

# InterAct

IMPROVING LIVES AND COMMUNITIES THROUGH LEARNING, LEISURE, SHARING AND SUPPORT

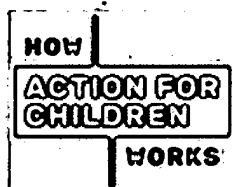
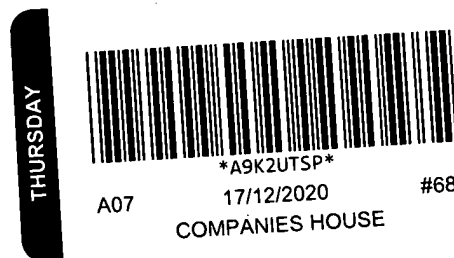
INTERACT CHELMSFORD LIMITED

Annual Report & Financial Statements

For the year ended 31 March 2020



146 New London Road  
Chelmsford Essex CM2 0AW



# InterAct

**InterAct**  
Moulsham Mill  
Parkway  
Chelmsford  
Essex  
CM2 7PX



Registered Charity No. 1048631

A company limited by guarantee in England and Wales No. 3087233

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# InterAct

Making a Difference



**140+**  
volunteers provided in excess  
of **5,000** hours of their time



**1,200+**  
parents/carers, young  
people, volunteers and  
professionals equipped  
with new skills



**6,000+**  
leisure, learning and  
sharing opportunities



**10,000+**  
hours respite from caring  
responsibilities



**200+**  
children, young people &  
families supported



**8,000+**  
hours of community based  
leisure, learning and fun  
activities enjoyed by  
children and young people

The Trustees present their Annual Report together with the financial statements of the charity for the year ended 31<sup>st</sup> March 2020. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

### REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	InterAct Chelmsford Limited
Charity Registration No:	1048631
Company Registration No:	3087233
Registered and Principal Office:	Moulsham Mill, Parkway, Chelmsford, CM2 7PX

#### Trustees and Directors

John Tweddell (Chairman)  
David Peacock  
Jenny McLean  
Debbie Knight  
Heather Moore  
Mark Hagon (appointed June 2019)  
Lisa Mathews (appointed June 2019)

Company Secretary:	Anita Goldsmith
Chief Executive:	Anita Goldsmith

#### Patrons:

Lord Petre  
Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS  
Dave Monk LL.B MSc  
Etholle George

#### Independent Examiners

Edmund Carr LLP, 146 New London Road, Chelmsford, Essex CM2 0AW

#### Bankers

CAF Bank Ltd, Kings Hill, West Malling, Kent ME19 4TA

### A word from our Chair

Once again we come to the end of another busy and challenging year.

A significant change for our organisation during this period was the closure of our long-running Circles of Support project - a decision forced on us, in light of changes to the funding and volunteering landscape in recent years. We will however continue to draw on this project's legacy, as we invest the experience and learning gained into future opportunities.

There has been sustained demand for the activities and services we offer, which continue to evolve as we identify new opportunities and respond to the changing needs of the communities we support.

The positive feedback received across all services, from both beneficiaries and fellow professionals, is testament to the positive impact the work of our committed team of staff and volunteers has on the lives of the individuals we support. I would also take this opportunity to highlight the wider-reaching benefits of our work – for the parents, siblings, spouses and partners of those who engage directly with our services. Those benefits range from a much-needed break from caring responsibilities, to improved family relationships, feeling more able to cope with the stresses of every-day life, or having the skills and knowledge to support a friend or colleague in their time of need.

We are extremely fortunate to have such a dedicated team of staff and volunteers, whose expertise, skills and compassion ensure the best outcomes for the children, young people, families and individuals we support, and I would like to thank everybody for their commitment and hard work throughout the year. With special thanks to our staff for the flexibility and commitment demanded of them during the last few months, as they adjusted to home-based working, and adapted our support services and training so these could be delivered virtually. This has been a steep learning curve for everyone involved.

Fundraising continues to be challenging, and never more so than now. At the time of writing this report COVID-19 is having a severe impact on the country and our economy. This has significantly altered the funding landscape for the coming year. Despite this our aim is a simple one - to continue to do what we do well with increasing excellence.

Finally, I would like to close by thanking all those who have contributed to the success of InterAct over the past year - whether staff, volunteers, funders, supporters, donors or Trustees.

John Tweddell  
Chairman



Short Breaks - Easter Fun 2019

*"Zachary has been attending Coz club for the last 4 years, it has become such a routine and a structure. I would be lost without it, so would Zachary.*

*He enjoys having the freedom to chill out with friends being sociable, comfortable with the surrounding, he enjoys the activities although I know he doesn't always want to participate, he feels like he belongs there and is accepted.*

*Zachary is much more confident, has made many friends, has become sensitive to the needs of others ..... Zachary has learnt to be patient, he has learnt to share and understand others' needs...."*

## VISION AND MISSION

### OUR VISION

*Communities in which our interdependence is valued, and where we work together to include the excluded and to create a fair world*

Equality, diversity and inclusiveness define InterAct's vision, emerging as fresh, living practice in day-to-day operations.

### OUR MISSION – *Improving Lives and Communities through Learning, Leisure, Sharing and Support:*

champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to 'do more', and need less support - with a common theme of "helping others to help themselves".

#### To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

#### Our Values underpin all that we do:

- **Inspiring** - we are creative, encouraging and ambitious
- **Non-discriminatory** - we respect and embrace the diversity of the communities in which we work
- **Trustworthy** - we develop trust and strive for people to fulfil their potential
- **Empowering** - we help people to help themselves
- **Responsive** - we meet the changing needs of people and communities
- **Accountable** - we base our work on the needs of the people we support
- **Commitment** - we are committed to providing quality, person-centred services
- **Together** - we work in partnership with people and with other organisations to support people to make significant changes in their lives

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

## OBJECTIVES AND ACTIVITIES

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them.

**Our overall aim** is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

#### The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, and those who have or are recovering from mental health problems and amongst the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

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To achieve these aims InterAct has structured its service delivery around four core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing
- Connected Communities
- Consultancy & Training

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

## **PUBLIC BENEFIT**

We have referred to the Charity Commission's guidance on public benefit when planning our activities. The Charity's achievements and performance illustrate how the mission and vision have been pursued to derive public benefit.

## **ACHIEVEMENTS AND PERFORMANCE**

Over the past year we have continued to focus on maintaining the quality, safety and impact of our services – whilst also responding to the difficult funding environment. Working hard to ensure that the children, young people, families and communities we support are the ones who drive change within the organisation.

### **Achievements**

- ✓ Awarded Green (RAG rating) by commissioners following annual assessment visit, highlighting the quality of our Short Breaks service
- ✓ Continued to deliver high quality services
- ✓ Identified and secured funding to deliver all projects
- ✓ Retained a committed paid and volunteer workforce
- ✓ Secured capital funding to purchase a second minibus
- ✓ Increased impact of young people's voice and participation – locally and nationally
- ✓ Expanded our provision for young people aged 18-25

## **CHILDREN, YOUNG PEOPLE, FAMILIES & COMMUNITIES**

**IMPACT 2019 -2020:** Supporting over **1,200 children, young people, families, and members of the local community** to aspire and achieve their aspirations, increase their choices and independence, and their emotional, mental health and wellbeing. This work has involved over **140 individuals** in volunteering activities providing in **excess of 5,000 volunteer hours**. Translated at average wage as per ASHE (Annual Survey of hours & earnings) this represents a financial contribution in excess of **£70,000**.

During the year we hosted a varied programme of **over 370** friendship, leisure and learning activities for children and young people **aged 10 to 25 with learning disabilities and/or additional needs**.

**Circles of Support Plus** – children and young people aged 10 -18 are supported as part of a group and/or on an individual basis to increase their self-esteem, and to develop the skills and confidence needed to meet and make friends, plan, take part in - and enjoy - social, learning and leisure activities of their choice.

Our skilled Activity Coordinators work closely with the young people we support to plan a stimulating and ambitious programme of activities throughout the year - designed to reduce isolation, and increase independence, confidence and self-esteem.

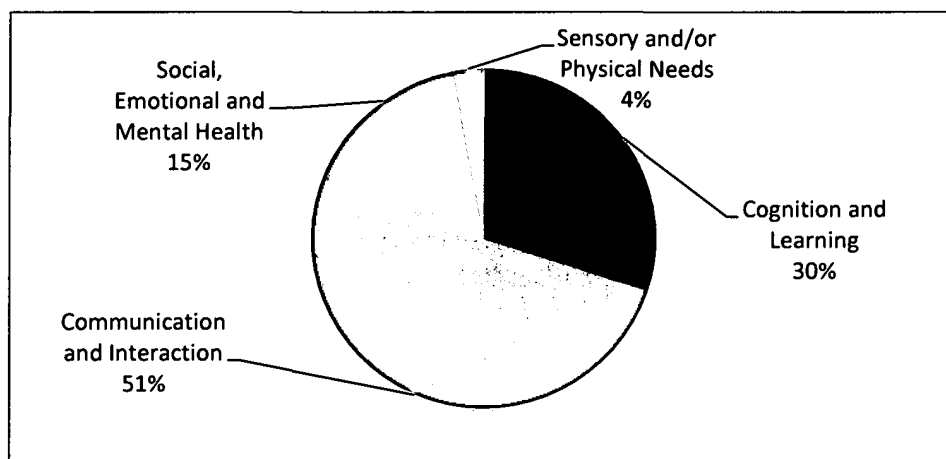
Activities are delivered by our dedicated team of staff and volunteers within a safe and nurturing environment. Somewhere children and young people are supported and encouraged to make decisions and to learn everyday life-skills whilst having fun. Our goal is to maximise the life chances, goals and aspirations of children and young people, and to help teenagers transition more successfully into adulthood able to access mainstream services and opportunities, socialise independently and engage in meaningful work. To be able to 'do more', and need less support.

Our group activities and clubs include:

- Term-time community-based activities, youth clubs and after-school clubs
- School holiday and weekend activities, and day trips
- Overnight stays and activity weekends
- Circles - 1:1 and/or small group peer support to access community-based local leisure and recreational activities

Families tell us that school holidays can be a particularly stressful time, as the young people we support often struggle to cope with the change from their regular term time routine, and miss spending time with their friends. Our programme of wide-ranging activities during the school holidays helps to address this, whilst also giving families the chance of a break from their caring responsibilities. This gives parents/carers the opportunity to spend quality time with other family members - and to focus on their own emotional resilience and well-being, in the knowledge that their child is being cared for in a safe and fun environment.

### Profile of the Children and Young People we support



Percentages indicate the primary area of need.

In many cases young people have a range of needs.

For example over 50% of the children and young people we support are also identified as having Autistic Spectrum Disorder.

**Short Breaks activities** - we offer a varied programme of enjoyable, fun and challenging activities throughout the year designed to suit a range of ages, individual interests, needs and abilities. Activities - which take place in local leisure and recreational centres, community facilities and venues, and at our Aspire Centre in Chelmsford - are planned around what young people tell us they would like to do. They range from two hours to a full day - or an overnight stay.

Activities through the year included:

**Holiday activities and day trips:** providing over 2,300 hours of supported activities for 70 children and young people. This included trips to Harry Potter World, Colchester Zoo, Thorpe Park, Madame Tussaud's, Chessington World of Adventure, ArcelorMittal Orbit Slide, and the seaside.

**Youth Clubs:** providing over 2,100 hours of supported activities for 60 children and young people in Chelmsford and Clacton. An opportunity to chill out with friends – learn about the emergency services, enjoy gardening, games nights, cooking, outdoor games, arts and crafts, celebration nights, a barbeque, or movie night.

**Residential activity breaks:** providing over 300 hours of outdoor activities for a group of 12 children and young people. An opportunity to face positive challenges, and try something new – including archery, bush craft skills and high ropes – to make friends, and have fun in a safe supported environment.

**After school club** (working in partnership with a Braintree special school for pupils with severe and complex learning difficulties): providing over 500 hours of supported activities for 17 children and young people. Including karaoke, cooking, outdoor games, spa time, arts and crafts or watching a movie.

**Term-time community-based after school activities:** providing over 2,100 hours of activities enjoyed by 101 children and young people across Braintree, Chelmsford, Colchester and Tendring. Including trampolining, bowling, meals out, Clip 'N Climb, pottery, soft play, theatre visits, Jump Street, dancing, quiz nights, cinema trips, a picnic in the park, face painting, TAG archery, gardening, pamper evenings, golf, horse riding and Laser Kombat.



*"InterAct has made such a massively positive impact on us, as a family.*

*It enables Harry to have lots of fun whilst developing his social + independence skills. He's made friends and always looks forward to the activities, which are both local and affordable.*

*For myself, it allows me some respite and 1:1 time with my daughter."*

*"Have allowed her to have social experiences outside of school and build relationships."*

**Circles of Support** - linking young people with learning disabilities and special needs with peers and volunteers for person-centred 1:1 or small group support. Meeting weekly or fortnightly, they enjoy everyday activities such as swimming, bowling, a trip to the shops or the cinema, a meal out or coffee and a chat. Gaining confidence and benefitting from positive friendships, young people are supported to achieve their individual goals and aspirations – by trying something new, making choices, facing positive personal challenges, and developing social and life skills ... just like any other teenager.

Every Circle is individual and person-centred, generally with between two to four peer volunteers forming a Circle of Support around the young person at the centre of the Circle. Guided by a Circles Coordinator, young people have ownership of activity planning, to meet their individual needs, aspirations and interests.

Activities through the year included over 600 hours of friendship, leisure and learning activities, and volunteer support enjoyed by 49 young people in their local communities.

**Families and carers** - our programme of activities also provided parents and carers with over 10,000 hours of much-needed respite, giving them a valued break from their caring responsibilities.

**Young adults:** providing over 300 hours of activities for 28 young adults. Our services were complemented by a new activity club for young adults, part funded by Chelmsford City Council, with a focus on developing social and life skills, healthy eating, physical exercise and environmental awareness.

*"This is fabulous, thank you Chelmsford City Council, but most of all, thank you InterAct team. You are loved!"*



## Participation

Our continued commitment to seek and respond to opportunities for young people to have wider influence resulted in members of our Participation Group making a significant contribution to a range of important local and national projects including:

- ✓ Contributing to a video project commissioned by Essex County Council, working with the TryLife.tv production team to create an interactive video exploring loneliness and isolation
- ✓ Sharing comments, ideas and suggestions to improve the nationally-recognised Personal Outcomes Evaluation Tool (POET) - a survey related to support for Special Educational Needs and/or Disabilities
- ✓ Working with Essex County Council, and with other young people in the Multi-Schools Council, to agree priorities based on young people's responses to the POET survey
- ✓ Co-designing and co-delivering disability awareness and inclusion training for youth workers
- ✓ Participation in a county-wide Youth Voices consultation linked to violence and vulnerability
- ✓ Contributing to ASSENT, a wide-reaching University of East Anglia research project on ways to make academic and policy research more inclusive



TryLife.tv - plot development workshop



Disability Awareness & Inclusion Training

Feedback from the parent of Steven, a member of InterAct's Participation Group:

*"Steven really enjoyed his recent sessions with you and told us all about the forum in the Cathedral yesterday, he said he **felt his input was very useful and liked being part of it all.**"*

Youth Voices session feedback from Essex Council for Voluntary Youth Services:

*"This is **brilliant**. Thank you so much. I **really appreciate your group's input.**"*

**Progression Champions** – a new development of our support for and engagement with young people funded by Essex Association of Local Councils. Working with staff and student social work placements, Progression Champions help to design and co-facilitate workshops for younger teenagers focusing on opportunities for participation and social interaction in their local communities, and their rights and voice in decision-making as they lead their lives as young adult citizens. Through the year 11 young people engaged with the project.

## EMOTIONAL MENTAL HEALTH AND WELLBEING

**IMPACT:** Our Strength2Strength suite of resilience courses, and nationally-recognised Mental Health First Aid (MHFA) training, promote positive mental health. These inspire and enable people - many of whom have experienced difficult life circumstances, anxiety, or stress - to cope with life's challenges and take control of their future direction.

**Mental Health First Aid (MHFA) training** - equipping people with the skills, knowledge and understanding to help and support themselves, and others, experiencing poor mental health. The team delivered in excess of **12,000 learner hours** to over **900 participants**. The range of **nationally-recognised MHFA training** included 2-day MHFA, Youth MHFA (specifically for people who work, live with or support children and young people), and half-day MHFA Mental Health Awareness.

*"I thought the course and you were excellent: I have promoted and disseminated information about the course and recommended it to so many people ... On a personal level, your support for Helen was appropriate and respectful. The time we spent on your course was so worthwhile and I am so glad I signed up to it."*

### TRAINING & CONSULTANCY SERVICES

We have over 20 years' experience of working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing - providing us with invaluable experience in shaping our programme of training for professionals. Our portfolio of training courses and workshops are designed to create a stimulating learning environment which encourages reflection, challenge, sharing of best practice and personal development. Our experienced, skilled staff can deliver off the shelf or bespoke training to a wide range of people in locations across Essex, and further afield. During the year we provided a range of training courses including MHFA, Youth MHFA, MHFA for Schools and Colleges, Mental Health Awareness, Youth Mental Health Awareness and workplace guidance for line managers.

### CONNECTED COMMUNITIES

#### **Volunteers**

Volunteers play a vital role within InterAct – enabling us to stretch our resources further, championing our cause, bringing new ideas, energy and enthusiasm. People from a wide range of backgrounds choose to volunteer for us, each bringing their life experience, skills and knowledge, and enriching our organisation. Volunteer roles include supporting young people at group activities, mentoring, fund raising, assisting in the back-office with admin and answering phones, minibus driving, and maintaining the wildlife and sensory garden at our Aspire Centre. We hugely value our team of dedicated and skilled volunteers, and work hard to ensure that all of our volunteers are given the training and support needed to carry out their chosen role.

Feedback from Volunteer Essentials training:

<i>"I found it <b>very informative</b> and touched on subjects that I have previously not been so aware of."</i>	<i>"A good <b>opportunity to think about a range of issues.</b>"</i>	<i>"It was very informative and <b>delivered the necessary information clearly.</b>"</i>
<i>"Well <b>informative evening</b> which helped to further maintain my interest as a volunteer."</i>	<i>"It was informative and <b>very engaging.</b>"</i>	<i>"It was informative and useful, I felt I <b>learnt a lot about safeguarding and disability awareness.</b>"</i>

We have continued to enjoy tremendous support through the year with more than **140 volunteers** supporting our work - giving **over 5,000 hours** of their time (translating to an economic value in excess of £70,000).

- **Volunteering, Community Connecting and Engagement** - in excess of 1,000 opportunities for people to share their skills and talents, learn something new, meet people, make friends and to make a positive impact on people's lives
- Supported by over **140 volunteers** - with and without disabilities, recruited from local schools, colleges, communities, businesses and the wider community
- Creating and building social capital

This is how some of our volunteers described InterAct and their volunteering experience:

<i>"<b>Rewarding. Amazing. Fun.</b>"</i>	<i>"<b>Friendly – Fun – Professional.</b>"</i>	<i>"<b>An unforgettable experience.</b>"</i>
<i>"<b>Interesting, rewarding, worthwhile.</b>"</i>	<i>"<b>Rewarding, fun and fulfilling.</b>"</i>	<i>"<b>Making things happen.</b>"</i>

We would like to thank all of our volunteers for their commitment and support, and to acknowledge their valuable contribution.

#### **Fundraising and Corporate and Community Support**

We were delighted to be Marks & Spencer Westway's chosen local charity for the year, and to once again be the named charity for Curious Jam Productions Chelmsford based 'Street Eats n' Beats street food festival. We were delighted to host our annual Aspire Garden party in the summer to thank our volunteers and supporters.

As well as raising our profile with the local communities, **these events and others raised in excess of £7,500.**

## Aspire Centre

InterAct's Aspire Centre is a Grade II listed house located in the grounds of Moulsham Mill. It provides a safe, supportive natural home environment where we run a variety of community activities including a weekly youth club, monthly walking group, drop-ins, one-to-one support, workshop and training sessions.

Aspire is a place for the community to come together to share their experiences, skills and talents - with opportunities to do something for yourself and/or others, and to have fun and enjoyment. The possibilities are endless - gardening, walking, cooking, skills clubs, bird watching, support groups for volunteers, parents or children and young people, youth clubs, or just a coffee and listening ear.

A new development this year has been Mid Essex SEND Services choosing to use the welcoming environment as an education setting for a child with special educational needs who was excluded from school.

Our Aspire Centre and garden continues to be developed and maintained by a dedicated band of volunteers, supported by local businesses and community groups, including Chelmsford GoodGym, Marks & Spencer and Angel Risk Management - volunteering their time and energy.



## Partnerships

We believe in working together to add value and benefit communities. Creating opportunities for innovation and learning by bringing together individuals, agencies or organisations with a shared interest - delivering greater impact.

InterAct has an excellent track record of partnership working and continues to participate in a range of groups/boards, and contributes to their work, including:

- **Essex SEND Information Advice and Support Services (SENDIASS):** staff member/parent served as Chair of SENDIASS Steering Group
- **Essex Council for Voluntary Youth Services (ECVYS):** member of Mid-Essex Cluster Group, staff member serves as ECVYS Treasurer/Trustee
- **Council for Disabled Children (CDC):** including participation in national events in relation to children and young people with SEND, and young people's participation
- **Essex County Council SEND re-design workshop**

**Our activities are enhanced by the activities of our social enterprise subsidiary - InterAct Projects, managing Moulsham Mill Business Centre**

**InterAct Projects** - established in December 1992, manages Moulsham Mill Business Centre on behalf of the Marriage Partnership. The centre has over 30 licensees including charities, social enterprises, therapists, commercial businesses and retail space, and is home to Chelmsford Community Radio and a yoga studio. The charity's head office is based at this historic landmark building, offering our clients a socially-inclusive learning, recreational and work environment within the local community, with tremendous support from the Marriage family and licensees.

**In 2019-20 InterAct Projects gift aided £24,381  
to support InterAct's work to improve lives and communities**

## HOW INTERACT MAKES A DIFFERENCE



*"Thank you to all the **amazing volunteers** who help give our young people brilliant, fun and independence-growing experiences they otherwise wouldn't have!"*

*"It is **much needed** and I know Joe looks forward to it, think the **staff are great.**"*

The regular feedback we seek from the children, young people, families and individuals we support indicates the quality and value of the activities and services we offer

### Children, Young People and Families

#### Feedback from young people after attending group activities, clubs and holiday activities:

*"Helped getting out of the house without parents. **Given parents trust in other people** as they let me go."*

*"It has **helped me to gain more independence** and meet new people."*

*"**Talking more** with my family and friends."*

*"**More confident** as a person. Enjoy sitting and talking to everyone."*

*"The careers evening was **beneficial to me.**"*

*"Helped me to meet new people and **make friendships for life.**"*

*"**Feel if didn't come would be sad + bored.**"*

*"**Make some new friends. Keep me calm under pressure.**"*

*"**Fantastic.**"*

*"Every time since November 2017, Interact has been cool, fun and **something I'll remember for the rest of my life.**"*

*"Have **helped me to meet likeminded people** who enjoy the same hobbies as me."*

*"Have helped me to meet people! I **now understand others** and know more about them."*

*"**Given me more of an identity** and ideas in life."*

#### Feedback from parents/carers:

*"**Mollie looks forward to InterAct and all the activities & events** that they put on, it's **great for her social skills and confidence** – she loves it."*

*"Thank you for all that you do at Coz club and a massive. **Thank you to all the brilliant staff.**"*

*"It's a **godsend.**"*

*"**Positivity @ home** as he does not stay in his room all evening."*

*"It's hard to remember what he was like before (he was with InterAct) – he's changed so much: **really come out of himself.**"*

*"**Excellent place** for young adults to socialise."*

*"Anna really enjoys InterAct. It has **provided her with an opportunity to socialise and develop her social skills**, as well as some **practical skills.**"*

*"Ben really **enjoys** going to the after-school club and looks forward to the activities."*

*It also **helps him to think about his behaviour** as if he doesn't behave he doesn't get to go!"*

*"**Staff are really good.**"*

*"He has **grown in confidence** and even attended different clubs where he has interacted with new people."*

*"I feel he learned to join in more and become more confident."*

**98%** of families agreed or strongly agreed that InterAct is making a difference for the young person

**98%** of families agreed or strongly agreed that InterAct is making a difference for the wider family

(Survey data: Apr - Dec 2019)

**Circles of Support Plus** - enabling young people to meet socially and develop friendships, increasing their skills and independence.

We are very pleased to be able to share the following feedback, which demonstrates the broader and longer-term impact of the *Circles of Support* ('Circle of Friends') project, established in 2001, which came to a close in October 2019.

The feedback comes from three members of the same family:

- **Will**, now age 25, who had a 'Circle of Support' several years ago, and who is still in touch more informally with the Volunteer Mentors who supported him through the project
- **Rhiannon**, Will's sister, who was also a Volunteer Mentor in a Circle of Support for another young person – Rhiannon enjoyed her experience and went on to train as a Doctor
- **Jackie**, his Mum, who is also a Deputy Head at a local Special School. Jackie brings both parent's and teacher's perspectives

**Will:** *"Having a Circle of Friends gave me confidence. It helped me to get into the bigger world outside of school and helped me feel confident with money, ordering food and getting the bus. I think other people should have a Circle of Friends because it will help you in the future. I still talk to my Circle now and it is so nice to stay in touch with them."*

**Rhiannon:** *"InterAct Circle of Friends was a vital, worthwhile and impactful service for some of society's most vulnerable members. Young people with special needs, which are often invisible, face huge challenges particularly transitioning from the structures of childhood and school into the independence that comes with growing up and moving out of education."*

*The programme provides the atypical volunteers a greater understanding and insight of special needs conditions and how this can impact someone's daily life. Seeing my brother have a Circle of Friends was great, the kindness and support they showed him was remarkable. For Will accessing the community and doing 'normal' things that other teenagers take for granted but were a real struggle for Will was genuinely life changing for him. It's so easy to not think anything of going for a coffee or having friends over to hang out - most teenagers and young people see this as a given and never stop to appreciate that for some it's a huge challenge.*

*Seeing Will included and able to join in with his peers helped him develop lifelong skills and grow so much in confidence. The chance to give a disadvantaged young person that opportunity to feel integrated and included is so important. I truly believe it made a huge impact to Will's mental health having this support in place."*

**Jackie:** *"Seeing my son Will's experience with his Circle of Support was phenomenal for me. You are so used to your child being different and unable to access certain aspects of daily life, and then seeing him have this support network of his peers was life changing for Will. I couldn't believe how much he grew in confidence and his basic life skills improved."*

*So much support for youngsters with learning disabilities is provided by adults and qualified facilitators, which is of course important and useful, however it always has the dynamic of 'teacher' and 'pupil' whereas the support provided by the circle was peer support where everyone was an equal member of the group. Will is still in contact with his Circle, although the official Circle has disbanded. The contribution they have made to his life has been hugely valuable and continues to be so."*

We will continue to draw on the legacy of this successful project - investing the experience and learning gained into future opportunities.

## EMOTIONAL MENTAL HEALTH & WELLBEING

### Mental Health First Aid Training

**843** completed questionnaires - **843** learners satisfied - **100%** learner satisfaction

(Learner satisfaction end-of-course questionnaires)

#### Learner feedback:

*"Excellent course delivered by a trainer with extensive knowledge. Made fun and interesting. Thank you."*

*"This course was excellent, It opened my eyes to how many around me need help and have issues with mental health."*

*"Excellent trainer. Vast experience and knowledge. Made me feel valued and at ease."*

*"Brilliant and informative course. Delivered more than was expected. Tutor was extremely knowledgeable and approachable."*

*"Very enjoyable despite the subject matter. Informative and beneficial to my role in school."*

*"Excellent course. Many, many people would benefit from doing it as would their family and friends and anyone they know."*

*"Excellent course content and trainer. Good range of activities for engagement and to make symptoms of mental health conditions real to us through activities."*

*"Trainer was open and honest and set a culture where people felt safe to talk about their own issues."*

*"Excellent – would recommend to others."*

*"Very enjoyable. Good content."*

## FINANCIAL REVIEW

Results of the year to 31 March 2020 are set out in the statement of financial activities on page 19. In the challenging economic climate, with limited grant funding and statutory funding cuts a reality, the Trustees recognise that drawing on reserves is a strong likelihood in the coming year.

Whilst the Charity recognises that sound management and robust administration are essential to underpin successful delivery of our services, and to ensure we meet the exacting standards required of the sector, we do at all times strive to achieve a lean and efficient operation.

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity's work. Thank you everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

Angel Risk Management Anita Howard-Sackett Augustine Courtauld Trust Baily Thomas Charitable Fund CAMRA Chandler Material Supplies Chelmsford City Council Chelmsford Diocesan Board Co-op Local Community Fund Curious Jam Productions	David and Jeannie Smith David King Foundation Essex Association of Local Councils Essex Community Foundation Essex Lottery Supporters Essex Youth Trust GoodGym Chelmsford Greenfields Community Fund H W Pickrell Ltd Marks & Spencer, Westway	The Marriage Family Moulsham Mill Licensees Noble Recruitment Rawreth Parish Council Richard Arthurton Richard Brown Shenfield Parochial Council Sir Jules Thorn Charitable Trust The Woodland Trust The Clothworkers' Foundation
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Organisations we have worked with, improving mental health in the workplace and in communities include: Castle Point CVS - Colchester Institute - Community 360 - Diverse Care - Essex County Cricket Club - EXTRA - Feering Parish Council - Frinton Training Services - Goffs Academy - Hassenbrook School - Kimbolton School - Maldon CVS - Papworth Trust - Powers Hall Academy - Provide - Rose Builders - Surrey Outdoor Learning & Development - Woodlands School - Workplace Chaplains

A transfer of **£14,952** from the charity's subsidiary, InterAct Projects Ltd, will be donated to the Charity within nine months of the year end.

### **Reserves Policy**

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally we have a commitment and a responsibility to our staff and to partners working with us, to act responsibly as an employer and to provide assurance. The reserves policy also provides for designated funds, which the Trustees continually review.

The Trustees have reviewed the Charity's requirements for reserves, giving due consideration to the risks and opportunities and Trustees agreed that unrestricted funds should be a minimum of six months operating costs.

This would indicate a reserves level of approximately £220,000 based on budgeted expenditure for 2020/21. At March 2020 total unrestricted reserves stood at £266,090 - including designated funds of £118,608. At the time of writing this report, Trustees had committed £33,000 of designated funds to supporting activities through 2020/21.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. The strategy is to continue to build unrestricted reserves through planned operating surpluses where possible.

### **Pensions**

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £8,256.

### **Investment Policy**

Any surplus cash flow is moved from our current account into an interest bearing deposit account, maximising return, and minimising any potential risk.

### **Pay Policy for Senior Staff**

The Charity's pay strategy is agreed by the Board of Trustees, including the remuneration of key management personnel, and is reviewed annually.

## **PLANS FOR THE FUTURE**

Delivering safe, responsive, high quality, person-centred services continues to lie at the heart of our organisational strategy. Evidence shows that the number of young people with learning disabilities is expected to increase. Allied to this the number of people experiencing poor mental health continues to grow. We have yet to understand the longer term impact of the COVID-19 pandemic on peoples' mental health.

We will continue to focus on consolidating and strengthening our organisation to ensure we are well placed to meet these needs. Our plans for 2020/21 include:

- A new and more user-friendly website
- Continuing to maximize opportunities for collaboration, and partnership working
- Development of services
- Developing use of technology
- Diversification of income
- Improving monitoring and evaluation
- Preserving the high-quality services and support we currently offer
- Reviewing and improving policies, procedures and management controls
- Growing and adapting our services to meet identified need

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Governing Document**

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12<sup>th</sup> August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association one third of the Trustees or the nearest number to one third of their number if not divisible by three, must retire from office annually. Retiring Trustees are eligible for re-election. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

#### **Appointment of Trustees**

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory enhanced Disclosure and Barring Service check and give their time voluntarily.

#### **Induction and training**

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the charity, the Trustee decision-making process, strategic direction, key risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities. We are a learning organisation and training is highly valued by the whole team. Trustees are encouraged to attend training events including in-house training.

#### **Organisational structure**

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. Sub-committees are formed as required and all report to the Board of Trustees. To facilitate effective operations the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees, and to the Senior Management Team (SMT) who have lead areas of responsibility across the organisation and report to the Chief Executive. No employee received remuneration of more than £60,000 during the year of 2019/20.

#### **Related parties**

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported, other than the donation from InterAct Projects Limited.

We continue to work closely with Essex County Council and a range of multi-agency partners within education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources. We are proactive in shaping the Special Education Needs and Disability (SEND) reforms within Essex.

#### **Risk Management**

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.



Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

**Trustees' responsibilities statement**

The Trustees (who are also directors of InterAct for the purposes of Company Law) are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period.

In preparing these 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 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the 'going concern' basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees and signed on its behalf by:

**J Tweddell**

.....

John Tweddell

Chair of Trustees

.....8 December.....2020

## **InterAct Chelmsford Limited**

### **Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ("the Company")**

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I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020 which are set out on pages 19 to 38.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination 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 accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

**S Morrell**

Sandra Morrell FCCA  
Independent Examiner  
146 New London Road  
Chelmsford  
Essex, CM2 0AW

Date: 9 December 2020

**InterAct Chelmsford Limited**

**Statement of Financial Activities for the Year Ended 31 March 2020**  
**(Including Income and Expenditure Account and Other Comprehensive Income)**

				Total	(As restated)
	Note	Unrestricted £	Restricted £	2020 £	Total 2019 £
<b>Income and Endowments from:</b>					
Donations and legacies	3	31,413	56,630	88,043	113,443
Charitable activities	4	-	296,351	296,351	428,421
Other trading activities	5	6,706	-	6,706	19,636
Investment income		547	-	547	329
Total income		<u>38,666</u>	<u>352,981</u>	<u>391,647</u>	<u>561,829</u>
<b>Expenditure on:</b>					
Raising funds		13,376	6,479	19,855	27,020
Charitable activities	6	-	357,355	357,355	462,506
Total expenditure		<u>13,376</u>	<u>363,834</u>	<u>377,210</u>	<u>489,526</u>
Net income/(expenditure)		<u>25,290</u>	<u>(10,853)</u>	<u>14,437</u>	<u>72,303</u>
Net movement in funds		25,290	(10,853)	14,437	72,303
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>240,800</u>	<u>108,298</u>	<u>349,098</u>	<u>276,795</u>
Total funds carried forward	17	<u>266,090</u>	<u>97,445</u>	<u>363,535</u>	<u>349,098</u>

All of the charity's activities derive from continuing operations during the above periods.

**InterAct Chelmsford Limited**  
**(Registration number: 3087233)**  
**Balance Sheet as at 31 March 2020**

	Note	2020 £	(As restated) 2019 £
<b>Fixed assets</b>			
Tangible assets	11	12,727	-
Investments	12	<u>2</u>	<u>2</u>
		<u>12,729</u>	<u>2</u>
<b>Current assets</b>			
Debtors	13	22,593	31,224
Cash at bank and in hand	14	<u>371,375</u>	<u>380,874</u>
		393,968	412,098
<b>Creditors: Amounts falling due within one year</b>	15	<u>(36,357)</u>	<u>(54,746)</u>
<b>Net current assets</b>		<u>357,611</u>	<u>357,352</u>
<b>Net assets excluding pension liability</b>		370,340	357,354
<b>Pension scheme liability</b>	16	<u>(6,805)</u>	<u>(8,256)</u>
<b>Net assets including pension liability</b>		<u>363,535</u>	<u>349,098</u>
<b>Funds of the charity:</b>			
<b>Restricted</b>		<u>97,445</u>	<u>108,298</u>
<b>Unrestricted income funds</b>			
Designated Funds		118,608	118,608
General Funds		154,287	130,448
Pension reserve		<u>(6,805)</u>	<u>(8,256)</u>
<b>Total unrestricted funds</b>		<u>266,090</u>	<u>240,800</u>
<b>Total funds</b>	17	<u>363,535</u>	<u>349,098</u>

For the financial year ending 31 March 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Directors' responsibilities:**

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

**InterAct Chelmsford Limited**  
**(Registration number: 3087233)**  
**Balance Sheet as at 31 March 2020**

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These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 19 to 38 were approved by the trustees, and authorised for issue on 8 Dec 2020 and signed on their behalf by:

**J Tweddell**

.....  
John Tweddell  
Chairman and Trustee

**InterAct Chelmsford Limited**

**Statement of Cash Flows for the Year Ended 31 March 2020**

	Note	2020 £	(As restated) 2019 £
<b>Cash flows from operating activities</b>			
Net cash income		14,437	72,303
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		6,268	(3,776)
Investment income		(547)	(329)
		20,158	68,198
<b>Working capital adjustments</b>			
Decrease in debtors	13	8,631	104,866
Decrease in creditors	15	(5,902)	(36,138)
Decrease (increase) in retirement benefit obligation net of actuarial changes	16	(1,451)	(1,378)
(Decrease)/increase in deferred income		(12,487)	6,722
Net cash flows from operating activities		8,949	142,270
<b>Cash flows from investing activities</b>			
Interest receivable and similar income		547	329
Purchase of tangible fixed assets	11	(18,995)	-
Sale of tangible fixed assets		-	3,776
Net cash flows from investing activities		(18,448)	4,105
Net (decrease)/increase in cash and cash equivalents		(9,499)	146,375
Cash and cash equivalents at 1 April		380,874	234,499
Cash and cash equivalents at 31 March		371,375	380,874

All of the charity's activities derive from continuing operations during the above periods.

## **InterAct Chelmsford Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2020**

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#### **1 Charity status**

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

InterAct Chelmsford Limited 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 notes.

##### **Going concern**

The trustees have considered the impact of the Covid-19 pandemic in their assessment of the charity's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the effects of the economic slowdown it is difficult to predict the impact on the charity and its beneficiaries, but having taken all the factors into account, the trustees are of the opinion that the charity has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

##### **Group accounts not prepared**

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts.

##### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## **InterAct Chelmsford Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2020**

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#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. Such income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### ***Expenditure***

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 includes any irrecoverable VAT.

#### ***Charitable activities***

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

#### ***Support costs***

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

#### ***Governance costs***

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

#### ***Taxation***

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.



## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### **Tangible fixed assets**

Individual fixed assets costing £1,000.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Computer equipment	33% of cost
Fixtures & fittings	25% of cost
Motor vehicles	33% of cost

#### **Fixed asset investments**

Investments in subsidiaries are recorded at cost.

#### **Trade debtors**

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and bank deposits.

#### **Trade creditors**

Creditors 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 are normally recognised at their settlement amount.

#### **Fund structure**

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

#### Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

#### 3 Income from donations and legacies

	Unrestricted funds £	Restricted £	Total 2020 £	(As restated) Total 2019 £
Donations receivable	7,032	56,630	63,662	96,090
Gift Aid donations from subsidiaries	24,381	-	24,381	17,353
	<u>31,413</u>	<u>56,630</u>	<u>88,043</u>	<u>113,443</u>

The income from donations and legacies was £88,043 (2019: £113,443) of which £31,413 was unrestricted (2019: £21,744) and £56,630 restricted (2019: £91,699).

#### 4 Income from charitable activities

	Restricted £	Total 2020 £	Total 2019 £
Young People's Services and Emotional Mental Health & Wellbeing	250,367	250,367	376,317
Client and learner contributions	45,984	45,984	52,104
	<u>296,351</u>	<u>296,351</u>	<u>428,421</u>

The income from charitable activities was £296,351 (2019: £428,421) of which £Nil was unrestricted (2019: £112,495) and £296,351 restricted (2019: £315,926).

#### 5 Income from other trading activities

	Unrestricted funds £	Restricted £	Total 2020 £	Total 2019 £
Other income	6,706	-	6,706	19,636
	<u>6,706</u>	<u>-</u>	<u>6,706</u>	<u>19,636</u>

The income from other trading activities was £6,706 (2019: £19,636) of which £6,706 was unrestricted (2019: £7,303) and £Nil restricted (2019: £12,333).

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2020 £	2019 £
Young People's Services	242,683	44,200	286,883	262,708
Emotional Mental Health & Wellbeing	58,937	11,535	70,472	84,935
Independent Support	-	-	-	105,097
Other	-	-	-	9,766
	<u>301,620</u>	<u>55,735</u>	<u>357,355</u>	<u>462,506</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 7 Analysis of governance and support costs

##### Support costs allocated to charitable activities

	Governance costs £	Staff costs £	Administration costs £	Total 2020 £	Total 2019 £
Young People's Services	2,816	30,783	10,601	44,200	38,014
Emotional Mental Health & Wellbeing	684	7,476	3,375	11,535	6,978
Independent Support	-	-	-	-	7,199
	<u>3,500</u>	<u>38,259</u>	<u>13,976</u>	<u>55,735</u>	<u>52,191</u>

##### Governance costs

	Total 2020 £	Total 2019 £
Independent examiner fees		
Examination of the financial statements	1,850	1,850
Other fees paid to examiners	<u>1,650</u>	<u>1,700</u>
	<u>3,500</u>	<u>3,550</u>

#### 8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 9 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
<b>Staff costs during the year were:</b>		
Wages and salaries	221,584	266,172
Social security costs	16,540	19,136
Pension costs	12,202	12,462
	<u>250,326</u>	<u>297,770</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2020 No	2019 No
Total	<u>20</u>	<u>23</u>

11 (2019 - 13) of the above employees participated in the Defined Contribution Pension Schemes.

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £59,321 (2019 - £58,923).

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 11 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
<b>Cost</b>			
At 1 April 2019	143,623	21,500	165,123
Additions	-	18,995	18,995
At 31 March 2020	143,623	40,495	184,118
<b>Depreciation</b>			
At 1 April 2019	143,623	21,500	165,123
Charge for the year	-	6,268	6,268
At 31 March 2020	143,623	27,768	171,391
<b>Net book value</b>			
At 31 March 2020	-	12,727	12,727
At 31 March 2019	-	-	-

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 12 Fixed asset investments

##### Shares in group undertakings and participating interests

	Subsidiary undertakings £
<b>Cost</b>	
At 1 April 2019	<u>2</u>
At 31 March 2020	<u>2</u>
<b>Net book value</b>	
At 31 March 2020	<u>2</u>
At 31 March 2019	<u>2</u>

##### Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Subsidiary	Country of incorporation	Holding	Proportion of voting rights and shares held	
InterAct Projects Limited	England and Wales	Ordinary	100%	Manages Moulsham Mill Business Centre

##### Other information

The profit for the financial period of InterAct Projects Limited was £14,952 (2019 - £24,381) and the aggregate amount of capital and reserves at the end of the period was £21,532 (2019 - £30,961).

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited donations of £24,381 (2019: £17,353) under Gift Aid.

# InterAct Chelmsford Limited

## Notes to the Financial Statements for the Year Ended 31 March 2020

### 13 Debtors

	2020 £	2019 £ (As restated)
Trade debtors	9,220	27,571
Due from group undertakings	11,220	2,989
Other debtors	2,153	664
	<u>22,593</u>	<u>31,224</u>

### 14 Cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	19,605	26,901
Short-term deposits	351,770	353,973
	<u>371,375</u>	<u>380,874</u>

### 15 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	1,634	2,324
Other taxation and social security	4,629	3,487
Other creditors	3,849	6,782
Accruals	5,499	8,920
Deferred income	20,746	33,233
	<u>36,357</u>	<u>54,746</u>
	2020 £	2019 £
Deferred income at 1 April 2019	33,233	33,056
Resources deferred in the period	20,746	33,233
Amounts released from previous periods	<u>(33,233)</u>	<u>(33,056)</u>
Deferred income at year end	<u>20,746</u>	<u>33,233</u>

The deferred income relates to grants received for activities due to take place next year.



## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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#### 16 Pension and other schemes

##### Defined benefit pension schemes

##### TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The date of the most recent comprehensive actuarial valuation was 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee of the scheme has asked the participating employers to pay additional contributions to the scheme as follows:

Total deficit contributions from all participating employers :  
From 1 April 2019 to 31 January 2025: £11,234,000 per annum

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in this note. The unwinding of the discount rate is recognised as a finance cost.

##### **Reconciliation of opening and closing provisions:**

The amounts recognised in the statement of financial position are as follows:

	2020 £	2019 £
Present value of provision	<u>6,805</u>	<u>8,256</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

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Changes in the provision are as follows:

	2020 £
Present value at start of year	8,256
Interest cost	104
Actuarial gains and losses	(185)
Contributions by scheme participants	<u>(1,370)</u>
Present value at end of year	<u>6,805</u>

#### ***Principal actuarial assumptions***

The principal actuarial assumptions at the statement of financial position date are as follows:

	2020 %	2019 %
Discount rate	<u>2.53</u>	<u>1.39</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

#### 17 Funds

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
<b>Unrestricted funds</b>				
General funds	122,192	38,666	(13,376)	147,482
<b>Designated funds</b>				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>118,608</u>
<b>Total Unrestricted</b>	<u>240,800</u>	<u>38,666</u>	<u>(13,376)</u>	<u>266,090</u>
<b>Restricted</b>				
Emotional Mental Health & Wellbeing	28,333	78,447	(76,951)	29,829
Young People's Services	79,965	274,534	(286,883)	67,616
<b>Total restricted</b>	<u>108,298</u>	<u>352,981</u>	<u>(363,834)</u>	<u>97,445</u>
<b>Total funds</b>	<u>349,098</u>	<u>391,647</u>	<u>(377,210)</u>	<u>363,535</u>

The specific purposes for which the funds are to be applied are as follows:

#### Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund is for accessible adaptations, refurbishment and renovation of the "Aspire Centre".

#### Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

# InterAct Chelmsford Limited

## Notes to the Financial Statements for the Year Ended 31 March 2020

### Prior year:

	Balance at 1 April 2018 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2019 £ (As restated)
<b>Unrestricted funds</b>					
<i>Unrestricted funds</i>					
General funds	128,816	141,871	(141,492)	(7,003)	122,192
<i>Designated funds</i>					
Development fund	110,605	-	-	7,003	117,608
Capital Appeal fund	1,000	-	-	-	1,000
	<u>111,605</u>	<u>-</u>	<u>-</u>	<u>7,003</u>	<u>118,608</u>
<b>Total unrestricted funds</b>	<u>240,421</u>	<u>141,871</u>	<u>(141,492)</u>	<u>-</u>	<u>240,800</u>
<b>Restricted</b>					
Emotional Mental Health & Wellbeing	8,774	104,494	(84,935)	-	28,333
Young People's Services	27,600	315,464	(263,099)	-	79,965
<b>Total restricted funds</b>	<u>36,374</u>	<u>419,958</u>	<u>(348,034)</u>	<u>-</u>	<u>108,298</u>
<b>Total funds</b>	<u>276,795</u>	<u>561,829</u>	<u>(489,526)</u>	<u>-</u>	<u>349,098</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

#### 18 Analysis of net assets between funds

##### Current year:

	Unrestricted funds £	Designated funds £	Restricted £	Total funds at 31 March 2020 £
Tangible fixed assets	12,727	-	-	12,727
Fixed asset investments	2	-	-	2
Current assets	177,915	118,608	97,445	393,968
Current liabilities	(36,357)	-	-	(36,357)
Pension scheme liability	(6,805)	-	-	(6,805)
<b>Total net assets</b>	<b>147,482</b>	<b>118,608</b>	<b>97,445</b>	<b>363,535</b>

##### Prior year:

	Unrestricted funds £	Designated funds £	Restricted £	Total funds at 31 March 2019 £
Fixed asset investments	2	-	-	2
Current assets	185,192	118,608	108,298	412,098
Current liabilities	(54,746)	-	-	(54,746)
Pension scheme liability	(8,256)	-	-	(8,256)
<b>Total net assets</b>	<b>122,192</b>	<b>118,608</b>	<b>108,298</b>	<b>349,098</b>

#### 19 Related party transactions

During the year the charity made the following related party transactions:

##### **InterAct Projects Limited**

In the year ended 31 March 2020 InterAct Projects Limited donated £24,381 (2019: £17,353) to the charity under Gift Aid. At the balance sheet date the amount due from InterAct Projects Limited was £11,220 (2019 - £2,989).

#### 20 Prior year restatement

The Financial Reporting Standard 102 was updated in December 2017 to clarify that donations from trading subsidiaries to parent charities can only be recognised either when paid or there is a legal obligation for the payment to be made. As a result, a prior year restatement has been made to only show donations from the subsidiary InterAct Projects Limited in the year that the payments were made. As a result, the closing general unrestricted funds at 31 March 2019 have decreased by £24,381 and the amount due from InterAct Projects Limited at 31 March 2019 has decreased by £24,381.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2020

#### 21 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2019 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	21,744	91,699	113,443
Charitable activities	4	112,495	315,926	428,421
Other trading activities	5	7,303	12,333	19,636
Investment income		329	-	329
Total income		<u>141,871</u>	<u>419,958</u>	<u>561,829</u>
<b>Expenditure on:</b>				
Raising funds		27,020	-	27,020
Charitable activities	6	<u>114,472</u>	<u>348,034</u>	<u>462,506</u>
Total expenditure		<u>141,492</u>	<u>348,034</u>	<u>489,526</u>
Net income		<u>379</u>	<u>71,924</u>	<u>72,303</u>
Net movement in funds		379	71,924	72,303
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>240,421</u>	<u>36,374</u>	<u>276,795</u>
Total funds carried forward	17	<u><u>240,800</u></u>	<u><u>108,298</u></u>	<u><u>349,098</u></u>

## **InterAct Chelmsford Limited**

The following pages do not form part of the statutory financial statements.

## InterAct Chelmsford Limited

### Detailed Statement of Financial Activities for the Year Ended 31 March 2020

	Total 2020 £	(As restated) Total 2019 £
<b>Income and Endowments from:</b>		
Donations and legacies	88,043	113,443
Charitable activities	296,351	428,421
Other trading activities	6,706	19,636
Investment income	547	329
<b>Total income</b>	<b>391,647</b>	<b>561,829</b>
<b>Expenditure on:</b>		
Raising funds (analysed below)	19,855	27,020
Charitable activities (analysed below)	357,355	462,506
<b>Total expenditure</b>	<b>377,210</b>	<b>489,526</b>
<b>Net income</b>	<b>14,437</b>	<b>72,303</b>
<b>Net movement in funds</b>	<b>14,437</b>	<b>72,303</b>
<b>Reconciliation of funds</b>		
Total funds brought forward	349,098	276,795
<b>Total funds carried forward</b>	<b>363,535</b>	<b>349,098</b>



# InterAct Chelmsford Limited

## Detailed Statement of Financial Activities for the Year Ended 31 March 2020

	Total 2020 £	Total 2019 £
<b>Raising funds</b>		
Staff Costs	19,855	27,020
	<u>19,855</u>	<u>27,020</u>
	Total 2020 £	Total 2019 £
<b>Charitable activities</b>		
Rent	25,661	31,427
Venue hire	5,612	5,801
Premises costs	3,851	17,179
Printing and training resources	27,112	25,752
Subcontracted services	-	38,972
Motor expenses	2,616	1,430
Travel and subsistence	5,184	9,169
Training	1,852	2,541
Wages and salaries	201,729	239,152
Social security costs	16,540	19,136
Pension costs	12,202	12,462
Insurance	3,651	3,565
IT costs, repairs and maintenance	5,346	7,182
Telephone	5,827	7,172
Sundry expenses	3,228	3,953
Staff and volunteer expenses	4,404	7,454
Client expenses	14,101	18,054
Legal and professional fees	2,601	1,948
Bank charges	820	917
Postage and stationery	6,701	7,068
FRS17 liabilities - actuarial (gains)/losses	(1,451)	(1,378)
Other services by Independent Examiner	1,650	1,700
Independent examiner's fee	1,850	1,850
Depreciation, amortisation and other similar costs	6,268	-
	<u>357,355</u>	<u>462,506</u>

This page does not form part of the statutory financial statements.