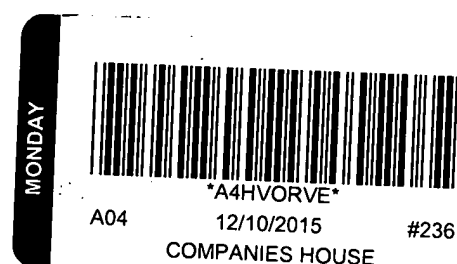


Charity number: 1132051
Company number: 6946097

Action Foundation
(A company limited by guarantee)
Trustees' report and financial statements
for the year ended 31 March 2015



STEPHENSON COATES LIMITED
CHARTERED ACCOUNTANTS

West 2, Asama Court, Newcastle Business Park, Newcastle upon Tyne, NE4 7YD
0191 256 7766

Action Foundation
(A company limited by guarantee)

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Action Foundation
(A company limited by guarantee)

Legal and administrative information

Charity number	1132051
Company registration number	6946097
Registered office	The CastleGate Melbourne Street Newcastle upon Tyne NE1 2JQ
Trustees	A C Smith R L Evans E M Idowu W A Coulson I D Galloway
Secretary	J L Prior
Chief executive	J L Prior
Independent examiner	Stephenson Coates Limited West 2, Asama Court Newcastle Business Park Newcastle upon Tyne NE4 7YD
Bankers	Unity Trust Bank PLC Nine Brindleyplace Birmingham B1 2HB

Action Foundation
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2015

The trustees present their report and the financial statements for the year ended 31 March 2015. The trustees, who are also directors of Action Foundation for the purposes of company law and who served during the year and up to the date of this report are set out on page 1.

Structure, governance and management

Governing document

Action Foundation is a company limited by guarantee, governed by its Memorandum and Articles of Association. The charitable company was incorporated on 27th June 2009 with registration number 6946097. It has been registered as a charity with the Charity Commission, number 1132051 since 9 October 2009. There are currently five members, each of whom agree to contribute £1 in the event of the charitable company winding up.

Appointment and retirement of directors

The number and skills of directors is regularly reviewed and any gaps identified. Existing members then approach suitable candidates who are invited to attend meetings, initially as observers, before being formally invited to join the board following discussion and references. Directors shall hold office for a term of four years but shall be eligible to hold office for further terms of four years indefinitely. At least one trustee must be an elder of City Church, Newcastle.

Organisation

The charitable company is organised so that the directors meet regularly to review its affairs and set objectives. There is a full-time chief executive to manage day to day activities. There is a close relationship with City Church Newcastle who founded the charity and provide ongoing support with funds, office space and facilities at their building, CastleGate.

Risk management

The directors have agreed to examine, on an annual basis, the major risks faced by the charitable company. These risks include financial, operational and regulatory. Systems are in place to minimise these risks, including preparation of regular financial reports, maintenance of insurance and management reviews. These systems are reviewed periodically to ensure the needs of the charitable company are being met.

Action Foundation

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report) for the year ended 31 March 2015

Objectives and activities

The charitable company's objects are:

1. The prevention and/or relief of poverty by the provision of advice and assistance to the public including to refugees, asylum seekers, migrant workers and their dependents particularly by the provision of education and training with a view to facilitating job creation and work opportunities for such persons and by the provision of housing and accommodation for persons in need of such provision and the improvement of housing and living conditions for such persons;
2. The advancement of education (including mental, physical, social and health education) by the provision of schooling, training and advisory services;
3. The advancement of environmental protection or improvement particularly by educating the public in the conservation, protection and improvement of the physical and natural environment, and by the promotion of waste reduction, recycling and by addressing the causes of climate change;
4. The relief of those in need by reason of their youth, age, ill health, disability, financial hardship or other disadvantage, particularly by supporting or assisting persons suffering or recovering from substance abuse, eating disorders, prostitution or persons in similar situations who are in need of charitable support; and
5. The promotion of human rights particularly by the support of those suffering from human rights abuses and/or issues of injustice perpetrated by individuals, groups or governments on the grounds of race, religion, colour, sex, sexual orientation, disability, political views/activities, ethnicity or medical or other condition.

The main activities undertaken in relation to these objects are:

- Action Housing - provides free accommodation and support to destitute asylum seekers;
- Action Letting - manages property for landlords and lets them to homeless refugees with support to maintain their tenancy and move onto independent living;
- Action Language - provides free English language classes to migrants that cannot reasonably access mainstream ESOL provision and more intensive English classes for those individuals and organisation that can afford to pay for it;
- Action Befriending - matches volunteer befrienders with isolated older people and runs regular social gatherings.

In setting our objectives and planning our activities, the directors have regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. All of the directors are unpaid volunteers to ensure that all available funds are used to support our service users.

Action Foundation
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2015

Achievements and performance

During the financial year we have continued to grow both in terms of numbers of beneficiaries supported and turnover. Last year we supported over 1,000 people (750 in the previous year) with the help of over 150 volunteers (123 previous year).

In October 2014 we were delighted to be one of only six charities to win a national award from the Centre for Social Justice from over 200 that applied. We have also won an award from The Western Awards in May 2015 that provides a year of mentoring and support from charity and business leaders facilitated by Pilotlight.

One highlight of the year was our Celebration Dinner during Refugee Week in June 2014 in partnership with the charity Crossings, a musical project that works with asylum seekers and refugees. Over 200 people attended the evening that featured music from the Crossings band and Zrinka Bralo spoke very powerfully about her own experience as a refugee and her work supporting asylum seekers in London, through her charity the Migrant and Refugee Communities Forum.

During the year we have been focussed on developing our capacity to be able to start delivering our services for vulnerable migrants in Sunderland. This has involved research, networking, fundraising, recruiting staff and volunteers, securing office space and procuring properties. We have been working from an office space at Bede Tower, in Sunderland since January 2015 and our first property should open in September 2015.

In November 2014 the Action Foundation Board spent a day together reviewing our growth as a charity over the last ten years and planning our development for the next 5 - 10 years. We have recognised the need to strengthen the Board of Trustees and have approached four people to consider joining the Board. We have also started a review of our staffing structure and particularly our CEO's role with a view to releasing him into greater focus on fundraising, business development and communications. We also took the strategic decision that in the future Action Foundation's projects will only support vulnerable migrants. Therefore, we have taken the difficult decision to close our Action Befriending project that works with isolated older people.

"Action Foundation provide a vital lifeline to some of the most disadvantaged and marginalised members of our community. They have developed a range of innovative, flexible and pragmatic solutions to some fairly intractable problems. Action Foundation's support provides clients with the foundations of stability with which to re-build their lives. Their projects undoubtedly make a positive contribution to the health and wellbeing of the clients and provide an essential safety net for those who cannot access statutory support."
Migration and Asylum Co-ordinator, Newcastle City Council.

Action Foundation
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2015

Action Housing

During the year we have continued to support nine residents in two houses in Newcastle. This has provided vital support as they have all been refused asylum and have no recourse to public funds and are ineligible for work.

"Living [on the floor] in different houses every night, every week, you do not feel human. When I moved to the Action Foundation house I feel like I became a different person in the same day" ,Action Housing resident.

We have been offered a property by the Catholic Church on Wearside at nil rent that we are exploring using for destitute asylum seekers. This would be in partnership with other organisations based in the area such as FODI so that residents would be provided with holistic support as in Newcastle.

In August 2014 one of our residents was detained by the Immigration Service as they wanted to know more about his political activity in the Congo. Following our support he was released on bail (after five weeks) and continues to live in one of our houses. After his release we supported him as he gave evidence of his treatment to an All Party Parliamentary Enquiry (led by Sarah Tether MP) into detention.

During the year Julian Prior (CEO), spoke about the work of Action Foundation and the shame of destitution at two City of Sanctuary events in Newcastle and at the Houses of Parliament.

Action Letting

During the year we have provided supported accommodation to 59 Action Letting residents in seven properties on Tyneside. 100% of our residents surveyed said they felt more able to access basic services as a result of our support and have accessed further training. 92% have moved on positively to longer term accommodation, 39% of residents have accessed our Action Language English classes and 27% have moved into employment.

Following successful grants from Northern Rock Foundation and Henry Smith Charity we have recruited a Project Manager and another Support Worker to enable us to expand the Action Letting and Housing projects and increase the level of support offered to our residents. During the year we have increased our capacity by five bed spaces and over the next three months expect to open three houses with 11 bed spaces on Wearside.

We continue to work in partnership with the national charity, Changing Lives (formally known as Tyneside Cyrenians) to deliver supported emergency accommodation on behalf of Newcastle City Council as part of a Supporting People contract. This partnership has been very successful and has helped us strengthen our policies and processes to evidence the work that we have been doing.

Action Foundation

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report) for the year ended 31 March 2015

Action Language

Since September 2014 the numbers of learners enrolling on our free courses have increased to over 800 (from 526 in the previous year). Although we have reached our capacity we have been able to take more students than ever before due to securing a third classroom at The CastleGate. This has enabled us to offer 19, free accredited 'Skills for Life' classes every week, 11 of which are Pre-Entry or Entry 1 courses that work with those with the least English skills who are the most isolated as a result.

Our extensive use of over 50 volunteers (including fully qualified and experienced ESOL teachers and 34% from BAME backgrounds) to deliver our Skills for Life classes is unique in Tyne and Wear with an average volunteer to learner ratio of 1:3. This together with our practical syllabus has been a key to enabling our learners to not only access our classes and improve their English but also their confidence to use it. We have also continued to run our 'ESOL for Work' courses over 10 weeks (100 hours) for Level 1 learners that provided employability mentoring as part of this course. This has seen some excellent outcomes including 54% of learners from the last two courses gained employment on completion of the course.

In April 2015 our Big Lottery Reaching Communities funding came to an end after three years. We have significantly exceeded 7 of our 10 targets and overall successfully achieved the outcomes agreed. As part of our application to Big Lottery for further funding to continue to run and develop the project we conducted a thorough evaluation of our work that culminated in a 34 page report. In June 2015 we were awarded another four years of funding.

In September 2014 we started providing ESOL classes in partnership with The Riverside Community Health Project in the West End of Newcastle for some of their clients who are particularly isolated and who could not access our City Centre classes for a variety of reasons. This development work was funded by an Esmée Fairbairn North East grant which also involved research into the challenges, successes and barriers for particularly isolated communities accessing ESOL classes in the North East.

Action Befriending

During the year 268 socially isolated older people have been supported by Action Befriending through being matched with a befriender or attending one of our social events. This year we started a new social event in Westerhope to encourage older people from the area to overcome their isolation by getting to know each other. One lady who attended does not normally go out of the house due to severe anxiety. She bravely came along to our launch event and told our Action Befriending Co-ordinator, that she was only the third person outside of her immediate family that she had spoken to in five years.

However, following a strategic review by the Board it was decided that we would no longer provide a service to socially isolated older people and so we have spent the last six months exploring with two other organisations, as well as the funders of the project, whether they could take the project on. Unfortunately, this has not been possible and so the project will be closing in August 2015.

Action Foundation
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2015

Financial review

Income has grown by 20% over the last year to £438,333. This has mainly come from successful awards from Northern Rock Foundation Fresh Idea's Fund, the Henry Smith Charity and our contract with Newcastle City Council to deliver a Supporting People contract. City Church Newcastle, with whom we have a strong association, continue to support us financially and have increased their unrestricted giving to us this year to £2,000 per month. They also continue to provide office and classroom space as well as reception, IT support and meeting room space for a peppercorn rent which enables us to keep our overheads low.

We benefitted from a Big Lottery Reaching Communities grant for the third and final year of our grant agreement and in June 2015 were awarded a further four years of funding (£398,916) to continue to develop Action Language. Income from rent and service charge (Action Letting) and teaching IELTS (Action Language) has increased by 5% to £155,373.

The combination of increased income and tight controls on expenditure has enabled us to build up our cash at bank funds over the last three years to an equivalent of approximately nine months of working cashflow now. Our free reserves have increased from £20,315 at 31 March 2014 to £27,255 at 31 March 2015. This, together with a healthy balance between restricted/unrestricted funds and income committed for the next 2 - 4 years should enable Action Foundation to continue the growth experienced in recent years and put the structures in places to become less reliant on grant funding and diversify our income streams for greater sustainability going forward.

Plans for future periods

Significant focus over the next year will go towards starting our services on Wearside. Over the last year we have developed good links with many local organisations in Sunderland so that, like in Tyneside, we continue to work in partnership with others so that we deliver services that others don't.

We are reviewing our staffing and governance structures so that we can continue to respond proactively to the challenges growth brings. To this end we will be undertaking an 'Organisational Strength Review' funded by Big Lottery Capabilities Fund and will have further input from Pilotlight Business Mentors. This is so that we can be equipped to provide the best service possible to the greatest number of people whilst being clear about our vision to 'provide opportunities to vulnerable and excluded migrants to overcome their isolation, dependence and poverty'.

Julian Prior (CEO) has accepted the role of Chair of Trustees of 'NACCOM' (No Accommodation Network) a newly formed national charity formed out of the network of the same name that has been supporting organisations that support destitute asylum seekers for the past nine years. NACCOM has over 30 member organisations collectively providing supported accommodation to over 500 asylum seekers and refugees. This is a very exciting opportunity to use our experience to enable this organisation to develop from an informal network to a more structured and sustainable organisation to increase its impact nationally.

Action Foundation

(A company limited by guarantee)

Report of the trustees (incorporating the directors' report) for the year ended 31 March 2015

Statement of trustees' responsibilities

The trustees (who are also directors of Action Foundation for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

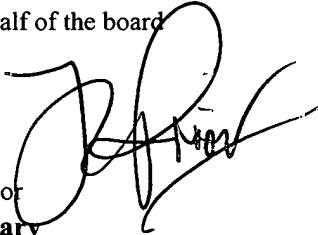
The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board

J L Prior
Secretary
8 July 2015



Action Foundation
(A company limited by guarantee)

Independent examiner's report to the trustees on the unaudited financial statements of Action Foundation.

We report on the accounts of Action Foundation for the year ended 31 March 2015 set out on pages 2 to 19.

Respective responsibilities of trustees and independent examiner

The charity's trustees (who are also the directors of the company for purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed. It is our responsibility to examine the accounts under section 145 of the Act; to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act; and to state whether particular matters have come to our attention.

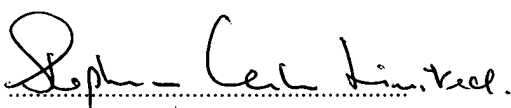
Basis of independent examiner's statement

Our examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charitable company and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

- (i) which gives us reasonable cause to believe that in any material respect the requirements:
 - to keep adequate accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- (ii) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Principal: John Oswald BA FCA
Stephenson Coates Limited
Independent examiner
West 2, Asama Court
Newcastle Business Park
Newcastle upon Tyne
NE4 7YD

8th July 2015

Action Foundation
(A company limited by guarantee)

Statement of financial activities (incorporating the income and expenditure account)

For the year ended 31 March 2015

	Notes	Unrestricted funds £	Restricted funds £	2015 Total £	2014 Total £
Incoming resources					
Incoming resources from generating funds:					
Voluntary income	2	78,406	198,806	277,212	218,705
Activities for generating funds	3	5,675	-	5,675	1,300
Investment income	4	73	-	73	35
Incoming resources from charitable activities (social enterprise)	5	131,114	24,259	155,373	147,347
Total incoming resources		<u>215,268</u>	<u>223,065</u>	<u>438,333</u>	<u>367,387</u>
Resources expended					
Costs of generating funds:					
Fundraiser's costs		25,178	-	25,178	27,337
Fundraising costs		29	-	29	117
Charitable activities	6	183,488	204,967	388,455	305,263
Governance costs	9	1,542	-	1,542	858
Total resources expended		<u>210,237</u>	<u>204,967</u>	<u>415,204</u>	<u>333,575</u>
Net incoming resources for the year / Net income for the year		5,031	18,098	23,129	33,812
Total funds brought forward		25,304	31,745	57,049	23,237
Total funds carried forward		<u>30,335</u>	<u>49,843</u>	<u>80,178</u>	<u>57,049</u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 13 to 19 form an integral part of these financial statements.

Action Foundation
(A company limited by guarantee)

Balance sheet
as at 31 March 2015

	Notes	2015 £	2014 £
Fixed assets			
Tangible assets	14	3,877	7,139
Current assets			
Debtors	15	6,905	10,927
Cash at bank and in hand		72,663	44,216
		<u>79,568</u>	<u>55,143</u>
Creditors: amounts falling due within one year	16	<u>(3,267)</u>	<u>(5,233)</u>
Net current assets		<u>76,301</u>	<u>49,910</u>
Net assets		<u>80,178</u>	<u>57,049</u>
Funds	17		
Restricted income funds		49,843	31,745
Unrestricted income funds		30,335	25,304
Total funds		<u>80,178</u>	<u>57,049</u>

The Balance Sheet continues on the following page.

The notes on pages 13 to 19 form an integral part of these financial statements.

Action Foundation
(A company limited by guarantee)

Balance sheet (continued)

**Trustees' statements required by the Companies Act 2006
for the year ended 31 March 2015**

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2015.

(c) that we acknowledge our responsibilities for:

(1) ensuring that the company keeps adequate accounting records which comply with section 386 of the Companies Act 2006, and

(2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies .

The financial statements were approved by the board on 8 July 2015 and signed on its behalf by



W A Coulson
Director

The notes on pages 13 to 19 form an integral part of these financial statements.

Action Foundation
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2015

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) and the Companies Act 2006.

1.2. Cashflow

The charity has taken advantage of the exemption in FRS1 from the requirement to produce a cashflow statement because it is a small charity.

1.3. Incoming resources

Income generated by the charitable company is accounted for on an accruals basis. Voluntary income is accounted for as received by the company.

1.4. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Fundraiser's costs represent amounts paid to employees to assist in raising funds for activities. Fundraising costs represents expenditure incurred in relation to fundraising events.

Costs of charitable activities include all staff costs incurred in the period in providing services together with the incidental costs of service provision.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs relate to legal costs in respect of the company and the costs of preparing statutory reports and holding annual meetings.

1.5. Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment - 20% - 33% straight line

1.6. Defined contribution pension schemes

The pension costs charged in the financial statements represent the contributions payable by the charity during the year.

Action Foundation
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2015

2. Voluntary income

	Unrestricted funds £	Restricted funds £	2015 Total £	2014 Total £
Donations	27,780	35	27,815	15,010
Gift Aid	1,831	-	1,831	1,816
Gifts from City Church, Newcastle	21,000	-	21,000	20,400
Grants (£2,999 and under)	-	-	-	12,522
Grant - Evan Cornish Foundation ^	7,795	-	7,795	-
Grant - The Greggs Foundation	-	-	-	9,336
Grant - Northern Rock Foundation	-	14,824	14,824	-
Grant - The AB Charitable Trust	-	-	-	10,000
Grant - Henry Smith Charity	-	30,300	30,300	7,500
Grant - Big Lottery Fund Grant	-	37,330	37,330	36,243
Grant - The Newcastle Fund	-	7,500	7,500	10,805
Grant - Porticus UK ^	20,000	-	20,000	-
Grant - 1989 Willan Charitable Trust *	-	2,500	2,500	2,500
Grant - European Social Fund *	-	-	-	6,000
Grant - European Social Fund #	-	11,817	11,817	6,026
Grant - Garfield Weston Foundation	-	-	-	5,000
Grant - Lloyds Bank Foundation for England & Wales	-	6,000	6,000	10,000
Grant - Joicey Trust	-	-	-	3,000
Grant - Kellett Fund *	-	26,595	26,595	12,286
Grant - Esmee Fairbairn Foundation *	-	-	-	16,690
Grant - Ballinger Charitable Trust	-	9,536	9,536	9,258
Grant - Trusthouse Charitable Foundation	-	-	-	7,000
Grant - Port of Tyne CAF*	-	-	-	4,453
Grant - The 29th May 1961 Trust *	-	-	-	3,000
Grant - Comic Relief LC Fund *	-	9,899	9,899	9,860
Grant- Changing Lives (The Cyrenians)	-	16,595	16,595	-
Grant - The Women's Fund *	-	2,852	2,852	-
Grant - Sir James Knott Trust	-	4,500	4,500	-
Grant - Catherine Cookson Charitable Trust	-	500	500	-
Grant - Souter Charity Trust	-	2,000	2,000	-
Grant - P & G Community Fund *	-	3,508	3,508	-
Grant - Pea Green Boat Community First Fund *	-	7,500	7,500	-
Grant - Prudhoe Street Mission Foundation	-	4,515	4,515	-
Grant - The Co-operative Membership Community Fund	-	500	500	-
	<u>78,406</u>	<u>198,806</u>	<u>277,212</u>	<u>218,705</u>

* Grants administered through the Community Foundation serving Tyne and Wear and Northumberland.

Grant administered through the Community Foundation Serving County Durham.

^ Funds given towards the CEO's salary for the development of the Action Language and Befriending projects.

Action Foundation
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2015

3. Activities for generating funds

	Unrestricted funds £	2015 Total £	2014 Total £
Other income	5,675	5,675	1,300
	<u>5,675</u>	<u>5,675</u>	<u>1,300</u>

4. Investment income

	Unrestricted funds £	2015 Total £	2014 Total £
Bank interest receivable	73	73	35
	<u>73</u>	<u>73</u>	<u>35</u>

5. Incoming resources from charitable activities - social enterprise

	Unrestricted funds £	Restricted funds £	2015 Total £	2014 Total £
Action Language	27,202	-	27,202	23,154
Action Letting	103,912	24,259	128,171	124,193
	<u>131,114</u>	<u>24,259</u>	<u>155,373</u>	<u>147,347</u>

6. Costs of charitable activities

	Activities undertaken directly £	Support costs £	2015 Total £	2014 Total £
Charitable activities	357,024	31,431	388,455	305,263
	<u>357,024</u>	<u>31,431</u>	<u>388,455</u>	<u>305,263</u>

Action Foundation
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2015

7. Charitable activities

	Unrestricted funds £	Restricted funds £	2015 Total £	2014 Total £
Action Language	14,479	29,979	44,458	24,471
Action Housing	25,898	-	25,898	23,616
Action Letting	-	57,672	57,672	72,716
Action Befriending	1,752	-	1,752	6,233
Wages and salaries	96,046	90,410	186,456	137,817
Social security costs	4,690	9,159	13,849	9,964
Staff pension costs	2,983	16,394	19,377	12,387
Depreciation	1,909	1,353	3,262	2,601
Donations	4,300	-	4,300	3,150
Miscellaneous expenses	-	-	-	831
	<u>152,057</u>	<u>204,967</u>	<u>357,024</u>	<u>293,786</u>

8. Analysis of support costs

	Unrestricted funds £	2015 Total £	2014 Total £
Insurance	2,148	2,148	1,732
Travel and subsistence	894	894	537
Legal and professional fees	3,045	3,045	2,100
Bank charges	161	161	204
Office administration and equipment	13,077	13,077	4,410
Conferences and training	4,583	4,583	917
Marketing	6,361	6,361	1,577
Miscellaneous expenses	1,162	1,162	-
	<u>31,431</u>	<u>31,431</u>	<u>11,477</u>

9. Governance costs

	Unrestricted funds £	2015 Total £	2014 Total £
Independent examiner's fees	1,542	1,542	858
	<u>1,542</u>	<u>1,542</u>	<u>858</u>

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for the year ended 31 March 2015

10. Net incoming resources for the year

	2015	2014
	£	£
Net incoming resources is stated after charging:		
Depreciation	3,262	2,600
	<u>3,262</u>	<u>2,600</u>

11. Employees

Employment costs	2015	2014
	£	£
Wages and salaries	208,719	161,279
Social security costs	15,551	11,877
Pension costs	20,590	14,349
	<u>244,860</u>	<u>187,505</u>

No employee received emoluments of more than £60,000 (2014 : None).

Number of employees

The average monthly numbers of employees during the year was as follows:

2015	2014
Number	Number
13	10
<u>13</u>	<u>10</u>

12. Pension costs

The company operates a defined contribution pension scheme in respect of certain employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and was as follows:

	2015	2014
	£	£
Pension charge	20,590	14,349
	<u>20,590</u>	<u>14,349</u>

13. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

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14.	Tangible fixed assets	Fixtures, fittings and equipment £	Total £	
	Cost			
	At 1 April 2014 and At 31 March 2015	10,471	10,471	
	Depreciation			
	At 1 April 2014	3,332	3,332	
	Charge for the year	3,262	3,262	
	At 31 March 2015	6,594	6,594	
	Net book values			
	At 31 March 2015	3,877	3,877	
	At 31 March 2014	7,139	7,139	
15.	Debtors	2015 £	2014 £	
	Prepayments and accrued income	6,905	10,927	
16.	Creditors: amounts falling due within one year	2015 £	2014 £	
	Accruals and deferred income	3,267	5,233	
17.	Analysis of net assets between funds	Unrestricted funds £	Restricted funds £	Total funds £
	Fund balances at 31 March 2015 as represented by:			
	Tangible fixed assets	3,080	797	3,877
	Current assets	28,555	51,013	79,568
	Current liabilities	(1,300)	(1,967)	(3,267)
		30,335	49,843	80,178

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18. Unrestricted funds	At 1 April 2014 £	Incoming resources £	Outgoing resources £	At 31 March 2015 £
Unrestricted funds	<u>25,304</u>	<u>215,268</u>	<u>(210,237)</u>	<u>30,335</u>

19. Restricted funds	At 1 April 2014 £	Incoming resources £	Outgoing resources £	At 31 March 2015 £
Action Language	24,172	69,898	(83,265)	10,805
Action Housing	268	38,300	(17,125)	21,443
Action Letting	-	71,201	(71,201)	-
Action Befriending	<u>7,305</u>	<u>43,666</u>	<u>(33,376)</u>	<u>17,595</u>
	<u>31,745</u>	<u>223,065</u>	<u>(204,967)</u>	<u>49,843</u>

20. Company limited by guarantee

Action Foundation is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.