

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

DIRECTORS REPORT

AND

FINANCIAL STATEMENTS

FOR THE

YEAR ENDED 31ST MARCH 2011

Registered number: 2569614

Registered Charity: 1005075

REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

REFERENCE AND ADMINISTRATIVE DETAILS

Legal Status: The Charity is incorporated under the Companies Act 1985 as limited by guarantee.

Governing document: The Company's Memorandum and Articles of Association.

Charity registration number: -1005075

Company registration number: -2569614

Registered Office: 3rd Floor, Forest House
16-20 Clements Road
Ilford
Essex
IG1 1BA

Bankers: HSBC
126 High Road
Ilford
Essex
IG1 1DA

Bankers: Caf Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Solicitors: Sinclair Taylor & Martin
2 Putney Hill
Putney
London
SW15 6AB

Auditors: Appleby & Wood
40 The Lock Building
72 High Street
Stratford
London E15 2QB

Trustees: Brian Spinks (Chair)
Neil Zammett (Vice Chair)
Bashir Chaudhry
Ram Bandhari
Dr Keith White
Ali Qureshi (Treasurer)
Valrie Gittens
Margaret Wayne
Valerie Cummins

Council nominee Cllr Brian Lambert

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

DIRECTORS' REPORT

FOR THE YEAR ENDED 31ST MARCH 2011

The directors present their report on the affairs of the company and financial statements for the year ended 31st March 2011.

Structure, Governance and Management

The Redbridge Council for Voluntary Service (RedbridgeCVS) was established as a Registered Charity and Company Limited by Guarantee in 1990. Its governing document is the Memorandum and Articles of Association.

RedbridgeCVS exists to promote and support a strong, effective and independent voluntary and community sector in Redbridge. The organisation actively assists voluntary bodies through the provision of advice and information, the development of new charitable initiatives and joint work with statutory bodies.

Trustees are elected annually at an AGM, with the longest serving one third of members (or higher) being asked to stand down (though they are eligible for reappointment provided there remain unfilled vacancies). We are required to have not less than five Trustees, and not more than twenty five. Trustees are offered individual and group induction and training and have an annual Away Day to review the strategic direction of the Charity. The Trustees meet as the Board at least six times a year. The Board agrees the strategic direction of the Charity, approves its budget and receives reports on progress in achieving organisational objectives from its Chief Officer.

The Charity employs staff, including a Chief Officer, Ross Diamond, who carries out the day to day management of the Company's work. There are line-management structures linking all staff to the Chief Officer, and through him, to the Trustees.

RedbridgeCVS is a member of the East London CVS Network and a number of national bodies, including the National Association for Voluntary and Community Action (NAVCA) and the National Council of Voluntary Organisations (NCVO). These are membership bodies that do not have control over any of the activities of RedbridgeCVS.

RedbridgeCVS has employed a total of 61 staff in this year, of whom 61 were full time and 0 part time.

The Charity also uses a number of volunteers through the year to help with its office functions.

Risk Statement

The Charity has considered a range of risks to which it could be exposed and the Directors regularly review the policies and procedures which aim to minimise those risks, ensuring that these are adequate, appropriate and complied with fully.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 31ST MARCH 2011

Objectives and Activities

The principal activity of the Company is the coordination of the work of voluntary organisations within the London Borough of Redbridge, in order to promote and support a strong, effective and independent voluntary and community sector in Redbridge.

The key aims of the Company are as follows:-

- 1 Redbridge voluntary and community sector to be strong partners when working with local statutory bodies.
- 2 Redbridge voluntary and community sector to maintain its independence and flexibility.
- 3 RedbridgeCVS to be a credible and authoritative representative of the voluntary and community sector.
- 4 RedbridgeCVS to be able to respond to Redbridge voluntary and community sector support and development needs; enabling Redbridge voluntary and community sector to grow to meet local needs.
- 5 RedbridgeCVS to encourage, support and facilitate the development of sustainable communities.
- 6 RedbridgeCVS to provide sound financial planning in order to continue the furtherance of our work with the voluntary and community sector within the London Borough of Redbridge and across the East London Network.

The Company has an agreed set of objectives and intended outcomes for each of the above aims. These are a part of the "RedbridgeCVS Strategic Plan 2009-2014" which is available on request from RedbridgeCVS.

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DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 31ST MARCH 2011

Volunteers

The charity has relied upon regular volunteer helpers in assisting with communications with the membership and the wider voluntary sector and in various administrative tasks.

Reserves Policy

The Company funds have been applied wholly in pursuit of charitable objectives. RedbridgeCVS believes that the Charity should hold emergency operating costs because;

(i) it has no endowment funding and is dependent on income from grants and contracts from year to year, which are inevitably subject to fluctuation; and

(ii) it requires protection against and the ability to continue operating despite catastrophic or lesser but damaging events.

The Trustees believe that the minimum level of the emergency operating costs should be the equivalent of three months operating costs (calculated and reviewed annually) and wish emergency operating costs to be secured up to the desired level in stages, consistent with the charity's overall financial position and its need to maintain and develop its charitable activities.

Working relationships

While the charity maintains contact with many hundreds of local voluntary bodies, RedbridgeCVS is committed to working closely with all third sector groups and statutory bodies, which share similar aims or values, in order to pursue the charity's objectives.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regards to the Charity Commission's general guidance on public benefit and that the activities carried out by the charity during the year were all undertaken in order to further the charities aims for the benefit of the charity's beneficiaries. There is a detailed explanation of the activities carried out which has been included in the key activities of the charity.

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The key activities of the charity during the year were:-

- 1 RedbridgeCVS has successfully met all the targets set by our funders and internally, and has successfully achieved all planned outcomes;
- 2 Delivering development work and capacity building support to local small and medium sized voluntary and community groups;
- 3 Hosting monthly Redbridge Voluntary Sector Network meetings;
- 4 Producing a bi-monthly newsletter, "Community", distributed to over 400 local groups;
- 5 Producing over 50 email bulletins, sent to over 400 local voluntary and community groups and agencies;
- 6 Helping a range of groups with successful funding applications;
- 7 Delivering accredited and unaccredited training to local voluntary and community groups;
- 8 Securing long term funding and launching a fully operational Volunteer Centre for Redbridge;
- 9 Hosting the Redbridge LINK (Local Involvement Network), a health and social care public involvement project;
- 10 Managing the Fit For Fun exercise programme, to deliver fitness activities to local groups who would otherwise be unlikely to take part in regular or organised physical activity;
- 11 Managing the local ChangeUp consortium, ensuring it was 'fit for purpose' and delivering support to local Third Sector organisations as well as linking and liaising with the sub-regional and regional ChangeUp consortia;
- 12 Securing Learning & Skills Council funds from their Neighbourhood Learning for Deprived Communities (NLDC) programme, enabling us to deliver a range of support services to groups offering training and/or working with volunteers;
- 13 Managing a sub-regional training and contract management consortium, East Tenders, with funding from LSC/SFA, Capacity Builders, London Councils and the Department of Work and Pensions. This included delivery of a large "Future Jobs Fund" programme, in partnership with the London Borough of Redbridge;
- 14 Playing the role of 'Compact Champion' to ensure the positive use of the local Compact, 'Working It Out Together' - for which Redbridge won an "Excellence Award for Local Partnership Working" at the national Compact Awards;
- 15 Positively liaising with key statutory partners on behalf of the local voluntary and community sector, including through membership of the Redbridge Strategic Partnership and its Public Service Board, the Redbridge Safer Communities Partnership and the Health and Social Care Advisory Committee, and the provision of formal support for the elected voluntary sector representatives at the Public and Voluntary Sectors' Partnership;
- 16 Providing and maintaining a database of all known voluntary and community groups in Redbridge;
- 17 Playing an active part in the East London CVS Network;

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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The key activities of the charity during the year cont:-

- 18 Providing information services including a library, internet access and individual support to voluntary and community organisations in Redbridge;
- 19 Providing a multi-purpose website, including an online directory of local voluntary and community groups;
- 20 Playing an active membership role within the ACE (community accountancy scheme) Steering Group;
- 21 Hosting a Mental Health (BME) Community Development Worker, funded by NHS Redbridge;
- 22 Hosting a Health Volunteer Officer, funded by NHS Redbridge, to support increasing use of volunteers by local NHS bodies;
- 23 Hosting a Health Partnerships Officer, to enhance the relationships between local voluntary and community groups and local NHS services and commissioners;
- 24 Hosting the Redbridge Police Community Engagement Group, in partnership with the Metropolitan Police Authority;
- 25 Undertaking work in partnership with London Borough of Redbridge to increase use of the Redbridge i website by local voluntary and community groups.

RedbridgeCVS has successfully met all the targets set by our funders and internally, and has successfully achieved the planned outcomes.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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Future Activities:

RedbridgeCVS continued to work under the strategic direction of its 2009-2014 Strategic Plan, and its Aims and Mission as stated in that document.

Our mission is;

"To promote and support a strong, effective and independent third sector in Redbridge"

We plan to succeed in the RedbridgeCVS mission by working to achieve the following aims:

- 1 Redbridge third sector to be strong partners when working with local statutory bodies and promoting a positive vision of Redbridge.
- 2 Redbridge third sector to maintain its independence and flexibility.
- 3 RedbridgeCVS to be a credible and authoritative representative of the third sector.
- 4 RedbridgeCVS to be able to respond to Redbridge third sector support and development needs; enabling Redbridge's third sector to grow to meet local needs.
- 5 RedbridgeCVS to encourage, support and facilitate the development of sustainable communities.
- 6 RedbridgeCVS to provide sound planning in order to continue the furtherance of our work with the third sector within the London Borough of Redbridge and across the North East London CVS Network.

It should be noted that these Aims are interrelated and in no particular order. It should also be noted that we use the term "third Sector" interchangeably with "voluntary and community sector" since we use this terminology to include social enterprises and faith based organisations.

The Strategic Plan contains a list of Objectives to be met in order to achieve the Aims, together with the planned outcomes that should arise from the successful achievement of each Aim.

The Strategic Plan is reviewed at each RedbridgeCVS Board of Trustees meeting and the organisation's performance is monitored against its objectives. The monitoring includes working to ensure the financial stability of the organisation is maintained and enhanced.

A copy is available on the charity's website and on request from the RedbridgeCVS office.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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Statement of Directors' Responsibilities

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that year. In preparing those financial statements, the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- Prepared the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS FOR VOLUNTARY SERVICE OF THE REDBRIDGE COUNCIL

We have audited the financial statements of The Redbridge Council for Voluntary Service for the year ended 31st March 2011 on pages [10] to [20]. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities set out on page 8, the trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all financial and non-financial information in the trustees report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- Ø give a true and fair view of the state of the charity's affairs as at 31st March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Ø have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Ø have been prepared in accordance with the requirements of the Companies Act 2006.

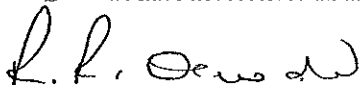
Opinion on other requirement of the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Ø the charity has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- Ø the financial statements are not in agreement with the accounting records and returns; or
- Ø certain disclosures of trustees' remuneration specified by law are not made; or
- Ø we have not received all the information and explanations we require for our audit.



R R Oswald (Senior Statutory Auditor)

31st October 2011

For and on behalf of Appleby & Wood, Statutory Auditors
40 The Lock Building
72 High Street, Stratford
London E15 2QB

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31ST MARCH 2011

	Notes	2011 £	2010 £
Income		1,692,486	962,485
Expenditure		<u>(1,555,291)</u>	<u>(968,081)</u>
Income less expenditure	2	137,195	(5,596)
Brought forward - beginning of year		523,357	528,953
Carried forward - end of year		<u>660,552</u>	<u>523,357</u>

No statement of total recognised gains or losses is required as these comprise the only surplus for the year.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2011

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2011 £	Total 2010 £
Incoming resources					
Incoming Resources from generated funds					
Generated Income		28,373	-	28,373	23,062
Investment Income		3,437	-	3,437	2,458
Incoming Resources from charitable activities					
Grants	3	127,835	1,532,841	1,660,676	936,965
Total incoming resources		159,645	1,532,841	1,692,486	962,485
Resources expended					
Cost of generating funds					
Charitable activities:					
Costs in furtherance of charities objects	4a	257,884	1,207,366	1,465,250	950,950
Delivery of contracts	4b	-	79,039	79,039	-
Governance costs	4c	10,414	588	11,002	17,131
Total resources expended		268,298	1,286,993	1,555,291	968,081
Net incoming resources for the year		(108,653)	245,848	137,195	(5,596)
Transfers		240,780	(240,780)	-	-
Brought forward - beginning of year		104,724	418,633	523,357	528,953
Carried forward - end of year		236,851	423,701	660,552	523,357

The notes on pages 13 to 20 form part of these financial statements.


THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

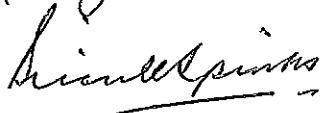
(A Company limited by guarantee) Registered No:2569614 Charity No:1005075


BALANCE SHEET AS AT 31ST MARCH 2011

	Notes	£	2011	£	£	2010	£
Fixed assets							
Tangible assets	7			26,896			40,873
Current assets							
Debtors	8		27,231			54,603	
Cash at bank and in hand			<u>763,276</u>			<u>674,007</u>	
			790,507			728,610	
Creditors: amounts falling due within one year	9		<u>(156,851)</u>			<u>(246,126)</u>	
Net current assets				<u>633,656</u>		<u>482,484</u>	
				<u>660,552</u>		<u>523,357</u>	
Reserves							
Restricted funds	12			423,701			418,633
Unrestricted funds	12			<u>236,851</u>		<u>104,724</u>	
				<u>660,552</u>		<u>523,357</u>	

Approved by the board of directors on 25th October 2011 and signed on its behalf by:

Director 

Director 

Chief Officer 

The notes on pages 13 to 20 form part of these financial statements.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

1. Accounting policies

The following accounting policies have been applied consistently in dealing with the items which are considered material in relation to the Company's financial statements.

a) Basis of accounting

The financial statements have been prepared in accordance with the Companies Act 1985 and with applicable Accounting and Financial Reporting Standards. The financial statements comply with the Statement of Recommended Practice on Accounting by Charities 2005.

b) Tangible fixed assets

All fixed assets are shown at cost.

Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life as follows:-

Office furniture and equipment	5 years	on a straight line basis
Computer equipment	3 years	on a straight line basis
Refurbishment Cost	5 years	sum of digit method

c) Redecoration costs

Redecoration costs on the buildings are written off in the year incurred.

d) Cash flow statement

The company has taken advantage of the exemption from the requirement to prepare a cash flow statement on the grounds that it is a small company as defined by section 382 of the Companies Act 2006.

e) Expenditure

In order to reflect expenditure incurred in pursuance of the Company's principal objectives, expenditure is split between management and administration expenditure and support costs.

Management and administration expenditure covers professional fees, recruitment costs, bank charges, sundry expenses and a relevant proportion of the administrator's salary.

f) Reserves

Trustees must act reasonably and prudently in all matters relating to the charity. Prudent management means that the trustees should ensure that the charity is not operating recklessly and is able to meet its obligations in relation to its clients, creditors and employees. Accordingly, each year the directors review the adequacy of the company's reserves, bearing in mind such matters as the predicted level of funding receivable in the following year, capital expenditure commitments, lease obligations and future services to be provided by the company.

g) Pensions

Pension costs are paid into a defined non- contribution scheme and are charged into the financial statements when incurred.

Rates	Employer	5%	
			£
Amount paid in year	Employer		37,738
	Employees		3,894
			<u>41,632</u>

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

	2011	2010
	£	£
2. Surplus for the year		
Surplus for the year is stated after charging:		
Depreciation for tangible fixed assets	16,128	20,621
Auditors' Remuneration	4,815	4,136
Staff Costs	1,133,093	625,941

3. Incoming resources - grants, fees and donations

Included in the figures for grants are the following amounts received, or accounted for, in the year:

	01.04.10	Receivable	Deferred	2011
	£	in the year	£	£
London Borough of Redbridge - Strategic Partners	-	70,500	-	70,500
London Borough of Redbridge - Public and Voluntary Sector Partnership	-	7,335	-	7,335
London Borough of Redbridge - Volunteer Project	-	43,000	-	43,000
NHS Redbridge - Health Partnership Posts	-	117,191	-	117,191
London Borough of Redbridge - Redbridge i	-	7,448	-	7,448
London Borough of Redbridge - Redbridge Children and Young People's Network	-	12,150	-	12,150
Department of Health - Mental Health Training	40,400	4,775	-	45,175
London Council - Stepping Stones	-	85,205	(14,847)	70,359
London Borough of Redbridge - Compact	-	1,000	(1,000)	-
Big Lottery - BASIS	17,300	154,780	-	172,080
NHS Redbridge - Mental Health Project	-	61,784	-	61,784
NHS Redbridge - Children's Network	10,029	-	-	10,029
NHS Redbridge - Exercise Project	8,370	67,514	(18,265)	57,619
Skills Funding Agency - NLDC	-	46,784	-	46,784
Metropolitan Police Authority	-	50,000	-	50,000
London Borough of Redbridge - LiNK	-	151,150	-	151,150
London Borough of Redbridge - LiNK Roma	-	35,500	-	35,500
Capacity Builders - Change Up	-	19,000	-	19,000
Capacity Builders - East London Training Consortium	-	131,760	-	131,760
Department of Work and Pensions - Future Jobs Fund	80,479	489,376	(38,050)	531,805
London Borough of Redbridge - Tackling Extremism	-	10,000	(9,869)	131
London Borough of Redbridge - LPSA - Volunteering	-	19,877	-	19,877
Charities Aid Foundation - Access to Volunteering	-	5,000	(5,000)	-
	<u>156,578</u>	<u>1,591,129</u>	<u>(87,031)</u>	<u>1,660,676</u>

These funds have been received by the company in order to discharge some of its charitable functions as defined in the company's Memorandum and Articles of Association.

All grants were received for the purpose of paying for salaries and running costs and were fully committed or expended.

4a. Resources expended- costs in furtherance of the charity's objectives

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2011	2010
	£	£	£	£
Support costs				
Development and Training	105,732	495,020	600,753	389,889
Advice and Information	69,629	325,989	395,618	256,757
Community Liaison	15,473	72,442	87,915	57,057
Policy and Planning	67,050	313,915	380,965	247,247
	<u>257,884</u>	<u>1,207,366</u>	<u>1,465,250</u>	<u>950,950</u>

Advice & Information includes Consultancy work.

4b. Delivery of contract

Funding received for project to be partly delivered by external organisations.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

	Description, Nature and purpose of the fund
London Borough of Redbridge - Strategic Partners	Capacity Building and support to the voluntary and community sector.
London Borough of Redbridge - Public and Voluntary Sector Partnership	Support to the Voluntary and community sector representatives on this committee, including managing the election of vcs representatives.
NHS Redbridge - Volunteer Project	To support the greater use of volunteers by local NHS bodies
London Borough of Redbridge - Volunteer Project	To enable continued development work on establishing a local volunteer support agency.
NHS Redbridge - Mental Health Project	Provide a Community Development Worker to work with the BME voluntary and community sector on mental health issues.
NHS Redbridge - "Fit For Fun" Exercise Project	Encourage people to exercise regularly - Particularly groups at high risk of suffering health inequalities.
Skills Funding Agency - NLDC	Specialist support services to local third sector training providers including access to accreditation.
Metropolitan Police Authority	To help local people engage with the Police the Council and each other in. Constructive debate about local policing, crime and community safety.
NHS Redbridge - Health Partnerships	Project to enhance partnership working between voluntary and community groups and local NHS bodies.
Big Lottery - BASIS	To provide a range of capacity building services to local voluntary and community groups in partnership with the Redbridge ChangeUp consortium.
London Borough of Redbridge - LPSA	To act as a brokerage service creating a range of new volunteer opportunities.
London Borough of Redbridge - Link	To enhance the involvement and engagement of users of services, carers, patients about the development of NHS and local authority services (adults).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2011

	Description, Nature and purpose of the fund
London Borough of Redbridge - Link Roma	Concentrating on communities such as Roma, Albanian, Somali Women, newly arrived migrants from Eastern Europe and rough sleepers in Redbridge; the LINK worked on promoting and raising awareness of health and social care issues prevalent in these communities
Capacity Builders - Change Up	ChangeUp is a programme of capacity building for the infrastructure of the voluntary and community sector, developed in partnership with the sector.
Capacity Builders - East London Training Consortium ("East Tenders")	A consortium of third sector training providers that was formed to compete for public sector contracts. The main areas of work are partnership development, bid writing and contract management services.
DWP - East London Training Consortium ("East Tenders")	DWP Future Jobs Fund contract - in partnership with London Borough of Redbridge
London Borough of Redbridge - Redbridge i	A time limited pilot to work with Redbridge Council's website (Redbridge i) to increase the use of the site by local voluntary and community groups.
Department of Health - Psychological Health for Faith Leaders Training	To develop and deliver an innovative training programme for local faith and community leaders from BAME communities to better understand NHS psychological health services (completed in 2010/11).
London Council - Stepping Stones	Stepping Stones partnership offers services to parents who are interested in returning to work or training. The project provides independent advice and a flexible package of support.
London Borough of Redbridge - Tackling Extremism	Deliver activity to reduce crime and disorder. Focus on preventing violent extremism through the context of community engagement.
Charities Aid Foundation - Access to Volunteering	The purpose of this grant is to encourage more local organisations to consider placements for disabled volunteers.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

4c. Resources expended (continued)

Governance Costs

	Unrestricted Funds £	Restricted Funds £	Total 2011 £	Total 2010 £
Audit fees	4,227	588	4,815	4,136
Recruitment costs	3,746	-	3,746	10,648
Legal and Professional fees	1,024	-	1,024	1,580
Bank charges	1,417	-	1,417	767
	<u>10,414</u>	<u>588</u>	<u>11,002</u>	<u>17,131</u>

5. Staff costs

Employee costs during the year amounted to:

	2011 £	2010 £
Wages and salaries	1,023,594	554,099
Employer national insurance contributions	67,867	53,207
Pension contributions	<u>41,632</u>	<u>18,635</u>
	<u>1,133,093</u>	<u>625,941</u>

No employee earned £60,000 per annum or more.

The average full time equivalent persons employed by the company during the year, analysed by function, was as follows:

	2011	2010
Provision of service and support	11	11
Management and administration	<u>50</u>	<u>16</u>
	<u>61</u>	<u>27</u>

6. Directors' remuneration

There was no remuneration in respect of directors or trustees.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

7. Tangible fixed Assets

	Computer Equipment £	Refurbishment Office £	Furniture Equipment £	Total £
Cost				
As at 01 April 2010	37,011	42,022	64,832	143,865
Additions	-	-	2,151	2,151
As at 31 March 2011	<u>37,011</u>	<u>42,022</u>	<u>66,983</u>	<u>146,016</u>
Depreciation				
As at 01 April 2010	32,625	14,007	56,360	102,992
Charge	2,353	11,206	2,569	16,128
As at 31 March 2011	<u>34,978</u>	<u>25,213</u>	<u>58,929</u>	<u>119,120</u>
Net book value 31.3.11	<u>2,033</u>	<u>16,809</u>	<u>8,054</u>	<u>26,896</u>
Net book value 31.3.10	4,386	28,015	8,472	40,873

All the fixed assets are used in the management and administration of the charity.

8. Debtors

The following are included in the net book value of debtors:

	2011 £	2010 £
Amounts falling due within one year:		
Prepayments and accrued income	-	-
Grant debtors	<u>27,231</u>	<u>54,603</u>
	<u>27,231</u>	<u>54,603</u>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

9. Creditors: amounts falling due within one year

The following are included in creditors falling due within one year:

	2011	2010
	£	£
Trade creditors	65,416	85,412
Deferred income	87,031	156,578
Accruals and other creditors	4,404	4,136
	<u>156,851</u>	<u>246,126</u>

10. Commitments

At 31st March 2010 the company has an annual commitment in non cancellable operating leases as follows:

	Land/ Buildings 2011	Land/ Buildings 2010
Operating leases which expire:		
Within one year	33,000	33,000
Within two to five years	71,500	82,500
	<u> </u>	<u> </u>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2011

	Unrestricted Funds £	Restricted Funds £	Total Funds £
11 Analysis of net assets between funds			
Tangible fixed assets	-	26,896	26,896
Current assets	241,255	549,252	790,507
Current liabilities	(4,404)	(152,447)	(156,851)
Net assets as at 31 March 201	<u>236,851</u>	<u>423,701</u>	<u>660,552</u>

12 Movements in funds

	01.04.10 £	Incoming Resources £	Outgoing Resources £	Transfers £	31.03.11 £
Unrestricted funds					
General funds	<u>104,724</u>	<u>159,645</u>	<u>(268,298)</u>	<u>240,780</u>	<u>236,851</u>
Restricted funds					
Support costs	2,579,506	1,532,841	(151,749)	-	3,960,598
Staff costs	(2,324,257)	-	(1,133,093)	-	(3,457,350)
Computer equipment	20,390	-	-	-	20,390
Other fixed assets	15,797	-	(2,151)	-	13,646
Transfer from Unrestricted funds	127,197	-	-	(240,780)	(113,583)
	<u>418,633</u>	<u>1,532,841</u>	<u>(1,286,993)</u>	<u>(240,780)</u>	<u>423,701</u>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE

(A Company limited by guarantee)

DETAILED INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31ST MARCH 2011

	2011		2010	
	£	£	£	£
Income				
Grants		1,660,676		936,965
Bank interest receivable		3,437		2,458
Earned income		<u>28,373</u>		<u>23,062</u>
		<u>1,692,486</u>		<u>962,485</u>
Expenditure				
Indirect Expenditure				
Audit & accountancy fees	4,815		4,136	
Recruitment costs	3,746		10,648	
Legal and professional fees	1,024		1,580	
Bank charges	<u>1,417</u>		<u>767</u>	
		<u>(11,002)</u>		<u>(17,131)</u>
Income less indirect expenditure		<u>1,681,484</u>		<u>945,354</u>
Direct Charitable Expenditure				
Salaries and NIC	1,091,461		607,306	
Pension contributions	41,632		18,635	
Rent, rates and service charge	53,701		52,933	
Other premises costs	18,588		23,490	
Insurance	3,052		2,998	
Telephone	6,172		16,650	
Printing, postage and stationery	25,634		37,335	
Information and publications	5,531		15,278	
Subscriptions	3,198		5,154	
External trainers fees	71,121		70,922	
Consultancy	39,000		24,619	
Equipment repairs and maintenance	3,620		48	
Travelling expenses	8,556		3,701	
Volunteers expenses	1,042		1,378	
Training	30,235		16,176	
Computer expenses	11,785		13,412	
Meetings & conferences	14,975		14,298	
Depreciation	16,128		20,621	
Sundry expenses	19,819		4,478	
Equipment purchase	-		1,518	
Delivery of contract	<u>79,039</u>		<u>-</u>	
		<u>(1,544,289)</u>		<u>(950,950)</u>
Surplus /(deficit) for the year		<u>137,195</u>		<u>(5,596)</u>

This page does not form part of the financial statements.