REGISTERED COMPANY NUMBER: SC381245 (Scotland) REGISTERED CHARITY NUMBER: SC033900

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2019

FOR

LAIRG & DISTRICT LEARNING CENTRE

Goldwells Ltd 37 Broad Street Peterhead Aberdeenshire AB42 LJB FRIDAY

SCT 20/03/2020 COMPANIES HOUSE

#431

OUR STAFF AND VOLUNTEERS

Our staff and volunteers continue to provide commitment and dedication and this year saw us expanding our staff team again, welcoming a new Business Mentor, and a new Social Enterprise Tutor to the Centre. We've also been lucky to attract lots of fantastic new volunteers.

We know how lucky we are at the Learning Centre to have such a brilliant team of staff, and we continue to strengthen our employment practices to ensure we carry on attracting such fantastic people.



O

OUR BOARD

Board Members 2018-2019: with thanks especially to them for all their efforts, kindness and dedication: Morag MacDonald, Doreen Mackay, Rita Orr, Sanad McLeod, Marjorie Mackenzie, Adrian Owen, Lily Byron, Anne Morrison, Diane Naman and Lorraine Davidson.

Chair Irene Mackintosh

Lairg & District Learning Centre | Registered as a Scottish Charity|SCO 33900 & a Charitable

CHAIR'S REPORT 2018/2019

WE ARE DELIGHTED THAT IT'S BEEN ANOTHER SUCCESSFUL YEAR FOR OUR LEARNING CENTRE.

Over the course of 2018/2019, and thanks to a significant second year of funding from Climate Challenge Fund, we have kept our focus firmly on the future of our community, developing learning opportunities to help us all reduce our climate footprint. We've expanded the areas we cover, reaching new learners, and we've continued to diversify, exploring new ways of increasing our income.

OUR LEARNERS

Over the last year, we have supported almost 800 incredible learners, from all across Sutherland. expanding our work into Ross-shire. We have worked with a huge range of community partners to reach new people, including Kyle of Sutherland Hub, Dornoch Firth Group, Brora Learning Zone; Mhor Collective; Assynt Learning; Lairg and District Community Initiative and lots of community groups.

Lairg & District Learning Centre | Registered as a Scottish Charity SCO 33900 & a Charitable Company Limited by Guarantee SC381425



OUR FUNDING

In addition to funding from Climate
Challenge Fund, we have also been
supported by Lairg Windfarm,
Achany, Strathy North, Foundation Scotland,
EON Rosehall and the Robertson
Trust, enabling us to deliver more learning
and development opportunities than ever
before.

Sincere thanks, as always, to our funders for supporting our work.

OUR LEARNING OPPORTUNITIES

Over the last year, we have offered an eye-watering range of learning opportunities across our communities. These include workshops such as cookery, gardening, upcycling, patchwork and woodwork - all as part of our Climate Challenge work. We've also run popular carbon cafes, swishing events, energy efficiency workshops and book swaps.

Our CCF work has meant we have recorded a saving of almost 13 tonnes of CO2 at our centre, on top of all the behavioural changes have made including supporting swishes, recycling, upcycling from home and changing our diets.

We also continue to offer language and IT classes.



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The Kyle of Sutherland Apprenticeship Scheme (KOSAS) assists young people and local businesses by covering some of the costs of training and employing an apprentice and we are proud to provide management and support to this project.

This year, we had eleven amazing apprentices come through the scheme.

DIVERSIFICATION

In the last year, we have explored different revenue streams to contribute to our costs. In addition to our room rentals, we also offer business services including extensive CPD Training opportunities, book-keeping and office support such as PAT Testing and photocopying.

We have also been working on our social enterprise, using upcycling skills developed in our work with Climate Challenge Fund to create craft items to sell locally. We also offer a weekly PC Clinic.

CCF also enabled the purchase of an engraving machine, which brings in a small amount of revenue and allows us to provide an engraving service in our community.

Each of these opportunities decreases our reliance on grant-generated income.



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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH JUNE 2019

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30th June 2019. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Charitable Purposes

Our purposes are reported in the constitution: To advance the education of the residents of Sutherland by providing or assisting in the provision of local facilities and resources for lifelong learning.

ACHIEVEMENT AND PERFORMANCE

Achievements in the year are detailed in the Chair's Report.

FINANCIAL REVIEW

The financial position in the year is total income of £209,914 and total expenditure of £169,068 resulting in a surplus of £40,846.

The intention of Trustees is to maintain unrestricted reserves at a sufficient level to meet the needs of the Trust for a period of up to three months. At the end of this year the charity has £33,387 in unrestricted funds which complies with this intention. The trustees are looking at opportunities to increase the unrestricted reserves and therefore do not have any uncertainties about the charity's ability to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is constituted as a company limited by guarantee and is governed by its Memorandum and Articles of Association.

The methods used to recruit and appoint new charity trustees are identified in the Memorandum and Articles of Association.

The Company was registered as a charity on 25th November 2001 and became incorporated on 30th June 2010 as a Private Limited Company by guarantee without share capital use of 'Limited' exemption. Trustees are also members of the management committee, the latter body being responsible for the day to day running of the company.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC381245 (Scotland)

Registered Charity number

SC033900

Registered office

Lairg Learning Centre Main Street Lairg Sutherland · IV27 4DD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH JUNE 2019

Trustees

Ms L Davidson-Payne
Ms M MacDonald
Ms C D Mackay
Ms M Mackenzie
Ms S McLeod
Ms R Orr
Mr T A Owen
Ms I M Warner-Mackintosh

Independent Examiner

Mr G Addison ACCA Goldwells Ltd 37 Broad Street Peterhead Aberdeenshire AB42 IJB

The name of the charity is Lairg & District Learning Centre. Its Charity number is SC033900 and Company number is SC381245.

The address of the principal office and the address of its registered office is: Lairg Learning Centre, Main Street, Lairg, Sutherland, IV27 4DD.

The names of the charity's trustees as as this report date or who served as a trustee in the reporting period are as follows:

Lorraine Davidson-Payne
Morag MacDonald
Christine Doreen Mackay
Marjorie Mackenzie
Sanaa McLeod
Rita Orr
Thomas Adrian Owen
Irene Margaret Warner-Mackintosh

Approved by order of the board of trustees on 5th March 2020 and signed on its behalf by:

Ms I M Warner-Mackintosh - Trustee

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LAIRG & DISTRICT LEARNING CENTRE

Independent examiner's report to the trustees of Lairg & District Learning Centre ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30th June 2019.

Responsibilities and basis of report

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

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:

- 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.

Mr G Addison ACCA Goldwells Ltd 37 Broad Street

Peterhead Aberdeenshire

AB42 1JB

5th March 2020

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30TH JUNE 2019

	Notes	Unrestricted fund	Restricted funds £	2019 Total funds £	2018 Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	2	916		916	602
Charitable activities Learning Centre	4	31,982	176,994	208,976	152,775
Investment income	3	22		22	10
Total		32,920	176,994	209,914	153,387
EXPENDITURE ON Charitable activities Learning Centre		16,901	152,167	169,068	141,413
NET INCOME		16,019	24,827	40,846	11,974
RECONCILIATION OF FUNDS					
Total funds brought forward		17,368	28,533	45,901	33,927
TOTAL FUNDS CARRIED FORWARD		33,387	53,360	86,747	45,901

BALANCE SHEET 30TH JUNE 2019

		Unrestricted fund	Restricted funds	2019 Total funds	2018 Total funds
	Notes	£	£	£	£
FIXED ASSETS Tangible assets	9	5,208	4,314	9,522	9,919
CURRENT ASSETS					
Debtors Cash at bank and in hand	10	3,698 25,398	3,115 45,931	6,813 71,329	6,812 30,797
		29,096	49,046	78,142	37,609
CREDITORS					
Amounts falling due within one year	11	(917)	-	(917)	(1,627)
NET CURRENT ASSETS		28,179	49,046	77,225	35,982
TOTAL ASSETS LESS CURRENT					
TOTAL ASSETS LESS CURRENT LIABILITIES		33,387	53,360	86,747	45,901
NET ASSETS		33,387	53,360	86,747	45,901
FUNDS	12				
Unrestricted funds				33,387	17,368
Restricted funds				53,360	28,533
TOTAL FUNDS				86,747	45,901
				=====	=====

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30th June 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 30th June 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

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BALANCE SHEET - continued 30TH JUNE 2019

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

The financial statements were approved by the Board of Trustees on 5th March 2020 and were signed on its behalf by:

IM Warner-Mackintosh - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2019

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

			2019	2018
	Unrestricted	Restricted		Total
	funds	funds	Total funds	funds
	£	£	£	£
Donations	916	-	916	602

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NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

3. INVESTMENT INCOME

٥.	HVESTMENT INCOME	3			2019	2018
			Unrestricted	Restricted	2019	Total
			funds	funds	Total funds	funds
			£	£	£	£
	Deposit account interest		22	r	22	10
	Deposit account interest		===		===	===
4.	INCOME FROM CHARI	ITABLE ACTIVITIES				
					2019	2018
		Activity			£	£
	Course Fees	Learning Centre			9,536	6,505
	Room Lets	Learning Centre			7,646	6,069
	KOSAS	Learning Centre			5,159	4,681
	Miscellaneous	Learning Centre			5,151	2,211
	Grants	Learning Centre			176,994	133,309
	Staffing Income	Learning Centre			1,470	· -
	Bookkeeping Income	Learning Centre			3,020	-
						
					208,976	152,775
		.1 1				
	Grants received, included in	i the above, are as follow	vs:		2019	2018
					2019 £	2018 £
	The Robertson Trust				15,000	15,000
	Achany Community Fund				10,000	10,000
	Climate Challenge Fund				111,272	98,946
	SCVO				111,272	1,913
	Lairg Community Company	s.			2,500	250
	SSE SSE	у			38,020	7,200
	Edinburgh Sutherland Asso	ciation			36,020	7,200
	Bambargh Banteriana / 1880	olation.				
					202	-
					176,994	133,309
						
_	NET INCOME (EVEN DENIE	NAME OF THE OWN				
5.	NET INCOME/(EXPEND	DITURE)				
	Net income/(expenditure) is	s stated after charging/(c	rediting):			
					2019	2018
					£	£
	Depreciation - owned assets	S			1,488	1,328

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

6. TRUSTEES' REMUNERATION AND BENEFITS

One trustee received tutor fees of £290 in the year.

Trustees' expenses

One trustee received £100.80 of travelling expenses in the year.

7. STAFF COSTS

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

	2019	2018
Administration	9	6

Please note that Cleaning Wages and Tutor Fee Wages are included in the seperate lines for for Cleaning, Light and Heat and Training & Associated costs in the Detailed Statement of Financial Activities.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

•	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	602	-	602
Charitable activities Learning Centre	19,466	133,309	152,775
Investment income	10	-	10
Total	20,078	133,309	153,387
EXPENDITURE ON Charitable activities Learning Centre	18,365	123,048	141,413
NET INCOME	1,713	10,261	11,974
RECONCILIATION OF FUNDS			
Total funds brought forward	15,655	18,272	33,927
TOTAL FUNDS CARRIED FORWARD	17,368	28,533	45,901

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

9. TANGIBLE FIXED ASSETS

			Computer equipment £
•	COST		-
	At 1st July 2018		17,859
	Additions		1,091
	At 30th June 2019		18,950
	DEPRECIATION		
	At 1st July 2018		7,940
	Charge for year		1,488
	At 30th June 2019		9,428
	NET BOOK VALUE		
	At 30th June 2019		9,522
	At 30th June 2018		9,919
10.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2019	2018
	Trade debtors	£ 1,155	£ 251
	Prepayments and accrued income	5,658	6,561
	repayments and accrace meeting		
		6,813	6,812
		=====	==
11.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2019	2018
		£	£
	Social security and other taxes	-	1,092
	Accruals and deferred income	917	535
		917	1,627
		====	===

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

12. MOVEMENT IN FUNDS

MOVEMENT IN FUNDS			
		Net	
		movement	At
	At 1.7.18	in funds	30.6.19
	£	£	£
Unrestricted funds			
Unrestricted Funds	17,368	16,019	33,387
Restricted funds			
The Robertson Trust			
THE ROBERSON TRUST			
	8,750	-	8,750
Climate Challenge Fund	,		,
	6,603	211	6,814
Lairg Wind Farm	771	1,655	2,426
Achany Community Fund	5,000	•	5,000
Lairg Community Council	250	(250)	-
SSE	7,159	23,211	30,370
	20.522	24.025	
	28,533	24,827	53,360
TOTAL·FUNDS	45,901	40,846	86,747
	=======================================	====	====
Net movement in funds, included in the above are as follows:			
	Incomina	Resources	Movement
	Incoming		
	resources	expended	in funds
Harristal Cond-	£	£	£
Unrestricted funds	22.020	(16,001)	16.010
Unrestricted Funds	32,920	(16,901)	16,019
Restricted funds			
The Robertson Trust			
	15,000	(15,000)	_
Climate Challenge Fund			
	111,272	(111,061)	211
Lairg Wind Farm	2,500	(845)	1,655
Achany Community Fund	10,000	(10,000)	•
Lairg Community Council	-	(250)	(250)
SSE	38,020	(14,809)	23,211
Edinburgh Sutherland Assocation	202	(202)	-
	-		
	176,994	(152,167)	24,827
TOTAL CUNDO	200.014	(1(0,0(0)	40.046
TOTAL FUNDS	209,914	(169,068)	40,846
			

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

		Net	
		movement	At
	At 1.7.17	in funds	30.6.18
	£	£	£
Unrestricted funds			
Unrestricted Funds	15,655	1,713	17,368
Restricted funds			
The Robertson Trust			
	5,417	3,333	8,750
Climate Challenge Fund			
	5,635	968	6,603
Lairg Wind Farm	1,362	(590)	772
Achany Community Fund	-	5,000	5,000
Lairg Community Council	-	250	250
SSE	-	7,158	7,158
SCVO	637	(637)	-
Bord na Gaidhlig	36	(36)	-
The Highland Council	518	(518)	-
Eon Rosehall Wind Farm	4,667	(4,667)	
	18,272	10,261	28,533
TOTAL FUNDS	33,927	11,974	45,901
TOTAL FUNDS			

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted Funds	20,078	(18,365)	1,713
Restricted funds The Robertson Trust	٠		
Climate Challenge Fund	15,000	(11,667)	3,333
	98,946	(97,978)	968
Lairg Wind Farm	•	(590)	(590)
Achany Community Fund	10,000	(5,000)	5,000
Lairg Community Council	250	-	250
SSE	7,200	(42)	7,158
SCVO	1,913	(2,550)	(637)
Bord na Gaidhlig	-	(36)	(36)
The Highland Council	•	(518)	(518)
Eon Rosehall Wind Farm		(4,667)	(4,667)
	133,309	(123,048)	10,261
TOTAL FUNDS	153,387	(141,413)	11,974

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.17 £	Net movement in funds £	At 30.6.19 £
Unrestricted funds Unrestricted Funds	15,655	17,732	33,387
Restricted funds The Robertson Trust			
Climate Challenge Fund	5,417	3,333	8,750
	5,635	1,179	6,814
Lairg Wind Farm	1,362	1,065	2,427
Achany Community Fund	-	5,000	5,000
SSE	-	30,369	30,369
SCVO	637	(637)	-
Bord na Gaidhlig	36	(36)	-
The Highland Council	518	(518)	-
Eon Rosehall Wind Farm	4,667	(4,667)	-
	18,272	35,088	53,360
TOTAL FUNDS	33,927	52,820	86,747

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30TH JUNE 2019

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended £	Movement in funds £
Unrestricted funds	~	æ.	2
Unrestricted Funds	52,998	(35,266)	17,732
Restricted funds The Robertson Trust			
Climate Challenge Fund	30,000	(26,667)	3,333
	210,218	(209,039)	1,179
Lairg Wind Farm	2,500	(1,435)	1,065
Achany Community Fund	20,000	(15,000)	5,000
Lairg Community Council	250	(250)	•
SSE	45,220	(14,851)	30,369
SCVO	1,913	(2,550)	(637)
Bord na Gaidhlig	•	(36)	(36)
The Highland Council	-	(518)	(518)
Eon Rosehall Wind Farm	•	(4,667)	(4,667)
Edinburgh Sutherland Assocation	202	(202)	
	310,303	(275,215)	35,088
TOTAL FUNDS	363,301	(310,481)	52,820

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30th June 2019.

14. ULTIMATE CONTROLLING PARTY

The company is controlled by the Trustees.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30TH JUNE 2019

	Unrestricted funds	Restricted funds	2019 Total funds	2018 Total funds
	£	£	£	£
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	916	-	916	602
Investment income				
Deposit account interest	22	-	22	10
Charitable activities				
Course Fees	9,536	-	9,536	6,505
Room Lets KOSAS	7,646	-	7,646	6,069
Miscellaneous	5,159 5,151	•	5,159 5,151	4,681 2,211
Grants	2,131	176,994	176,994	133,309
Staffing Income	1,470	170,554	1,470	133,309
Bookkeeping Income	3,020	-	3,020	-
	31,982	176,994	208,976	152,775
Total incoming resources	32,920	176,994	209,914	153,387
EXPENDITURE				
Charitable activities				
Wages	3,378	105,202	108,580	77,076
Insurance	473	-	473	421
Cleaning, Light and heat	3,701	•	3,701	4,080
Training & Associated Costs	3,789	43,081	46,870	48,117
Other Costs	4,653	3,884	8,537	11,434
	15,994	152,167	168,161	141,128
Support costs				
Governance costs				
Accountancy and legal fees	907	<u> </u>	907	285
Total resources expended	16,901	152,167	169,068	141,413
Net income	16,019	24,827	40,846	11,974