12 months on the worsening situation with respect to resources allocated to local authorities to run effective environmental health services following widespread service cuts. This is further exacerbated by the large number of vacancies within London as a result of the ever increasing shortage of trained staff as fewer new students take up training places at University or choose to enter the local authority profession. Identified as a key priority for the year, Alehm carried out research into the level of staff vacancies across environmental health services identifying nearly 20% unfilled posts in food and housing teams and around 10% in other enforcement teams. Research with the universities also indicated far fewer students are now enrolling in environmental health courses and this jeopardises the future viability of the courses. As a result of these findings, Alehm is currently working with local authority representatives and Middlesex University to identify how Alehm can assist local authorities to offer more training placements, promote the need for local authorities to direct funding into training opportunities and to further develop and increase take up of the degree apprenticeship.

This year a national forum of environmental health service leaders has been established to take over the role of national coordination of local authority environmental health services, which was previously undertaken by the Chartered Institute of Environmental Health. Alehm has played a significant role in establishing and supporting the group. Its main focus in 2019/20 is to ensure the changes to the professional qualification are appropriate for local authority needs, to seek ways to maintain an appropriately trained workforce and to develop the environmental health profession to better suit the emerging local authority landscape.

Alehm funded an officer to assist with the development of the second tier of the Healthier Catering Commitment and this year worked with 3 major national takeaway chains to establish a standard to be met by all their outlets. In addition Alehm worked with major suppliers to ensure healthier options are readily available and affordable.

Alehm has worked with the Greater London Authority to establish an appropriate second tier practical housing group for London, which will be independent of but supported by the GLA and will commence after the Covid 19 lockdown has been eased.

All London local authorities remain Alehm members and Alehm provides them with a representative voice for London's environmental health services. Alehm raises the profile of a broad spectrum of emerging issues that affect member authorities and provides operational support to enable members to react quickly and effectively to the changing environment. Over the previous 12 months, Alehm's activities has included:

- 6 members meetings, keeping member authorities up to date with technical and strategic developments.
- 7 training courses on a range of technical areas, in line with local authority requests.
- Regular communication through a newsletter, Khub forum and library, regular email circulation and web site updates to keep members up to date with ongoing activity.
- Updated all financial procedures and policies to take account of new banking and accounts procedures and updated the shared IT network.
- Improved web site access for course booking and payment facility in line with local authority requests.
- Offered placements, projects and learning opportunities for 3 students, helping them gain valuable skills to achieve professional qualification and making them ready for employment within local authorities.
- Supported the professional work of its technical groups and funded London wide coordinated projects on allergen sampling and health and safety compliance of commercial landlords.
- Funded a research project run by Middlesex University on the services available to older people with dementia to help them remain in their homes.

Membership remains stable with all 33 London local authorities maintaining their full membership of Alehm. In addition, external funding received to deliver coordinated projects has enabled Alehm to support local authorities to participate in a range of activities with minimal impact on their services. Examples include:

- The FSA's national animal feed inspection programme, funded through NTS.
- The GLA funded Healthier Catering Commitment pan London project, in partnership with Royal Borough of Greenwich and the 24 other partner local authorities.
- Partnership with Eurofins to undertake allergen sampling of high risk food products.

Plans for 2020-21:

The Covid 19 outbreak has significantly affected the way Alehm operates. Training courses have been postponed and face to face Alehm meetings cancelled, and local authorities have had to completely change their focus and adapt their activities to take account of the new public health priorities. Environmental health services are taking a lead role in control of Covid 19. They are now responsible for enforcement of Covid related business closures and social distancing requirements in workplaces, as well as managing food safety standards at food businesses who have adapted their services to comply with business closure requirements and investigating other emerging public health related incidents and emergencies during the national lockdown. This is to be followed by involvement in local outbreak control, as the lockdown is eased. The need for effective and well-resourced local environmental health services is now all too obvious. Alehm plans to provide the necessary links between individual services to support officers in the field in these unprecedented times and work with the CEHO forum, government departments and other influential bodies to help protect and further develop environmental health in local authorities for the future. Key to this support will be to provide liaison and discussion facilities for member authorities to share experiences and good practice and to agree common enforcement approaches and to gather information from members to best represent their interests.

The need for training programmes to engage and support the next generation of professionals is also critical, and further work will be undertaken to move this forward with our partners. As lockdown measures are eased, the following planned activities will be taken forward.

- Work with our members and partners and provide support to enable increased training opportunities for student and trainees who want to work in environmental health, including promotion of the degree apprenticeship.
- Healthier Catering Commitment: provide resources to support the London group and further develop the second tier scheme for national chains.
- Work with the GLA to develop the second tier housing group.
- Develop the communication methods to access members more effectively, including alternative means of contact such as virtual meetings, virtual training and wider use of social media
- Provide suitable training for trustees and Alehm staff to assist them to manage and scrutinise the charitable activity.
- Widen the training programme for local authority environmental health services to meet local needs.
- Work with Middlesex University to promote the published research report on access to local authority services for people with dementia and act on the findings.

Chairman's acknowledgement of all who have assisted Alehm during the year.

Our achievements could not have been attained without contributions from many colleagues. Firstly I would like to thank my fellow Trustees for the support they have provided during the year. I thank them both for their dedication and hard work. They have all proved essential in providing strategic direction to the organisation as well as making very positive contribution to the design and delivery of our business plan and ongoing activities.

During the year we held many of our members and topic group meetings in the conference rooms of the City of London environmental health service. I would like to extend my thanks to Jon Avern, Director of Markets & Consumer Protection at the City of London Corporation, who continues his support for Alehm, as a Trustee, and also in allowing us to use the facilities at Walbrook Wharf. I would also like to thank the staff at Walbrook Wharf for their hospitality and assistance.

As Trustees, our role is fully supported by the work and contributions of our members. I especially would like to thank colleagues who have taken on roles such as chairs of topic and technical groups, represented Alehm with our partner organisations or made a positive contribution in any way to the working of our Association.

I also give my thanks to the Alehm team, including Tay Potier, Janine Avery, Andrew Bradley and Kath Lewis who coordinate the various activities and projects undertaken by Alehm, on behalf of the Board.

I feel that it is an honour to be involved with Alehm; I believe that through our joint action we will continue to make a positive contribution to safeguard the role of environmental health in London. I look forward to continuing to work with you all in the years to come as we continue our services and support the local authority environment.

Who are the members of Alehm?

The membership of Association of London Environmental Health Managers (Alehm) is drawn from environmental health practitioners who are responsible for the management of London borough Environmental Health Services. It has been in existence for nearly 20 years and gained an excellent reputation in the environmental health community for supporting the environmental health activity and making a positive contribution to improving standards of environmental health in London.

Members decided that to enable Alehm to better achieve its aims and objectives the charitable trading company London Environmental Health Practitioners (LEHP) should be formed to run parallel with Alehm. London Environmental Health Practitioners was established as an incorporated company in

2007 and obtained charitable status in 2008. The activities of the charity are undertaken using the name Alehm. This document reports on the 11th year of charitable activities.

What are London's Environmental Health Services?

London's Environmental Health Services play a significant role in shaping and improving the lives of communities. Based in the 30 London Boroughs, 2 partnership services and the London Port Health Authority, Alehm members deliver services that enhance and protect the health and well-being of Londoners. Public services include health and safety; food safety and standards; animal feed; pest control; private sector housing and health; licensing; air quality and pollution control, including noise; emergency planning. Over 8 million people and 1 million businesses are recipients of these activities.

How do Alehm support London's Environmental Health Services?

The Association provides a policy and strategy forum to support and develop environmental health services in London; Improvement and effectiveness of service delivery underpins its work. Alehm provides a link between London borough Environmental Health Services, professional organisations, such as the Chartered Institute of Environmental Health (CIEH) and London Trading Standards (LTS) and local government bodies including the office of the London Mayor, London Councils, the Greater London Authority and Public Health England. Links have also been developed and maintained between government bodies including the Food Standards Agency (FSA); Health and Safety Executive (HSE); Department of Health (DH); Ministry of Housing, Communities and Local Government (MHCLG) and BEIS (Department of Business, Environment and Industrial Strategy) and their Office for Product Safety and Standards (OPSS).

Alehm has specialist technical topic groups who meet regularly to problem solve, promote best practice and test innovative ways of working. These established specialist groups cover food safety and health and safety. Alehm also has specialist advisers who represent members with external bodies such as BEIS, GLA, HSE and the FSA and provide technical support and advice to members upon request and at meetings. Other groups that are linked to Alehm are the London housing groups, the London Licensing Forum, London Air Quality Network, the noise coordinating group (LANAF), the Pest Liaison Group, and the London Special Treatment Groups.

Ensuring our work delivers our aims and objectives to provide public benefit:

Prior to the beginning of the operational year the executive and members agreed a business plan containing activities that deliver our aims and objectives. Activities are grouped within the themes of:

- Partnership;
- Policy and Strategy;
- Support Services;
- Learning;
- Building Capacity.

Our activities within the themes during 2019-20 are described below.

Partnership:

We aim to work with partners to establish and develop alliances that will help us to improve the effectiveness of environmental health related service delivery.

Animal Feed:

The FSA, through LTS funded a jointly delivered project between LTS and Alehm to undertake the regional feed inspection programme for 2019/20 and funding of £59,282 was awarded to Alehm to complete the inspection and regional feed services. Alehm appointed contractors to carry out the inland feed work on behalf of the local authorities. Richard Scales is the regional

feed officer and leads the feed service for London which is used by many of the London authorities and will provide sustainable support to London should central funding cease in the future.

Healthier Catering Commitment:

The HCC group represent 22 local authorities and public health teams, and the aim is to make small changes to the food offered in fast food and takeaway premises to make it slightly healthier, and to provide healthier options to make it easier to make healthier choices.

Alehm has helped coordinate the project and maintain its momentum by supporting the chair, minute taking and attending business meetings to promote the aims of the group with food producers and distributors. The group aims to improve the opportunities of food businesses to purchase healthier food from their suppliers and to influence multi-site businesses to change their recipes. Financial assistance was received with a grant of £15,000 from the Greater London Authority. A small proportion of Alehm's costs were covered by this funding, although Alehm invests significant internal resources in this important project.

Partnership project with Middlesex University:

Alehm approved a £1000 donation to Middlesex University to undertake a research project to find out what support was available within local authorities for older people, and specifically those with dementia, to access essential services. The project provided an opportunity for environmental health master's degree students to undertake an original piece of research work. The research was carried out between 2018 and 2020 and the final report was sent to Alehm in March 2020. The funding provided by Alehm provided training and research opportunities for EH students, and the results indicate a significant gap in service provision which Alehm will further promote and call for action during 2020.

Policy and Strategy:

We aim to provide a policy and strategy forum for London environmental health services.

Alehm membership meetings:

A wide ranging programme of Alehm members' meetings was delivered during the year. Members are responsible for a wide range of activities within the generic term of environmental health and, by providing themed meetings, environmental health leaders are able to receive comprehensive updates on topic areas to help inform their operational and strategic decisions.

The AGM was held in November 2019 and Alehm held a managers' update training day on the results of the Alehm work place survey, details of the new chartered practitioner programme for student EHPs, apprenticeships and training options for local authorities to attract a wide range of members to have a stake in the decisions taken at the AGM. The meeting identified actions which were needed to assist and support the next generation of trainees.

Other meetings included:

4th June 2019: A housing themed meeting included an update on housing policy from the GLA, the findings of the review of the HHSRS housing risk assessment system, details of a new enforcement focused housing officer training course at Middlesex University and information on the next steps regarding safety in high buildings following the Grenville Tower fire. Initial findings of the funded Middlesex University Housing project were also outlined.

3rd July 2019: The food themed meeting included an update from the GLA on food policy, and information on the developments within the HCC project. The Food Crime Unit of the FSA gave details of recent changes and how they will be supporting local authority services and using intelligence data to steer activity. The National Audit Office provided feedback on the audit of

food regulation and identified actions required to improve the service. The FSA updated on their recent developments on primary authority and the FHRs as well as providing proposed changes to allergen requirements following recent fatalities.

24th September 2019: A health and safety themed meeting which heard from the HSE on its current activity and policy details from the Local Authority Unit on local authority activity, as well as updates on pan London health and safety projects. A presentation on the updates to the work related death protocol provided attendees with important information on investigation changes and there was also a presentation on enforcement within the leisure industry.

24th January 2020: A public health themed meeting, which focused on the Covid 19 outbreak and how PHE were dealing with the emerging Covid 19 pandemic. In addition there were presentations on cleaner construction, dealing with illegal shisha bars, enforcement of illegal tobacco and alcohol and locally managing the healthy workplace charter and Healthier Catering Commitment programmes.

18th March 2020: The meeting was planned to bring together EH staff to discuss how to deal with the enforcement of Part 2A Orders as an element of the controls required for control of Covid 19. The lockdown meant the actual meeting was cancelled, but the information was circulated to local authorities and various mechanisms put in place to share ongoing information to assist local authorities in their emerging work programmes.

Support Services:

We aim to sustain technical and specialist members groups to inform and engage individual services to share innovative ways of working and help keep colleagues advised of activities and initiatives in London.

London-wide Technical Groups:

There are four established technical groupings under the Alehm umbrella, the London Food Coordinating Group, dealing with food issues, the Health and Safety Liaison Group, which coordinates health and safety at work regulation and promotion by borough Environmental Health Service, the special treatment groups, which manages the regulation and compliance of the treatments offered in the beauty and therapy sector and the Healthier Catering Commitment Group, which supports the boroughs to run the London HCC programme. Both the food, special treatment and health and safety groups have a structure which consists of sector groups that have representation at a strategic coordination meeting. The strategic coordination meetings also have representatives from the respective government agencies and partner organisations. The food and health and safety groups are supported by paid secretarial support, funded from subscription. Alehm holds the funds for the special treatment group.

London Food Coordinating Group (LFCG) and 4 sector groups:

The LFCG meets every 3 months and is an Alehm supported group to encourage regular liaison between food enforcement services through the 4 sector groups which, working to maintain consistency of approach across enforcement teams, testing innovative work methods and helping ensure that coordinated food regulation takes place in the region. This year the group focused on a range of priorities including work on allergen compliance in catering.

All Borough health and safety Group and 4 quadrants:

The health and safety group held 2 training meetings and enabled broader discussion on a range of issues to support the diminishing resources allocated to health and safety within the member boroughs. The training courses managed by Alehm have also helped forge support for the wider group. The successful completion of a London wide health and safety project on the compliance of business centres with work place transport requirements demonstrated widespread non-compliance which has helped focus local authority activity towards the worst performing sectors and improve health and safety standards across London. The 2019/21

project will focus on health and safety compliance with working from heights and asbestos management by commercial landlords. This has been delayed because of the Covid 19 outbreak.

Healthier Catering Commitment Group:

The GLA continued to provide a financial contribution to the HCC and in 2019/20 this included funding the development of an on line course for local authority HCC assessors and a promotional event was held at City Hall to celebrate the achievements of food businesses across London.

There are 22 boroughs currently delivering the HCC in London. Alehm supports the group by funding an officer who provides secretariat support and wider expertise to the group. Alehm manages central finances and holds the HCC website, which has been further expanded this year.

Alehm is negotiating with national fast food chains to create a suitable HCC standard to apply more widely and this will enable the scheme to be offered more widely to national companies. Despite the lockdown, larger businesses and small independents are continuing to ask how they can become involved in the scheme, as public health concerns associated with obesity have been further demonstrated during the Covid 19 outbreak. It is important the local authority services are able to maintain their support for the scheme as resources are stretched in the coming months and Alehm will continue to support the group as far as possible.

Sharing of information:

Alehm's web site promotes the work of environmental health in London. The Knowledge Hub is used to keep documents including meeting minutes and documents connected to association events and initiatives. Access to the Alehm community is provided by the Alehm team, who manage the content. Its use has been expanded to help share information in the fast moving lockdown environment, helping local authorities to keep abreast of the rapid changes.

Learning – student consortia and continuing professional development:

We aim to enhance the learning and development of London staff and trainees.

Training programme:

Alehm coordinates student training opportunities with participating boroughs and during 2019/20 1 student at Wandsworth Council completed their practical training and Alehm offered placement and project opportunities to 2 further students from Middlesex University.

Alehm has been working with Middlesex University on the future provision of environmental health training and consulted with local authorities to review the student capacity in London and support the new degree apprenticeship programme. Alehm's research into staff vacancy rates demonstrated the critical position facing local authority services and a widespread inability to fill essential posts because of a growing lack of suitably qualified officers and a catastrophic reduction in student numbers signing on to environmental health professional courses or choosing to work in local government on completing their degree.

Alehm held 6 members meetings offering a total of 24 hours of free CPD training opportunity for local authority managers against a total annual CPD requirement of 30 hours. In total Alehm awarded in excess of nearly 1000 hours of CPD for the year for attendance at Alehm meetings.

A programme of low cost training courses and workshops was also run across the year.

8th April 2019: Gas safety in catering premises. 25 attendees with 6 hours CPD

29th April 2019: Shelf Life Testing run by Public Health England. 30 attendees with 6 hours CPD

16th May 2019: Legal procedures for housing officers: 26 attendees with 6 hours CPD

3rd June 2019: Legal Disclosure for enforcers. 21 attendees with 6 hours CPD

20th June 2019: Legal interview and PACE training. 23 attendees with 6 hours CPD

17th July 2019: Health and safety course for annual project on commercial landlords. 25 attendees with 6 hours CPD

20th September 2019: Legal PACE procedures for health and safety: 17 attendees with 6 hours CPD.

1st October 2019: health and safety training on hot tubs and spa management. 18 attendees x 4 hours CPD

15th January and 5th February 2020: Cooling Tower training. 21 attendees x 6 hours CPD

Total members trained 189 with 1200 hours CPD awarded.

Building Capacity:

We aim to develop the business capacity of LEHP to support Alehm's future plans.

Incorporation and charitable status was achieved for London Environmental Health Practitioners on 2007. From 1st April 2018 Alehm became an employer and appointed 3 key workers on permanent contracts. The Alehm employees provide secretarial and coordination support, review and implement systems and procedures. External review is provided from accountants to ensure the effective governance of the company.

This annual report, will be placed on the website and the link circulated to members.

How Alehm's activities deliver public benefit:

The users of environmental health services are the general public. Effective environmental health intervention and regulation promotes efficient and productive business and promotes healthier and more sustainable communities. Environmental health services deal with the most fundamental problems these communities face, with local authority teams working to reduce health inequalities, support the vulnerable, improve local opportunities, improve the local environment and deliver environmental and public health benefits to the public. Alehm provides a London centred professional focal point for all 33 boroughs and supports the delivery of consistent and balanced environmental health services.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives. The significant activities undertaken by the charity to further its charitable purposes for the public benefit are detailed below.

Specifically in relation to Alehm's 5 charitable themes, public benefit is delivered by:

- Identifying and establishing **partnerships** to maximise the use of resources and improve the effectiveness of service delivery to the benefit of the public;
- Supporting members in the development and maintenance of their **policy and strategic** knowledge assists them to design effective services that meet legislative requirements benefiting the public;
- **Support services** by coordinating the technical groups helps to ensure that the expertise in environmental topics are maintained, best practice is shared and developed and that staff are properly trained to enable them to deliver a complete service to the benefit of the public;
- **Promoting learning** by helping to maintain adequate numbers of suitably qualified and competent staff that reflect the demographic makeup of the capital and are essential to delivering sustainable services which safeguard the wider environmental health, benefiting the public;
- **Building capacity** by maintaining an organisation that is effectively governed and satisfies statutory requirements to deliver its objectives for the benefit of the public.

Structure Governance and Management:

Governing Document:

Members of the Association of London Environmental Health Managers (Alehm) decided that, to enable Alehm to better achieve its aims and objectives, the charitable trading company London Environmental Health Practitioners (LEHP) should be formed to run parallel with Alehm. In practice the 2 organisations are run as a single body. Although the charity is registered under the name of London Environmental Health Practitioners, it operates under and is recognized by the original name of Alehm. All references to Alehm therefore relate to LEHP, the registered charity name. LEHP was established under a Memorandum of Association which established the objects and powers of the company and it is governed under its Articles of Association. Incorporation was achieved during July 2007. A Chair and Board of Directors were elected to manage the company.

Recruitment and Appointment of the executive:

The Trustees are members of Alehm and were approved to undertake the role by members of Alehm. The Articles of Association requires that one third of the Trustees must apply for re-election each year.

The AGM is due to be held before the end of the year and 1 trustee, Graham Jukes intends to step down and an election will be held to appoint a replacement. The Board of 8 trustees includes a mix of local authority employed officers, as well as those in private industry or retired.

Trustee training:

The effective induction and training of Trustees poses a challenge for new charities. Fortunately two Trustees, including the Chair, currently hold Trustee positions on the boards of other charities and consequently have experience of the responsibilities of the role. The Board has also benefited from the support provided by the Chartered Institute of Environmental Health which is a charity and has many years of experience of operating in this capacity. Trustees new to the role have received the information provided by the Charity Commission. Going forward support and advice will be obtained from its external accountancy service and specific advice will be sought as and when considered necessary by the trustees.

Risk management:

Alehm's executive has agreed the main risks to the charity. The major risks are described below.

Alehm has to date maintained the full membership of all London borough environmental health managers but could face a major risk to its viability and influence if it lost the status of all borough representation. To manage this risk, members and technical groups are encouraged to take part in the preparation and adoption of the annual business plan and approve the fees structure. By adopting this approach members can develop a plan that meets their needs and agree a fee structure that they can afford. Surveys of member needs, attendance at technical group meetings and a regular review of its activities will help ensure Alehm meet the needs of an evolving membership and local authority organisational change. The cost of running Alehm's membership activity will be maintained within its annual subscription income, as far as practical.

The Alehm executive will also ensure that Alehm's routine operational activities are financially sustainable and the organisation's spending reflects its income. Alehm has made use of available grant funding to support a range of local authority activities and will continue to look for other similar opportunities. Members agreed at the 18th November 2019 AGM to increase subscription fees in April 2020 to £1500 for annual subscription and £3900 for 3 years' discounted membership. Local authorities

are offered the chance to pay a 3 year membership fee, at a discounted rate to encourage longer term membership. This has been a popular option and helps sustain membership levels.

The financial performance of the Charity is closely monitored and reported to the Executive on a regular basis during the year.

Risks relating to internal control procedures have been minimised by using the services of accountancy and legal firms, internal and external independent reviews and the team regularly review and update internal procedures. In April 2018, Alehm took a step towards separation from the CIEH. This separation was completed in April 2019 and Alehm now seeks independent advice from its accountants.

Where Alehm undertakes external funded activities within boroughs and appointed contractors do not meet expected service levels, there is a risk the authorities may claim back the cost of poor quality work or that funding organisations may require payback of some funded work. The executive has agreed it will not take on funded projects, the value of which will put Alehm's financial stability at risk and Trustees will review and agreement sought from the Board before accepting any funded projects over £10,000. Any work completed on behalf of local authority members or other third parties are cleared by lead borough officers before payment is made to contractors to minimise the risk of poor quality work. To maintain liquidity when undertaking grant funded projects, which are paid in arrears, the executive agreed to hold £100,000 in its reserves for undertaking future funded activities.

At the Trustee meeting on the 15th May 2017 the Board agreed to hold a contingency fund of £15,000 to cover any emerging unforeseen costs.

There is a risk that Alehm's partners, organisations or individuals involved in or aggrieved by Alehm's activities, might make claims against the charity. All Alehm's contractors have professional liability insurance and the Board agreed that in March 2015 Alehm would pay for annual trustee liability insurance to minimise the risk to the charity.

Alehm have now extended this to employers insurance and also holds £100,000 of professional liability insurance.

There is a risk in not receiving a clean independent examiner's report. This challenge has been met by the Secretary and the Executive with support from the CIEH accountant and Alehm has appointed Moore Kingston Smith to set up the new accounts and prepare the statutory accounts. Alehm will continue to take advice from its accountants and seek legal advice when required. The regular review of ongoing activities by the trustees through the Executive scrutiny enables Alehm to react swiftly to any problem areas and detailed finance reports are provided to trustees quarterly to enable the board to regularly review financial statements. On occasions where regular executive meetings cannot take place, an alternative method of business review is arranged, usually discussion via email.

Organisational structure:

Alehm has 4 employees and uses payments to trustees to manage its activities and functions, operated through an internal payroll. Alehm has a number of technical groups that support members' activities. These groups meet regularly and hold minuted meetings.

Responsibilities of the executive:

The board develops and guides the strategic direction of Alehm and manages their financial activities. The Memorandum and Articles of Association were drafted for the purpose of incorporation and for charitable status. Trustees are recruited and appointed in accordance with the rules of the Memorandum and Articles of Association.

Statement of responsibilities of the Board of Trustees.

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees 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 charity and of the incoming resources and application of resources, including its income and expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

The aim of the Trustees is to maintain the current financial reserves and ensure income broadly matches expenditure, to ensure that the Charity maintains sufficient reserves to support ongoing projects. Finance reports are reported to the Trustees regularly and any changes which are likely to affect the financial position are brought to Trustee attention and action taken is recorded in minutes. The Company is required to keep reserves at least equivalent to 1 year's income. (see reserves policy, page 14). The work of Alehm is directed by a business plan with progress being regularly reported to the board. Decisions are taken by the board, or where this is impracticable, they are delegated to the Chair. The Chair's decisions are reported at the next convenient meeting of the board.

Alehm reviews and amends its business plan annually. The Mission Statement, Aims and Objectives are also reviewed as necessary.

Environmental health is a rapidly developing topic that requires Alehm to regularly review its business plan to ensure that it makes the most effective use of the resources it has at its disposal. Alehm's performance will be reported regularly to members through secretary and chair's reports presented at members meetings.

Principal funding source:

Funding for the year was from subscription fees levied on members and income for training courses to meet local authority competency training needs, with some funding for specific grant aided projects. In 2019/20, there has been funding for animal feed work circa £50,000 and funding from the GLA for HCC work of £15,000.

Investment policy:

Funds are placed in a deposit account with the bank and receive a variable interest rate.

Financial Review:

The charitable company made an operating deficit for the year of £7,627, compared to a deficit of £22,013 in 2019.

Total income for the year was £129,003 (2019: £135,475)

Member's subscriptions are increased by approximately the rate of inflation each year.

22 local authorities currently use the option of 3 years' discounted membership.

Additional income was received during the year from funding for projects on delivery of animal feed and the Healthier catering Commitment.

Some funds are currently held for boroughs for student bursary payments and Alehm continues to offer a bursary payment service to boroughs who offer placements to students.

Total expenditure for the year was £136,630 (2019: £157,488)

General fund expenditure included costs of the coordinator, Alehm meetings, student bursary payments, CIEH financial support and insurance payments. Alehm was awarded grant funding by LTS in 2018/19 for delivery of regional animal feed and the payment for expenditure on this work is mainly made to contractors and to the Alehm officers.

Reserves Policy:

The current policy, agreed by Trustees at the Executive meeting held on the 12th April 2016 requires that Alehm maintains a financial reserve of the equivalent of one year of subscription income along with 50% of the expected annual income from grant funded projects. Annual project funding to date has been up to £200,000, so a level of reserve of £100,000 was agreed.

Current annual income from subscriptions is approximately £40,000. The trustees also introduced a contingency fund to be an additional part of the reserves, to allow for any unexpected expenditure. This is set at £15,000. The minimum level of reserves for 2019/20 is set at £155,000 to provide an appropriate level of financial stability in light of the current pandemic.

At the year end the charitable company had total reserves of £237,607, comprising general reserves of £74,131, designated funds of £88,832 and restricted funds of £74,644. Total unrestricted reserves, including general reserves and designated funds were above the minimum level of reserves at the year end.

Plans for the coming year:

It is anticipated that during 2020/21 income will be based, as normal, on revenue obtained from member's subscriptions and some grant funding. Key priorities identified for 20/21 are outlined on page 6-7.

Student consortium:

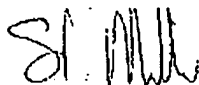
The student consortium no longer presents a viable operational model for local authorities, however Alehm continues to assist in placing students and offering a variety of work opportunities for students to gain practical experience required to obtain their formal qualification through EHRB. In the future, Alehm will work with partners and employers to make best use of the new apprenticeship programme and is actively working to protect EHRB after the CIEH announced its intention to close it.

Independent examiner:

The Trustees elected to have an independent examination of the 2019/20 accounts. The Trustees agreed to appoint Moore Kingston Smith at their meeting of 16th August 2019 which was confirmed by members at the Annual General Meeting held on 19th November 2019.

In preparing this report, the directors have taken advantage of the small companies exemptions provided by s.415A of the Companies Act 2006.

By behalf of the Board



Steve Miller, Chairman

Date: 11/12/2020

Report of the Independent examiner to the Trustees of the London Environmental Health Practitioners

I report to the Trustees on my examination of the financial statements of the charitable company for the year ended 31 March 2020 which are set out on pages 18 to 28.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees are satisfied that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and have chosen instead to have an independent examination.

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements as carried out under section 145 of the 2011 Act. In carrying out my examination I have followed the requirements of the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Moore Kingston Smith LLP

Andrew Stickland, FCA
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants
60 Goswell Road
London
EC1M 7AD

Date: 17/12/2020

London Environmental Health Practitioners
Statement of Financial Activities
For the year ended 31st March 2020

	Notes	Unrestricted/ Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:					
Charitable Activities					
Subscriptions and training		53,922	-	53,922	48,692
Grants and projects		59,073	15,000	74,073	86,302
Investment income		448	-	448	481
Other income		560	-	560	-
Total Income		114,003	15,000	129,003	135,475
Expenditure on:					
Charitable activities	3	118,125	18,505	136,630	157,488
Total Expenditure		118,125	18,505	136,630	157,488
Net (Expenditure)/Income		(4,122)	(3,505)	(7,627)	(22,013)
Transfers between funds	9	3,176	(3,176)	-	-
Net movement in funds		(946)	(6,681)	(7,627)	(22,013)
Fund balances brought forward	9	163,909	81,325	245,234	267,247
Fund balances carried forward	9	162,963	74,644	237,607	245,234

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

All of the above amounts relate to continuing activities.

The notes on pages 21 to 28 form part of these financial statements.

London Environmental Health Practitioners
Balance Sheet
As at 31st March 2020

	Note	2020 £	2020 £	2019 £	2019 £
Current Assets					
Debtors	7	68,669		81,960	
Cash at bank and in hand		<u>245,602</u>		<u>214,704</u>	
		314,271		296,664	
Creditors					
Amounts falling due within one year	8	<u>(76,664)</u>		<u>(51,430)</u>	
Total Net Assets			<u>237,607</u>		<u>245,234</u>
Funds of the Charity					
Unrestricted funds:	9		162,963		163,909
Restricted funds:	9		<u>74,644</u>		<u>81,325</u>
Total Charity Funds			<u>237,607</u>		<u>245,234</u>

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

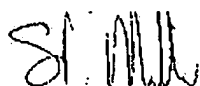
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for:

- a) ensuring that the company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- b) prepare 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 and loss for each financial year in accordance with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

Approved by the Trustees and authorised for issue on 11/12/2020

Signed on their behalf by:



.....
S Miller, Chair

Company Registration Number: 6316667

The notes on pages 21 to 28 form part of these financial statements.

London Environmental Health Practitioners
Statement of Cash Flows
For the year ended 31st March 2020

	2020 £	2019 £
Cash flows from operating activities:		
Net cash (used in)/provided by operating activities	30,450	(18,589)
Cash flows from investing activities:		
Interest	448	481
Net cash flow resulting from operations	<u>30,898</u>	<u>(18,108)</u>
Cash and cash equivalents at the beginning of the reporting period	214,704	232,812
Cash and cash equivalents at the end of the reporting period	<u><u>245,602</u></u>	<u><u>214,704</u></u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020 £	2019 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(7,627)	(22,013)
Adjustments for:		
Interest	(448)	(481)
(Increase)/decrease in debtors	13,291	6,406
Increase/(decrease) in creditors	25,234	(2,501)
Net cash provided by operating activities	<u>30,450</u>	<u>(18,589)</u>

Analysis of Cash and Cash Equivalents

Cash at bank	<u><u>245,602</u></u>	<u><u>214,704</u></u>
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Analysis of changes in net debt

	As at 31 April 2019	Cash flows	As at 31 March, 2020
Cash at bank	214,704	30,898	245,602
Total	<u><u>214,704</u></u>	<u><u>30,898</u></u>	<u><u>245,602</u></u>

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

1 Accounting Policies

London Environmental Health Practitioners is a private limited company incorporated in England and Wales under the Companies Act. It is a company limited by guarantee and the Charities registered address is 4th Floor, 18 St Cross Street London EC1N 8UN.

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charitable company is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), including Update Bulletin 2, the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity is a public benefit entity as defined by FRS 102. It exists solely to pursue its charitable objectives and does not seek to make a financial return.

The principal accounting policies, which have been applied consistently throughout the year, are set out below.

Going Concern

The financial statements have been prepared on a going concern basis.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable entity to continue as a going concern. Having carried out a detailed review of the Charity's resources and the current economic challenges facing both the Charity and its members in light of the current Covid-19 pandemic and considering the significant reserves available, the Trustees are satisfied that the Charity has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of the financial statements and that it is appropriate for the accounts to be prepared on the going concern basis.

Income

Subscriptions

Subscriptions income is recognised on an accruals basis and runs coterminous to the 31st March. Unpaid subscriptions are assessed as to their collectability at the year end.

Revenue Grants

Revenue Grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

Contractual Income

Income from contracts for services is recognised in the period when the services are provided.

Expenditure

Expenditure is accounted for on the accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

1 Accounting Policies (continued)

Employment benefits

The cost of short term employee benefits are recognised as a liability and an expense. The cost of any unused material holiday entitlement is recognised in the period in which the employee's services are received.

Funds accounting

General Funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

Restricted funds are subject to conditions imposed upon them and can only be used for the purpose they are specified.

Cash and Cash Equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the Council is required to make judgements, estimates and assumptions

The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

3 Charitable Activities

	Direct Costs £	(Note 4) Support Cost £	2020 £
Charitable expenditure	89,233	11,389	100,622
Grants and projects administration	30,958	-	30,958
Bursaries administration	5,050	-	5,050
	<u>125,241</u>	<u>11,389</u>	<u>136,630</u>

During the year, expenditure totalled £136,630 (2019: £157,488) of which unrestricted expenditure was £118,125 (2019: £115,562) and restricted expenditure totalled £18,505 (2019: £41,926).

Comparatives	Direct Costs £	(Note 4) Support Cost £	2019 £
Charitable expenditure	71,555	10,029	81,584
Grants and projects administration	45,403	-	45,403
Bursaries administration	30,501	-	30,501
	<u>147,459</u>	<u>10,029</u>	<u>157,488</u>

4 Support Costs & Governance Costs

	2020 £	2019 £
Running costs	4,364	3,272
Trustee expenses	186	157
Independent examiners fees	2,500	2,400
Accountancy fees	4,340	4,200
	<u>11,390</u>	<u>10,029</u>

5 Staff Costs

	2020 £	2019 £
Wages and salaries	71,900	65,135
Social security costs	3,217	5,339
Pension costs	1,537	605
	<u>76,654</u>	<u>71,079</u>

The average monthly number of employees during the year were as follows:

	2020 No.	2019 No.
Coordination and administration	1	1
Direct delivery of charitable activities	3	3
	<u>4</u>	<u>4</u>

No single employee received remuneration in excess of £60,000 (2019: Nil)

Key Management Personnel

The Trustees are considered to be the Charities key management personnel.

The total employee benefits, including pension costs, of the charity's key management personnel is £13,338. (2019: £16,615)

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

6 Trustee Remuneration

One Trustee, Tay Potier received remuneration in the year as disclosed in Note 5.
This ceased on 19 November 2019 when the trustee stepped down. No other Trustee received any remuneration in respect of services provided to the charity in the year. (2019: Nil)
Four Trustees (2019: One) was reimbursed travel expenditure totalling £186 (2019: £157)

7 Debtors

	Total 2020 £	Total 2019 £
Chartered Institute of Environmental Health	-	48,140
Trade Debtors	57,446	19,716
Accrued Income	11,223	14,104
	<u>68,669</u>	<u>81,960</u>

8 Creditors: Amounts falling due within one year

	Total 2020 £	Total 2019 £
Trade Creditors	-	885
Accruals	14,114	6,739
Deferred income	62,074	43,330
Other creditors	476	476
	<u>76,664</u>	<u>51,430</u>

Deferred income

Brought forward	43,330	40,917
Amounts released to income in the year	(36,616)	(40,917)
Amounts deferred in the year	55,360	43,330
Deferred income carried forward	<u>62,074</u>	<u>43,330</u>

Deferred income relates to subscriptions, representing income received for services which are due to start on or after 1st April 2020.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

9 Statement of Funds

	Balance 1 April 2019	Income	Expenditure	Transfers	Balance 31 March 2020
	£	£	£	£	£
Unrestricted funds					
General funds	68,028	103,767	105,547	7,883	74,131
	<u>68,028</u>	<u>103,767</u>	<u>105,547</u>	<u>7,883</u>	<u>74,131</u>
Designated funds					
Student consortia	54,311				54,311
Public health	4,350				4,350
Support services	23,945		1,150		22,795
Surplus food	8,635			(8,635)	-
Training courses	440	10,236	11,428	752	-
Sampling	4,200			3,176	7,376
	<u>95,881</u>	<u>10,236</u>	<u>12,578</u>	<u>(4,707)</u>	<u>88,832</u>
Restricted funds					
Regional feed	15,936				15,936
Work experience	53,004		5,050		47,954
HCC	437	15,000	13,455		1,982
Food fraud	3,176			(3,176)	-
Lockdown	8,772				8,772
Bursaries	-				-
	<u>81,325</u>	<u>15,000</u>	<u>18,505</u>	<u>(3,176)</u>	<u>74,644</u>
Total funds	<u><u>245,234</u></u>	<u><u>129,003</u></u>	<u><u>136,630</u></u>	<u><u>-</u></u>	<u><u>237,607</u></u>

Transfers between funds

The transfer of the Food fraud fund represents historic amounts that have been agreed to be transferred to a new project within designated funds by the original donor.

The transfer from the Surplus food designated fund relates to the charity undesignating this fund.

The transfer from general funds to training courses designated fund relates to the charity supporting the overspend on this fund with general funds.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

9 Statement of Funds

	Balance 1 April 2018	Income	Expenditure	Transfers	Balance 31 March 2019
	£	£	£	£	£
Unrestricted funds					
General funds	63,620	107,076	90,577	(12,091)	68,028
	<u>63,620</u>	<u>107,076</u>	<u>90,577</u>	<u>(12,091)</u>	<u>68,028</u>
Designated funds					
Student consortia	54,909		598		54,311
Public health	6,283		1,933		4,350
Support services	22,942	7,200	6,197		23,945
Surplus food	8,635				8,635
Training courses		8,806	15,157	6,791	440
Sampling			500	4,700	4,200
IDB intelligence project			600	600	-
	<u>92,769</u>	<u>16,006</u>	<u>24,985</u>	<u>12,091</u>	<u>95,881</u>
Restricted funds					
Regional feed	15,936				15,936
Work experience	81,713		28,709		53,004
HCC	1,261	10,000	10,824		437
Food fraud	3,176				3,176
Lockdown	8,772				8,772
Bursaries		2,393	2,393		-
	<u>110,858</u>	<u>12,393</u>	<u>41,926</u>	<u>-</u>	<u>81,325</u>
Total funds	<u><u>267,247</u></u>	<u><u>135,475</u></u>	<u><u>157,488</u></u>	<u><u>-</u></u>	<u><u>245,234</u></u>

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objects of the charity and which have not been designated for other purposes.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

Purpose of Designated Funds

Student Consortia

The Student consortia fund was set up to offer students practical training placements in local authorities. ALEHM appoints a number of students each year, and looks for short term placements within local authorities or project work/support work it requires which can be undertaken by a student.

Public Health Funds

This fund supports the Healthier Catering Commitment project.

Support Services

This fund supports the running of liason groups. Boroughs contribute an annual subscription fee to cover the costs of running liason groups.

Surplus Food

This was funding from the National Trading Standards to examine companies that claim to send food to animal feed. The main activities were completed and signed off in April 2015, and residual funding has been allocated by the Trustees to a further study project in line with the charity's objects.

Training Courses and Events

This fund is used to support new training courses and events that have been run by ALEHM.

Sampling

This fund is used to support a pan London food sampling project to test the effectiveness of allergen controls.

Purpose of Restricted Funds

Regional Animal Feed

This is funding provided by the Food Standards Agency (FSA), to introduce a London wide feed inspection and enforcement programme for London. Annual funding is now received for a regional feed lead officer and funds are directed to this work.

Work Experience

Funding from Wandsworth Council is used by ALEHM to recruit student EHO's and TSO's and pay them bursaries, to help overcome the local recruitment restrictions. Bursary monies are paid to ALEHM together with £600 per student to cover recruitment and financial management costs.

Healthier Catering Commitment (HCC)

This is funding to support a group of 28 local authorities and public health teams to make small changes to food offered in fast food and takeaway premises with the aim to make food healthier and provide healthier choices.

Food Fraud

This is funding obtained from the FSA fighting fund to establish a project team to investigate intelligence of widespread illegal meat being distributed across London. Alehm provided resources to coordinate the project and a claim to the FSA has been submitted to cover costs.

This fund was transferred to a designated fund in the year, after agreement from the donor.

Lockdown Project

Lockdown project funding obtained from The Department for Communities and Local Government (DCLG) to investigate rogue landlords operating a distinct business model letting sub-standard housing to homeless people, in order to claim maximum levels of housing benefit.

Bursaries

This relates to bursaries for placements found on behalf of the London Borough of Camden.

London Environmental Health Practitioners

Notes to the Financial Statements

For the year ended 31st March 2020

10 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Funds £	2020 Total Funds £
Net current assets	74,644	162,963	237,607
Net assets	<u>74,644</u>	<u>162,963</u>	<u>237,607</u>

	Restricted Funds £	Unrestricted Funds £	2019 Total Funds £
Net current assets	81,325	163,909	245,234
Net assets	<u>81,325</u>	<u>163,909</u>	<u>245,234</u>

11 Taxation

As a charity, London Environmental Health Practitioners is exempt from income and gains falling within section 466-493 of the Corporations Tax Act 2010 to the extent that these are derived from its charitable activities.

No tax charge arose on the ordinary activities for the year ended 31 March 2020.

12 Capital commitments

At 31 March 2020 the company had no capital commitments not provided for in the financial statements. (2019: Nil)

13 Related party transactions

One trustee, Tay Potier, is employed by Alehm for work on behalf of the charity. The total remuneration is disclosed in Note. 5 of these financial statements. There were no other disclosable trustees' interests for the 12 months ended 31 March 2020

14 Controlling party

Alehm is governed by its trustees (known as The Executive), who are appointed by the members of Alehm.