

# InterAct

IMPROVING LIVES AND COMMUNITIES THROUGH LEARNING, LEISURE, SHARING AND SUPPORT

## INTERACT CHELMSFORD LIMITED

Annual Report & Financial Statements

For the year ended 31 March 2021



146 New London Road  
Chelmsford Essex CM2 0AW



In partnership with  
THE NATIONAL LOTTERY  
COMMUNITY FUND



# InterAct

## InterAct

Moulsham Mill  
Parkway  
Chelmsford  
Essex  
CM2 7PX



Registered Charity No. 1048631

A company limited by guarantee in England and Wales No. 3087233

### CONTENTS

Reference and administrative information	3
A Word from our Chair	4
Mission, Vision and Values	5
Objectives and Activities	5 - 6
Achievements and Performance	6 - 14
Financial review	14 - 15
Future Plans	15
Structure, Governance and Management	15 - 17
Independent Examiner's Report	18
Statement of Financial Activities	19
Balance Sheet	20 - 21
Statement of Cash Flows	22
Notes to the Financial Statements	23 - 38

# InterAct

## Making a Difference



Volunteers

provided **2,000+** hours of their time



**700+**

parents/carers, young people, volunteers and professionals equipped with new skills



**3,000+**

leisure, learning and sharing opportunities



**3,500+**

hours respite from caring responsibilities



**100+**

children, young people & families supported



**2,000+**

hours of community based leisure, learning and fun activities enjoyed by children and young people

The Trustees present their Annual Report together with the financial statements of the charity for the year ended 31<sup>st</sup> March 2021. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name:	InterAct Chelmsford Limited
Charity Registration No:	1048631
Company Registration No:	3087233
Registered and Principal Office:	Moulsham Mill, Parkway, Chelmsford, CM2 7PX

### Trustees and Directors

John Tweddell (Chairman)  
David Peacock  
Jenny McLean  
Debbie Knight  
Heather Moore  
Mark Hagon  
Lisa Mathews

**Company Secretary:** Anita Goldsmith

**Chief Executive:** Anita Goldsmith

### Patrons:

Lord Petre  
Lady Patricia Stewart MBE BA Arch (Lond) RIBA FRS  
Dave Monk LL.B MSc  
Etholle George

### Independent Examiners

Edmund Carr LLP, 146 New London Road, Chelmsford, Essex CM2 0AW

### Bankers

CAF Bank Ltd, Kings Hill, West Malling, Kent ME19 4TA

## A word from our Chair

As I write this, we are hoping to see the final step of the Roadmap out of Lockdown lifted in the next few weeks, and look forward to the possibility of resuming our usual programme of activities and training as we move into the summer.

This last year has been a difficult and disturbing one for everybody. Our staff team have done an amazing job - remaining positive, adapting to working remotely from home, and introducing family welfare calls and virtual services when face to face services were suspended as we were all forced to isolate. When we were able to re-introduce face to face services, staff worked hard once again ensuring we had robust COVID-secure measures in place to keep everyone safe. It has been thanks to this hard work and dedication that we have been able to continue supporting families and our local community throughout the pandemic.

As we look to the future, we anticipate statutory funding will be faced with new financial pressures and we are working to broaden our funding base to mitigate this.

We are also aware that many individuals will be dealing with the impact of the pandemic for some time to come as they struggle to recover from enforced isolation and loneliness, and to overcome the impact on their mental health. Our organisation will strive to continue doing what it has always done – change people’s lives for the better.

One thing we have demonstrated to ourselves and others over the last year is that we are able to rise to the challenge and adapt in very difficult circumstances. As life begins to return to some sort of normality, we will be listening more than ever to our local community to ensure we understand what people want and need - enabling us to develop our services to give them the right support.

Finally, I would like to take this opportunity to thank our committed team of volunteers working across all our areas of service delivery, as well as my fellow Trustees - who come together as a strong and supportive team.

John Tweddell  
Chairman



*“Ian’s **confidence has grown** with approaching his peers and interacting with them. He now has a circle of friends and his social skills have definitely improved.*

*His confidence in participating in new activities and his willingness to push himself a bit harder each time on things he finds challenging has grown.*

*His independence in tackling these things has also increased and huge thanks to Luke for supporting Ian in **increasing his independence** – a tricky balance which he achieves brilliantly.”*

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## MISSION, VISION AND VALUES

### MISSION: Improving Lives and Communities through Learning, Leisure, Sharing and Support

**Our mission** champions people to have increased choice to make informed decisions about their lives, empowering them to fully participate in their community and society, and to reach their full potential. We support people to actively participate in their communities and lead fulfilling lives. To be able to do more, and need less support - with a common theme of helping others to help themselves.

### VISION: Communities in which our interdependence is valued, and where we work together to include the excluded and to create a fair world

#### To achieve our vision we:

- Actively promote personal and social development, choice, inclusion and opportunity through providing a range of high quality, person-centred community services and training
- Support people to build better lives - encouraging empowerment and resilience, increasing confidence, reducing isolation and loneliness, focusing on individual needs and striving to achieve long-term sustainable change
- Help vulnerable people be informed through support services, community training, brokerage and signposting

Through the provision of these services we seek to make a demonstrable contribution to the lives and wellbeing of children, young people, adults and communities.

#### Our Values underpin all that we do:

- **Inspiring** - we are creative, encouraging and ambitious
- **Non-discriminatory** - we respect and embrace the diversity of the communities in which we work
- **Trustworthy** - we develop trust and strive for people to fulfil their potential
- **Empowering** - we help people to help themselves
- **Responsive** - we meet the changing needs of people and communities
- **Accountable** - we base our work on the needs of the people we support
- **Commitment** - we are committed to providing quality, person-centred services
- **Together** - we work in partnership with people and with other organisations to support people to make significant changes in their lives

InterAct is committed to safeguarding and promoting the welfare of Children, Young People and Vulnerable Adults and expects all staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.

## OBJECTIVES AND ACTIVITIES

InterAct exists to support disabled and disadvantaged adults, children, families, parents, carers and young people, and works with organisations, individuals and communities who support them. Our overall aim is to inform, support and empower people to increase their independence, choice and control, and to realise their aspirations and play a full part in society.

#### The objects of the charity:

- The advancement of education and training for employment particularly amongst adults and young people with physical or learning disabilities, and those who have or are recovering from mental health problems and amongst the long-term unemployed
- The relief of suffering, provision of support and tackling of issues of social exclusion by the provision of services, including promoting inclusion, health and wellbeing, counselling, advice, mentoring and befriending, and advocacy
- The relief of poverty

To achieve these aims InterAct has structured its service delivery around four core areas of work:

- Children, Young People & Family
- Emotional Mental Health & Wellbeing
- Connected Communities
- Consultancy & Training

Working within these areas InterAct provides a range of safe, high quality, person-centred integrated services and opportunities:

- Social and leisure opportunities
- Learning opportunities
- Training opportunities
- Volunteering and peer support opportunities
- Information, advice and support, and signposting
- Stakeholder participation and involvement

Thematic areas include:

- Special Educational Needs and Disability
- Health and Wellbeing
- Family Resilience
- Transition Planning
- Education and Employment
- Community Building, Connecting and Participation
- Personal and Social Development
- Professional Development

## **PUBLIC BENEFIT**

We have referred to the Charity Commission's guidance on public benefit when planning our activities. The Charity's achievements and performance illustrate how the mission and vision have been pursued to derive public benefit.

## **ACHIEVEMENTS AND PERFORMANCE**

Whilst government restrictions, due to the pandemic, severely limited the range of services we were able to deliver through the year, they also resulted in the introduction of new forms of support for the families and young people we work with.

### **Achievements**

- ✓ Awarded Green (RAG rating) by commissioners following annual assessment visit, highlighting the quality of our Short Breaks service
- ✓ Identified and secured funding to deliver all projects
- ✓ Retained a committed paid and volunteer workforce
- ✓ Worked with Essex County Council to introduce a new after school club in Colchester
- ✓ Introduced virtual clubs and activities for children and young people within five weeks of lockdown
- ✓ Introduced virtual delivery of our emotional mental health and wellbeing courses and workshops within seven weeks of lockdown

Alongside managing the impact that the pandemic had on our usual range of services we looked for other ways to support the wider Essex community during lockdown. This included:

- ✓ A member of staff working with Chelmsford CVS supporting the co-ordination of their Community Hub & Helpline, which was set up in response to the pandemic
- ✓ Several members of staff undertaking the training required to support the Essex Welfare Service
- ✓ Creating an online resource, based on our young peoples' Aspirations Workshops, for local schools to draw on to support their students

Aspirations Workshops feedback from Tabor Academy:

*"I have just watched both video's and they are fantastic- thank you so much for these. I think this would be a fabulous resource for our students right now."*

### **CHILDREN, YOUNG PEOPLE, FAMILIES & COMMUNITIES**

**IMPACT 2020 - 21:** Supporting over **800 children, young people, families, and members of the local community** to aspire and achieve their aspirations, increase their choices and independence, and improve their emotional, mental health and wellbeing. This work was supported by more than **30 individuals** contributing **in excess of 2,000 volunteer hours**. Translated at average wage as per ASHE (Annual Survey of hours & earnings) this represents a financial contribution in excess of **£29,000**.

During the year we planned and organised a varied programme of over 250 friendship, leisure and learning activities for children and young people aged 10 to 25 with learning disabilities and/or additional needs. It was with great regret that we were forced to cancel over 40% of these activities as a result of the pandemic.

**Circles of Support Plus** – children and young people aged 10 -25 are supported as part of a group and/or on an individual basis. Our skilled Activity Coordinators work closely with the young people we support to plan a stimulating and ambitious programme of social, learning and leisure activities of their choice throughout the year.

Activities are designed to increase independence, reduce social isolation through increased interaction with others, improve self-confidence and self-esteem, increase happiness and well-being, and improve social and life skills.

Activities are delivered by our dedicated team of staff and volunteers within a safe and nurturing environment. Somewhere children and young people are supported and encouraged to make decisions and to learn everyday life-skills whilst having fun. Our goal is to maximise the life chances, goals and aspirations of children and young people, and to help teenagers transition more successfully into adulthood able to access mainstream services and opportunities, socialise independently and engage in meaningful work. To be able to do more, and need less support.

During the year our group activities and clubs included:

- Term-time community-based activities, youth and after-school clubs
- School holiday activities, and day trips
- Virtual clubs and activities

Due to the continuing restrictions, we were unable to offer our after school club in Braintree, or our popular overnight stays and activity weekends. We look forward to re-introducing them in the future.

Young people told us what they had found most difficult during lockdown:

*"Not seeing friends."*

*"Home schooling while mum and dad have to work at home. Missing friends and school"*

*"Not being able to see friends and family. And being able to see teachers."*

*"Just kept having worries sometimes every day."*

*"Change of routine."*

*"Not being able to go places."*

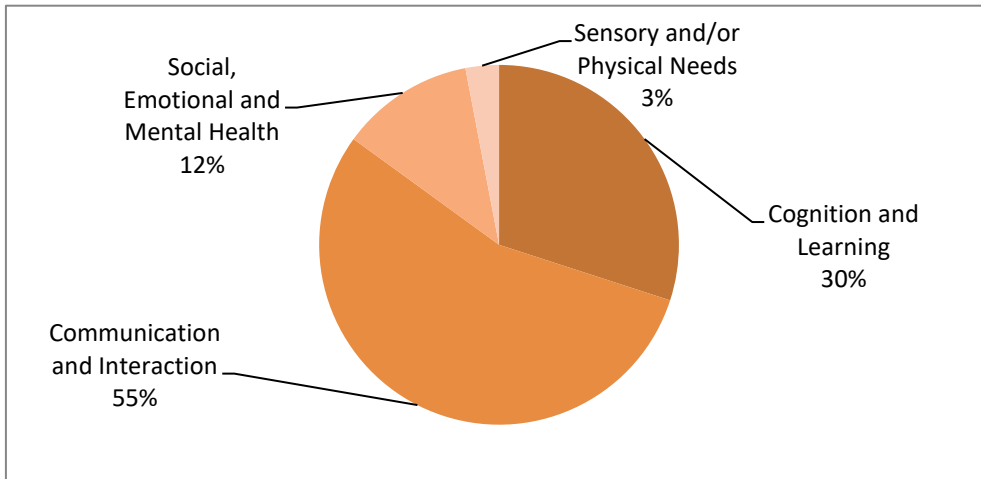
*"No routine, missing my friends."*

*"Being at home without any clubs to go to or friends to play or talk to."*

*"Speaking to college friends and chilling. Having time away from my mum."*

*"People being poorly makes me stressed."*

**Profile of the Children and Young People we support**



Percentages indicate the primary area of need.

In many cases young people have a range of needs.

For example over 50% of the children and young people we support are also identified as having Autistic Spectrum Disorder.

**Short Breaks activities** – with the focus of our activities to support children young people and families completely changed by the pandemic, activities were re-designed on the basis of feedback we received whilst making welfare calls to families during the first lockdown.

Our Activity Co-ordinators worked hard to ensure they maintained contact with families and young people via regular wellbeing calls, weekly texts/WhatsApp messages to young people and parents to keep them informed of developments, making regular social media posts to share information, photos, videos, stories, poems, recipes, and tips for keeping busy during the lockdown. They also created and sent out activity packs suitable for a range of ages, which included puzzles, art and craft projects, challenges, garden projects and a tasty treat.

Whilst only a limited number of families were keen to take part in face-to-face activities when these were permitted, we recognised the importance of offering opportunities for respite to these families when possible.

Face-to-face activities through the year included:

**Holiday activities and day trips:** providing over 580 hours of supported activities for 24 children and young people. This included fitness and gaming activities, solving a murder mystery, group cycling and visits to Colchester Zoo, the seaside, and outdoor activity centres.

**Youth Club:** providing over 180 hours of supported activities for 12 children and young people in Chelmsford. An opportunity to chill out with friends – enjoy gardening, games nights, cooking, arts and crafts, celebration nights, a walk along the river, or movie night.

**Term-time community-based after school activities:** providing over 470 hours of activities enjoyed by 39 children and young people across Braintree, Chelmsford, Colchester and Tendring - including adventure golf, bingo, arts and crafts, dance, sports, bowling, meals out, Clip ‘N Climb, quiz nights, cinema trips and gardening.

**Virtual clubs and activities**

A regular programme of virtual activities was launched in April: including quizzes, cooking, scavenger hunts, bingo and social evenings.



*“We are very grateful to the fantastic COLCHESTER staff: they **really understand our son**, his challenges and needs. They all make him **feel secure, happy and confident**. Most of all, we thank them for their patience! All the staff deserve great credit for providing our son with these opportunities.”*

*“For us as parents to know that our child is **being well looked after**. While we are able to have a few hours break.”*

**Families and carers** - our programme of activities also provided parents, carers and siblings with **over 3,500 hours of much-needed respite**, giving them a valued break from their caring responsibilities.

**Young adults:** providing over 200 hours of activities for 13 young adults. Our services were complemented by our activity club for young adults, with a focus on developing social and life skills, healthy eating, physical exercise and environmental awareness.

*“Petra has **really enjoyed the Zoom sessions** however, I’m very pleased we have now returned to face to face at the Together Club.”*

### Participation

Whilst opportunities for young people to have wider influence during the pandemic were limited these included:

- ✓ Contributing to the development and delivery of InterAct’s own induction training programme for volunteers
- ✓ Participating in consultation events about the experiences of young people with special educational needs and disabilities during the COVID pandemic both locally, and nationally



### EMOTIONAL MENTAL HEALTH AND WELLBEING

**IMPACT:** Our Strength2Strength suite of resilience courses, and nationally-recognised Mental Health First Aid (MHFA) training, promote positive mental health. These inspire and enable people - many of whom have experienced difficult life circumstances, anxiety, or stress - to cope with life’s challenges and take control of their future direction.

**Mental Health First Aid (MHFA) training** - equipping people with the skills, knowledge and understanding to help and support themselves, and others, experiencing poor mental health. The team delivered in excess of **4,500 learner hours** to over **500 participants**. The range of **nationally-recognised MHFA training** included 2-day MHFA, Youth MHFA (specifically for people who work, live with or support children and young people), and half-day MHFA Mental Health Awareness.

*“Gained confidence to have conversations and challenge professionals around this subject – **one of the best courses I have ever attended.**”*

### TRAINING & CONSULTANCY SERVICES

We have over 20 years’ experience of working with young people, families, and communities, of person-centred approaches and of emotional, mental health and wellbeing - providing us with invaluable experience in shaping our programme of training for professionals. Our portfolio of training courses and workshops are designed to create a stimulating learning environment which encourages reflection, challenge, sharing of best practice and personal development. Our experienced, skilled staff can deliver off the shelf or bespoke training to a wide range of people in locations across Essex, and further afield. During the year we provided a range of training including MHFA, Mental Health Awareness, Self Care & Resilience and MHFA Refresher courses. The team delivered in excess of **1600 learner hours** to over **150 participants**.

## CONNECTED COMMUNITIES

### Volunteers

Whilst it was not possible to draw on our usual level of volunteer support over the last year, volunteers continued to play a vital role within InterAct – enabling us to stretch our resources further, championing our cause, bringing their ideas, energy and enthusiasm. People from a wide range of backgrounds choose to volunteer for us, each bringing their life experience, skills and knowledge, and enriching our organisation. During the last year volunteers supported young people at clubs and group activities and helped us to deliver training – both face-to-face and virtual, raised much needed funds, assisted in the back-office, and maintained the wildlife and sensory garden at our Aspire Centre. We greatly value our team of dedicated and skilled volunteers, and work hard to ensure they are given the training and support needed to carry out their chosen role.

Feedback from virtual Volunteer Essentials training:

*“A brilliant session, which fully explained the charity, how it supports its service users and how to deal with safeguarding concerns.”*

*“I found the training very informative and relevant, presented by warm friendly trainers.”*

We have continued to enjoy tremendous support through the year with **30+ volunteers** supporting our work - giving **over 2,000 hours** of their time (translating to an economic value in excess of £29,000).

- **Volunteering, Community Connecting and Engagement** - in excess of 350 opportunities for people to share their skills and talents, learn something new, meet people, make friends and to make a positive impact on people’s lives
- Supported by **30+ volunteers** - with and without disabilities, recruited from local schools, colleges, communities, businesses and the wider community
- Creating and building social capital

We would like to thank all of our volunteers for their commitment and support – particularly during such a challenging year, and to acknowledge their valuable contribution.

### Fundraising and Corporate and Community Support

We were delighted to be Essex Police Choir’s chosen charity for 2020, to be Marks & Spencer Westway’s chosen local charity for the second year running year, and to be the named charity for fundraising events organised by LB Insolvency Solutions and the Rotary Club of Chelmsford.

As well as raising our profile with the local communities, **these events and others raised in excess of £12,000**

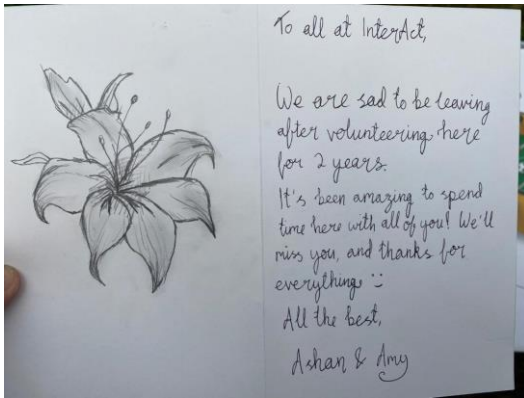
### Aspire Centre

InterAct’s Aspire Centre is a Grade II listed house located in the grounds of Moulsham Mill. It provides a safe, supportive natural home environment where we run a variety of community activities including a weekly youth club, drop-ins, one-to-one support, life skills and training sessions.

Aspire is a place for the community to come together to share their experiences, skills and talents - with opportunities to do something for yourself and others, and to have fun and enjoyment. The possibilities are endless - gardening, walking, cooking, skills clubs, bird watching, support groups for volunteers, parents or children and young people, youth clubs, or just a coffee and listening ear.

Mid Essex SEND Services have continued to use the welcoming environment offered by the Aspire Centre as an education setting for children with special educational needs who are excluded from school.

Our Aspire Centre garden continues to be developed and maintained by a dedicated band of volunteers.



### Partnerships

We believe in working together to add value and benefit communities. Creating opportunities for innovation and learning by bringing together individuals, agencies or organisations with a shared interest - delivering greater impact.

We continue to work closely with Essex County Council and a range of multi-agency professionals across education, health, social care and the voluntary sector to provide coordinated support for families and to utilise our joint skills and resources - adding value and maximising opportunities for collaboration.

- **Essex Council for Voluntary Youth Services (ECVYS):** member of Mid-Essex Cluster Group, supporting youth voice consultations, staff member serves as ECVYS Treasurer/Trustee,
- **Council for Disabled Children (CDC):** linking with specialist networks, and engaging in opportunities to increase the participation, voice and autonomy of young people with disabilities
- **Essex Youth Services:** sharing purpose-built youth premises
- **Anglia Ruskin University:** providing work placements for Social Work degree students

### Our activities are enhanced by the activities of our social enterprise subsidiary - InterAct Projects, managing Moulsham Mill Business Centre

**InterAct Projects** - established in December 1992, manages Moulsham Mill Business Centre on behalf of the Marriage Partnership. The centre has around 30 licensees including charities, social enterprises, therapists, commercial businesses and retail space, and is home to Chelmsford Community Radio and a pilates studio. The charity's head office is based at this historic landmark building, offering our clients a socially-inclusive learning, recreational and work environment within the local community, with tremendous support from the Marriage family and licensees.

**In 2020-21 InterAct Projects gift aided £14,952 to support InterAct's work to improve lives and communities**

### HOW INTERACT MAKES A DIFFERENCE



*"Interact is a **fantastic club** we use coz club most weeks. Thank you for giving our child the experience of feeling grown up and having fun. **Don't know what we would do without it.** Thank you everyone."*

*"I am **so happy to see everyone** and to be able to talk to everyone instead of looking at everyone on zoom."*

The regular feedback we receive from the children, young people, families and individuals we support indicates the quality and value of the activities and services we offer.

### Children, Young People and Families

Young people told us what they were looking forward to when face-to-face clubs and activities return:

*“Playing with friends.”*

*“Cooking and trips out.”*

*“Day trips out. Time with friends.”*

*“Meeting people.”*

*“Seeing my friends and joining in activities.”*

*“Doing more outdoor activities.”*

*“Bowling and seeing my friends.”*

*“Cooking. Having a chat. Gardening. BBQ.”*

*“Trips.”*

### Feedback from parents/carers:

*“They have **helped Joanne enormously** and I hope will continue to do so. It has given her an opportunity to socialise with her friends.”*

*“Stephanie has really enjoyed all the online stuff, as well as the face to face sessions. I have **felt confident** in sending Stephanie to InterAct **even during these COVID times.**”*

*“Grateful for all InterAct are doing.”*

*“So **thankful** to have the club up and running again.”*

*“Interact has **opened up more perspectives for our son** – it has enabled him to do things and go places that he would not ordinarily do – importantly it is “his” club and allows him a first opportunity to choose what to do for himself.”*

*“**InterAct is great**, Ruth has enjoyed the Zoom quizzes and I am really looking forward to Ruth returning after Easter a year of being at home.”*

*“Thank you, really appreciate the call.”*

*“Looking forward to InterAct’s zoom get-togethers.”*

*“Attending Coz has **helped Debbie enormously** as it has made her realise there are other teenagers out there “like her” who want to hang out, socialise & have fun ☺”*

*“It’s been so great with Eddie he really enjoys the Zoom cooking, it’s the only time he sits still for an hour!”*

*“**Thank you so much for all the support**, I have found this really helpful.”*

*“They have enjoyed the freedom to be with their friends in a **safe and secure environment.**”*

*“He has **gained confidence and new friends**. It has **made him feel grown up** and looks forward to attending each week.”*

**100%** of families agreed or strongly agreed that InterAct is making a difference for the young person

**98%** of families agreed or strongly agreed that InterAct is making a difference for the wider family

(Survey data: Jan – Mar 2021)

### Sammy’s story

Sammy is sixteen years old and attends a local special school in Chelmsford. He faces numerous challenges in his day-to-day life. Sammy has been a regular at InterAct’s club and activity sessions since September 2018, and he has come a long way since joining InterAct.

When he first came along to our sessions he struggled to listen and follow instructions, and needed the support of a one-to-one carer to help him moderate his behaviour. Over the course of just six months, as Sammy learnt how to manage this himself and began to understand when it was time to calm down, he no longer needed the one-to-one support of his carer.

During his time at InterAct Sammy has made lots of new friends and is always happy and smiling when he arrives. He is always very excited about any activity and is one of the first to get stuck in. His favourite activities include bowling, Clip n' Climb, making pizza, playing bingo and Xbox games with his friends. He also enjoys joining our virtual activities on Zoom.

Since joining InterAct Sammy's made lots of new friends, grown in confidence and developed amazing listening and communication skills. He is now one of the most confident in the group. Sammy has one of the warmest and kindest hearts of any sixteen year old, and it's a pleasure to spend time with him. He takes great pride in his positive behaviour and achievements.



**Sammy's mum – Jo:** *"Sammy has really enjoyed coming to Interact over the last few years. It has been fantastic for his confidence and independence. He really enjoys meeting up with his friends and loves the activities whether they are at the Centre or external trips. Over the last year Interact has been the only place that Sammy has gone without us (except school). This has given the rest of the family a chance to have some time together and a break from looking after Sammy. We have benefitted from this & his 2 brothers have appreciated the time, as Sammy often dominates our attention! The activities have helped Sammy with his speech and communication skills and the cooking and washing up etc that you often do, have been useful life skills. I think he has got better at interacting with his peers and taking turns when playing games. He loves seeing everybody each week".*

### EMOTIONAL MENTAL HEALTH & WELLBEING

#### Mental Health First Aid Training

**520** completed questionnaires - **520** learners satisfied - **100%** learner satisfaction  
(Learner satisfaction end-of-course questionnaires)

#### Learner feedback:

*"This course was excellent. It opened my eyes how many around me need help and have issues with mental health."*

*"Very informative, and Lesley was brilliant, loved the whiteboard sessions and even the breakaway rooms in Zoom."*

*"A huge understanding of a huge spectrum of mental health illness."*

*"Confidence to offer support and guidance to those with mental health problems."*

*"Clear insight in to how young people can deal with issues both positively and negatively."*

*"Loved it! Very knowledgeable trainer, interesting subject and a lot of activity and break out discussions to keep it interesting."*

*"Lots of resources, and more confidence in helping people."*

*"Knowledge of different symptoms, methods of support and services available. What to do in a crisis."*

*"It has really helped with terminology and dealing with difficult situations."*

*"It was a very helpful course."*

*"Brilliant and informative course. Delivered more than was expected. Tutor was extremely knowledgeable and approachable."*

*"A better understanding of the needs of others and to relate to various facets of mental health issues."*

*"I've gained confidence in dealing with people and also feel confident to signpost appropriately."*

*"Great course, books will be a good reference for the future."*

*"Be a good listener don't judge."*

### Feedback from Self-care & Resilience workshop attendees:

*“Amazing information and great variety of perceptions of common situations in life and how to overcome them positively.”*

*“Better ways to help myself.”*

*“How to deal with stress.”*

*“An understanding of my carers.”*

*“Useful course – **informative and interactive**. It was good for all levels, including those who have attended mental health courses before.”*

*“It was an **excellent course** and I really enjoyed it. Lesley delivered it very well considering it was on Zoom and a first time for most of us. She clearly helped us navigate the Zoom system.”*

*“I have **gained ideas and practical tips to build resilience**.”*

*“We’ve gained insight into how to be an effective listener; I **found this extremely useful** and learnt a lot of things which I will be taking forward.”*

*“Loved Lesley’s relaxed and welcoming manner, can definitely **take some of the techniques back to our nurture group** at school. Thank you so much.”*

*“More essential and more confident in myself and able to look after myself more.”*

*“The section on dopamine and serotonin on an adolescent brain, and helping children to manage this through connections was **really useful**.”*

*“I found the course really useful and I now **feel much better equipped to deal with current problems and stress levels**.”*

### FINANCIAL REVIEW

Results of the year to 31 March 2021 are set out in the statement of financial activities on page 19. In the challenging economic climate, with limited grant funding and statutory funding cuts a reality, the Trustees recognise that drawing on reserves is a strong likelihood in the coming year. We continue to look for cost savings where these can be achieved whilst maintaining the quality and safety of our services.

InterAct is dependent on a wide range of funding sources including grant making trusts, statutory agencies and community fundraising. We are indebted to all the individuals, families and organisations in the voluntary, social enterprise, statutory, and commercial sector for their continued support of the Charity’s work. Thank you to everyone who has given their time and support to InterAct without which we could not sustain our services. Included amongst these are:

CAMRA	Essex Police Choir	The Marriage Family
David Smith	Essex Youth Trust	National Lottery Community Fund
ECVYS	Greenfields Community Fund	Neighbourly Community Fund
Ethan & Karen Holmes	Happy Days Children’s Charity	Rotary Club of Chelmsford
Essex Association of Local Councils	J. Browne Construction	Shenfield Parochial Church
Essex Community Foundation	LB Insolvency Solutions	Baily Thomas Charitable Fund
Essex Lottery Supporters	Marks & Spencer, Westway	Chelmsford City Council

Organisations we have worked with, improving mental health in the workplace and in communities include: Barnardo’s - Basildon Parents 4 Parents - Braintree District Council - Brentwood Diocese - Castle Point CVS - Chelmsford CVS - Chelmsford Diocese - Citizens Advice Essex – Colchester Korban Project - Community 360 - Essex County Council - Essex Fire & Rescue - Extra Support for Families - First Site - First Stop - Futures in Mind - Home Start Essex - Hope House - Ideas Hub - Kintsugi Hope - Maldon & District CVS - MHFA England - Papworth Trust - Provide - Royal Deaf Association - Southend-on-Sea Borough Council - Swan Housing Association - Tendring District Council - Tendring District Primary Schools - West Essex CCG

A transfer of **£9,275** from the charity’s subsidiary, InterAct Projects Ltd, will be donated to the Charity within nine months of the year end.

**Reserves Policy**

The policy of the organisation continues to be a commitment to build upon unrestricted funds and maintain an appropriate level of reserves to safeguard the Charity's activities in the event of a significant shortfall in funding, thus allowing us time to consider how funding could be replaced, activities changed, or to manage a wind down of activities. Additionally we have a commitment and a responsibility to our staff and to partners working with us, to act responsibly as an employer and to provide assurance. The reserves policy also provides for designated funds, which the Trustees continually review.

The Trustees have reviewed the Charity's requirements for reserves, giving due consideration to the risks and opportunities and Trustees agreed that unrestricted funds should be a minimum of six months operating costs.

This would indicate a reserves level of approximately £190,000 based on budgeted expenditure for 2021/22. At March 2021 total unrestricted reserves stood at £299,726 including designated funds of £118,608. At the time of writing this report, Trustees had committed £25,000 of designated funds to supporting activities through 2021/22.

Reserves requirements are reviewed and updated monthly, and evaluated by Trustees at our quarterly Trustee meetings. The strategy is to continue to build unrestricted reserves through planned operating surpluses where possible.

**Pensions**

A provision for deficit contributions to the InterAct pension scheme is included within the accounts. The net present value of all future expected deficit contributions as at the year-end amounted to £5,744.

**Investment Policy**

Any surplus cash flow is moved from our current account into an interest bearing deposit account, maximising return, and minimising any potential risk.

**Pay Policy for Senior Staff**

The Charity's pay strategy is agreed by the Board of Trustees, including the remuneration of key management personnel, and is reviewed annually.

**PLANS FOR THE FUTURE**

Delivering safe, responsive, high quality, person-centred services continues to lie at the heart of our organisational strategy. Evidence shows that the number of young people with learning disabilities is expected to increase. Allied to this the number of people experiencing poor mental health continues to grow. We have yet to understand the longer term impact of the COVID-19 pandemic on peoples' mental health.

We will continue to focus on consolidating and strengthening our organisation to ensure we are well placed to meet identified needs.

- Continuing to build links with local organisations and businesses
- Developing use of technology
- Growing and adapting our services to meet identified need
- Improving monitoring and evaluation
- Preserving the high quality services and training we currently offer
- Reviewing and improving policies, procedures and management controls
- Diversifying our income
- Reviewing our strategy to ensure it is relevant, and sustainable in the post-pandemic environment
- Reviewing services introduced during lockdown, and considering continuation of these

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**STRUCTURE, GOVERNANCE AND MANAGEMENT****Governing Document**

InterAct is a company limited by guarantee. We were formed in 1992, and became a registered charity on the 12<sup>th</sup> August 1995. InterAct is registered as a charity with the Charity Commission for England and Wales, and is governed by its Memorandum and Articles of Association. The directors of the company are also charity Trustees for the purposes of charity law. Trustees are appointed by the Board of Trustees, in accordance with the Charity's governing document. In the event of the charitable company being wound up the liability of each member is limited to a maximum of £10.

**Appointment of Trustees**

The Trustees seek to build a Board with a diverse range of skills, experience and outlooks needed to provide effective direction and oversight, who can add new dimensions and fresh insights to our work. Trustees represent members of the community who can support and influence the objectives of the charity. Trustees are recruited as and when required through a variety of routes including word of mouth, promotion via newsletters, local community voluntary services and other networks. Trustees come from all walks of life bringing with them experience of the commercial sector, disability, education, safeguarding, social care, finance, marketing, personnel, social media and the voluntary sector. Regular skills audits are conducted to guide the recruitment of new Trustees. Prospective Trustees are invited to meet with the Chair of Trustees and the Chief Executive to discuss the responsibilities of being a Trustee and what they can bring to the organisation. Successful applicants are then invited to meet the Board, and proposed for election. All Trustees are subject to a satisfactory Disclosure and Barring Service check and give their time voluntarily.

**Induction and training**

Trustees are provided with an induction pack which includes details of their governance responsibilities and legal obligations, an overview of the operation of the charity, the Trustee decision-making process, strategic direction, key risks, recent financial performance and further information drawn from Charity Commission publications. The induction process also includes the opportunity to meet staff and visit operational activities.

**Organisational structure**

InterAct's Board of Trustees meets quarterly and are responsible for the strategic direction and policies of the charity. Sub-committees are formed as required and all report to the Board of Trustees. To facilitate effective operations the day-to-day management of the charity is delegated to the Chief Executive, who reports to the Board of Trustees, and to the Senior Management Team (SMT) who have lead areas of responsibility across the organisation and report to the Chief Executive. No employee received remuneration of more than £60,000 during the year.

**Related parties**

None of our Trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported, other than the donation from InterAct Projects Limited.

**Risk Management**

The Trustees in consultation with the Senior Management Team have a risk management strategy which identifies and assesses risks, prioritises them in terms of potential impact and likelihood of occurrence, and identifies controls to mitigate those risks.

Trustees regularly review the risks to which the charity could be exposed, particularly those related to the operations and finances of the charity. Trustees are satisfied that the charity has taken all reasonable steps to minimise risk, and has policies and procedures in place to mitigate exposure to the major risks. Risk management processes are subject to periodic review – and priorities adjusted as new risks arise and others become less significant. The challenging funding climate continues to highlight the need to maintain a tight control on expenditure and to have plans in place to reduce expenditure should the need arise.

**Trustees' responsibilities statement**

The Trustees (who are also directors of InterAct for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and United Kingdom Accounting Practice (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper 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 taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees and signed on its behalf by:

J Tweddell

.....  
John Tweddell  
Chair of Trustees

.....9 December.....2021

## InterAct Chelmsford Limited

### Independent Examiner's Report to the trustees of InterAct Chelmsford Limited ("the Company")

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I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021 which are set out on pages 19 to 38.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

**S Morrell**

.....  
Sandra Morrell FCCA  
Independent Examiner  
146 New London Road  
Chelmsford  
Essex, CM2 0AW

Date: 13 December 2021

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## InterAct Chelmsford Limited

### Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Other Comprehensive Income)

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
<b>Income and Endowments from:</b>					
Donations and grants	3	24,185	79,290	103,475	88,043
Charitable activities	4	17,280	233,120	250,400	296,351
Other trading activities	5	11,952	2,412	14,364	6,706
Investment income		172	-	172	547
Total income		<u>53,589</u>	<u>314,822</u>	<u>368,411</u>	<u>391,647</u>
<b>Expenditure on:</b>					
Raising funds		19,953	12,437	32,390	19,855
Charitable activities	6	-	274,335	274,335	357,355
Total expenditure		<u>19,953</u>	<u>286,772</u>	<u>306,725</u>	<u>377,210</u>
Net income		<u>33,636</u>	<u>28,050</u>	<u>61,686</u>	<u>14,437</u>
Net movement in funds		33,636	28,050	61,686	14,437
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>266,090</u>	<u>97,445</u>	<u>363,535</u>	<u>349,098</u>
Total funds carried forward	18	<u><u>299,726</u></u>	<u><u>125,495</u></u>	<u><u>425,221</u></u>	<u><u>363,535</u></u>

All of the charity's activities derive from continuing operations during the above periods.

**InterAct Chelmsford Limited**  
**(Registration number: 3087233)**  
**Balance Sheet as at 31 March 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	12	6,458	12,727
Investments	13	2	2
		<u>6,460</u>	<u>12,729</u>
<b>Current assets</b>			
Debtors	14	12,221	22,593
Cash at bank and in hand	15	435,088	371,375
		447,309	393,968
<b>Creditors: Amounts falling due within one year</b>	16	<u>(22,804)</u>	<u>(36,357)</u>
<b>Net current assets</b>		<u>424,505</u>	<u>357,611</u>
<b>Net assets excluding pension liability</b>		430,965	370,340
<b>Pension scheme liability</b>	17	<u>(5,744)</u>	<u>(6,805)</u>
<b>Net assets including pension liability</b>		<u>425,221</u>	<u>363,535</u>
<b>Funds of the charity:</b>			
<b>Restricted</b>		<u>125,495</u>	<u>97,445</u>
<b>Unrestricted income funds</b>			
Designated Funds		118,608	118,608
General Funds		186,862	154,287
Pension reserve		<u>(5,744)</u>	<u>(6,805)</u>
Total unrestricted funds		<u>299,726</u>	<u>266,090</u>
<b>Total funds</b>	18	<u>425,221</u>	<u>363,535</u>

For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

**InterAct Chelmsford Limited**  
**(Registration number: 3087233)**  
**Balance Sheet as at 31 March 2021**

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

The financial statements on pages 19 to 38 were approved by the trustees, and authorised for issue on 9 December 2021 and signed on their behalf by:

**J Tweddell**

.....  
John Tweddell  
Chairman and Trustee

## InterAct Chelmsford Limited

### Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net income		61,686	14,437
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		6,269	6,268
Investment income		(172)	(547)
		67,783	20,158
<b>Working capital adjustments</b>			
Decrease in debtors	14	10,372	8,631
Decrease in creditors	16	(1,316)	(5,902)
Decrease (increase) in retirement benefit obligation net of actuarial changes	17	(1,061)	(1,451)
Decrease in deferred income		(12,237)	(12,487)
Net cash flows from operating activities		63,541	8,949
<b>Cash flows from investing activities</b>			
Interest receivable and similar income		172	547
Purchase of tangible fixed assets	12	-	(18,995)
Net cash flows from investing activities		172	(18,448)
Net increase/(decrease) in cash and cash equivalents		63,713	(9,499)
Cash and cash equivalents at 1 April		371,375	380,874
Cash and cash equivalents at 31 March		435,088	371,375

All of the cash flows are derived from continuing operations during the above two periods.

# InterAct Chelmsford Limited

## Notes to the Financial Statements for the Year Ended 31 March 2021

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### 1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

### 2 Accounting policies

#### Summary of significant accounting policies and key accounting estimates

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

#### Statement of compliance

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 (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

#### Basis of preparation

InterAct Chelmsford Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

#### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### Group accounts not prepared

The charity has taken advantage of the exemption provided by Section 139 of the Charities Act 2011 not to prepare group accounts.

#### Income and endowments

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

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. Such income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **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. Expenditure includes any irrecoverable VAT.

#### ***Charitable activities***

Charitable activities include expenditure associated with the running of programmes and include both the direct costs and support costs relating to those activities.

#### **Support costs**

Support costs include management and administrative functions and have been recovered from programmes via an expenditure usage overhead. Support costs are allocated based upon the proportion of the directly attributable expenditure.

#### **Governance costs**

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

#### **Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	33% of cost
Fixtures & fittings	25% of cost
Motor vehicles	33% of cost

#### Fixed asset investments

Investments in subsidiaries are recorded at cost.

#### Trade debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and bank deposits.

#### Trade 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.

#### Fund structure

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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

#### Pensions and other post retirement obligations

The charity makes payments to TPT Retirement Solutions, which is a multi-employer defined benefit pension scheme accounted for as a defined contribution scheme. These payments include deficit contributions. Further information on the scheme is shown in the notes to the financial statements.

#### 3 Income from donations and grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations receivable	9,233	58,799	68,032	63,662
Government grants	-	20,491	20,491	-
Gift Aid donations from subsidiaries	14,952	-	14,952	24,381
	<u>24,185</u>	<u>79,290</u>	<u>103,475</u>	<u>88,043</u>

#### 4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Young People's Services and Emotional Mental Health & Wellbeing	17,280	219,783	237,063	250,367
Client and learner contributions	-	13,337	13,337	45,984
	<u>17,280</u>	<u>233,120</u>	<u>250,400</u>	<u>296,351</u>

#### 5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Other income	11,952	2,412	14,364	6,706
	<u>11,952</u>	<u>2,412</u>	<u>14,364</u>	<u>6,706</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 6 Expenditure on charitable activities

	<b>Activity undertaken directly £</b>	<b>Activity support costs £</b>	<b>2021 £</b>
Young People's Services	143,747	42,459	186,206
Emotional Mental Health & Wellbeing	74,927	13,202	88,129
	<u>218,674</u>	<u>55,661</u>	<u>274,335</u>

	<b>Activity undertaken directly £</b>	<b>Activity support costs £</b>	<b>2020 £</b>
Young People's Services	242,683	44,200	286,883
Emotional Mental Health & Wellbeing	58,937	11,535	70,472
	<u>301,620</u>	<u>55,735</u>	<u>357,355</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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During the year, £274,335 (2020: £357,355) of expenditure on charitable activities was restricted and £Nil (2020: £Nil) was unrestricted.

#### 7 Analysis of governance and support costs

##### Support costs allocated to charitable activities

	<b>Governance costs</b>	<b>Staff costs</b>	<b>Administration costs</b>	<b>Total 2021</b>	<b>Total 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Young People's Services	2,700	29,576	10,183	42,459	44,200
Emotional Mental Health & Wellbeing	800	9,196	3,206	13,202	11,535
	<u>3,500</u>	<u>38,772</u>	<u>13,389</u>	<u>55,661</u>	<u>55,735</u>

##### Governance costs

	<b>Total 2021</b>	<b>Total 2020</b>
	<b>£</b>	<b>£</b>
Independent examiner fees		
Examination of the financial statements	1,850	1,850
Other fees paid to examiners	1,650	1,650
	<u>3,500</u>	<u>3,500</u>

#### 8 Government grants

During the year the Charity received Job Retention Scheme income to help cover the costs of furloughed employees.

The amount of grants recognised in the financial statements was £20,491 (2020 - £-).

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 10 Staff costs

The aggregate payroll costs were as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Staff costs during the year were:</b>		
Wages and salaries	205,070	221,584
Social security costs	13,477	16,540
Pension costs	11,321	12,202
	<u>229,868</u>	<u>250,326</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed by headcount was as follows:

	<b>2021</b>	<b>2020</b>
	<b>No</b>	<b>No</b>
Total	<u>20</u>	<u>20</u>

10 (2020 - 11) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £11,321 (2020 - £12,202).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £60,424 (2020 - £59,321).

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Motor vehicles £	Total £
<b>Cost</b>			
At 1 April 2020	143,623	40,495	184,118
Disposals	<u>(126,602)</u>	<u>(21,500)</u>	<u>(148,102)</u>
At 31 March 2021	<u>17,021</u>	<u>18,995</u>	<u>36,016</u>
<b>Depreciation</b>			
At 1 April 2020	143,623	27,768	171,391
Charge for the year	-	6,269	6,269
Eliminated on disposals	<u>(126,602)</u>	<u>(21,500)</u>	<u>(148,102)</u>
At 31 March 2021	<u>17,021</u>	<u>12,537</u>	<u>29,558</u>
<b>Net book value</b>			
At 31 March 2021	<u>-</u>	<u>6,458</u>	<u>6,458</u>
At 31 March 2020	<u>-</u>	<u>12,727</u>	<u>12,727</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 13 Fixed asset investments

##### Shares in group undertakings and participating interests

	Subsidiary undertakings £
<b>Cost</b>	
At 1 April 2020	<u>2</u>
At 31 March 2021	<u>2</u>
<b>Net book value</b>	
At 31 March 2021	<u><u>2</u></u>
At 31 March 2020	<u><u>2</u></u>

##### Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Subsidiary	Country of incorporation	Holding	Proportion of voting rights and shares held	
InterAct Projects Limited	England and Wales	Ordinary	100%	Manages Moulsham Mill Business Centre

##### Other information

The profit for the financial period of InterAct Projects Limited was £9,275 (2020 - £14,952) and the aggregate amount of capital and reserves at the end of the period was £15,855 (2020 - £21,532).

During the year, InterAct Project Limited (Company number 02772864) paid InterAct Chelmsford Limited donations of £14,952 (2020: £24,381) under Gift Aid.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 14 Debtors

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Trade debtors	7,625	9,220
Due from group undertakings	3,746	11,220
Other debtors	850	2,153
	<u>12,221</u>	<u>22,593</u>

#### 15 Cash and cash equivalents

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	<u>435,088</u>	<u>371,375</u>

#### 16 Creditors: amounts falling due within one year

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Trade creditors	2,388	1,634
Other taxation and social security	4,041	4,629
Other creditors	3,866	3,849
Accruals	4,000	5,499
Deferred income	8,509	20,746
	<u>22,804</u>	<u>36,357</u>
	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 April 2020	20,746	33,233
Resources deferred in the period	8,509	20,746
Amounts released from previous periods	<u>(20,746)</u>	<u>(33,233)</u>
Deferred income at year end	<u>8,509</u>	<u>20,746</u>

Deferred income relates to grants provided to the Charity to be used for future activities or where conditions have not yet been fulfilled.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 17 Pension and other schemes

##### Defined benefit pension schemes

##### TPT Retirement Solutions

The charity participates in a pension scheme administered by TPT Retirement Solutions (formerly The Pensions Trust), a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity 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 charity 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.

The date of the most recent comprehensive actuarial valuation was 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee of the scheme has asked the participating employers to pay additional contributions to the scheme as follows:

Total deficit contributions from all participating employers :  
From 1 April 2019 to 31 January 2025: £11,234,000 per annum

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised 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 this note. The unwinding of the discount rate is recognised as a finance cost.

##### **Reconciliation of opening and closing provisions:**

The amounts recognised in the statement of financial position are as follows:

	2021	2020
	£	£
Present value of defined benefit obligation	<u>5,744</u>	<u>6,805</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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Changes in the provision are as follows:

	<b>2021</b>
	<b>£</b>
Present value at start of year	6,805
Interest cost	154
Actuarial gains and losses	196
Contributions by scheme participants	<u>(1,411)</u>
Present value at end of year	<u><u>5,744</u></u>

#### ***Principal actuarial assumptions***

The principal actuarial assumptions at the statement of financial position date are as follows:

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Discount rate	<u>.66</u>	<u>2.53</u>

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 18 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>				
General funds	147,482	53,589	(19,953)	181,118
<b>Designated funds</b>				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	<u>118,608</u>	<u>-</u>	<u>-</u>	<u>118,608</u>
<b>Total Unrestricted</b>	<u>266,090</u>	<u>53,589</u>	<u>(19,953)</u>	<u>299,726</u>
<b>Restricted</b>				
Young People's Services	67,616	209,930	(201,723)	75,823
Emotional Mental Health & Wellbeing	29,829	104,892	(85,049)	49,672
	<u>97,445</u>	<u>314,822</u>	<u>(286,772)</u>	<u>125,495</u>
<b>Total restricted</b>	<u>97,445</u>	<u>314,822</u>	<u>(286,772)</u>	<u>125,495</u>
<b>Total funds</b>	<u>363,535</u>	<u>368,411</u>	<u>(306,725)</u>	<u>425,221</u>

The specific purposes for which the funds are to be applied are as follows:

#### Designated Funds

The trustees have designated a Development fund to provide funds to assist the creation of new projects and the extension of existing ones. This is in accordance with trustees' policy on reserves.

The Capital Appeal Fund is for accessible adaptations, refurbishment and renovation of the "Aspire Centre".

#### Restricted Funds

Emotional Mental Health & Wellbeing: Funds given specifically to promote emotional mental health and wellbeing have been targeted at areas to build resilience.

Young People's Services: Funds given to support our work primarily with young people with learning disabilities.

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

**Prior year:**

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
<b>Unrestricted funds</b>				
<i>Unrestricted funds</i>				
General funds	122,192	38,666	(13,376)	147,482
<i>Designated funds</i>				
Development fund	117,608	-	-	117,608
Capital Appeal fund	1,000	-	-	1,000
	118,608	-	-	118,608
<b>Total unrestricted funds</b>	240,800	38,666	(13,376)	266,090
<b>Restricted</b>				
Young People's Services	79,965	274,534	(286,883)	67,616
Emotional Mental Health & Wellbeing	28,333	78,447	(76,951)	29,829
<b>Total restricted funds</b>	108,298	352,981	(363,834)	97,445
<b>Total funds</b>	349,098	391,647	(377,210)	363,535

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

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#### 19 Analysis of net assets between funds

##### Current year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2021 £
Tangible fixed assets	6,458	-	-	6,458
Fixed asset investments	2	-	-	2
Current assets	203,206	118,608	125,495	447,309
Current liabilities	(22,804)	-	-	(22,804)
Pension scheme liability	(5,744)	-	-	(5,744)
Total net assets	<u>181,118</u>	<u>118,608</u>	<u>125,495</u>	<u>425,221</u>

##### Prior year:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds at 31 March 2020 £
Tangible fixed assets	12,727	-	-	12,727
Fixed asset investments	2	-	-	2
Current assets	177,915	118,608	97,445	393,968
Current liabilities	(36,357)	-	-	(36,357)
Pension scheme liability	(6,805)	-	-	(6,805)
Total net assets	<u>147,482</u>	<u>118,608</u>	<u>97,445</u>	<u>363,535</u>

#### 20 Related party transactions

During the year the charity made the following related party transactions:

##### **InterAct Projects Limited**

In the year ended 31 March 2021 InterAct Projects Limited donated £14,952 (2020: £24,381) to the charity under Gift Aid. At the balance sheet date the amount due from InterAct Projects Limited was £3,746 (2020 - £11,220).

## InterAct Chelmsford Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 21 Prior year Statement of Financial Activities

	Note	Unrestricted £	Restricted £	Total 2020 £
<b>Income and Endowments from:</b>				
Donations and grants	3	31,413	56,630	88,043
Charitable activities	4	-	296,351	296,351
Other trading activities	5	6,706	-	6,706
Investment income		547	-	547
Total income		<u>38,666</u>	<u>352,981</u>	<u>391,647</u>
<b>Expenditure on:</b>				
Raising funds		13,376	6,479	19,855
Charitable activities	6	-	357,355	357,355
Total expenditure		<u>13,376</u>	<u>363,834</u>	<u>377,210</u>
Net income/(expenditure)		<u>25,290</u>	<u>(10,853)</u>	<u>14,437</u>
Net movement in funds		25,290	(10,853)	14,437
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>240,800</u>	<u>108,298</u>	<u>349,098</u>
Total funds carried forward	18	<u><u>266,090</u></u>	<u><u>97,445</u></u>	<u><u>363,535</u></u>