

Financial Statements

Bryson Care

For the year ended 31 March 2024



Registered number: NI606733

Charity number: 100809

Bryson Care
(A company limited by guarantee)

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Bryson Care

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 March 2024**

Trustees

N Meier (Chair)
J Robinson
E Joudeh
S Healy
N Dick

Company registered number

NI606733

Charity registered number

100809

Registered office

2 Rivers Edge, 13-15 Ravenhill Road, Belfast, BT6 8DN

HMRC charity number

XT 18920

Independent auditor

Grant Thornton (NI) LLP, 12 - 15 Donegall Square West, Belfast, BT1 6JH

Bankers

AIB, 11 - 15 Donegall Square North, Belfast, BT1 5JA

Danske Bank, 183 Donegall Square West, Belfast, BT1 6JS

Solicitors

Tughans, The Ewart, 3 Bedford Square, Belfast, BT2 7EP

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Trustees' annual report For the year ended 31 March 2024

The Trustees are pleased to present their annual Director's Report together with the financial statements of the Charity for the year ending 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act (NI) 2008, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015).

Key Management Personnel

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Head of HR	Gail Wright (appointed 14 August 2023)
Director	Jo Marley (stood down 31 March 2024)
Interim Director	Joanne Neill (appointed 1 January 2024)

Objectives and activities

Bryson Care has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

- Home-based personal care for vulnerable adults.
- Home based Family support services to children and young people and their caregivers.
- Advocacy support for adults with learning difficulties and their caregivers.
- Housing support for Irish Travellers.
- Advice and support to those seeking Asylum and Refuge
- Practice learning for student social workers.
- A new community-based Trauma program.

Achievements and performance

Over the course of the 12-month period to 31st March 2024, Bryson Care underwent some planned organisational and structural change. In the first half of the year the Care company continued to provide high quality tertiary and early intervention Family Services to Health and Social Care Trusts and the Childcare Partnership. Crisis intervention and sustainable 'Healthy Futures' programmes delivered positive change to over 938 people. From October onwards Family Services transferred to Bryson Energy company which has responsibility for the delivery of long- term root cause interventions, where the service thrives and continues to develop community based preventative projects. The Asylum Advice Service, sub-contacted from Migrant Help transitioned back to them at the end of August 2023. All staff were accommodated within the new arrangements. Bryson Care's succession planning ensured a smooth transition in its significant leadership change, including at directorial level.

Domiciliary Care services in Belfast and Western Health and Social care Trusts remained in great demand and we were responsive to service user needs. We received high standard Inspection reports and excellent service user and carer feedback. Our 'Rapid Response' team played a key role in timely discharge from hospital, benefiting both service users and the Belfast Trust. Our Independent Advocates have responded to a greater demand for their service across all five Trust areas and were highly engaged in supporting carers and service users with resettlement from Muckamore Abbey Hospital.

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Trustees' annual report (continued) For the year ended 31 March 2024

The effectiveness of our ongoing support to those in greatest need impacted by the continued cost of living crisis was acknowledged by further charitable donations. As a result, Bryson Care was able to relieve the extreme financial pressures of +14,500 households across Northern Ireland. Using our triage model we were also able to link those with multiple needs with our root cause resources.

Our regional response to those displaced persons from Ukraine and Afghanistan continued and we were involved with our statutory and voluntary sector partners in establishing resettlement locations across a greater range of local council areas. Social Work education remained a central theme to our work with an increasing exposure to practice learning opportunities in community settings, which added an extra dimension to understanding collective needs. We continued our exciting innovative work with a renowned international expert in the field of transgenerational collective community trauma. We developed a relationship with two Belfast interface communities greatly affected by the 'Troubles' and our two active pioneer groups are very engaged in our journey towards 'Healing Together'.

Principal source of funding

Bryson Care operate a range of public sector contracts primarily through Health and Social Care Trusts and Public Sector funded bodies. This is an area that continues to grow and excel. This year we have been successful in receiving donations from the private sector and we will continue to identify opportunities for a diversification of income streams to achieve our five-year growth strategy.

Financial review

The financial year to 31 March 2024 shows a continuous upwards movement for Bryson Care, revenue recognised of £18.5m over the year. Improved surplus has been generated within this growth. The overall margin of 4.1% marks further improvement over the previous year's 3.6%. The largest overhead continues to be staff costs totalling £10.1m in the year down from £10.4m in 2022/23. New opportunities are explored and costs continue to be tightly monitored for the continued strong financial performance of Bryson Care.

Reserves Policy and Going Concern

Reserves are needed to bridge the timing gap between spending and receiving of income and to cover unplanned temporary shortfalls in income should they arise. Holding adequate reserves safeguards the provision of our services in the event of unexpected significant financial pressures. The Trustees consider that the ideal level of reserves would be a minimum of three months expenditure. For Bryson Care, unrestricted reserves freely available to spend, therefore in the form of investments, cash or cash equivalents not held for restricted purposes or designed projects having improved year on year, are below this target level. However, ambitious strategic plans and focused key performance indicators will grow reserves and ensure that the going concern assumption is appropriate.

Plans for future periods

Going forward next year Bryson Care plans to

- Grow its market share of Domiciliary Care provision, increasing access to its high-quality service.
- Recruit and train an increased number of Independent Advocates to service the growing need for people with reduced capacity to be supported with ensuring an understanding of their rights.
- Widen the scope of practice learning opportunities for Social Work students, alongside our relationships with a range of universities.
- Engage a further two communities in our Healing collective Trauma initiative and deliver a Trauma Education programme internally and externally.
- Make strides forward in our Advanced care model drawing on international best practice.

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**Trustees' annual report (continued)
For the year ended 31 March 2024**

Principal risks and uncertainties

Bryson Care continues to respond with organisational scrutiny and governance to mitigate and circumvent risks and uncertainties. To maintain the necessary highest operational, contractual, and regulatory standards we use internal KPI's, policy management, training and internal and external audit and inspection. To diversify income and reduce dependence on statutory income we measure results and work closely with the development team to attract and assure donors and potential donors of our efficacy. We have effective leadership and together with Trustees we are vigilant and strategic.

Structure, Governance and management

Structure

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries under parent charity: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

Governing Document

Bryson Care is a company limited by guarantee governed by its Memorandum and Articles of Association. Bryson Care is a registered charity with the Charity Commission for Northern Ireland.

Bryson Care is part of the Bryson Charitable Group and operates within the governance structures of the Group. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association and within the terms of delegated authority from the Member, Bryson Charitable Group.

Bryson Care operates in close partnership with its parent charity, Bryson Charitable Group, and its fellow subsidiaries Bryson Energy and Bryson Recycling. It also works as part of a consortium with Barnardo's and Extern to assist the Northern Ireland Refugee Resettlement project.

The Board meets on a quarterly basis, and has set out a Statement of Reserved Matters clearly identifying those matters which require decision by the Trustees. At each Board meeting the Trustees review Management Accounts and a Director's Report. The Director's Report allows the Trustees to monitor performance against the agreed annual plan.

While the Trustees are responsible for the strategic planning of Bryson Care, day-to-day management is undertaken by key management personnel within the organisation, including Jo Marley (Director of Care), Shane Logan (CEO), and Moya Johnston (CFO). These management duties include short term financial, operational and structural decision making to align with the strategic plans prepared by the Trustees.

The Board reviews its own and the effectiveness of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Appointment of Trustees

The Board Membership of Bryson Care was as follows:

- Nuala Meier (Chair)
- Elias Joudeh
- Janet Robinson
- Siofra Healy
- Noel Dick

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Trustees' annual report (continued) For the year ended 31 March 2024

The Chairman and the Trustees recruit and select new Trustees as needed with the assistance of the Bryson Charitable Group 'Governance and Nominations Committee'. New Trustees are recruited on the relevance of their professional skills, and their potential to be able to make a helpful contribution to the governance of the Charity. As part of the recruitment process they are made aware of a Trustees' legal obligation under Charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the Charity. An exercise has been undertaken to review tenure and skills of Trustees, and the recruitment need going forward on a long-term basis.

Internal Controls:

Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Executive Team of Bryson Charitable Group and the Bryson Care Board. A programme of internal audits is in place and planned on a three year cycle.

The systems of internal control are designed to provide reasonable, but not absolute assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results, variances from budgets, non-financial performance indicators and benchmarking reviews;
- Delegation of day-to-day management within authority limits and segregation of duties.

Risk Management:

Formal risk management processes to assess business risks and implement risk management strategies are in place. This involves identifying the types of risk the Charity faces, prioritising them in terms of potential impact and likelihood of occurrence and identifying means of mitigating the risks. As part of this process the Trustees have reviewed the adequacy of the Charity's current internal controls and the costs of operating particular controls relative to the benefits obtained. Procedures have been established for reporting failings immediately to appropriate levels of management and to the Trustees.

Reserves:

As a matter of policy, each year the Trustees review the value of the reserves retained in the form of investments, cash and cash equivalents not held for restricted purposes or designated projects. The Trustees consider the Charity's exposure to major risks in terms of their likely impact on its income sources and planned expenditure in the short to medium term, as well as assessing the best way to mitigate such risks. This will include analysis of short term setbacks; regular short term fluctuations; growth plans within the Charity and risks identified within the Corporate Risk Register. The major threat to income is the loss of contractual income from service provision, along with any decline in grants received.

Arrangements for setting pay and remuneration of key management personnel:

The senior management team of the Charity are in charge of directing and controlling, running and operating the Charity on a day to day basis and together with the Trustees comprise the key management personnel of the Charity. All Trustees give of their time freely and no Trustee received remuneration within the year.

The remuneration of staff including the senior management team is reviewed annually by the Bryson Charitable Group 'Governance and Nominations Committee'. The Committee comprises of Trustees who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least bi-annually and is charged with reviewing an annual award for all staff.

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**Trustees' annual report (continued)
For the year ended 31 March 2024**

Trustees' responsibilities in relation to the financial statements

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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 applicable Charities SORP;
- Make judgments and accounting 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 appropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclose to our auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Approved by order of the members of the board of Trustees on
behalf by:

12th Dec '24

and signed on their



N Meier
(Chair of Trustees)

Independent auditor's report to the members of the board of Bryson Care

Opinion

We have audited the financial statements of Bryson Care, which comprise the Statement of financial activities, the Balance sheet and the Statement of cash flows for the financial year ended 31 March 2024, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, Bryson Care's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the as at 31 March 2024 and of its incoming resources for the financial year then ended; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ('ISAs (UK)') and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Independent auditor's report to the members of the board of Bryson Care (continued)

Other information

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's report thereon, including the Trustees' annual report. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report.

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

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



Independent auditor's report to the members of the board of Bryson Care (continued)

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the charity's financial reporting process.

Independent auditor's report to the members of the board of Bryson Care (continued)

Responsibilities of the auditor for the audit of the financial statements

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

A further description of an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

Based on our understanding of the charity and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statements.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- inspection of the charity's regulatory and legal correspondence and review of minutes of board meetings during the year to corroborate inquiries made;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;



Independent auditor's report to the members of the board of Bryson Care (continued)

- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of trade debtors; the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls

The purpose of our audit work and to whom we owe our responsibilities

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

Neal Taylor

Neal Taylor (Senior statutory auditor)

for and on behalf of
Grant Thornton (NI) LLP

Chartered Accountants
Statutory Auditors

Belfast
Date: 12 December 2024

Bryson Care**(A company limited by guarantee)****Statement of financial activities (incorporating income and expenditure account)****For the year ended 31 March 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Government grant income	4	-	3,960	3,960	31,165
Charitable activities	5	11,236,157	7,243,582	18,479,739	19,270,581
Other income	6	19,560	-	19,560	-
Total income		11,255,717	7,247,542	18,503,259	19,301,746
Expenditure on:					
Charitable activities		10,248,340	7,504,152	17,752,492	18,608,177
Total expenditure		10,248,340	7,504,152	17,752,492	18,608,177
Net income		1,007,377	(256,610)		
Transfers between funds		(6,223)	6,223		
Net movement in funds		1,001,154	(250,387)	750,767	693,569
Reconciliation of funds:					
Total funds brought forward		1,073,667	307,569	1,381,236	687,667
Net movement in funds		1,001,154	(250,387)	750,767	693,569
Total funds carried forward		2,074,821	57,182	2,132,003	1,381,236

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 29 form part of these financial statements.

Bryson Care

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Registered number: NI606733

Balance sheet

For the year ended 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	<u>74,285</u>	<u>107,224</u>
		74,285	107,224
Current assets			
Debtors	12	2,151,642	1,937,451
Cash at bank and in hand	18	<u>2,165,780</u>	<u>1,586,771</u>
		4,317,422	3,524,222
Creditors: amounts falling due within one year	13	<u>(2,259,704)</u>	<u>(2,250,210)</u>
Net current assets		2,057,718	1,274,012
Total net assets		<u>2,132,003</u>	<u>1,381,236</u>
Charity funds			
Restricted funds	14	57,182	307,569
Unrestricted funds	14	2,074,821	1,073,667
Total funds		<u>2,132,003</u>	<u>1,381,236</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on
signed on their behalf by:

12th Dec '24



N Meier
(Chair of Trustees)

Company number: NI606733

The notes on pages 15 to 29 form part of these financial statements.

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Statement of cash flows

For the year ended 31 March 2024

	2024	2023
Note	£	£
Cash flows from operating activities		
Net cash provided by operating activities	17 <u>585,057</u>	<u>817,167</u>
Cash flows from investing activities		
Purchase of tangible assets	<u>(6,048)</u>	<u>(44,232)</u>
Net cash used in investing activities	<u>(6,048)</u>	<u>(44,232)</u>
Change in cash and cash equivalents in the year	579,009	772,935
Cash and cash equivalents at the beginning of the year	1,586,771	813,836
Cash and cash equivalents at the end of the year	18 <u><u>2,165,780</u></u>	<u><u>1,586,771</u></u>

The notes on pages 15 to 29 form part of these financial statements.

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Notes to the financial statements

For the year ended 31 March 2024

1. General information

Bryson Care is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI606733 and charity registration number of NIC100809.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 ('SORP').

Bryson Care meets the definition of a public benefit entity under FRS 102.

On 30 September 2019 the charity entered into a charity combination with Bryson Intercultural Limited, which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the charity's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

2.2 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

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Notes to the financial statements

For the year ended 31 March 2024

2. Accounting policies (continued)

2.3 Income

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 income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants of a revenue nature are recognised in the statement of financial activities in the same period as the related expenditure.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.4 Interest Income

Interest income is recognised in profit or loss as it accrues.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

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Notes to the financial statements

For the year ended 31 March 2024

2. Accounting policies (continued)

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees, costs of legal advice for trustees and costs linked to the strategic management of the charity, including trustee meetings.

All expenditure is inclusive of irrecoverable VAT.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office equipment	- 25%	Straight line
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2.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.8 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.9 Debtors

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

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Bryson Care

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Notes to the financial statements

For the year ended 31 March 2024

2. Accounting policies (continued)

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.12 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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Notes to the financial statements

For the year ended 31 March 2024

3. Critical accounting estimates and areas of judgement

The preparation of these financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement:

a) Recoverability of debtors

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

b) Long term contract accounting

Estimates are made in respect of the financial outcome of long term contracts. When unavoidable costs of fulfilling a contract are expected to exceed committed and discretionary costs a contract is deemed onerous and a provision is recognised immediately.

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Notes to the financial statements

For the year ended 31 March 2024

4. Income from other government grant funding

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Grants	3,960	-	3,960
Total 2024	3,960	-	3,960

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Grants	506	30,659	31,165
Total 2023	506	30,659	31,165

5. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Advocacy	-	241,780	241,780
Choice housing	35,889	-	35,889
NIRRC	2,660,436	-	2,660,436
CLERI	3,342,472	-	3,342,472
Domestic care	-	10,282,497	10,282,497
Family support	-	641,761	641,761
Migrants advice	84,640	-	84,640
NIHE Floating support	85,170	-	85,170
Sure start	851,822	-	851,822
Students unit	183,153	2,600	185,753
Total care	-	67,519	67,519
Total 2024	7,243,582	11,236,157	18,479,739

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****5. Income from charitable activities (continued)**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Advocacy	-	228,475	228,475
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Other	600	5,340	5,940
Adults care	-	67,460	67,460
NIRRC	2,188,401	37,967	2,226,368
CLERI	3,725,894	-	3,725,894
Directors office	-	159,271	159,271
Domestic care	-	9,700,646	9,700,646
EVS	-	150,652	150,652
Family support	-	801,359	801,359
FCI	90,000	-	90,000
NIHE Floating support	88,301	-	88,301
Migrants advice	145,773	-	145,773
Sure start	851,666	-	851,666
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Total 2023	7,992,269	11,278,312	19,270,581

6. Other Income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Income from deposits	-	19,560	19,560
Total 2024	-	19,560	19,560

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Income from deposits	-	-	-
Total 2023	-	-	-

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Notes to the financial statements

For the year ended 31 March 2024

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Charitable activities	17,312,177	416,803	17,728,980
Governance costs	-	23,512	23,512
Total 2024	17,312,177	440,315	17,752,492

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Charitable activities	18,173,067	378,912	18,551,979
Governance costs	-	56,198	56,198
Total 2023	18,173,067	435,110	18,608,177

Analysis of support costs

	2024 £	Total funds 2024 £
Staff costs	416,803	416,803
Governance support costs	23,512	23,512
Total 2024	440,315	440,315

	2023 £	Total funds 2023 £
Staff costs	378,912	378,912
Governance support costs	56,198	435,110
Total 2023	435,110	435,110

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****8. Operating surplus**

The operating surplus is stated after charging:

	2024	2023
	£	£
Auditor's remuneration	17,500	20,000
Operating lease rental expenses	156,418	159,655
Depreciation of tangible fixed assets	38,987	30,744
Interest on bank loans and overdrafts	2,990	2,989
	<u>184,900</u>	<u>293,388</u>

9. Staff costs

	2024	2023
	£	£
Wages and salaries	9,218,416	9,553,650
Social security costs	690,153	696,143
Contribution to defined contribution pension schemes	184,900	192,340
	<u>10,093,469</u>	<u>10,442,133</u>

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Employees	<u>593</u>	<u>662</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	1	-
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-

Key management personnel include all Directors and Assistant Directors in the charity. The total compensation paid to key management personnel for services provided to the charity was £333,673 (2023: £232,576).

Bryson Care

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Notes to the financial statements

For the year ended 31 March 2024

10. Trustees' remuneration and expenses

No trustee or person connected to a trustee was in receipt of remuneration, travel and subsistence costs or received payments for professional services in the year (2023: £Nil)

11. Tangible fixed assets

	Office equipment £
Cost or valuation	
At 01 April 2023	152,001
Additions	6,048
At 31 March 2024	<u>158,049</u>
Depreciation	
At 01 April 2023	44,777
Charge for the year	38,987
At 31 March 2024	<u>83,764</u>
Net book value	
At 31 March 2024	<u>74,285</u>
At 31 March 2023	<u>107,224</u>

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****12. Debtors**

	2024	2023
	£	£
Due within one year		
Trade debtors	561,692	393,681
Amounts owed by group undertakings	1,038,380	859,626
Other debtors	22,522	8,120
Prepayments and accrued income	529,048	676,024
	<u>2,151,642</u>	<u>1,937,451</u>

13. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	248,524	318,822
Amounts owed to group undertakings	135,873	-
Other taxation and social security	131,463	136,799
Accruals	1,355,580	1,447,096
Other creditors	52,476	40,240
Deferred income	335,788	307,253
	<u>2,259,704</u>	<u>2,250,210</u>

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Statement of funds**

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds - all funds	1,073,667	11,255,717	(10,248,340)	-6,223	2,074,821
Restricted funds					
Mason Bibby	100	-	-	-	100
Jaffe	1,531	-	-	-	1,531
Vulnerable Refugees	850	-	-	-	850
Family Support Appeal	38,760	-	-	-	38,760
Bryson Trust fund	15,941	-	-	-	15,941
Choice Housing	18,891	35,889	(54,780)	-	-
Other	(2,371)	-	-	2,371	-
NIRRC	117,558	2,660,436	(2,777,994)	-	-
CLERI	14,782	3,342,472	(3,357,254)	-	-
DARE	(3,852)	-	-	3,852	-
FCI	90,000	-	(90,000)	-	-
Migrants advice	15,379	84,640	(100,019)	-	-
NIHE Floating Support	-	85,170	(85,170)	-	-
Sure Start	-	851,822	(851,822)	-	-
Students Unit	-	183,153	(183,153)	-	-
Domestic Care	-	3,960	(3,960)	-	-
	307,569	7,247,542	(7,504,152)	6,223	57,182
Total of funds	1,381,236	18,503,259	(17,752,492)	-	2,132,003

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****15. Summary of funds**

	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
General funds	1,073,667	11,255,717	(10,248,340)	(6,223)	2,074,821
Restricted funds	307,569	7,247,542	(7,504,152)	6,223	57,182
	1,381,236	18,503,259	(17,752,492)	-	2,132,003

16. Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£	£	£
Tangible fixed assets	74,285	-	74,285
Current assets	4,260,240	350,782	4,317,422
Creditors due within one year	(2,259,704)	(293,600)	(2,259,704)
Total	2,074,821	57,182	2,132,003

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
	£	£
Net income for the year (as per Statement of Financial Activities)	750,767	693,569
Adjustments for:		
(Increase)/Decrease in debtors	(214,191)	(918,836)
Increase/(decrease) in creditors	9,494	1,011,690
Depreciation of tangible fixed assets	38,987	30,744
Net cash provided by operating activities	585,057	817,167

Bryson Care**(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****18. Analysis of cash and cash equivalents**

	2024	2023
	£	£
Cash in hand	2,165,780	1,586,771
Total cash and cash equivalents	<u>2,165,780</u>	<u>1,586,771</u>

19. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	1,586,771	579,009	<u>2,165,780</u>

20. Analysis of changes in deferred income

	At 1 April 2023	Increase	At 31 March 2024
	£	£	£
Deferred income	307,253	28,535	<u>335,788</u>

During the year ended 31 March 2024, the charity recognised revenue of £307,253 from the previously recognised deferred income.

The difference between the opening and closing balances of the charity's deferred income primarily results from the timing difference between the charity's performance and the customer's billing.

21. Defined contribution plans

The charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities. The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £184,900 (2023: £192,340). The balance unpaid at the year-end amounted to £33,332 (2023: £39,631).

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Notes to the financial statements

For the year ended 31 March 2024

22. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	19,537	22,737
Later than 1 year and not later than 5 years	-	9,470
	<u>19,537</u>	<u>32,197</u>

23. Related party transactions

Key management personnel includes the board of trustees and all members of the charity's management. The compensation paid or payable to key management personnel in the year totalled £333,673 (2023: £232,576). There are a total of 11 individuals (2023: 9) considered to be part of the key management personnel group.

There were no transactions entered into with the trustees.

The Company has taken exemption from disclosing related party transactions under section 33 of FRS 102.

24. Comparative information

Comparative information has been reclassified where necessary to conform to the current financial year presentation.

25. Post balance sheet events

There are no post balance sheet events impacting the company.

26. Controlling party

Bryson Care is a wholly owned subsidiary of Byson Charitable Group, Company number NI001319 with a registered office at 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN. Both companies are incorporated in Northern Ireland. Financial statements are available from the Registrar of Companies in Belfast. Copies of the group financial statements are also available from this address.