

Company Number 02029641

Registered Charity 1002141

Integrate (Preston and Chorley) Limited
Report and Financial Statements

For The Year Ended
31 March 2025

Integrate (Preston and Chorley) Limited

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Integrate (Preston and Chorley) Limited

Legal and Administrative Information

Directors

L Arkwright (resigned 31 Dec 2024)
M Bleasdale
N Homan
J Kay
T Keely
P McKeown
A Caine (appointed 24 June 2024)
R A Crowther (appointed 26 June 2024)
S Shrestha (appointed 26 June 2024)
S Stephens (appointed 24 June 2024)

Chief Executive:

S Pemberton

Project director, ISS:

P Green

Project director, Corporate Services and Company Secretary:

A Guthrie (Resigned 27 June 2025)
I Anderton (Appointed 27 June 2025)

Project director, New Focus:

A Watson

Registered Office:

Quayside House off Chain Call Way
Navigation Way
Preston
Lancashire
PR2 2XS

Charity Number:

1002141

Company Number:

02029641

Constitution:

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

Auditors:

MHA
Richard House
9 Winckley Square
Preston
PR1 3HP

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and financial statements of the charity for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 published in October 2019.

Structure, Governance and Management of the Organisation:

Constitution and Governing document:

Integrate is a charitable company whose Board of Directors are also charitable Trustees and are appointed to reflect the range of skills, interests and experience needed for effective governance, given the nature of the charitable activities. Trustees are appointed by the Board. The memorandum of association governs the activities of the charity and there are regular Board meetings to govern the business of the charity and monitor its operations, with operational senior managers reporting to project Sub Boards to the agreed organisational plan.

Recruitment/Selection of Trustee Directors:

Directors (Trustees) are sought whose skills build on the skills base of the current Board which includes sector specific skills, expertise and experience, as well as in finance, law, business, marketing, human resources, and management, and includes some stake-holder representation from a parent carer and an expert by experience. Vacancies in the Board are advertised and recruited using local networks and the National Press. The current makeup of the Board has been reviewed and the four new members identified last year were officially appointed at the June meeting.

The process of application for new members includes seeking references and attendance at an agreed number of Board Meetings, firstly as an observer, to ensure both the present Board of Trustees and the applicant feel the appointment would be beneficial and appropriate. The applicant receives all relevant information regarding the organisation structure, Board structure, expectations of both the Sub Boards and the Board Committees. This is further supported with verbal information from either the Chief Executive, the current Chair or the Company Secretary. Once the suitability of the prospective candidate has been agreed by the current Board Members the new Trustee will then be confirmed formally in their role at the next AGM.

Induction and training:

The training of new Board Directors would include the provision of an initial induction pack containing key information about the organisation including the Plan, organisational structures, the last AGM report and Accounts, any other recent project reports which may be of assistance, material on the organisation's constitution and memorandum of association, the role of the Board, and the up-to-date national guidance on Trustee standards and governance requirements. The Trustee job description is included in the pack and in any information to potential Trustees.

There would also be a 1:1 introductory session with the Chief Executive on the organisation including meeting key people and a similar 1:1 session with the Chair. Any new Chair has a period of induction which includes some induction from the retiring Chair or a designated experienced Board Director and on-going support/advice from them as required.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Induction and training (continued):

We continue to offer of ad-hoc training sessions to Trustees which previously included invites and attendance to conferences on the Care Act 2015, Deprivation of Liberty, Safeguards, Safeguarding, training in financial areas and other events relevant to the sector, and a return to face to face meetings these opportunities will increase. Operational Managers continue to offer regular briefings regarding current employment changes, Charity Commission information and other updates relevant to each project area. Training continues to be done jointly with senior operational management as appropriate.

Key management personnel remuneration

The remuneration of the Chief Executive and Project Directors is set and reviewed by the remuneration committee with approval from the full Board of Trustees. Benchmarking of local similar charities takes place to ensure parity with other local Social Care and Charity Sector key personnel remuneration.

Structure and wider network:

Trustees are responsible for the long-term strategic direction of the charity, setting the aims and monitoring progress towards these, agreeing the annual plans and budgets within the overall strategy and key policies. The day-to-day management of the charity is delegated to the Chief Executive and the Project Directors, who are professional managers with experience and expertise in areas relevant to the projects. The Board continues to set financial parameters on level of spend authorised.

The Board meets regularly with the Chief Executive and Company Secretary as well as Project Directors who all attend quarterly Board meetings. The work of the Board continues to be supported by 3 Sub Boards who look at the detail of the 3 major project areas. The Sub Boards are supported by the 3 operational Project Directors. The Board concentrates on the organisation's governance responsibilities and safeguarding the charity, looking towards its longer-term development, its strategic plan and overall financial stability. There may also be occasions where it is beneficial to run short-term "task and finish" groups with relevant operational management in relation to development and review issues across the whole organisation.

Sub Boards work to the Project operational plans and report to the Board on progress and exceptions/matters which might affect the overall charity's risk or viability. The Project Directors manage the overall project activity to their agreed annual plans and ensure effective management of the activities to agreed standards, providing the specialist professional management and expertise. There may also be times when the Sub Boards co-opt members to follow up or advise on specific projects, for example Psychology, Housing Leads or others when applicable.

Relationship with any related parties:

Integrate has continued with its membership of the Lancashire Learning Disabilities Consortium (LLDC), which is an Industrial and Provident Society with charitable exemption and has a membership of Learning Disability Charities and Associate Members from Lancashire who share a commitment to promoting the welfare of adults with Learning Disabilities. Integrate, along with the LLDC, continue to represent issues for the Learning Disability sector across the county. Integrate's C.E.O. currently holds the position of Chair for the LLDC.

The relationship between Integrate and Linkability, a charity based in Chorley which works with adults and children with severe Learning Disabilities, continues to be positive and is used as an opportunity to share knowledge and support in sector related issues.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Relationship with any related parties (continued):

Integrate's Social Enterprise Projects continue their associations with The Social Enterprise Lancashire Network, an organisation created to support social business across Lancashire; The Woodhouse is a member of the National Community Wood Recycling Project. The Charity Shops promote their links with the sector through their Membership of the Chamber of Commerce.

Integrate continue the sponsorship of Community Living, an online magazine about Learning Disabilities has continued in this financial year. The CEO is a member of the Editorial Board and a trustee on the Board of C.L. Initiatives Limited, the charitable entity which govern the production and financial administration of the magazine.

Integrate continue to work in partnership with several Housing Associations, such as Places for People, Manchester Housing, Care Housing Association and Preston Community Gateway who all support the work of the Charity. Integrate acts as Managing Agents for some of these Housing Associations for which a fee is received. We continue to work with an increased number of private landlords due to the current social housing market.

Links with the local universities and colleges have continued over this year and once again we have had students on placement in our services.

This year Integrate have continued with their membership of the National Care Forum and VODG, (Voluntary Organisations Disability Group) which is a national charity that represents not-for-profit organisations who provide services to disabled people in ways that promote independence, choice and control.

Reviewing major risks:

Integrate review any major risks annually, this is carried out by the Directors and Trustees and is managed by a combination of employing suitably qualified and experienced staff at each level and by providing regular and relevant training alongside the development and implementation of policies and procedures.

Risk assessments and strategies are in place and reviewed regularly to manage risks. Key areas are monitored which include financial planning and management of the main organisational risks. There are Safeguarding and Whistleblowing policies in place and these help to identify risk at an early stage to allow appropriate interventions to take place. One of the Trustees has designated responsibility for Whistleblowing.

The continued engagement of a Health and Safety consultant has helped the organisation to assess its Health and Safety risks by acting as our Competent Advisor. The ongoing monitoring of Health and Safety is reviewed monthly by the Staff Health and Safety and Staff Reps groups.

The majority of Integrate's business continues to be with Lancashire County Council and is funded at the benchmark rate. Having a major part of the business funded by one authority does place a certain amount of risk to the organisation. Our application for addition to the Home Care framework has been successful and this means the people who were commissioned 'off framework' are now on this framework. We are still in the process of having our application to the APL Supported Living Framework for Lancashire agreed. This has been quite a lengthy process.

The Local Authority policy on apartment schemes adds some risks to our services due to the number of people who are unable to share with others due to a variety of reasons. This leaves us with some vulnerabilities in regard to single tenancies and void properties.

The organisation also takes out comprehensive insurance to cover property and on-going operational risks and to indemnify the organisation's professional managers and Directors. This would also provide for the costs of defending any action related to HR issues which might be taken against them at any time and any potential concerns are managed in full consultation and supported by Peninsula, together with an HR professional manager who offers training and guidance.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Reviewing major risks (continued):

Integrate's business continuity plan also covers areas such as the Covid pandemic, swine flu, winter flu, adverse weather conditions and other situations which may prevent staff from attending work including cyber risks. As staffing the service is the key risk in delivering support to vulnerable people, the plans allow for cover in case of untoward contingencies.

Integrate's Internal Agency continues to be steady and provides the organisation with members of agency workers to cover for holidays, sickness and training of permanent staff. The use of external agency over the whole organisation has remained fairly similar to other years. Where it is necessary to use external agencies both parties would work together to ensure staff used are regulars and known to the individuals they support.

One major risk is the Tulketh Brow office which suffered from a flood and severe water ingress, the building is now empty as we have moved to new purpose-built offices, which now are the Company's head office. Tulketh Brow has been sold but, at the time of writing, the sale is not yet complete.

Objectives and Activities

The charity's key objectives and activities are:

- To develop, maintain and deliver local services in Preston and the surrounding area for adults and young people of 14 years and over with Learning Disabilities, and other adults in need whose disabilities benefit from more intensive support.
- This includes providing Supported Housing and Domiciliary Support to various individuals in their home, to individuals in the family home, support towards employment and training activities, volunteering, and support to attend local colleges or other vocational activities.

Achievements and Performance

- There has been little change in the numbers of individuals receiving support from Integrate over the current year and the organisation has continued to provide support services in the local community to around 165 adults with learning disabilities, poor mental health, physical disabilities or hearing loss through continued contracts mainly with Lancashire County Council, but with around 35 individuals funded by Manchester City Council, other local authorities and Clinical Commissioning Groups. These services are responsible for the generation of the majority of Integrate's income. Whilst the numbers of individuals who receive support has remained static, sadly we have seen a few people who we supported who passed away over this period. Both our specialist services still have referrals in the pipeline but moving forward with them has been hampered due to lack of appropriate accommodation. This means numbers are slightly lower than predicted. Integrate's original services continued to consolidate but have taken on a number of smaller services this year.
- The average number of staff employed by Integrate in this year is 246 full time equivalents, including internal agency staff. Most of our staff teams live in the local areas where they work, which enhances our presence in these communities.
- Our Specialist Forensic service celebrated 25 years in 2024 and we completed a walk from Calderstones Hospital to our office in Preston as a mark of the achievement of all those we support. In memory of those who never made it from Calderstones into the community we laid a wreath at the gates of the cemetery prior to setting off. Just as we are proud of Integrate being an early adopter of supported living for people with additional needs in 1983, our New Focus service was similarly adventurous in 1999.
- We are a key partner in the central Lancashire police liaison meeting chairing the meetings each 8 weeks. We are also an author and trainer of the Individual Risk Mitigation Profile (IRMP) which we have worked with Mersey Care colleagues to update the package to version 2 and roll out to local authorities, LCFT, NHS colleagues and other care providers.

Integrate (Preston and Chorley) Limited

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Achievements and Performance (continued):

- The growth of our Specialist Deaf Services continues, this service offers opportunities to people from the Deaf community to live a varied lifestyle in their own homes rather than in more institutional settings. This continues to be an area where we provide support in a wider geographical area.
- We have successfully taken over as a provider for a new d/Deaf service which struggled under the previous provider.
- Our d/Deaf Services have successfully delivered Deaf Awareness Training to other local organisations gaining a good name and growing locally, we now also deliver this to all new starters.
- We are still moving forward with our application for the organisation to be on the Supported Living Approved Provider List for Lancashire County Council, whilst we are working through some of the finer points, progress is slow
- We continue to work on developing our Ordinary Lives group but progress continues to be slow and it is hard to motivate people to join in. This is mainly because people are living their own very good lives, which should be seen as positive.
- We held an Autumn Fair which was very well attended by both members of the organisation and the public. These functions are a good way to connect with the local community in a positive way.

We held our annual 'get together, where we celebrated the achievements of the People we Support, the organisation and our staff teams. We presented the awards for 'The Tom MacLean' 'Making a difference award' and the Rose Trustam 'Good practice award' in memory of our founding CEO and President. We had a very good response to nominations for these awards, from both the People who use our services and colleagues. This year we added a third 'unseen support' award for people who aren't support staff but offer background support to others in the organisation. All our volunteers and attendees of our Day Services received certificates and vouchers as recognition of their input.

- The number of people attending our Social Enterprise Projects have remained steady over the year. Our relationship with the larger construction companies and the relationships with other similar organisations continue to be positive.
- Integrate have continued to support Community Living, which is now online with an increased readership and a higher profile.
- Our Social Inclusion representative continues to support people who use our services to be involved in and participate in both local and national forums representing issues for people with a Learning Disability. They also arrange social events and meetings for the People we Support, the wider organisation and the local community.
- We continue with appropriate office provision and administrative support to the wider geographical areas and have provided for better IT support and teams, online.
- Integrate continue to work in partnership with several Social Housing providers with whom we have had long standing relationships. These include Places for People, Community Gateway and Your Housing. We also use private landlords to source appropriate properties and help the people we support to manage their tenancies. We have continued to carry some vacancies and rental voids, which have been unavoidable due to compatibility and the current properties being unsuitable due to the most requested requirement of ground floor properties.
- There is a well-developed pathway for training within the organisation and we continue to support staff through basic and mandatory training to ensure training of staff meet the needs of the people receiving support. This helps to increase staff skills and opportunities for progression. We have seen a number of people successfully complete apprenticeship awards in Health and Social Care and other relevant awards. At any given time there are several people across the organisation in progress.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

- We have supported one of our middle managers through Social Work Training at UCLAN, giving us another Qualified Social Worker in our Management Team.
- Integrate continues to support the training of lead trainers in physical intervention training and Positive Behavioural Support, in line with The Restraint Reduction Network Training. Due to the positive impact of this training, we have seen a decrease in the number of people requiring Physical intervention protocols in their support plans. In the coming year we will have our first deaf trainer for this area.
- Integrate continues to offer Management training and other suitable courses to Senior staff to equip them for the Senior Role. This includes some who are supported to become Trainers, helping to deliver and support the progression of staff teams through the Care Certificate. This ensures consistency and quality in relation to training qualifications and enhances the training offered and the skills of the organisation and has led to an increased number of qualified staff within the organisation.
- We have become a Signature approved Provider for British Sign Language training and a cohort of staff at various levels successfully completed the Level 1 BSL course. We now have a second cohort in process. As we become increasingly deaf friendly it helps us to communicate across the wider organisation with both the Deaf people we support and our Deaf staff. It will hopefully help us to 'home grow' our own staff teams.
- We have trained some of the PwS to use text relay and Video Relay Services (VRS) so they can manage some communications themselves.
- The People we Support have held several fund-raising events over the year, raising money for MacMillan, Alzheimer's and other more local charities. It is very positive for people with Disabilities to raise money for other charities and people in need, as often they are seen as taking from the community and not being able to give back to their community.
- We took part in Preston Learning Disability Pride event along with various college and education events. We welcomed a local primary school who signed carols for us at our Christmas Drop in, increasing our inclusiveness for d/Deaf colleagues and clients alike.
- We continue to host nursing students, social work students and work experience placements for local colleges and universities. For the first time this year we have hosted radiographers and occupational therapy students along with psychology graduates who came for 6 weeks to understand service available in the community and how they are accessed.
- The above activities are in line with Integrate's Strategic Plan and demonstrate how it meets its aims and objectives. Integrate continues to meet public benefit requirements, as set down by the Charity Commission, in relation to its charitable work and objects, by its involvement and influence in the local community, promoting inclusion and awareness about disadvantaged groups, alongside its main activities of direct support to these individuals

The impact of Covid-19

In line with Government policy, any Covid-19 risks are now treated as part of "business as usual."

Disabled employees

The charity gives full consideration to applications for employment from disabled persons where a disabled person can adequately fulfil the requirements. Where existing employees become disabled, it is the charity's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Rose Trustam Legacy

Integrate's founding Chief Executive Officer sadly passed away during the pandemic. She very kindly left Integrate a legacy from her estate and some of these funds have been designated by Integrate to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

Financial review

Designated Reserves:

The charity has designated reserves held in relation to the commitment it has to the people it supports, its housing management responsibilities and its staff. It also must maintain a level of cash flow to cover its monthly requirements and to take account of changes in the contracting environment. Further, Integrate also maintains reserves in order to support project development and to support applications to external funding sources.

Currently designated reserves are as follows and have decreased by £1,780 from the previous year:

- Voids: Voids tend to be long term and filling them generates additional costs due to the length of time that needs to be taken before a tenant can move in. Shared properties with voids can be difficult to fill due to compatibility issues with co-tenants.
- Office funds: is used to support major works/repairs/relocations on main offices.
- Housing provisions: ensures reserves to cover unexpected housing services responsibilities to support housing service needs.
- Development provision: The charity is looking to continue to consolidate its position over the next year. Further funding from external sources would be required for large development projects.
- Continuity: the continuity fund has been maintained and viewed together with the general reserve the longer-term target is to cover 2 months expenditure and the gap has continued to narrow this year.
- Clients' Continuity: this fund is used to support specific needs of clients relating to Integrate's duty of care e.g. funeral costs, contribution to equipment required and welfare where no other sources are available.
- Training fund: funds continue to be used to support the further development of specialist training.
- Employment contingency: supports the impact of any additional costs due to restructuring or service changes in order to assist continuity and transition and any other unforeseen employment costs.
- Training Equipment Reserve: to support client and staff training equipment including that to support the needs of disabled people.
- Rose Trustam legacy: the Trustees have designated funds received from a legacy from Integrate's founding Chief Executive Officer to be used towards good practice awards in her name and to help with further involvement of the people we support in the organisation, in line with the values of the Charity.

General Reserve:

As a business there is a need for a general reserve to support cash flow and payroll, where contracts are mainly paid 4 weeks in arrears. The general reserve and continuity reserve must be considered together to cover the charity's monthly ongoing operating costs. The general reserve has increased by the net movement in unrestricted funds this year.

This year the remeasurement of the pension fund liability as detailed in Note 16, has led to a loss of £14,996 being recognised within the general reserve. The net movement before this remeasurement was £7,693.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Restricted reserves:

Reserves and Tangible Fixed Assets:

Total reserves as at 31 March 2025 were £795,331, all of which are unrestricted funds. After the deduction from total funds of designated funds (excluding the continuity contingency fund) and fixed assets the total reserves are £219,020.

Principal funding sources:

The concern remains over the financial reliance on a major single funder Lancashire County Council due to the commitment to providing local services. Some inroads have been made with other Councils, the NHS and some Clinical Commissioning Groups with the specialist service provided by New Focus. Housing services also contribute significantly to the Charity and its commitment to support services in the community.

Training related income:

Integrate receives training income for social work and nursing placements and has also received income from Skills for Care towards mandatory training requirements.

Future plans:

During the Next Year:

- Continued delivery of high-quality support, utilising Person-Centered approaches to enable services to meet individual need.
- To meet the development target of the specialist services in line with the strategic plan.
- Continued opportunities in the Social Enterprise Projects bringing together new ideas on the Horticulture Project, Charity Shops, the Woodhouse and Packing Project by seeking out new initiatives for work streams. Further development of the Cars Project.
- To continue the development of our specialist Deaf Service to enable an increased number of individuals to live in and access the community.
- To further increase opportunities for involvement of the people we support across the organisation with further training for Quality Checkers, increased involvement in the recruitment process at all levels and the exploration of opportunities for paid work within the organisation. These opportunities should also include participation and membership within the organisation including representation to Sub Boards and Board in a variety of ways.
- To continue to develop, review and implement systems with continued involvement and representation from staff at all levels.
- To introduce a new electronic care monitoring system.
- To work with LCC moving services onto the APL framework.
- To apply for inclusion on the 'Home Care Framework' with LCC
- To increase recruitment and reduce the use of External Agency.
- To complete the sale of the previous Head Office at Tulketh Brow.
- To continue to hold annual events to celebrate the successes of the organisation and recognise the positive support provided to adults with Learning Disabilities in the community, as per our Mission Statement.

Integrate (Preston and Chorley) Limited

Directors' Report

Year ended 31 March 2025

Fundraising:

We have considered the requirements of the Charities (Protection and Social Investment) Act 2016 regarding disclosures concerning fundraising and fundraising standards and confirm that these do not apply to the charity.

Auditors:

A resolution proposing that MHA be reappointed as auditor of the company will be put to the Annual General Meeting.

Statement of Trustees' Responsibilities:

The Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed; 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 that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

By order of the Board



J Kay
Director

Date: December 23, 2025

Integrate (Preston and Chorley) Limited

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 March 2025

Opinion

We have audited the financial statements of Integrate (Preston and Chorley) Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet, the statement of cash flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Integrate (Preston and Chorley) Limited

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 March 2025

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Integrate (Preston and Chorley) Limited

INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 March 2025

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management about any known or suspected instances of non-compliance with laws and regulations.
- Enquires with management about any known or suspected instances of fraud.
- Review of minutes of board meetings.
- Auditing the risk of fraud in income, including through the testing of income cut off at the period end and through income transaction testing to provide comfort that income is completely stated in the financial statements.
- Examination of journal entries and other adjustments to test for appropriateness and identify any instances of management override of controls.
- Review of legal and professional expenditure to identify any evidence of ongoing litigation or enquiries.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with the Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Nicola Mason MA(Cantab) FCA DChA (Senior Statutory Auditor)

For and on behalf of

MHA

Chartered Accountants and Statutory Auditor

Preston

December 23, 2025

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MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

Integrate (Preston and Chorley) Limited**Statement of Financial Activities (Incorporating an income and expenditure account)****For the year ended 31 March 2025**

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Notes				
Income from:					
Charitable activities	2	10,955,310	-	10,955,310	10,236,902
Investments	3	5,775	-	5,775	7,475
Total income		10,961,085	-	10,961,085	10,244,377
Expenditure on:					
Charitable activities	5	10,940,137	-	10,940,137	10,232,660
Total expenditure		10,940,137	-	10,940,137	10,232,660
Net income	7	20,948	-	20,948	11,717
Transfers between funds		-	-	-	-
Other recognised gains:					
Remeasurements to pension liability	16	(14,996)	-	(14,996)	(6)
Net movement in funds		5,952	-	5,952	11,711
Total funds brought forward		789,379	-	789,379	777,668
Total funds carried forward		795,331	-	795,331	789,379

All of the above results are derived from activities which are continuing.

All gains and losses in the periods are included above.

Integrate (Preston and Chorley) Limited**Balance Sheet****As at 31 March 2025**

	Notes	2025		2024	
		£	£	£	£
Fixed Assets					
Intangible assets	10		6,295		14,900
Tangible assets	11		425,596		386,771
Current Assets					
Debtors	12	1,309,727		1,024,528	
Cash at bank and in hand		<u>339,386</u>		<u>655,624</u>	
		1,649,113		1,680,152	
Creditors:					
Amounts falling due within one year	13	<u>(1,276,248)</u>		<u>(1,292,444)</u>	
Net current assets			<u>372,865</u>		<u>387,708</u>
Total assets less current liabilities			804,756		789,379
Creditors:					
Amounts falling due after more than one year	14		<u>(9,425)</u>		<u>-</u>
Net assets			<u>795,331</u>		<u>789,379</u>
Represented by:					
Restricted funds	15		-		-
Unrestricted funds	15		<u>795,331</u>		<u>789,379</u>
Total funds			<u>795,331</u>		<u>789,379</u>

The financial statements have been prepared in accordance with the provisions applicable to companies entitled to the small companies' regime

The financial statements were approved by the board of directors and authorised for issue on December 23, 2025

Signed on behalf of the Board

John Kay

J Kay

Director

Company number: 02029641

Integrate (Preston and Chorley) Limited**Statement of Cash Flows****For the year ended 31 March 2025**

	2025	2024
	Total	Total
	£	£
Cash (used in) / generated by operating activities	(a) (260,682)	(135,198)
Cash flows from investing activities		
Investment income	5,775	7,475
Interest paid	-	-
Proceeds from sales of tangible fixed assets	400	5,300
Purchase of tangible fixed assets	<u>(61,731)</u>	<u>(6,274)</u>
Cash used in investing activities	<u>(55,556)</u>	<u>6,501</u>
Cash flows from financing activities		
Repayment of borrowings	-	<u>(83,356)</u>
Cash used in by financing activities	<u>-</u>	<u>(83,356)</u>
Increase in cash and cash equivalents in the year	(316,238)	(212,053)
Cash and cash equivalents at the beginning of the year	<u>655,624</u>	<u>867,677</u>
Cash and cash equivalents at the end of the year	<u>339,386</u>	<u>655,624</u>

(a) Reconciliation of net movement in funds to net cash flow from operating activities

Net income for the year	20,948	11,717
Investment income received	(5,775)	(7,475)
Interest paid	229	710
Amortisation	8,605	15,532
Depreciation	22,928	18,869
(Profit)/Loss on disposal	400	1,465
(Increase)/decrease in debtors	(285,199)	(260,906)
(Decrease)/increase in creditors	(13,985)	95,489
Employers pension deficit contributions (note 16)	<u>(8,833)</u>	<u>(10,599)</u>
Cash (used in) / generated by operating activities	<u>(260,682)</u>	<u>(135,198)</u>

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

1 Accounting policies

General information and basis of preparation

Integrate (Preston and Chorley) Limited is a company limited by guarantee, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity (the members of the company are the Directors as listed on the legal and administrative information page). The address of the registered office is included on the legal and administrative information page of these financial statements. The nature of the charity's operations and principal activities are included within the Directors' Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

Going concern

The Trustees together with management assess whether the use of going concern is appropriate i.e. whether there is any material uncertainties related to events or conditions that may cast significant doubt on the charity to continue as a going concern. The assessment is made in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

Following a review of the financial forecasts, together with funds held, the trustees have concluded that it remains appropriate to prepare these financial statements on the going concern basis as the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is described by its title within the directors' report. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is described by its title within the directors' report.

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of donations and is included in full in the SOFA when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.

Income received in advance of an event or provision of specified service is deferred until the criteria for income recognition are met.

Expenditure

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

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Detailed analyses of the expenditure, including irrecoverable VAT where applicable, are provided in the notes to the accounts.

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to these activities and services.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked with the strategic management of the charity.
- Support costs relate to costs incurred in carrying out the central functions. These costs have been allocated to the charitable activity – enabling young people and adults with a learning disability.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Freehold buildings 1%-20% straight line
- Fixtures, fittings and equipment 12.5%-33.3% straight line
- Employment Unit equipment 12.5%-25% straight line

Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Software 14.2% - 20% straight line (over 5-7 years)

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

Debtors

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

Creditors

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

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Pensions

The company contributes to a multi-employer scheme. As the proportion of the fund attributable to Integrate (Preston and Chorley) Limited cannot be calculated this scheme has been treated as if it was a defined contribution scheme. As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation which is equal to the discounted present value of the future deficit payments.

Operating leases

Rentals applicable to operating leases are charged to the SOFA on a straight line basis over the term of the lease.

Taxation

The company is a registered charity and is not liable to taxation on its charitable activities.

Judgements and key sources of estimation uncertainty

The Directors do not believe that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

2 Income from charitable activities

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Statutory Funds	9,470,121	-	9,470,121	8,843,208
Housing Funds	911,399	-	911,399	852,529
Social Enterprises	500,938	-	500,938	461,703
Training (including secondment)	2,973	-	2,973	19,678
Self Funding	1,584	-	1,584	-
Other	68,295	-	68,295	59,784
	<u>10,955,310</u>	<u>-</u>	<u>10,955,310</u>	<u>10,236,902</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****3 Income from investments**

This comprises building society interest. All investment income was unrestricted in the current and previous year.

4 Support costs

	2025	2024
	£	£
Wages, salaries and other staff related costs	532,405	374,797
Premises related costs	147,417	70,691
Communications costs	41,803	35,188
Legal and professional services	116,224	81,939
Sundry expenses	5,525	8,882
Amortisation	8,605	15,532
Depreciation	16,208	12,437
Bank charges and interest	2,538	2,139
	<u>870,725</u>	<u>601,605</u>

5 Expenditure on charitable activities

	2025	2024
	£	£
Wages, salaries and other staff related costs	8,608,760	8,227,348
Premises related costs	990,329	951,270
Communications costs	102,116	109,693
Legal and professional services	230,406	203,497
Other Social Enterprise costs	31,834	35,036
Sundry expenses	78,514	75,598
Depreciation	6,720	6,432
Bank charges and interest	4,865	7,734
Support costs (see note 4)	870,725	601,605
Governance costs (see note 6)	15,868	14,447
	<u>10,940,137</u>	<u>10,232,660</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****6 Governance costs**

These costs are as follows:

	2025	2024
	£	£
External audit	13,200	12,000
External audit – irrecoverable VAT	2,640	2,400
Trustees' expenses	28	47
	<u>15,868</u>	<u>14,447</u>

7 Net income/(expenditure) for the year

This is stated after charging:

	2025	2024
	£	£
Amortisation	8,605	15,532
Depreciation	22,928	18,869
Auditors' remuneration	13,200	12,000
Rentals under operating leases	745,649	691,705
	<u>745,649</u>	<u>691,705</u>

8 Staff costs

	2025	2024
	£	£
Wages and salaries	7,666,173	6,944,801
Social security costs	674,813	556,003
Pension costs (defined contribution)	172,581	154,141
	<u>8,513,567</u>	<u>7,654,945</u>

The average monthly number of salaried employees during the year was:

	2025	2024
Full and part time	<u>315</u>	<u>319</u>
Full time equivalents	<u>246</u>	<u>267</u>

One (2024: one) employee received total employee benefits (excluding employer pension costs) of more than £60,000 during the current year, earning between £60,001 and £70,000. The directors (trustees) did not receive any remuneration during the year. Travel expenses amounting to £28 (2024: £47) were reimbursed to one (2024: one) director (trustee) during the year. The key management personnel of the charity comprise the Directors, the Chief Executive, and the three Project Directors as listed on the legal and administrative information page. The total employee benefits of the key management personnel of the charity, including National Insurance and pension contributions, were £270,151 (2024: £259,669).

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025**

9 Related party transactions

S Pemberton is a trustee of C.L. Initiatives Limited. During the year subscription and seminar fees of £4,000 (2024: £4,000) were paid to this entity, of which £2,375 remained outstanding at the year end. These transactions were at arm's length.

10 Intangible fixed assets

	Software	Total
	£	£
Cost		
At 1 April 2024	<u>90,251</u>	<u>90,251</u>
At 31 March 2025	<u>90,251</u>	<u>90,251</u>
Amortisation		
At 1 April 2024	75,351	75,351
Charge for year	<u>8,605</u>	<u>8,605</u>
At 31 March 2025	<u>83,956</u>	<u>83,956</u>
Net book value		
At 31 March 2025	<u><u>6,295</u></u>	<u><u>6,295</u></u>
At 31 March 2024	<u><u>14,900</u></u>	<u><u>14,900</u></u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****11 Tangible fixed assets**

	Freehold land and buildings	Fixtures and fittings	Social Enterprise equipment	Total
	£	£	£	£
Cost				
At 1 April 2024	528,554	129,854	50,300	708,708
Additions	34,818	15,917	10,993	61,728
Disposals	-	-	(4,900)	(4,900)
	<u>563,372</u>	<u>145,771</u>	<u>56,393</u>	<u>765,536</u>
At 31 March 2025	<u>563,372</u>	<u>145,771</u>	<u>56,393</u>	<u>765,536</u>
Depreciation				
At 1 April 2024	166,357	120,649	34,931	321,937
Charge for year	5,111	11,097	6,695	22,903
Eliminated on disposals	-	-	(4,900)	(4,900)
	<u>171,468</u>	<u>131,746</u>	<u>36,726</u>	<u>339,940</u>
At 31 March 2025	<u>171,468</u>	<u>131,746</u>	<u>36,726</u>	<u>339,940</u>
Net book value				
At 31 March 2025	<u>391,904</u>	<u>14,025</u>	<u>19,667</u>	<u>425,596</u>
At 31 March 2024	<u>362,197</u>	<u>9,205</u>	<u>15,369</u>	<u>386,771</u>

12 Debtors

	2025	2024
	£	£
Trade debtors	656,459	676,408
Prepayments and accrued income	653,268	348,120
	<u>1,309,727</u>	<u>1,024,528</u>

13 Creditors: amount falling due within one year

	2025	2024
	£	£
Trade creditors	292,177	142,835
Other tax and social security	140,835	133,568
Accruals and deferred income	838,007	1,007,377
Pension deficit payments (note 16)	5,229	8,664
	<u>1,276,248</u>	<u>1,292,444</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****14 Creditors: amount falling due after more than one year**

	2025	2024
	£	£
Pension deficit payments (note 16)	9,425	-
	9,425	-

15 Funds

	At			Other	At
	1 April	Income	Expenditure	gains,	31 March
	2024	£	£	losses and	2025
	£	£	£	transfers	£
	£	£	£	£	£
General	343,179	10,911,983	(10,896,948)	(7,303)	350,911
Designated funds					
Voids reserve	25,000	49,102	(33,428)	(15,674)	25,000
Office fund	12,500	-	(3,352)	3,352	12,500
Housing provisions	10,000	-	-	-	10,000
Development provision	25,000	-	-	-	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(531)	531	10,000
Training fund	5,000	-	(2,306)	2,306	5,000
Employment contingency	13,000	-	(1,792)	1,792	13,000
Rose Trustam legacy	42,700	-	(1,780)	-	40,920
Training equipment reserve	3,000	-	-	-	3,000
General and designated	789,379	10,961,085	(10,940,137)	(14,996)	795,331
Restricted funds	-	-	-	-	-
Total funds	789,379	10,961,085	(10,940,137)	(14,996)	795,331

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****15 Funds – Previous Year**

	At 1 April 2023 £	Income £	Expenditure £	Other gains, losses and transfers £	At 31 March 2024 £
General	329,868	10,198,291	(10,154,255)	(30,725)	343,179
Designated funds					
Voids reserve	25,000	46,086	(59,954)	13,868	25,000
Office fund	12,500	-	(4,669)	4,669	12,500
Housing provisions	10,000	-	-	-	10,000
Development provision	25,000	-	(7,656)	7,656	25,000
Continuity contingency	300,000	-	-	-	300,000
Clients' contingency	10,000	-	(550)	550	10,000
Training fund	5,000	-	(2,376)	2,376	5,000
Employment contingency	13,000	-	(1,600)	1,600	13,000
Rose Trustam legacy	44,300	-	(1,600)	-	42,700
Training equipment reserve	3,000	-	-	-	3,000
General and designated	777,668	10,244,377	(10,232,660)	(6)	789,379
Restricted funds					
	-	-	-	-	-
Total funds	777,668	10,244,377	(10,232,660)	(6)	789,379

Integrate (Preston and Chorley) Limited

Notes to the Financial Statements

Year ended 31 March 2025

16 Pension costs

Integrate (Preston and Chorley) Limited participates in The Pensions Trust's Growth Plan (the scheme). This is a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

- From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

As the scheme is in deficit and the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised of £14,654 (2024: £8,664) is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

A reconciliation of the total liability included within creditors is shown below. A total of £5,229 (2024: £8,833) is shown as due in less than 1 year, with the balance shown as due in greater than 1 year.

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025****16 Pension costs (continued)**

	2025	2024
	£	£
At 1 April	(8,664)	(18,547)
Unwinding of the discount factor (interest expense)	(229)	(710)
Deficit contribution paid	8,833	10,599
Remeasurements – amendments to the contribution schedule	(14,501)	-
Remeasurements - impact of any change in assumptions	<u>(93)</u>	<u>(6)</u>
At 31 March	<u>(14,654)</u>	<u>(8,664)</u>

The charges/(credits) recognised in the statement of financial activities are shown below:

	2025	2024
	£	£
Interest expense	229	710
Remeasurements to pension liability	<u>(14,594)</u>	<u>(6)</u>

The assumptions used are shown below:

	2025	2024
	%	%
Rate of discount	<u>4.84</u>	<u>5.31</u>

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

At the year-end £15,687 (2024: £19,432) was owed to the scheme in respect of contributions.

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total	Total
			2025	2024
			£	£
Intangible fixed assets	-	6,295	6,295	14,900
Tangible fixed assets	-	425,596	425,596	386,771
Net current assets	-	372,865	372,865	387,708
Creditors due after more than 1 year	<u>-</u>	<u>(9,425)</u>	<u>(9,425)</u>	<u>-</u>
	<u>-</u>	<u>795,331</u>	<u>795,331</u>	<u>789,379</u>

Integrate (Preston and Chorley) Limited**Notes to the Financial Statements****Year ended 31 March 2025**

18 Financial commitments

Operating lease commitments

At the year end, the total of the company's future minimum lease payments under non-cancellable operating leases was:

	Land & Buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Amounts due within one year	455,064	507,184	6,959	91,600
Amounts due between one and five years	<u>33,600</u>	<u>7,286</u>	<u>868</u>	<u>868</u>
	<u>488,664</u>	<u>514,470</u>	<u>7,827</u>	<u>92,468</u>

During the year, the company incurred £745,649 (2024: £691,705) lease payments recognised in expenses.