

BLIND IN BUSINESS

*Helping Blind & Partially
Sighted People Into Work*

The Blind in Business Charitable Trust

Report and Financial Statements

Year Ended 31 March 2022

Charity Number 1011957

The Blind in Business Charitable Trust

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The Blind in Business Charitable Trust

Legal and Administrative Details

<i>Patrons:</i>	Sir Anthony Cleaver Sir Peter Gershon Baroness Nicholson of Winterbourne Sir Colin Southgate (Deceased 26 July 2021) John Spence OBE David Watson
<i>Trustees:</i>	Wendy Hyde (<i>Chair</i>) Robert Keller* (<i>Treasurer</i>) Amanda Rowland* Steve Norton Daniel Smith* Jane Cathrall (Appointed 18 May 2021) * <i>Visually Impaired Members</i>
<i>Directors:</i>	Michael Kenny (Resigned 10 September 2021) Dan Mitchell (Appointed 10 September 2021) James McCarthy (Appointed 10 September 2021)
<i>Registered Office:</i>	Ethical Property – Brick Yard 28 Charles Square, London, N1 6HT Tel: 020 7588 1885 Email: info@blindinbusiness.org.uk Website: www.blindinbusiness.org.uk
<i>Charity No:</i>	1011957
<i>Independent Examiner:</i>	Helen Cain, FCA Mercer & Hole LLP 21 Lombard Street London EC3V 9AH
<i>Bankers:</i>	Metro Bank Virgin Money Scottish Widows CCLA Investment Management Ltd

The Blind in Business Charitable Trust

Report of the Trustees of the Blind in Business Charitable Trust for the year ended 31 March 2022

The Trustees submit their annual report and the financial statements for the year ended 31 March 2022 prepared in accordance with the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019), applicable Accounting Standards in the UK and the Charities Act 2011.

Structure, Governance and Management

Governing Document

The Trust was founded in 1992.

The Blind in Business Charitable Trust ('the Trust'), which is a registered charity in England and Wales, is operated under the rules of its Deed of Settlement dated 10 November 2005. This shall be re-drafted and should become effective during the next financial year.

Appointment of Trustees

The governance of the Trust is the responsibility of the Trustees who are appointed to the Board under the terms of the Deed of Settlement. Appointments to the Board are made on the basis of the skills needed for the operation of the Trust. New Trustees are appointed by the Board at Board meetings.

GDPR

We continue to abide by all Government regulations.

We use back-ups to the cloud which are encrypted.

Our website is GDPR compliant in respect of the data of visitors who get in touch with us and book events through the site.

Safeguarding young vulnerable people

Safeguarding and protecting young vulnerable people has always been our priority. All staff have DBS (Disclosure and Barring Services) checks.

Trustees are asked to either provide proof of a DBS check or for the charity to reimburse them for this documentation.

Trustees are recommended to have training if they have not previously undertaken such training.

Trustees are given suggestions on further safeguarding by the staff.

All staff are aware of how to work with vulnerable young disabled people.

We produce risk assessments for our face to face work and have policies in place to protect everybody we support.

The Blind in Business Charitable Trust

Organisation

The Board of Trustees administers the charity. The Board meets quarterly and formally, and Trustees are encouraged to visit the charity and are made welcome, as both sides discuss present operations and future developments.

The charity also has a Finance Committee and a People Committee that meet prior to Trustee meetings.

Directors are appointed by the Trustees to manage the day to day operations of the charity. Dan Mitchell and James McCarthy were appointed directors in September 2021. Michael Kenny retired as director in September 2021.

The directors have been given delegated authority, within the terms of delegation approved by the Trustees, for operational matters including finance, employment and related activities.

Related parties

The Charity has no relationships with related parties.

Risk Management

The Trustees have a risk management strategy which comprises:

- an annual review of the risks the charity may face;
- the establishment of systems and procedures to mitigate those risks identified in the review;
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees have undertaken a review of major risks, as required under the Statement of Recommended Practice. They have considered and agreed appropriate control processes and developed actions to manage those risks.

Objectives

The objectives of the Trust are to encourage visually impaired children into further education and apprenticeships, and to support sight impaired university students and graduates into good jobs. Another objective is to work with employers so they become even more willing to take these graduates into their graduate recruitment schemes.

The Trust helps young visually impaired people to develop the confidence to match their qualifications and abilities with employment opportunities. Through employability support, mentoring, work experience, assistive technology and training, the Trust supports visually impaired young people to compete equally with their sighted peers in the job market.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Blind in Business Charitable Trust

Activities

The Trust operates throughout the UK from an office in Old Street. The charity moved from Carter Lane in December 2021.

There were up to five staff during the year, helped by interns and students who undertake work experience with the Trust. The interns undertake tasks and complete projects under direction for half their time, and are supported to look for work for the other half.

We also have volunteers of the highest calibre, able to guide candidates interested in working in their areas. We are grateful to the many blind and visually impaired young people who act as mentors and give enthusiastic, professional and practical help to the new young visually impaired people with whom we work.

Word of mouth has been the main way that students and graduates hear of us, but some come to us from the careers and disability offices of universities where we have developed effective relationships with these offices. In addition we have established a relationship with Moorfields, located near our new offices in order to support candidates into our programmes such as Education to Employment.

We worked with a range of employers, showing them how straightforward it can be to employ visually impaired people, once the first barriers of anxiety about reasonable adjustments in key areas such as equipment and mobility are overcome. We discuss with the employers the practical adaptations that can be made and can give many examples of where it has been done successfully.

Employment Service

We divide our work into Employment and Training Services.

This year, we helped thirty-seven young people into professional roles, apprenticeships, and internships.

We have continued to help students remotely and have resumed supporting students face to face in the office. Continuing to offer remote one to one support has meant we can support students who are unable to visit the office due to distance.

We have continued to host virtual insight sessions with employers such as ITV, Apple, HSBC and Thames Water for students and graduates. These insight sessions aim to give students and graduates an insight into the different careers available and the opportunity to speak with recruiters. We have taken a hybrid approach of running both virtual and face to face insight sessions to ensure they are accessible to all students and graduates.

We ran three virtual mock assessment centres and mock interviews for students and graduates. With recruitment now taking place both virtually and face to face, we have continued to support students and graduates with navigating the recruitment process online.

We ran online drop in sessions with six universities and have run staff 'lunch and learn' training sessions with the careers and disability staff at five universities. We have also contacted all UK universities with details of our website, university newsletter, podcasts, and social media platforms.

The Blind in Business Charitable Trust

Training and Apprenticeship Service

We have worked one-to-one with thirty young people who are looking for apprenticeships, and have continued to focus on building a network of referral partners from schools and QTVI teams across the country. In order to develop a pipeline of candidates for our apprenticeship and graduate service, we have developed a series of online careers guidance workshops for students aged 14+ across the UK.

We delivered our first series of workshops in the first term of the academic year and our second cohort at the beginning of the new year. These workshops have been extremely successful and have resulted in much higher numbers expressing an interest in the support of our apprenticeship service. Sixty school students have attended these workshops.

Finance

We have continued to work hard to raise the grants needed to maintain the operation.

Fundraising has been challenging, but it is carried out successfully by Dan Mitchell, and we have benefited from our applications complying with the grant makers' policies, and by reporting on our uses of their grants on time and in detail.

The charity has no formal or contractual links, partnerships or subsidiary agreements with any other charities, and relies entirely on funding from grant-making bodies, companies and individuals.

Reserves Policy

The Trustees aim to ensure that reserves of at least six months of expenditure are maintained. We are fortunate in having at least nine months' reserves at the end of the financial year.

This will enable the Charity to:

- (a) operate in a sound manner as a going concern even during any temporary slow-down in fundraising; and/or
- (b) be operated and wound up in an orderly fashion in the event of a decision by the Trustees to cease operations. The level of reserves required is reviewed and agreed annually by the Trustees based on a recommendation from the Treasurer. In considering the appropriate level the Treasurer and the Trustees have regard to the current and expected operating expenses of the Trust and will seek to maintain sufficient funds to cover these expenses.

Investment powers and policy

The charity has the power to invest in any way the Trustees see fit. In practice, in view of the size of the charity and therefore the relatively low level of reserves, assets are held in cash at bank including on short term deposit at banks.

The Blind in Business Charitable Trust

Financial performance

Our total income this year was £220,227 (2021: £229,775) and our total expenditure was £256,357 (2021: £262,346). Reserves at the end of March were £183,122 (2021: £219,252). Unrestricted reserves were £21,107 (2021: £-41,993). COVID-19 has played a major role in Trusts and Foundations we have relied upon for many years not wanting to offer unrestricted funds during such a challenging time.

In the 2021/2022 financial year the Trust raised £220,227, a decreased amount of income on the previous year. Expenditure for 2021/22, at £256,357, decreased on the previous year. The Trust will look for opportunities to increase its activities through new projects as they arise and where there are committed grant-makers.

Future Developments in the Charity

The Trust will continue to work in the various ways we have described above.

School leavers, students and graduates have continued to seek our help by email and phone and face to face. Our work has continued as usually as possible.

We will continue to draw on our large numbers of past candidates, and our professional volunteers and alumni to offer mentoring and support to new candidates.

We will continue to visit universities or work virtually to attract students to our services, particularly when they graduate. We ask each one we know to tell others about our work, as word of mouth continues to be a strong introduction to our services.

We will continue to work with school aged children and school leavers, including their families to develop their confidence and aspirations of employment.

We will explore new ways to attract visually impaired students and encourage them to work with our free employment service. This will include developing our social media, marketing and PR strategy to support the Trust's activities.

The Blind in Business Charitable Trust

Thanks

We are particularly grateful for generous donations from EdenTree, The Band Trust, Garfield Weston, and grants issued through the London Community Foundation and the Kent Communication Foundation.

We are also grateful for individuals who have donated via Justgiving.

Some funders remain anonymous and at their request have been removed from this list.

The Livery Companies of the City of London have been generous in their donations. They are the Worshipful Companies of:

Grocers, Dyers, Coopers, Basketmakers, Horners, Spectacle Makes, Insurers, Lightmongers, Information Technologists, World Traders.

Albert Hunt Trust	Edward Gostling Foundation
Arnold Clark Foundation	Eveson Charitable Trust
Baron Davenport charity	Frank Brake Community Fund
Big Lottery Awards for All Belfast	Hedley Foundation
Big Lottery Awards for All England	Kent Community Foundation
Big Lottery Awards for All Wales	Kings college London
Careers Counselling Service	Lillie C Johnson Charitable Trust
Casey Trust	London Community Foundation
Catherine Cookson Trust	M&G
Christopher Rowbotham Charitable Trust	Marsh Trust (Marsh Christian Trust)
Co-op	Persula Foundation
Cumber Charity	PF Charitable Trust
Dentons	Screwfix
Donald Forester Trust	Standard Life Aberdeen (Abrdn)
Doris Field Trust	Vision Foundation
Dorothy Hay-Bolton Charitable Trust	Wixamtree Charitable Trust
Douglas Arter Foundation	Zochonis Charitable Trust
Duke of Devesonshire 1949 charitable trust	
DWP KickStart Scheme	

Independent examiners

The charity's independent examiner, Mercer & Hole, incorporated on 1 October 2022 to become Mercer & Hole LLP. The trustees have consented to treating the incorporation of Mercer & Hole LLP as a continuation of the existing independent examiner arrangement and, a resolution proposing that Mercer & Hole LLP be reappointed as independent examiner of the company will be put at a General Meeting.

Approved by the Board of Trustees on 6/11/23 and signed on behalf by:



Wendy Hyde, Chair



Robert Keller, Treasurer

The Blind in Business Charitable Trust

Independent Examiner's Report to the Trustees of The Blind in Business Charitable Trust for the year ended 31 March 2022

I report to the charity trustees on my examination of the accounts for the year ended 31 March 2022, which are set out on pages 10 to 23.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records ; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Helen Cain FCA
Mercer & Hole LLP
21 Lombard Street
London
EC3V 9AH

12/1/23.....

The Blind in Business Charitable Trust

Statement of Financial Activities for the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £	Restricted funds £	Total 2021 £
Income from							
Donations, legacies and other income	2	78,272	129,412	207,684	54,123	157,023	211,146
Government grant	2	12,422	-	12,422	18,381	-	18,381
Investments	3	121	-	121	83	165	248
Total income		90,815	129,412	220,227	72,587	157,188	229,775
Expenditure on							
Raising funds	4	16,808	-	16,808	31,655	-	31,655
Charitable activities	4,5	72,284	167,265	239,549	64,963	165,728	230,691
Total expenditure		89,092	167,265	256,357	96,618	165,728	262,346
Net income / (expenditure)		1,723	(37,853)	(36,130)	(24,031)	(8,540)	(32,571)
Transfers between funds		61,377	(61,377)	-	-	-	-
Net movement in funds		63,100	(99,230)	(36,130)	(24,031)	(8,540)	(32,571)
Reconciliation of funds:							
Total funds brought forward	13	(41,993)	261,245	219,252	(17,962)	269,785	251,823
Total funds carried forward	13	21,107	162,015	183,122	(41,993)	261,245	219,252

All income and expenditure are derived from continuing operations.

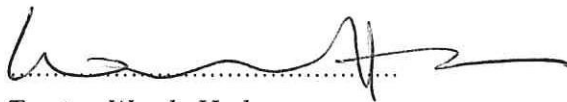
The Trust has no recognised gains or losses for the year ended 31 March 2022. There is no material difference between the results shown above and the results on an historical cost basis.

The Blind in Business Charitable Trust

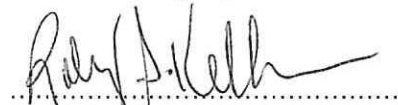
Balance Sheet as at 31 March 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	8	6,516	8,810
Current assets			
Debtors	9	23,814	14,665
Cash at bank and in hand		210,159	236,566
Total current assets		233,973	251,231
Creditors: amounts falling due within one year	10	57,367	36,849
Net current assets		176,606	214,382
Creditors: amounts falling due after one year	11	-	3,940
Net assets		183,122	219,252
Total Charity Funds			
Unrestricted funds	13	21,107	(41,993)
Restricted funds	13	162,015	261,245
Total funds		183,122	219,252

Approved by the Board of Trustees on6/1/23.....and signed on its behalf by:



Trustee: Wendy Hyde



Trustee: Robert Keller

The Blind in Business Charitable Trust

Notes forming part of the financial statements for the year ended 31st March 2022

1. Accounting policies

The principal accounting policies which are adopted consistently in the preparation of the financial statements are set out below.

Basis of accounting

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, and UK Generally Accepted Accounting Practice.

The financial statements do not include a cash flow statement because the Charity, as a small reporting entity is exempt from the requirement to prepare such a statement under Update Bulletin 1, Charities SORP (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have therefore necessarily departed from the extant Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 2 October 2019 rather than the Statement of Recommended Practice: Accounting and Reporting by Charities effective from 1 April 2005, which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts are rounded to the nearest £.

Income

Income is accounted for on an accruals basis in the period in which the charity is entitled to receipt and where the amount can be measured with reasonable certainty. The main categories of income are:

- Donations and legacies which are in response to funding requests
- Grants receivable which have been awarded to pay for specific costs
- Fees for services and use of equipment
- Donations for the use of Blind in Business consulting services
- Investment Income (interest only)

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in other income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Deferred income

The Blind in Business Charitable Trust

Restricted income received during the year is only deferred if the donor has specifically requested that it is for a period or activity beyond the current year. It is then brought into the accounts in the appropriate period.

Accrued income

Income is accrued where funding has been agreed for a period and the expenditure incurred but the donor has yet to release funds. This occurs in some instances when a return is required after monies have been spent to enable funds to be released.

Intangible income and gifts in kind

Fixed assets donated to the charity are included as donation income at valuation at the time of receipt. Donated facilities and services are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognized where there is no financial cost borne by a third party. No amounts are included in the financial statements for services donated by volunteers.

Expenditure

Expenditure is recognised in the period in which it is incurred on an accruals basis.

Charitable expenditure

Includes all costs relating to delivering the courses, employment services, IT equipment and raising the awareness of everyone to the needs and opportunities of visually impaired children and graduates.

Governance costs

All costs that directly relate to the governance of the charity. This includes the examiner's fee and the proportion of accountancy work that relates to governing the charity.

Cost of generating funds

These include the salaries, direct expenditure and overhead costs of the staff and volunteers who undertake fund-raising activities.

Support costs

Support costs represent the costs of the office and the costs incurred by staff directly providing support to projects and other activities in furtherance of the objects of the charity, including management, supervision, training and technical support.

Basis of allocation

Basis of allocation reflects the method used to allocate costs.

Activity cost	Allocated for individual transactions
Floor Space	Allocated on the floor space used by that activity stream
Staff Time	Allocated on the basis of staff time spent
Usage	Allocated on a fixed % basis agreed for each year.

Staff costs and emoluments

Blind in Business makes contributions to staff personal pensions. These costs are charged in the accounts as incurred.

The Blind in Business Charitable Trust

Funds

Restricted funds

Restricted funds comprise the amount of donation income which, at the request of the donor, may be applied only for a specific purpose. The funds thus reserved will be released only to meet expenses incurred for that purpose or where the donor consents to a different application of the funds.

Unrestricted funds

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.

The Trustees monitor the size of the funds to ensure they remain in proportion to the activities of the Trust.

Operating lease

Rentals applicable to operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Fixed assets

Assets with a purchase price greater than £2,000 are capitalised at cost. Depreciation is charged on a straight-line basis so as to write off each asset over its estimated useful life; typically 4 years for fixtures and fittings, and 3 years for computer equipment. Where assets are purchased as part of a project the assets are fully written off in the year of purchase. The Trustees believe this policy is prudent given the nature of the asset purchased and the potential for loss of control over project assets, for example where they are donated to schools, other organisations or individuals.

VAT

Value Added Tax suffered by Blind in Business is not recoverable and is charged to the SOFA or capitalised as part of the cost of fixed assets as appropriate.

2. Income from donations and legacies

Donations and legacies were received from the following sources:

	2022	2021
	£	£
Individuals	3,689	436
Charitable foundations	203,995	210,710
	<hr/>	<hr/>
	207,684	211,146

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Of the above, £129,412 (2021: £157,023) were donations restricted as detailed below:

	2022	2021
	£	£
Courses	64,706	56,546
Employment services	60,906	99,036
Equipment	3,800	1,441
Total restricted donations	<u>129,412</u>	<u>157,023</u>

Government grant

	2022	2021
	£	£
Furlough Income	12,422	18,381
	<u>12,422</u>	<u>18,381</u>

3. Income from investments

	2022	2021
	£	£
Income on Virgin Money account	16	59
Income on Scottish Widows	88	88
Income on CCLA Charities Deposit Funds	17	101
	<u>121</u>	<u>248</u>

The Blind in Business Charitable Trust

4. Total resources expended

Analysis of expenditure for the year ended 31 March 2022:

	Notes	Staff £	Direct costs £	Support costs £	Total 2022 £	Staff £	Direct costs £	Support costs £	Total 2021 £
Raising funds		16,576	232	-	16,808	31,313	342	-	31,655
Charitable activities	5								
Courses		55,515	8,383	31,514	95,412	36,600	12,330	29,717	78,647
Employment services		94,395	8,972	36,390	139,757	106,718	10,079	30,447	147,244
Equipment		-	-	-	-	-	-	-	-
Governance costs	5	-	4,380	-	4,380	-	4,800	-	4,800
Total		166,486	21,967	67,904	256,357	174,631	27,551	60,164	262,346

Direct costs include:

	2022 £	2021 £
Examiner's fee	2,880	3,780
Accountancy services	11,520	12,930
Depreciation	4,485	5,621
Loss on disposal	1,604	9
	<u>20,489</u>	<u>22,340</u>

The Blind in Business Charitable Trust

5. Charitable activities

Support Costs matched against unrestricted funds have been allocated between Employment and Courses on a 50% basis in line with both their floor space and the work done on their behalf.

Support costs have also been matched against the restricted funds and allocated between courses and employment accordingly.

Governance costs

	Basis of allocation	Courses £	Employment £	IT Equipment £	2022 £	2021 £
Accommodation & travel	Activity	1,421	3,752	-	5,173	836
Accountancy	Usage	5,760	5,760	-	11,520	8,130
Advertising	Usage	23	8	-	31	
Bank charges	Usage	82	82	-	164	290
Candidate expenses	Activity	398	727	-	1,125	398
Depreciation	Usage	2,243	2,242	-	4,485	5,622
Electricity	Floor Space	222	222	-	444	1,022
Equipment & materials	Activity	106	252	-	358	-
Event costs	Activity	-	-	-	-	65
Insurance	Usage	890	889	-	1,779	-
Loss on disposal	Usage	802	802	-	1,604	8
Rent & rates	Floor Space	10,470	10,468	-	20,938	28,990
Software & maintenance	Activity	3,814	3,908	-	7,722	6,144
Staff costs	Staff Time	63,045	105,985	-	169,030	166,365
Stationery & postage	Usage	542	569	-	1,111	2,785
Subscriptions	Activity	20	163	-	183	334
Sundry	Activity	404	462	-	866	(8)
Telephone	Usage	3,934	3,451	-	7,385	4,910
Training	Activity	1,236	15	-	1,251	-
		95,412	139,757	-	235,169	225,891

Expenditure on charitable activities includes governance costs of £4,380 (2021: £4,800).

	Unrestricted £	Restricted £	2022 £	Unrestricted £	Restricted £	2021 £
Accountancy	1,500	-	1,500	1,140	-	1,020
Examiner's fee	2,880	-	2,880	3,960	-	3,780
	4,380	-	4,380	4,800	-	4,800

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6. Emoluments of employees

No employee emoluments during the year, as defined for taxation purposes, amounted to over £60,000 (2021 - £60,000).

The Trustees have received no remuneration or reimbursement of expenses incurred in the course of their duties.

The average number of employees analysed by function on a full time equivalent (FTE) basis was as follows:

	2022	2021
	FTE	FTE
Generating funds	0.35	0.70
Charitable activity	4.57	4.30
	<hr/>	<hr/>
	4.92	5.00
	<hr/>	<hr/>
	2022	2021
	£	£
Wages and salaries	163,021	181,625
Employer social security payments	12,345	15,003
Employer pension contributions	10,240	1,048
	<hr/>	<hr/>
	185,606	197,676
	<hr/>	<hr/>

7. Pension costs

For qualifying employees (those with more than six months' service) the charity contributes to the employee's chosen personal pension fund, up to 10% of their gross salary on condition that the employee makes contributions of his or her own. On this basis the charity does not run an occupational pension scheme.

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8. Tangible fixed assets

	Office equipment £	Fixtures and Fittings	Total £
<u>At cost</u>			
At 01/04/21	21,466	484	21,950
Disposals during the year	(8,385)	(158)	(8,543)
Additions during the year	1,786	2,009	3,795
At 31/03/22	14,867	2,335	17,202
<u>Depreciation</u>			
At 01/04/21	13,028	112	13,140
Disposals	(6,816)	(123)	(6,939)
Charge for the year	4,258	227	4,485
At 31/03/22	10,470	216	10,686
Net book value at 31/03/22	4,397	2,119	6,516
Net book value at 01/04/21	8,438	372	8,810

All fixed assets are held for direct charitable purposes.

9. Debtors

	2022 £	2021 £
Trade debtors	216	193
Accrued income	7,630	-
Prepayments	8,145	1,634
Other debtors	7,823	12,838
	<u>23,814</u>	<u>14,665</u>

The Blind in Business Charitable Trust

10. Creditors: amounts falling due within one year

	2022	2021
	£	£
<u>Creditors</u>		
Trade creditors	6,735	4,441
Taxation and social security	3,788	5,378
Other creditors	19,024	19,779
Accruals	5,820	7,251
Deferred income	22,000	-
	<hr/>	<hr/>
	57,367	36,849
<u>Deferred income</u>		
Balance brought forward	-	-
Income deferred in the year	43,800	42,050
Released in the year	(21,800)	(42,050)
	<hr/>	<hr/>
Balance carried forward	22,000	-

11. Creditors: amounts falling due after one year

	2022	2021
	£	£
Accruals	-	3,940
	<hr/>	<hr/>
	-	3,940

12. Commitments: operating leases

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	22,240	17,903
Between two and five years	106,149	-

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13. Accumulated funds

Analysis of movements in funds: current year:

	Balance at 01/04/21 £	Movement in resources		Closing balance before transfers 31/03/22 £
		Incoming £	Outgoing £	
Unrestricted fund	<u>(41,993)</u>	<u>90,815</u>	<u>(89,092)</u>	<u>(40,270)</u>
Restricted funds				
Courses	7,698	64,706	(63,898)	8,506
Employment services	187,765	60,906	(103,367)	145,304
Equipment	<u>65,782</u>	<u>3,800</u>	<u>-</u>	<u>69,582</u>
	<u>261,245</u>	<u>129,412</u>	<u>(167,265)</u>	<u>223,392</u>
	219,252	220,227	(256,357)	183,122

Transfer between funds

	Closing balance before transfers £	Incoming £	Outgoing £	Closing balance after transfers £
Restricted funds				
Courses	8,506	-	-	8,506
Employment services	145,304	-	-	145,304
Equipment	<u>69,582</u>	<u>-</u>	<u>(61,377)</u>	<u>8,205</u>
	<u>223,392</u>	<u>-</u>	<u>(61,377)</u>	<u>162,015</u>
	183,122	61,377	(61,377)	183,122

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Analysis of movements in funds – previous year:

	Balance at	Movement in resources		Closing balance
	01/04/20	Incoming	Outgoing	before transfers
	£	£	£	£
Unrestricted fund	(17,962)	72,587	(96,618)	(41,993)
Restricted funds				
Courses	-	56,628	(48,930)	7,698
Employment services	205,444	99,119	(116,798)	187,765
Equipment	64,341	1,441	-	65,782
	269,785	157,188	(165,728)	261,245
	251,823	229,775	(262,346)	219,252
Transfer between funds				
	Closing balance	Incoming	Outgoing	Closing balance
	before transfers			after transfers
	£	£	£	£
Unrestricted fund	(41,993)	-	-	(41,993)
Restricted funds				
Courses	7,698	-	-	7,698
Employment services	187,765	-	-	187,765
Equipment	65,782	-	-	65,782
	261,245	-	-	261,245
	219,252	-	-	219,252

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14. Balance sheet analysis by fund

	Unrestricted fund	Restricted fund	Total 2022	Unrestricted fund	Restricted fund	Total 2021
	£	£	£	£	£	£
Fixed Assets	2,335	4,181	6,516	8,810	-	8,810
<u>Current assets</u>						
Debtors	8,169	15,645	23,814	5,017	9,648	14,665
Cash at bank and in hand	54,637	155,522	210,159	(15,031)	251,597	236,566
Total current assets	62,806	171,167	233,973	(10,014)	261,245	251,231
<u>Current liabilities</u>						
Creditors	44,034	13,333	57,367	36,849	-	36,849
Net current assets/(liabilities)	18,772	157,834	176,606	(46,863)	261,245	214,382
Non-current liabilities	-	-	-	3,940	-	3,940
Net assets/(liabilities)	21,107	162,015	183,122	(41,993)	261,245	219,252

15. Related party transactions

Remuneration of key management personnel:

A total of £62,860 (2021: £42,066) was paid to key management personnel during the year.