

Registered number: 01880755
Charity number: 291214

ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE
YEAR ENDED 31 MARCH 2019

MONDAY



L8JF08FF

LD3

02/12/2019

#102

COMPANIES HOUSE

ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 - 8
Independent auditor's report	9 - 11
Statement of financial activities	12
Balance sheet	13
Statement of Cash flows	14
Notes to the financial statements	15 - 24

ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2019

Trustees

Sade Alade, Chair
Angela Bell
Catherine Faye Capaldi
Ruth Jenkins, Treasurer (resigned 31 December 2018)
Debbie Ladds
Alastair Neil McDonald
Hazel Saunders, Vice Chair
Rosemary Partin (resigned 14 November 2018)
Elizabeth Streeter
Kate Lauren Fairhurst (appointed 9 May 2018)
Alan David Ward (appointed 8 August 2019)

Company registered number 01880755

Charity registered number 291214

Registered office 7 Dowdney Close
Bartholomew Road
London
NW5 2BP

Company secretary Alexis Keir

Chief executive officer Alexis Keir

Independent auditor Goldwins Limited
75 Maygrove Road
West Hampstead
London
NW6 2EG

Bankers HSBC Plc
London
NW5 2BS

CAF Bank Ltd
PO Box 289
West Malling
ME19 4TA

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

The Trustees, who are the Directors of the Charity for the purposes of the Companies Act, and Trustees for charity law purposes, submit their annual report and the financial statements of Elfrida Rathbone (Camden) for the year ended 31 March 2018. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Charities SORP FRS102 (effective 1 January 2015). The company also trades under the names "ERC Family Services and Advocacy" and the "Leighton College".

Structure, governance and management

The company is registered as a charitable company limited by guarantee.

The Trustees form the Management Committee which consists of not less than five or more than 17 trustees. At each Annual General Meeting one-third of the Trustees must retire but are eligible for re-election. The Management Committee, led by the chairperson together with a vice-chair and treasurer, governs the organisation.

The trustees are responsible for the governance of the organisation and delegate the day-to-day management of the organisation to the Director / Company Secretary. The director works with the team of project managers to ensure that the Charity develops and delivers quality services for our beneficiaries. Alexis Keir has been Director of Elfrida Rathbone Camden (ERC) since June 2007.

The management team of ERC comprises:

Alexis Keir	Director
David Atkinson	Business Development Manager
Francesca Cappelli	Family Services and Safeguarding Manager
Sousan Luqman	Education Manager
Chris McAuley	Finance and Central Services Manager

Trustees are recruited through advertising in community and voluntary sector resources and direct links with local service users and networks. Currently the Board has 10 trustees with a diverse range of backgrounds including social care and family support, accountancy, local government, supplementary and further education, community development, services for disabled people and the retail sector.

Potential new trustees are encouraged to meet with the Director to discuss the activities and operations of the charity and to find out about the current challenges and opportunities facing ERC. They are also invited to observe a management committee meeting before their application is accepted and confirmed. There is no entitlement for any other external person or organisation to appoint trustees.

Ensuring our work delivers our aims

Each year the management team and trustees review our projects and services and update the strategic objectives of ERC in line with our aims and values. Joint planning exercises with the Board of Trustees are used to enable trustees and staff to consider how planned activities will contribute to the aims and objectives they have set.

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Meeting Our Goals - Activities and Services

Elfrida Rathbone Camden works to achieve independence, empowerment and personal development for disabled people, children and young people, parents and families

These aims are met by the organisation delivering services in three main areas:

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

Work with young disabled people

Leighton College

For 2017-18 the Leighton College had 19 students enrolled – 18 were funded by Local Authority Education Departments and the Education and Skills Funding Agency

Boroughs funding student places:

<i>Camden</i>	<i>8</i>
<i>Barnet</i>	<i>4</i>
<i>Islington</i>	<i>3</i>
<i>Haringey</i>	<i>4</i>

13 students were entered for accredited awards

Award	Number of students achieving	Achievement %
Ascentis Entry 2 Award in Personal Development	7	100
Ascentis Entry 1 Award in Functional Skills Mathematics	5	100
Ascentis Entry 2 Award in Functional Skills Mathematics	7	100
Entry 1 Award in Functional Skills ICT	6	75
Ascentis Entry 2 Award in Functional Skills English	5	100
Ascentis Entry 1 Award in Functional Skills English	4	100
Ascentis Entry 2 Award in Skills for Employment	6	100

Students from Leighton College received a **City Leaders Award from London Youth** and were awarded the 2018 City Leaders Community Pitch award at a prestigious ceremony in the City of London. The students won the award for their 'Stranger Danger' project, which involved them creating a short play on the topic of personal safety for very young children, and successfully pitching to secure the resources to perform it at several local nursery schools. In October 2018 6 new students were recruited to make a cohort of 20 learners for 2018-19

Inclusion Works

ERC's community-based employability project for young people with a learning disability aged 16 – 25 years old funded by the Richard Reeves Foundation ended in March 2019. In 2018-19 the project worked with 17 participants and maintained effective relationships with a wide range of employers and community organisations.

New placements were set up with the Nata café based at Somerstown Living Centre, Melia Hotels, NoNo Foods and, Cats Protection.

The Inclusion Works project and the two workers Helen Tate and subsequently Jon Byrne supported participants with initial interviews and subsequent 1:1 support, organising and attending work placements, attending relevant meetings and employability events, meeting with other employability providers, setting up and running courses and taster days and interviewing and assessing individuals for training programme and volunteer recruitment.

In Oct 2018, the Inclusion Works Co-ordinator became an inaugural member of the newly established Camden Supported Employment Forum, which brings together key local partners to create more routes that will support

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

people with special educational needs and disabilities into paid employment.

Original targets for Inclusion Works were as follows:

- 25% of young people will be supported into employment
- 80 % of young people will benefit from increased motivation and raised aspirations
- 80% of young people will improve their job search skills
- 60% of young people will experience improved life stability (e.g. physical health, emotional wellbeing, housing and financial stability)
- 80% of young people will develop their social skills for work
- 80% of young people will feel more confident in facing challenges

Based on these criteria, 2018-19 outcomes are:

- 20% of participants have been supported into employment
- 86% of young people expressed that they had increased motivation and raised aspirations
- 87% of young people improved their job search skills
- 68% of young people reported improved life stability
- 87% of young people expressed that they had developed social skills for work
- 68% of young people felt more confident in facing challenges

The 68% figure for feeling confidence in facing challenges, as against the 80% target in the original proposal, may be partially explained by the fact that, while participants who have started work or long term placements with the support of the Co-ordinator have been confident in doing so, in several cases there has been reluctance, either from the participant or in some cases, family, for that support to be gradually downscaled.

We have been accessing training from The British Association of Supported Employment to address this issue, and also signposting to external support resources such as the National Autistic Society and Access to Work scheme to help address this issue.

Family Support and Advocacy

Camden Futures

In January 2019 ERC came to the end of its 2nd period (3 years) of delivering a family support service for families with complex and multiple problems funded by the big Lottery.

Since February 2016, the service, delivered in partnership with Citizens Advice Camden, has worked with 167 families (534 beneficiaries - 201 adults and 333 children) through a range of 1:1 family support and financial inclusion work and community activities.

In 2018-19 the service received a total of 34 new referrals and provided support to 31 families. The ending of funding in January 2019 meant that the team could not take referrals from the end of October 2018 because levels of need were so high amongst families that effective interventions could not be made in such a short space of time. Instead the team worked extensively to offer consultation to referrers to signpost families in need to alternative services, where possible.

Most of the families the service worked with presented with a combination of socio-economic needs (e.g. poor housing, low income or no access to public funds, newly arrived refugees) and issues around poor mental and/or physical health, disability, exposure to past trauma for both parents and children. 74% of the families we supported live in one of the nine most deprived wards in Camden and 48% of the families lived in a problem housing situation – either in "long-term temporary accommodation at risk of eviction or in an overcrowded home".

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

Our data also confirms that of the children supported by our family support team:

- 54% had emotional or mental health difficulties or were at risk of deterioration of mental health;
- 38% were victims of bullying, isolation or damaging family relationship;
- 26% were living with a disability, long-term health problem or special educational needs;
- 18% display behavioural problems.

A similar picture applies to the underlying support needs among our parent cohort. A striking 48% of them were living in difficult housing circumstances either in hostels or other temporary accommodation, were at risk of homelessness or were living in overcrowded spaces.

- 52% of parents are either long term or currently unemployed;
- 53% of the families are from refugee, traveller and/or BME communities;
- 17% of parents consider themselves disabled;
- 40% have a long term mental or physical illness.

79% of the parents we worked with presented with at least two of the above support needs. This confirms that we are successfully targeting families with multiple needs. In addition, 56% of parents we worked with were single parents or separating couples.

In this latest period of funding the team also developed the Community Connectors' model of parent peer support – parents supporting other families by sharing their experiences and shaping and developing activities. The Connectors contribution involvement helped us secure for a second year the John Lyon's School Holiday fund which enabled Camden Futures families to access free fun activities over the holidays.

All our connectors have reported increased knowledge around services available to families. This is also reflected in their excellent level of participation in several training opportunities that the team organised. In October 2018 a Community Connector took part with other ERC staff in the ARISE: Analysing Refugee Inclusion in Southern Europe programme: a professional development course in Southern Italy for 72 professionals and volunteers from UK organisations, to gain new skills and knowledge around migration, social inclusion, effects of UK and EU policies on migrants/refugees and on the support services working to integrate these communities in the hosting society.

Financial inclusion work has also been an integral part of the Camden Futures service: since 2016 Citizens Advice Camden has offered support to 105 parents. See below:

	Priority Debts (£s)	Non-Priority Debt (£s)	Financial Gain (£ s)	Service users	Families
2016-17	77,457.17	262,235.88	74,554.81	57	41
2017-18	34,949.85	83,189.45	132,096.13	26	17
2018-19	10,255.11	7,165.57	56,675.89	12	7
From 01-02-16 to 31-12-18	136,711.87	358,488.90	329,242.18	105	76

ERC Family Development Workers have also accessed an immense amount of charitable funding for individual families - over £7K in grants for essential items such as beds, carpets, school uniforms, warm clothes and toys that have improved the well-being of families and helped them to overcome severe barriers. Small purchases are often incredibly helpful to our overall support package: housing improvements through storage furniture; improving family routines through planners and charts.

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

Creative Therapies for parents and young people with learning disabilities

ERC began a Creative Therapy Project in January 2018 with funding from the ExPat Foundation. 40 clients had been referred to the project by January 2019, detailed below:

Intervention	Referrals	Total no sessions held
1:1 Student Creative Therapy (up to 20 weekly sessions)	4	64
Student Creative Therapy Group	12	20
Beyond Words Book Club	10	15
1:1 Parent Creative Therapy (up to 20 weekly sessions)	5	62
Parent Creative Therapy Group	15	16

**NB: Referrals total more than 40 because some students with a learning disability access more than one strand of the service.*

Parent Creative Therapy Groups

Two groups have been run so far, comprising 10 sessions each. The second group was open to parents beyond our Camden Futures family service so that we could reach a wider range of parents in need.

Parents who regularly attended reported significant improvements in all areas measured including feeling connected to others in a positive way; feeling heard; using art materials to express themselves; feeling more confident; improved sense of wellbeing in family relationships and feeling that problems are shared with others.

Parent 1:1 Creative Therapy Sessions

5 parents accessed this offer, ranging from between 6-20 weekly sessions depending on need. The largest self-evaluated improvements were felt in areas of confidence, self-esteem and feeling better connected to the local community. Parents were also signposted to both in-house ERC services and other local family community activities and initiatives.

Student Creative Therapy Groups

Student Art Therapy sessions were embedded in the Leighton College curriculum and focused on expressive artmaking. Two 10-week group projects were run with 6 students in each group. Interventions encouraged students to express, communicate and regulate emotions, recognise and celebrate strengths, promote resilience and engage in teamwork.

Activities included puppet-making, filming puppet shows, making musical instruments, creative journal keeping and a Tree of Life intervention, sharing positive self-identities. Following this, students were keen to make a joint group tree mural to celebrate their group identity. Freedom was given to negotiate this task which increased team-working skills, independence and pride. Students recognised their value as individuals and the value they brought to the group and asked to display their tree for others to see in the College. College staff reported that the sessions were really empowering for the students.

Student 1:1 Creative Therapy Sessions

4 students accessed 1:1 Creative Therapy sessions. One student was referred to Speech and Language Therapy for further input following this intervention. College staff reported a notably positive impact on classroom behaviour and engagement of students accessing the service. College attendance has increased, and incidents of suspension and challenging behaviour have decreased. Monitoring showed that sessions helped students most in the areas of increased confidence and self-esteem; support-seeking and knowing where to go for help; feeling better about myself and in family relationships; using art materials to express myself; feeling heard and understood by others.

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

Beyond Words Book Club

We piloted weekly clubs that offered an extra-curricular activity for our students and people with learning disabilities beyond our usual service threshold. Although demand was less than anticipated at first, by the end of the summer term, 8 young people were regularly attending and benefitting from a vital social opportunity. Group members felt it was a positive space to allow ex-college members to stay in touch with current students.

Learning and Training

ERC staff continue to access a range of statutory and voluntary sector training opportunities. We continue to be grateful for the opportunities offered and shared by voluntary and statutory sector partners including London Borough of Camden, Locality and Voluntary Action Camden.

Funding and sustainability

ERC has worked creatively with LB Camden and the Big Lottery to continue to run a multidisciplinary Family Support Service from June 2019. Alongside this, we have secured funding for three years from Camden Giving to support families affected by the disruption caused by HS2 development work in Camden. LB Camden has provided a financial contribution in 2019-20 to support the Community Connectors Co-ordinator role.

Separately, we have also been commissioned by Tavistock Relationships via the Department of Work and Pensions to deliver a series of interventions to reduce parental conflict. This work will run from January 2019 to June 2021.

Our efforts to strongly promote the Leighton College and other ERC services mean that we have been able to maintain a level of 18/19 students each year spread across 3-year groups and continued our successful Employability 3rd year.

ERC has maintained a diverse range of service delivery and funding sources. Our current major funding partners are the Big Lottery (National Lottery Community Fund), Camden Giving, Education and Skills Funding Agency, the London Borough of Camden, London Borough of Islington and the other individual local authorities who fund places for students on the Leighton Education project.

Reserves Policy

The Trustees have maintained a policy whereby the unrestricted funds not committed (the "free reserves") held by the company should be approximately 25% of the annual costs, which equates to approximately £179,229. The current level of free reserves is £216,894. This includes designated reserves for Fixed Assets, Premises Refurbishment and Project Contingency costs. The Fixed Asset Fund represents the net book value of fixed assets included in the unrestricted fund.

Refurbishment costs have been designated as a provision for agreed renovation and major repairs at our current location – e.g. servicing and upgrade of the lift and repainting. The Trustees also felt it was prudent in view of the continuing pressures on public sector funding to set up a designated reserve for project contingency. This would aim to cover the costs of a project coming to an end and would include redundancy costs.

Trustees have reviewed operations and our current liabilities and still feel that this level is sufficient to allow for contingency and for equipment replacement.

Risk Management

The Trustees undertake an annual risk review, looking in particular at those risks related to operations and finances. The Trustees are confident that sufficient measures including a monitoring and feedback structure implemented by the Director and management team has been put in place to minimise any significant risks.

ELFRIDA RATHBONE (CAMDEN)
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

Trustees will continue to monitor the situation.

Plans for future periods

Trustees and the management team working together have identified a number of key activities to address the sustainability and future service delivery of ERC from 2018- 2022. Priorities and targets remain:

Service delivery

- Secure funding to continue the service delivery and expansion of a multidisciplinary family support service.
- Establish the Community Connectors parent peer support model as an independent service
- Secure funding to continue our work with young disabled people on social action projects
- Expanding the services and support available to Leighton College students to offer access to emotional, mental and psychological support, healthy living activities and practical opportunities to develop skills for living independently
- Ensure that ERC has the capacity to properly market our services so that for instance the Leighton College always has full enrolment
- Increase the income we raise through room hire, engagement with companies and corporate sponsors and fundraising activities

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company and charity law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing those financial statements the Trustees have selected suitable accounting policies and applied them consistently, made judgements and estimates that are reasonable and prudent, stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepared the financial statements on a going concern basis (unless it is inappropriate to presume that the Charity will continue in operation).

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which 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 Companies Act 1985. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

Statement as to disclosure to our Auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out on page 1 each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This trustees' annual report has been approved by the Trustees on 22/11/2019 and signed on its behalf by:

Sade Alade
(Chair)



ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ELFRIDA RATHBONE CAMDEN

Opinion

We have audited the financial statements of Elfrida Rathbone (Camden) (the 'Charity') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, 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 Charity's affairs as at 31 March 2019 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity'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 trustees 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 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.

ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ELFRIDA RATHBONE CAMDEN

Opinions 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 trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating 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 Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees 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 they 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 trustees are responsible for assessing the Charity'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 trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our 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]. This description forms part of our auditor's report.

ELFRIDA RATHBONE CAMDEN
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ELFRIDA RATHBONE CAMDEN

This report is made solely to the Charity's members, as a body, 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 Charity's members 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

26 November 2019

Elfrida Rathbone Camden
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2019

		Unrestricted	Restricted	2019	2018
	Note	£	£	Total	Total
				£	£
Income from:					
Donations and legacies	3	4,072	-	4,072	27,463
Charitable activities:	4				
Family Services and Advocacy		9,288	206,680	215,968	203,256
Leighton Project		427,169	33,197	460,366	435,961
Other income		15,125	-	15,125	16,584
Investment income	5	270	-	270	158
Total income		455,924	239,877	695,801	683,422
Expenditure on:					
Raising funds		8,914	-	8,914	8,919
Charitable activities:					
Family Services and Advocacy		65,820	207,810	273,630	278,010
Leighton Project		405,405	28,967	434,372	440,476
Total expenditure	6	480,139	236,777	716,916	727,406
Net income / (expenditure) before net gains / (losses) on investments		(24,215)	3,100	(21,115)	(43,984)
Net income / (expenditure) before transfers		(24,215)	3,100	(21,115)	(43,984)
Transfers between funds		-	-	-	-
Net income / (expenditure) for the year	7	(24,215)	3,100	(21,115)	(43,984)
Reconciliation of funds:					
Total funds brought forward		241,109	15,411	256,520	300,504
Total funds carried forward		216,894	18,511	235,405	256,520

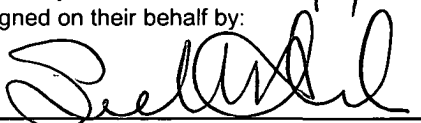
All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

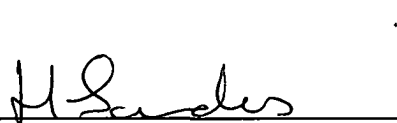
Elfrida Rathbone Camden
Balance sheet
As at 31 March 2019

	Note	2019 £	2019 £	2018 £	2018 £
Fixed assets:					
Tangible assets	10		<u>2,470</u>		<u>4,940</u>
			2,470		4,940
Current assets:					
Debtors	11	72,770		75,807	
Cash at bank and in hand		<u>224,370</u>		<u>304,890</u>	
		297,140		380,697	
Liabilities:					
Creditors: amounts falling due within one year	12	<u>(64,205)</u>		<u>(129,117)</u>	
Net current assets / (liabilities)			<u>232,935</u>		<u>251,580</u>
Total net assets / (liabilities)			<u>235,405</u>		<u>256,520</u>
Funds	15				
Restricted funds			18,511		15,411
Unrestricted funds:					
Designated funds		48,595		51,065	
General funds		<u>168,299</u>		<u>190,044</u>	
Total unrestricted funds			<u>216,894</u>		<u>241,109</u>
Total funds			<u>235,405</u>		<u>256,520</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 22/11/2019
and signed on their behalf by:


Name
Sade Alade, Chair


Name
Hazel Saunders, Vice Chair

Company registration number: 01880755

The attached notes form part of the financial statements.

Elfrida Rathbone Camden
Statement of cash flows
For the year ended 31 March 2019

	Note	2019 £	2019 £	2018 £	2018 £
Cash flows from operating activities:					
Net cash provided by / (used in) operating activities	16		(80,520)		(5,823)
Cash flows from investing activities:					
Sale/ (purchase) of fixed assets		-		(3,360)	
Cash provided by / (used in) investing activities			-		(3,360)
Cash flows from financing activities:					
Cash inflows from new borrowing		-		-	
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			(80,520)		(9,183)
Cash and cash equivalents at the beginning of the year			304,890		314,073
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		224,370		304,890

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Trusts artistic programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £2,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Fixtures and fittings	25%
- Computer equipment	33%

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The Charity operates a Defined Contributions pension scheme.

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

2 Detailed comparatives for the statement of financial activities

	2018 Unrestricted £	2018 Restricted £	2018 Total £
Income from:			
Donations	27,463	-	27,463
Charitable activities:			
Family Services and Advocacy	-	203,256	203,256
Leighton Project	401,959	34,002	435,961
Other income - Centre	16,584	-	16,584
Investments	158	-	158
Total income	446,164	237,258	683,422
Expenditure on:			
Raising funds	8,919	-	8,919
Charitable activities:			
Family Services and Advocacy	61,121	216,889	278,010
Leighton Project	402,659	37,817	440,476
Total expenditure	472,700	254,706	727,406
Net income / expenditure before gains / (losses) on investments	(26,536)	(17,448)	(43,984)
Net gains / (losses) on investments	-	-	-
Net income / expenditure before transfers	(26,536)	(17,448)	(43,984)
Transfers between funds			-
Net income / expenditure	(26,536)	(17,448)	(43,984)
Reconciliation of funds:			
Total funds brought forward	267,645	32,859	300,504
Total funds carried forward	241,109	15,411	256,520

3 Income from donations and legacies

	Unrestricted £	Restricted £	2019 Total £	2018 Total £
Donations	4,072	-	4,072	27,463
	<u>4,072</u>	<u>-</u>	<u>4,072</u>	<u>27,463</u>

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

4 Income from charitable activities

	Unrestricted	Restricted	2019 Total	2018 Total
	£	£	£	£
Family Services and Advocacy				
Big Lottery- Reaching Communities	-	132,512	132,512	155,842
Grants for families	-	5,156	5,156	4,009
John Lyon's Charity	-	33,067	33,067	39,395
The Expat Foundation	-	29,490	29,490	3,010
Camden Giving	-	5,455	5,455	-
The Fitzdale Trust	-	1,000	1,000	1,000
Other income	9,288	-	9,288	-
Total for Activity 1	<u>9,288</u>	<u>206,680</u>	<u>215,968</u>	<u>203,256</u>
Leighton Project				
Richard Reeves Foundation	-	21,812	21,812	31,690
Education and Skills Funding Agency	230,005	-	230,005	211,456
Other income	197,164	11,385	208,549	192,815
Total for Activity 2	<u>427,169</u>	<u>33,197</u>	<u>460,366</u>	<u>435,961</u>
Centre				
London Borough of Camden	-	-	-	5,000
Other income	15,125	-	15,125	11,584
Total for Activity 3	<u>15,125</u>	<u>-</u>	<u>15,125</u>	<u>16,584</u>
Total income from charitable activities	<u><u>451,582</u></u>	<u><u>239,877</u></u>	<u><u>691,459</u></u>	<u><u>655,801</u></u>

5 Income from investments

	Unrestricted	Restricted	2019 Total	2018 Total
	£	£	£	£
Bank interest	270	-	270	158
	<u>270</u>	<u>-</u>	<u>270</u>	<u>158</u>

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

6 Analysis of expenditure

	Basis of allocation	Cost of raising funds £	Charitable activities		2019 Total £	2018 Total £
			Family Services and Advocacy £	Leighton Project £		
Staff costs	Direct	-	122,283	235,077	357,360	365,040
Family Services and Advocacy	Direct	-	52,064	-	52,064	52,218
Leighton Project	Direct	-	-	63,033	63,033	71,568
<u>Support costs</u>	Staff time					
Staff costs		8,914	67,086	92,072	168,072	161,632
Premises costs			15,296	20,992	36,288	37,115
Office costs			14,794	20,305	35,099	34,833
Governance costs			2,108	2,892	5,000	5,000
Total expenditure 2019		8,914	273,630	434,372	716,916	
Total expenditure 2018		8,919	278,010	440,476	-	727,406

Of the total expenditure, £480,139 was unrestricted (2018: £472,700) and £236,777 was restricted (2018: £254,706).
Support costs are allocated based on the projected time spent by employees on various charitable activities.

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2019	2018
	£	£
Operating lease rentals:		
Property	29,657	30,812
Depreciation	2,470	2,470
Auditor's remuneration:		
Audit fees	5,500	5,000

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2019	2018
	£	£
Salaries and wages	468,500	453,281
Social security costs	34,524	34,108
Employer's contribution to defined contribution pension schemes	14,304	13,092
Agency staff	8,104	26,191
	<u>525,432</u>	<u>526,672</u>

No employee earned more than £60,000 (2018:£nil).

The total employee benefits including pension contributions of the key management personnel were £53,551 (2018: £53,551).

None of the trustees received any remuneration and reimbursement for any expenses during the year (2018: £217). No charity trustee received payment for professional or other services supplied to the charity (2018: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2019	2018
	No.	No.
Charitable activities	22	21
Support	4	4
	<u>26</u>	<u>25</u>

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

10 Tangible fixed assets	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	37,797	14,458	52,255
Additions in year	-	-	-
At the end of the year	<u>37,797</u>	<u>14,458</u>	<u>52,255</u>
Depreciation			
At the start of the year	35,097	12,218	47,315
Charge for the year	1,350	1,120	2,470
At the end of the year	<u>36,447</u>	<u>13,338</u>	<u>49,785</u>
Net book value			
At the end of the year	<u>1,350</u>	<u>1,120</u>	<u>2,470</u>
At the start of the year	<u>2,700</u>	<u>2,240</u>	<u>4,940</u>

All of the above assets are used for charitable purposes.

11 Debtors	2019	2018
	£	£
Trade debtors	2,176	35,948
Prepayments	15,547	18,284
Accrued income	55,047	21,575
	<u>72,770</u>	<u>75,807</u>

12 Creditors: amounts falling due within one year	2019	2018
	£	£
Trade creditors	5,977	2,268
Taxation and social security	9,167	11,469
Other creditors	4,762	5,659
Accruals	16,543	19,043
Deferred income	27,756	90,678
	<u>64,205</u>	<u>129,117</u>

Deferred income	2019	2018
	£	£
Balance at the beginning of the year	90,678	65,350
Amount released to income in the year	(90,678)	(65,350)
Amount deferred in the year	27,756	90,678
Balance at the end of the year	<u>27,756</u>	<u>90,678</u>

Deferred income includes Camden Giving and ExPat Foundation.

13 Pension scheme

The Charity operates a defined Contributions pension scheme. There were contributions outstanding at the year end of £1,664 (2018: £1,833).

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

14 Analysis of net assets between funds

	Unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	2,470	-	2,470
Net current assets	168,299	46,125	18,511	232,935
Net assets at the end of the year	168,299	48,595	18,511	235,405

Analysis of net assets between funds 2018

	Unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	4,940	-	4,940
Net current assets	190,044	46,125	15,411	251,580
Net assets at the end of the year	190,044	51,065	15,411	256,520

15 Movements in funds

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 Mar 2019 £
Restricted funds:					
Family services and Advocacy:					
Big Lottery- Reaching Communities	8,760	132,512	(141,272)	-	-
John Lyon's Charity	-	29,167	(29,167)	-	-
John Lyon's summer scheme	213	3,900	(3,997)	-	116
The Expat Foundation	409	29,490	(25,689)	-	4,210
The Fitzdale Trust	887	1,000	(305)	-	1,582
Grant for families	-	2,279	(1,879)	-	400
Fundraising for families	-	2,877	(500)	-	2,377
Camden Giving	-	5,455	(5,001)	-	454
Leighton Project	5,142	33,197	(28,967)	-	9,372
Total restricted funds	15,411	239,877	(236,777)	-	18,511
Unrestricted funds:					
Designated funds:					
Project contingency fund	26,125	-	-	-	26,125
Premises refurbishment fund	20,000	-	-	-	20,000
Fixed assets fund	4,940	-	(2,470)	-	2,470
Total designated funds	51,065	-	(2,470)	-	48,595
General funds	190,044	455,924	(477,669)	-	168,299
Total unrestricted funds	241,109	455,924	(480,139)	-	216,894
Total funds	256,520	695,801	(716,916)	-	235,405

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

Movements in funds 2018

	At 1 April 2017 £	Income £	Expenditure £	Transfers £	At 31 Mar 2018 £
Restricted funds:					
Family services and Advocacy:					
Big Lottery- Reaching Communities	22,640	155,842	(169,722)	-	8,760
John Lyon's Charity	754	35,000	(35,754)	-	-
John Lyon's summer scheme	-	4,395	(4,182)	-	213
The Expat Foundation	-	3,010	(2,601)	-	409
The Fitzdale Trust	207	1,000	(320)	-	887
Grant for families	301	4,009	(4,310)	-	-
Leighton Project	8,957	34,002	(37,817)	-	5,142
Total restricted funds	32,859	237,258	(254,706)	-	15,411
Unrestricted funds:					
Designated funds:					
Project contingency fund	26,125	-	-	-	26,125
Premises refurbishment fund	20,000	-	-	-	20,000
Fixed assets fund	4,050	-	(2,470)	3,360	4,940
Total designated funds	50,175	-	(2,470)	3,360	51,065
General funds	217,470	446,164	(470,230)	(3,360)	190,044
Total unrestricted funds	267,645	446,164	(472,700)	-	241,109
Total funds	300,504	683,422	(727,406)	-	256,520
Purposes of restricted funds					

Family Services and Advocacy – ERC works in partnership with statutory services to help vulnerable children and their families through casework and practical advice and help given in home, school or community settings.

Camden Futures is funded by the Big Lottery and John Lyon's Charity: ERC is the lead agency working in partnership with Citizens Advice Camden to support families with multiple and complex problems.

Creative Therapies – funded by the Ex Pat Foundation: 1:1 and group creative therapy interventions for Families Together parents and young people with a learning disability.

HS2 Family Support Project: a service offering support to families in Camden with multiple needs with children aged 0-18 years old, and who are affected by the HS2 project (construction of the high speed railway). Funded by Camden Giving.

Young Disabled People – ERC runs the Leighton College for young people with learning disabilities aged 16–25 whose places are funded by local authorities and the Education and Skills Funding Agency. ERC also supports the participation project Young People For Inclusion: YPFI members campaign on issues that are important to them and work with organisations to improve the access and quality of services. ERC also delivers an employability project, Inclusion Works, which supports young adults with a learning disability to take up employment and volunteering opportunities. Inclusion Works is funded by the Richard Reeves Foundation.

Purposes of designated funds

The Trustees have designated £26,125 as a provision against projects closing, as funding changes. This includes provision for redundancies.

The Premises refurbishment fund is a provision for any major works the landlords undertake in the premises, which would be allocated to the tenants through their service charge.

The Fixed Asset Fund represents the net book value of fixed assets included in the unrestricted fund.

Elfrida Rathbone Camden
Notes to the financial statements
For the year ended 31 March 2019

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

	2019	2018
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(21,115)	(43,984)
Depreciation	2,470	2,470
(Increase)/ decrease in debtors	3,037	9,407
Increase/ (decrease) in creditors	<u>(64,912)</u>	<u>26,284</u>
Net cash provided by / (used in) operating activities	<u>(80,520)</u>	<u>(5,823)</u>

17 Analysis of cash and cash equivalents

	At 1 April 2018 £	Cash flows £	Other changes £	At 31 March 2019 £
Cash at bank and in hand	304,890	(80,520)	-	224,370
Total cash and cash equivalents	<u>304,890</u>	<u>(80,520)</u>	<u>-</u>	<u>224,370</u>

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2019 £	2018 £
Less than 1 year	31,344	31,344
1 - 5 years	<u>-</u>	<u>7,836</u>
	<u>31,344</u>	<u>39,180</u>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

None of the trustees received any remuneration from the charity (in 2018 one of the trustee Catherine Faye Capaldi received a remuneration of £217 to deliver a piece of training for LB Camden Youth Services).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.