

GEMS NORTHERN IRELAND LTD
Company Limited by Guarantee
Financial Statements
Year Ended 31 March 2023

Company No: NI059280
Charity NI No: 101125

GEMS NORTHERN IRELAND LTD
Company Limited by Guarantee
Table of Contents
Year Ended 31 March 2023

	Page
Company Information	3
Report of the Trustees	4 - 16
Report of the Independent Auditor	17 - 20
Statement of Financial Activities	21
Balance Sheet	22
Cash Flow Statement	23
Notes to the Financial Statements	24 - 30

GEMS NORTHERN IRELAND LTD
Company Limited by Guarantee
Company Information

Trustees	Mr D Collins (Chairperson) Ms L Boyd (Vice-Chair) Mr K Knox (Treasurer) Mr A Hamilton (Secretary) Mr L McNeill Ms J Murray Dr N Whelan Mr C Nugent Dr I Bailey
Address for Correspondence	34 Shaftesbury Square Belfast BT2 7DB
Registered Office	Ascot House 24-31 Shaftesbury Square Belfast BT2 7DB
Auditors	FPM Chartered Accountants 1-3 Arthur Street Belfast BT1 4GA
Bankers	Ulster Bank Limited 91-93 University Road Belfast BT7 1NG
Registered Charity No.	NIC101125
Registered Company No.	NI059280
Key Management	Mrs S Russam MBE, Chief Executive Ms A Downs, Director of Employment Services Mrs F Murray, Director of Corporate Services Mr S Atkinson, Director of Operations

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Report of the Trustees for the Year Ending 31st March 2023

The Trustees are pleased to present their Annual Directors Report together with the Consolidated Financial Statements of the Charity for the Year Ending 31st March 2023; which are also prepared to meet the requirements for a Directors Report and Accounts for Companies Act purposes.

Chairperson's Report

Welcome to our annual report for 2022/2023. During this period, we along with countless other organisations began the process of emerging out of the very necessary restrictions implemented to prevent the spread of Covid-19 and built upon the learning we achieved from our experience of delivering our service in challenging times. Notwithstanding those challenges, we have continued to move forward with our goal of securing a suitable base for delivering our services. We were delighted to be offered the opportunity to move to 34 Shaftesbury Square and greatly appreciate the support of VSB Foundation for their gracious offer. The standalone building has enabled us to further develop our services in line with our charitable objectives and has helped us to create a wonderful resource for our clients and other key stakeholders.

We work to help unemployed and economically inactive people to believe in themselves and recognise their own potential. Our knowledgeable, professional, committed and compassionate team work together to support, encourage and enable each person we work with to believe in themselves and their ability to secure sustainable employment and if required, transfer their skills to new opportunities in the ever-changing world of work.

We are committed to continuous improvement and development and always challenge ourselves to provide high quality, impartial, one-to-one careers information, advice and guidance that helps build a person's self-confidence, skills, motivation and their personal capacity for learning and work. In December 2022, we successfully bid for the Belfast Labour Market Partnership Gateway to Choices Service commissioned by Belfast City Council. This dynamic new service will see us supporting 1200+ Belfast residents with an employability/careers information, advice and guidance service which supports them to drive their own personal learning for work journey with the assistance of an impartial Gateway to Choices Adviser who will help them to choose their options from a 'live' choices menu of provision available to them. The Gateway to Choices Service set up phase was implemented January – March 2023 with the service scheduled to launch in April 2023.

We are delighted by our retention of quality marks/standards: matrix, ISO9001:2015, Investors in People and are currently working with Belfast City Council to become a 'Belfast Business Promise' accredited organisation.

Maintaining connections with our service beneficiaries, networks and other key stakeholders during 2022/2023 has been central to our organisational business strategy during this period of challenge and change. During this time we have worked within our business plan, driving our strategy and building our capacity to develop our programmes and services to meet current and future needs.

We believe in social value creation; this underpins our commitment to partnership working and collaboration that can make a difference to communities and lives. In the forthcoming year we will support unemployed adults to gain qualifications and work experience within GEMS NI preparing them for new career opportunities.

During 2022/2023 we have continued to work in the partnership delivery of our three main projects: Belfast Works, CO-MENT and Community Family Support Project. These projects completed at 31st March 2023 following Call 3 of the European Social Fund. Whilst we have been successful in securing funding from the UK

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Shared Prosperity Fund (UKSPF)-for the new Belfast Works Connect project, unfortunately we were unsuccessful in our application to take forward our project to support young people aged 16-24 who are not in education, employment or training. Whilst we are very disappointed given the success of our ESF CO-MENT project, we are moving forward to identify other funding sources to support this groundbreaking work.

During this year we completed our Erasmus+ projects which sadly, due to the UK exit from the European Union, represent our final participation in the Erasmus+ programme after 20 years of active involvement in Erasmus and its predecessor programmes. We are however taking forward our aim of establishing a GEMS Company and charity in Ireland.

GEMS NI Board continues to support the Chief Executive, Senior Management Team and all our staff to strive for continuous improvement and the ongoing development of innovative approaches designed to help people experiencing labour market disadvantage to move from long-term unemployment, economic inactivity and worklessness into sustainable employment. In this financial year we had 3 core aims to ensure that we continued to deliver a high quality, responsive service to those facing disadvantage in the labour market these were:

1. Establish GEMS Ireland as a Company and seek charitable status.
2. Merge with Farranshane Community Trust bringing Farranshane into GEMS NI.
3. Identify and secure fit for purpose premises for GEMS NI.

We are still working to set up a GEMS charitable Company in Ireland supported by three new Trustees who are based in and work in Ireland. Our work in this area has been stalled by funding challenges including potential redundancies as we moved from ESF funding to UKSPF. We hope to have this new charitable company in place on or before June 2024.

The merger with Farranshane Community Trust was completed on 18th April 2023 and we are currently working to develop new services for the area served.

We have moved to 34 Shaftesbury Square and are currently exploring opportunities for a longer term relationship with the VSB Trust and continued development of the premises.

I commend the dedication of the GEMS NI Board who have given their commitment and expertise thus ensuring the governance and accountability of the charity is central to its purpose and values. This, and the Board's steadfast support to the Chief Executive and Senior Management Team and staff of the organisation has contributed to the many positive results for the year.

During this year we have added three Ireland-based Trustees who all have a wealth of experience and expertise that will help GEMS NI to consolidate and build upon its charitable aims.

I commend the Chief Executive for her strategic vision and leadership in a challenging time for GEMS NI and all organisations working to support people to access sustainable employment. She and our Senior Management Team have supported our highly committed, compassionate and productive staff team to continue to deliver service excellence regardless of the precarious funding circumstances we and others currently operate within.

Notwithstanding all the challenges before us we have delivered a strong and unrelenting offer to those experience labour market disadvantage, consolidated our relationships with partners and other key stakeholders, successfully tendered for new business and achieved a modest surplus for the period.

I do not doubt there will be new challenges before us, and I do not doubt that we will meet and overcome these challenges in the 2023/2024 year before us.

Donal Collins
Chairperson

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Structure, Governance and Management

Governing Document

GEMS Northern Ireland Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 10th May 2006. It is registered as a charity with the Charity Commission for Northern Ireland, Charity No. NIC101125.

Appointment of Trustees

Trustees are elected at the Annual General Meeting by the members present.

Trustees 2022/2023

Mr D Collins	(Chairperson)
Ms L Boyd	(Vice-Chair)
Mr K Knox	(Treasurer)
Mr A Hamilton	(Secretary)
Mr L McNeill	
Dr N Whelan	
Ms J Murray	
Dr I Bailey	
Mr C Nugent	

Structure Governance and Management

Governing Document	Memorandum and Articles of Association
Constitution	Company Limited by Guarantee NI059280 Registered with the Charity Commission for Northern Ireland NIC101125
Bankers	Ulster Bank Limited
Solicitors	Edwards & Company
Auditors	FPM Accountants Limited

Trustee Induction and Training

New Trustees undergo a structured orientation process designed to brief them regarding their legal obligations under company law, the Charity Commission for Northern Ireland guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction process they meet other trustees, and key employees. Trustees are encouraged to attend appropriate training events such as those provided by CO3 and NICVA and where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets bi-monthly and there are sub-committees covering finance (which normally meets monthly) and Human Resources/Staffing which meets as required. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and programme development.

Related Parties and Co-operation with other organisations

None of our trustees receive remuneration or any other benefit from their work for the charity. Any connection between a trustee or senior manager of the charity with a supplier or sub-contractor must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Pay Policy for Senior Staff

The Board of Directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day to day basis. All the directors give their time freely and no director received remuneration in the year.

The pay of senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in organisations of a similar size run on a voluntary basis. The remuneration bench mark is the midpoint of the range paid for similar roles adjusted for the weighting of up to 30% for any additional responsibilities.

Risk Management

The trustees have a Risk Management Strategy which comprises of:

- Annual Review of the principal risks and uncertainties the charity faces;
- The Establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This process has identified that financial sustainability remains a key financial risk for the charity. A key element in the management of financial risk is the regular review of available liquid funds to settle the debts as they fall due; regular liaison with the bank and active management of debtors and creditors balances to ensure sufficient working capital by GEMS NI.

We also retain focus on non-financial risk arising from fire, health and safety of clients, staff and visitors.

These risks are managed by ensuring accreditation is up to date, having robust policies and procedures in place and regular awareness-raising for staff working in operational areas. Staff have received training in the safeguarding of children and adults at risk and suicide awareness.

General Data Protection Regulations (GDPR)

GEMS NI is registered with the Information Commissioners Office (ICO)

Reference Number: Z9462033 Tier: 1

Data Protection Officer: Mrs Francesca Murray, Director of Corporate Services

- GEMS NI systems and procedures reflect GDPR compliance
- The Data Protection Officer receives regular training/updates in relation to GDPR.
- All staff receive GDPR awareness training as part of the induction process

Our Purposes and Activities

The purposes of the Charity are:

- To improve the potential of the unemployed and especially the long-term unemployed to gain employment in the economy generally and specially in their own areas;
- To provide a structured programme of advice and support in career planning for those who are long-term unemployed;
- To support specific training, education, employment and work experience opportunities for the long-term unemployed which will help to promote their integration into the labour market;
- To provide additional support to facilitate participation in and benefit from education, including at primary level, for those at risk of early school leaving and under achievement leading to exclusion;
- To support and develop linkages between employers, local communities and the relevant support agencies;
- To enhance the capacity of local communities to participate fully in local development and to counter social exclusion.

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Our Purposes and Activities ctd...

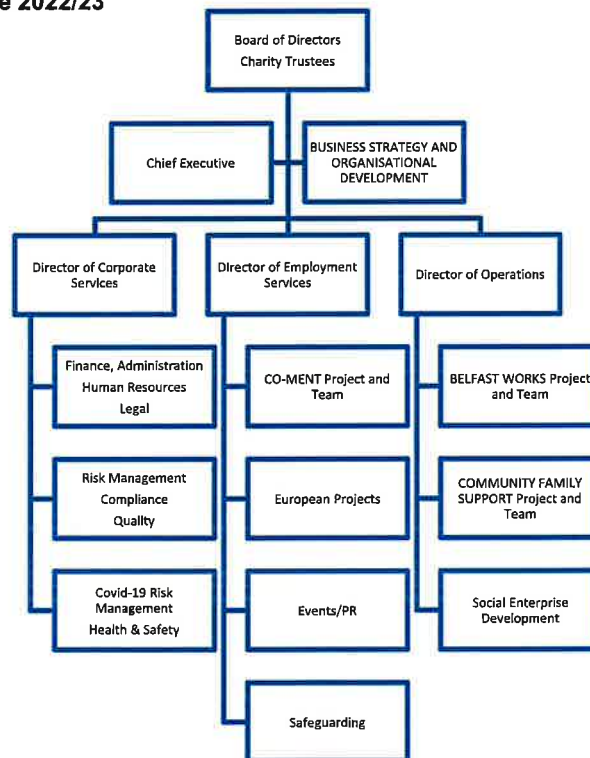
The overarching vision that informs the activities we undertake annually remains improving access to the labour market. We do this by challenging perceptions of employment and unemployment by providing high quality information, advice guidance and employment solutions to:

- People who experience labour market disadvantage
- Employers
- Policy makers and practitioners

The charity also has the general aim of contributing to the creation of social value through the provision of innovative employer-led employment and employability initiatives that provide meaningful opportunities for sustainable employment that specifically target and support long-term unemployed, economically inactive and workless people.

In determining our objectives for the year and planning our forward activities, the trustees remain mindful of the Charity Commission for Northern Ireland guidance on public benefit and have considered this guidance when developing our strategic and operational activities.

Organisation Structure 2022/23

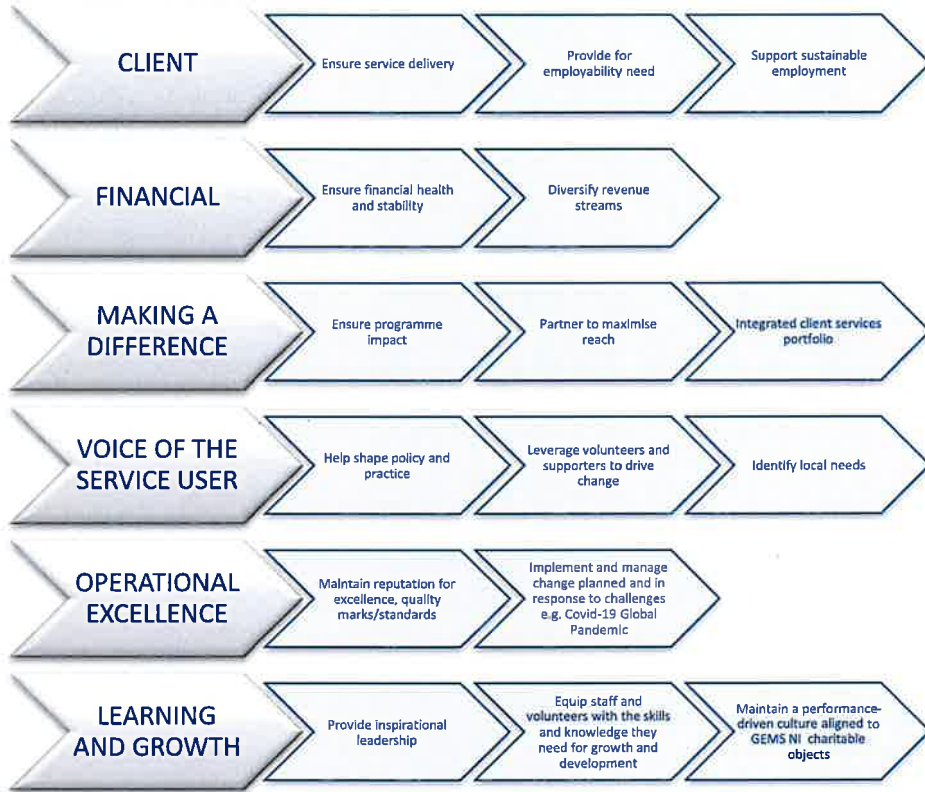


GEMS NORTHERN IRELAND LTD

Report of the Trustees
Year Ended 31 March 2023

GEMS NI DASHBOARD

The charity uses this 'dashboard' to assist it to reflect on progress and developments across its key objectives and to inform its business and operational plans.



Strategy to Action: Main Areas of Activity 2022/2023



GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Summary of GEMS NI Project Activity 2022/2023

The three main projects funded by the Northern Ireland European Social Fund all ended on 31st March 2023. A final summary is provided here:

Belfast Works Project

The Belfast Works project is an employability programme for people who are unemployed or economically inactive, not in training or education and who live in the city of Belfast. The project seeks to target those most removed from the labour market, including:

- People suffering from long-term sickness
- People looking after family and or home
- Lone parents
- Younger people with low skills / qualifications
- Those with poor / no previous work experience
- Long term unemployed
- Residents in the most severely disadvantaged areas of Belfast

The aim of the project is to support participants' personal and employability skills development and job search, with the aim of moving them into employment, education, or training.

The objectives for 2022-23 are to:

- Recruit and support 1,375 long term unemployed and 1,125 economically inactive beneficiaries
- Support a minimum of 33% of long term unemployed and 30% of economically inactive participants into employment
- Support a minimum of 5% of economically inactive participants into further education / training.

The project will be achieved by partnership delivery across Belfast by the Belfast Works consortium, who have been working collaboratively for the past 14+ years. Partners include:

1. Upper Springfield Development Trust (Lead), West Belfast
2. Impact Training, West Belfast
3. **GEMS NI, South Belfast and North Belfast**
4. Ashton Community Trust, North Belfast
5. East Belfast Mission, East Belfast

Net Eligible Project Expenditure	£3,580,134.98	£3,051,746.85	-14%	This variation was due to unfilled posts particularly as the programme drew closer to the end of the Call as staff began to resign due to securing permanent posts externally.
Belfast Works Project	Target	Actual	Note	
Participants Enrolled	2,493	2,591	Target Exceeded	
Participants– Into Employment	786	901	Target Exceeded	
Participants remaining in Employment after 6 months	16%	32%	Target Exceeded	
Participants – Into Education/Training	55	253	Target Exceeded	

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Community Family Support Project

CFSP is managed by the Upper Springfield Development Trust (USDT), a leading community development organisation located in West Belfast, and is delivered in partnership with four additional Belfast based community value organisations: GEMS NI, East Belfast Mission, Ashton Community Trust and Impact Training. CFSP compliments other services USDT, and partners provide including Surestart, Skills for Life & Work/Apps21, health/wellbeing, community development, neighbourhood renewal and good relations services.

CFSP objectives include:

- To engage and support 200 participants (parents/children/young people) between 2022-23 to address health, social and financial issues and to reduce barriers to education / training and employment.
- To move a minimum of 10% of all individuals into employment and a further 20% into education or further training.

Recruitment will be the responsibility of the five partners across the city, (all of whom have unique links within the local community). CFSP will engage with its target groups in a supportive/inclusive manner (flexible and agile in response to Covid 19 pandemic) through a tailored approach to individuals' journey to meet their needs/aspirations at a pace/duration appropriate for that individual. A roll-on, roll-off approach to enrolment ensures high rates of engagement and retention.

Net Eligible Project Expenditure	£544,039.99	£456,733.00	-16%	This variation was due to unfilled posts particularly as the programme drew closer to the end of the Call as staff began to resign due to securing permanent posts externally.
---	-------------	-------------	------	--

Belfast Works Project	Target	Actual	Note
Participants Enrolled	200	208	Target Exceeded
Participants– Into Employment	20	39	Target Exceeded
Participants remaining in Employment after 6 months	N/a	N/a	N/a
Participants – Into Education/Training	40	73	Target Exceeded

CO-MENT Project

Led by GEMS NI with partners NBWISP, Greater Village Regeneration Trust, Short Strand Community Forum, South Belfast Community Resources and Time Ireland, the CO-MENT Model supports NEET Young people with complex personal, social and emotional issues into employment, further education and or training, by accommodating their individual needs/barriers in their learning, life, leisure and work 'zones' starting with their worldview. Our aim is to identify, access and engage young people whose needs have not been met by mainstream Vocational Education and Training (VET) programmes including those who have dropped out from Further Education or have been 'churned' between different VET providers before dropping out, or have had a short experience of low-skilled/low paid employment. These young people may be considered "NEET"; each will bring their own personal story requiring **customised assistance** to improve their employability.

GEMS NORTHERN IRELAND LTD

Report of the Trustees
Year Ended 31 March 2023

The issues/challenges a young person engaged in the CO-MENT project include:



CO-MENT will be delivered From 1 April 2022 to 31 March 2023* supporting 160 participants to:

- Improve their 'soft' employability skills
- Improve their essential skills/English language skills
- Gain skills/qualifications linked to labour market requirements
- Undertake workplace placements enhancing their knowledge the world of work
- Gain underpinning knowledge/career motivations to progress to L2 vocational training/ Further Education routes

Each participant will receive:

- Support from a **personal mentor** throughout the programme
- 12 hours minimum per month **one-to-one mentoring**
- Mentor-Supported comprehensive **assessment** of their needs across 4 zones:



Letter of Offer Unit Cost	Actual Unit Cost	Achieved/Not Achieved
£2,914.99	£2,623.53	Unit Cost Met

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

Results Area - Cumulatively	Target Participants Annual	Actual Participants 01/04/22 – 19/03/23	Variance %
Participants Enrolled (Start dates 01/04/22 – 19/03/23)	160	161	Target Exceeded
Participants Into Employment (including sheltered employment) Upon leaving (Exit dates on or before 19/03/23)	40	46	Target Exceeded
Participants Into Training / Education Upon Leaving (Exit dates on or before 19/03/23)	64	73	Target Exceeded

Erasmus+ Projects

ITER

<https://www.iter-project.info/>

The ITER project completed in June 2022. GEMS NI led the ITER project with partners University of Huddersfield, Time Associates Extern (UK), Antares and Eulab (Italy) Polytechnic University of Bucharest (Romania) Desincoop, Portugal and Bekes Public Labour Market Agency (Hungary). The project developed and tested an approach to working with NEET-experienced young people using a game as part of a toolkit of support that helps them design their employability pathway.

Family-School Network

<https://www.family-school-network.info/>

The project completed in December 2022.

The Family-School Network project is led by Antares (Italy) with partners **GEMS NI** (UK) Malone Integrated College (UK), Istituto Omnicomprensivo Orte (Italy) SPS Poprad Technic Secondary School (Slovakia) and Rayko Tsonchev Private School of Tourism And Entrepreneurship (Bulgaria). The main objective of the project was to prepare tools and programmes for a greater inclusion and participation in European mobility projects of students from socio-economic disadvantaged backgrounds, in particular those who come from migrant backgrounds.

Make Sense

<https://www.makesense-project.info/>

The Make Sense Project is led by Eulab Consulting (Italy) with partners **GEMS NI** (UK) Malone Integrated College (UK) The Monnalisa Onlus Foundation (Italy) Liceul Teoretic Ovidius (Romania) and Gimnazija Celje-Center (Slovakia).

Key project activities are:

- In each partner country one high school will create and test social entrepreneurship courses at school; aimed to develop key competences both for teachers and students, designed to boost employability and civic participation.
- 20 Students in each school will test a Social Entrepreneurship Path.
- 5 teachers in each school will participate in a blended training workshop (in class and online) to support the students and ensure a coherent project approach.

The Project is scheduled to complete in September 2023.

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

CIVIC

[CIVIC \(housing-project.eu\)](http://CIVIC(housing-project.eu))

The project completed in December 2022.

Led by ASL Rome (Italy) and partners GEMS NI (UK) Desincoop (Portugal), EPIONI (Greece) and Klinika za psihijatriju Vrapce (Croatia). The CIVIC project is a bridge between the Training Curriculum for the social inclusion of people with experience of mental health challenges produced in 2016 by "HERO Housing". In the CIVIC project the "Housing" relates to a community-based strategy used to enable the transition from support to inclusion. GEMS NI's role was to contribute on employment inclusion as part of the transition process.

Financial Review

Total incoming resources available to GEMS Northern Ireland Limited for 2022/2023 was £1,261,687 (2021/2022 £1,048,078) This was set against expenditure of £1,190,456 (2021/2022 £1,047,299) for the year. The net incoming resources for the financial year was £71,231 (2021/2022 incoming £779) leaving restricted funds of £2,247 (2021/2022 £8,668) and unrestricted funds of £173,403 (2021/2022 £95,751) at the year end.

The principal funding sources of income to the charity were European Social Fund, Department for the Economy, Antrim and Newtownabbey Borough Council, BBC Children in Need/Youth Futures Foundation and Erasmus+ EU Commission and Belfast City Council.

Reserves Policy

The policy of the charity is to establish and maintain sufficient levels of reserves which ensure GEMS NI's core activities could continue during a period of unforeseen difficulty and or meet contractual obligations should the organisation have to close. The aspiration of the Directors is to have in place reserves equivalent to 3 months of the organisation's unrestricted expenditure.

To make a judgement on the amount of reserve, the trustees have considered the risks in respect of expenditure, unrestricted income, and where appropriate, restricted income and where funds can only be realised by the disposal of a fixed asset.

The trustees have also considered the external potential major risks to income and expenditure during the year under consideration. A risk assessment has been undertaken for the period 2023/2024 and the following approach identified after reviewing the charity's current position using the Risk Identification Approach:

- | | |
|-----------------------|-------------|
| • Unrestricted Income | Medium Risk |
| • Restricted Income | Low Risk |
| • Expenditure | Low Risk |

External Major Potential Risks

- The stability of the NI Executive/devolved institutions and their budgets
- Examination of past trends

This policy will be reviewed by the trustees annually at its strategy meeting and bi-monthly as part of the risk register review. The Chief Executive will present the Trustee Board with a draft document and supporting materials that enables them to make an informed decision regarding levels of reserves that informs their approval of the strategy document and annual operating budget.

Going Concern

The trustees have considered the position of the charity and are of the opinion that there is sufficient contracted income for the medium term to secure the immediate future of the charity. The Charity is delivering UKSPF programmes (funding period 2023/2025) and Belfast City Council programmes (funding

GEMS NORTHERN IRELAND LTD

Report of the Trustees Year Ended 31 March 2023

period 2023/2025) and will generate further funding from additional contracts for services.

On this basis the assessment of the trustees is that the charity is a going concern.

Plans for Future Periods

The Charity's strategic direction is informed by a number of key issues and challenges that are before it and other charities in Northern Ireland that deliver services within the context of European funding.

We remain acutely aware of the need to ensure the sustainability of our services. If our current delivery model is concluded or replaced to a supplier incentive delivery model, this could place our service beneficiaries (many of whom have complex needs that are not adequately met by the mainstream services available) at certain disadvantage.

We will focus our work with other like-minded organisations to develop service delivery models (including those with the capacity to 'scale up') that we can bring to government and local government as solutions to address, for example, economic inactivity and worklessness or youth unemployment, through an approach that is underpinned by ensuring the dignity and value of each service beneficiary is paramount within the offer they receive.

Notwithstanding many of our current programmes are delivered within a partnership approach, we will continue to explore the efficacy of formalising relationships with other organisations. This approach is defined as one of economic realism and the future of tendering for contracts to deliver services that require both economic and delivery capacity.

We believe this approach is both pragmatic and forward-thinking and enables the charity to take all reasonable steps to ensure the needs of its service-beneficiaries are met.

The challenging landscape before us has compelled us to be both agile and decisive in our actions to ensure we continue to provide our services albeit in a very different environment.

Trustees' Responsibilities in relation to the Financial Statements

The charity trustees (who are also the directors of GEMS Northern Ireland Limited for the purposes of company law) are responsible for preparing a trustees' annual report and 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 group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the 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;
- 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 charity 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 charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

GEMS NORTHERN IRELAND LTD

Report of the Trustees
Year Ended 31 March 2023

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 disclosure to our Auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the company's auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Declaration

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the Charity's Trustees

Signature: 
Full Name: Mr Kenneth Knox

Position: Director

Date: 26/09/2023

Signature: 
Full Name: Mr Donal Collins

Position: Director

Date: 26/09/2023

Report of the Independent Auditors
to the members of Gems Northern Ireland Ltd
(a company limited by guarantee)

Opinion

We have audited the financial statements of Gems Northern Ireland Ltd for the year ended 31 March 2023 which comprises the Statement of Financial Activities, the Balance Sheet, the cash flow statement and the notes to the accounts, 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 the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at year ended 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Report of the Independent Auditors (continued)

to the members of Gems Northern Ireland Ltd (a company limited by guarantee)

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts 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 our audit:

- the information given in the Trustees Report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees 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 Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees 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 accounts 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.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Report of the Independent Auditors (continued)

to the members of Gems Northern Ireland Ltd (a company limited by guarantee)

In preparing the accounts, the Trustees are 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 the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We obtained an understanding of the legal and regulatory framework applicable to the company through enquiry of management, industry research and the application of cumulative audit knowledge. We identified the following principal laws and regulations relevant to the company – Companies Act 2006 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We developed an understanding of the key fraud risks to the entity (including how fraud might occur), the controls in place to help mitigate those risks, and the accounts, balances and disclosures within the financial statements which may be susceptible to management bias. Our understanding was obtained through review of the financial statements for significant accounting estimates, analysis of journal entries, walkthrough of the key controls cycles in place and enquiry of management.

Our procedures to respond to those risks identified included, but were not limited to:

Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.

Enquiry of management to identify any instances of non-compliance with laws and regulations.

Reviewing minutes of meetings of those charged with governance.

Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Report of the Independent Auditors (continued)

to the members of Gems Northern Ireland Ltd

(a company limited by guarantee)

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

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

JL Grant

JL Grant (Senior Statutory Auditor)

for and on behalf of

FPM ACCOUNTANTS LTD

Chartered Accountants &

Statutory Auditor

Unit 1, Building 10

Central Park

Mallusk

Co Antrim

BT36 4FS

3-10-2023

Date

GEMS NORTHERN IRELAND LTD

**Statement of Financial Activities
(incorporating an income and expenditure account)
for the year ended 31 March 2023**

	Notes	Unrestricted £	Restricted £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments from:					
Charitable Activities	3	437,862	823,825	1,261,687	1,048,078
Total Income and endowments		437,862	823,825	1,261,687	1,048,078
Expenditure on:					
Charitable Activities	5	(350,451)	(830,246)	(1,180,697)	(1,047,299)
Total Expenditure		(350,451)	(830,246)	(1,180,697)	(1,047,299)
Net income / (expenditure) for the year before transfers		87,411	(6,421)	80,990	779
Transfers between funds		-	-	-	-
Net movement in funds		87,411	(6,421)	80,990	779
Reconciliation of funds					
Fund balances brought forward		95,751	8,668	104,419	103,640
Fund balances carried forward	14/15	183,162	2,247	185,409	104,419

All income derives from continuing activities, therefore no statement of recognised gains or losses is given.

The notes on pages 24 to 30 form part of these financial statements.

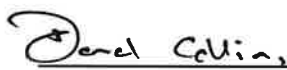
GEMS NORTHERN IRELAND LTD

Balance Sheet
as at 31 March 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible assets	10	8,184	6,628
Current Assets			
Debtors	11	246,745	195,785
Cash at bank and in hand		<u>135,845</u>	<u>58,311</u>
		382,590	254,096
Creditors: amounts falling due within one year	12	197,633	139,481
NET CURRENT ASSETS		184,957	114,615
TOTAL ASSETS LESS CURRENT LIABILITIES		193,141	121,243
Creditors: amounts falling due greater than one year	13	7,732	16,824
NET ASSETS		<u><u>185,409</u></u>	<u><u>104,419</u></u>
Represented by:			
Unrestricted Funds	14	183,162	95,751
Restricted Funds	15	2,247	8,668
		<u><u>185,409</u></u>	<u><u>104,419</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board and signed on its behalf:



 Mr D Collins
 Director

26/09/2023

 Date

Company No: NI059280

The notes on pages 24 to 30 form part of these financial statements.

GEMS NORTHERN IRELAND LTD

Cash Flow Statement
as at 31 March 2023

	Note	2023 £	2022 £
Cash Used in Operating Activities	17	<u>102,605</u>	<u>(25,051)</u>
Purchase of property plant and equipment		(5,184)	(5,167)
Cash provided by (used in) investing activities		<u>(5,184)</u>	<u>(5,167)</u>
Cash Flow from financing activities			
Repayment of Borrowing		-	-
Cash used in financing activities		<u>-</u>	<u>-</u>
Increase (decrease) in cash and cash equivalents in the year		<u>97,421</u>	<u>(30,218)</u>
Cash and cash equivalents at the beginning of the year		<u>(50,829)</u>	<u>(20,611)</u>
Total Cash and Cash Equivalents at the end of the year	18	<u>46,592</u>	<u>(50,829)</u>

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements for the year ended 31 March 2023

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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) and the Companies Act 2006. The charity 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 note(s).

b) Preparation of the accounts on a going concern basis

The trustees have considered the position of the charity and are of the opinion that there is sufficient contracted income for the medium term to secure the immediate future of the charity. The Charity is delivering UKSPF programmes (funding period 2023/2025) and Belfast City Council programmes (funding period 2023/2025) and will generate further funding from additional contracts for services.

On this basis the assessment of the trustees is that the charity is a going concern.

c) Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

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 cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds is set out in the notes to the financial statements. Restricted funds may only be transferred to general once the criteria for restriction have been discharged or no longer apply.

d) Income Recognition Policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item of income has been met or are fully within the control of the charity.
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

e) Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank

f) Expenditure and irrecoverable VAT

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 is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements for the year ended 31 March 2023

1 ACCOUNTING POLICIES (continued)

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Cash at bank and in hand

Cash at bank and cash 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 the deposit or similar account.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

i) Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Equipment	33.33%
-----------	--------

The carrying values of tangible fixed assets are reviewed for impairment when events or circumstances indicate the carrying value may not be recoverable.

j) Debtors

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

k) Creditors and Provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial instruments

The trust 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 the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

m) Pensions

The company operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

n) Finance and operating leases

Rentals applicable to operating leases are charged to the SOFA over the period in which the cost is incurred in equal amounts. Assets purchased under finance leases are capitalised at their fair value at the inception of the contracts and depreciated over their estimated useful lives. Obligations under such agreements are included in creditors. The difference between the capitalised cost and the total obligation under the lease represents the finance charges. Finance charges are allocated over the period of the lease in proportion to the capital amount outstanding.

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements for the year ended 31 March 2023

1 ACCOUNTING POLICIES (continued)

o) Taxation

The company is a registered charity and the charitable tax exemptions are therefore being claimed to the extent that income and/or gains are applicable and applied to charitable purposes only. These exemptions will remain in place as long as income and expenditure is applied to charitable purposes only.

p) Critical accounting estimates and judgements

In the application of the company's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees consider that there are no material areas of judgement or estimation uncertainty.

2 Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Income from Charitable Activities

	Unrestricted	Restricted	Total Funds 2023	Total Funds 2022
	£	£	£	£
Department for Employment and Learning	-	444,289	444,289	734,041
Erasmus Plus ITER Project	54,002	-	54,002	133,592
CFSP	-	88,635	88,635	74,925
USDT B Works	170,694	256,041	426,735	-
USDT BCC Academy	-	5,186	5,186	-
Antrim & Newtownabbey Borough Council	-	1,883	1,883	5,760
Melody Project	-	-	-	(202)
Calling Project	31	-	31	12,973
Family School Network Project	16,266	-	16,266	18,411
Miscellaneous Income	2,776	-	2,776	390
BBC Children In Need	-	27,791	27,791	38,455
ROMA Civic 1	2,000	-	2,000	4,608
EULAB - Makes Sense	14,229	-	14,229	23,710
Covid Grants	3,000	-	3,000	-
Belfast City Council	144,437	-	144,437	1,415
Public Health Agency	4,975	-	4,975	-
Radius	25,452	-	25,452	-
	437,862	823,825	1,261,687	1,048,078

The 2022 income from charitable activities was split between unrestricted of £258,703 and restricted of £789,375.

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements (cont)
for the year ended 31 March 2023

4 Results for the year

The results for the year has been arrived at after charging the following:

	2023	2022
	£	£
Depreciation	3,628	2,351
	3,628	2,351

5 Analysis of expenditure on charitable activities:

	Unrestricted	Restricted	Total Funds	Total Funds
	£	£	2023	2022
	£	£	£	£
Employment Services Initiatives	259,228	-	259,228	199,682
Projects and programmes	-	604,045	604,045	580,156
Support Costs	84,448	221,488	305,936	261,165
Governance Costs	6,775	4,713	11,488	6,296
	350,451	830,246	1,180,697	1,047,299

The 2022 expenditure on charitable activities was split between unrestricted of £264,069 and restricted of £783,230.

6 Analysis of governance and support costs:

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charitable activity undertaken in

	Activities	Support	Governance	Total Funds	Total Funds
	undertaken directly	Costs	Costs	2023	2022
	£	£	£	£	£
Employment Services Initiatives	259,228	84,448	6,775	350,451	264,069
Projects and programmes	604,045	221,488	4,713	830,246	783,230
	863,273	305,936	11,488	1,180,697	1,047,299

7 Staff costs and the cost of key management personnel

	2023	2022
	£	£
Salaries and Wages	684,664	601,436
Employers National Insurance	68,152	52,291
Other Pension Costs	45,304	43,358
	798,120	697,085

One employee had emoluments in excess of £60,000 (2022: None).

The key management personnel of the charity comprise the Trustees, the Chair, the CEO, Director of Employment Services, Director of Corporate Services and the Director of Operations. The total employee benefits of the key management personnel of the charity were £195,006.

The average monthly head count was 28 staff and the average monthly number of full time equivalent employees (including casual and part time staff) during the year was as follows:

	2023	2022
	Number	Number
Number of Project Staff	21	19
Number of Administrative Staff	3	3
Number of senior management staff	4	4
	28	26

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements (cont) for the year ended 31 March 2023

8 Trustees' Emoluments

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: £nil).

9 Related Party Transactions

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with organisations the charity works with must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

10 Tangible Fixed Assets

	Computer Equipment
Cost:	£
As at 1 April 2022	65,465
Additions	5,184
As at 31 March 2023	<u>70,649</u>
Depreciation:	
As at 1 April 2022	58,837
Charge for the year	3,628
As at 31 March 2023	<u>62,465</u>
Net Book Value	
As at 31 March 2022	<u>6,628</u>
As at 31 March 2023	<u>8,184</u>

11 Debtors

	2023	2022
	£	£
Prepayments, accrued income and other debtors	246,745	195,785
	<u>246,745</u>	<u>195,785</u>

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans and overdrafts	81,521	92,318
Taxation and social security	77,022	14,729
Accruals and Deferred Income	39,090	32,434
	<u>197,633</u>	<u>139,481</u>

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements (cont)
for the year ended 31 March 2023

	2023	2022
	£	£
Movement in Deferred Income:		
As at 1 April	15,158	28,463
Resources deferred during the year	7,945	-
Amounts released from previous years	<u>(15,158)</u>	<u>(13,305)</u>
As at 31 March	<u>7,945</u>	<u>15,158</u>

13 Creditors: amounts falling due greater than one year

	2023	2022
	£	£
Bank loans	<u>7,732</u>	<u>16,824</u>

14 Analysis of Movements in Unrestricted Funds

	Opening Balance	Incoming Resources	Resources Expended	Funds as at 31 March 2023
	£	£	£	£
General Funds	95,751	437,862	(350,451)	183,162
Total	<u>95,751</u>	<u>437,862</u>	<u>(350,451)</u>	<u>183,162</u>

Name of Unrestricted Fund	Description, nature and purposes of the fund
General Fund	The "free reserves" for use in the charity

15 Analysis of Movements in Restricted Funds

	Opening Balance	Incoming Resources	Resources Expended	Funds as at 31 March 2023
	£	£	£	£
CFSP	(3)	88,635	(88,635)	(3)
CO-MENT	(8)	444,289	(444,289)	(8)
Erasmus Plus	591	-	(591)	-
Antrim & Newtownabbey Borough Council	-	1,883	(1,883)	-
BBC Children In Need	8,088	27,791	(33,621)	2,258
USDT B Works	-	256,041	(256,041)	-
USDT BCC Academy	-	5,186	(5,186)	-
Total	<u>8,668</u>	<u>823,825</u>	<u>(830,246)</u>	<u>2,247</u>

16 Analysis of net assets between funds

	Unrestricted Fund	Restricted Funds	Total
	£	£	£
Fixed Assets	5,926	2,258	8,184
Net current assets	184,968	(11)	184,957
Creditors: amounts falling due greater than one year	(7,732)	-	(7,732)
Total	<u>183,162</u>	<u>2,247</u>	<u>185,409</u>

GEMS NORTHERN IRELAND LTD

Notes to the Financial Statements (cont)
for the year ended 31 March 2023

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

	2023	2022
	£	£
Net movement in funds	80,990	779
Add back depreciation charge	3,628	2,351
Decrease / (increase) in debtors	(50,960)	(14,773)
Increase / (decrease) in creditors	68,947	(13,408)
Net Cash used in operating activities	<u><u>102,605</u></u>	<u><u>(25,051)</u></u>

	2023	2022
	£	£
18 Analysis of cash and cash equivalents		
Cash in Hand	135,845	58,311
Bank Loans and Overdrafts	(89,253)	(109,140)
	<u><u>46,592</u></u>	<u><u>(50,829)</u></u>

GEMS NORTHERN IRELAND LTD
MANAGEMENT INFORMATION
YEAR ENDED 31 MARCH 2023

**The following pages do not form part of the statutory financial statements
which are the subject of the independent auditor's report on pages 17 to 20.**

GEMS NORTHERN IRELAND LTD

Detailed Statement of Financial Activities
for the year ended 31 March 2023

Employment Services Initiatives Charitable Activity

	2023	2022
	£	£
Activities undertaken directly		
Staff costs - Wages & Salaries	86,473	50,928
Staff costs - Employer's NIC	7,667	4,291
Staff costs - Pension costs	13,513	7,989
Client and staff training	11,720	4,331
Motor and travel costs	4,568	1,861
Marketing and publicity material	-	151
Mentoring, project admin and management	63,717	117,515
Partner training costs and bursaries	31,522	12,566
Participants costs	-	50
Gateway to Choice Project App	40,048	-
	259,228	199,682
Support costs		
Staff costs - Wages & Salaries	18,602	11,255
Staff costs - Employer's NIC	2,556	1,430
Staff costs - Pension costs	4,504	2,663
Establishment - Rent	21,840	18,554
Establishment - Light & heat	11,146	731
Establishment - Repairs & maintenance	708	377
Establishment - Insurance	1,860	890
Office expenses - Telephone	2,463	1,978
Exchange (gains)/losses	(598)	1,600
Legal and Professional Fees	3,666	3,216
Computer Consumables	1,100	4,531
Printing, postage and stationery	3,654	2,586
Sundry Expenses	1,017	2,301
Office & IT equip costs	4,418	1,169
Hospitality	755	503
Bank Charges	6,064	5,667
Depreciation	693	1,035
	84,448	60,486
Governance costs		
Audit and accountancy fees	5,422	3,901
Board	1,353	-
	6,775	3,901
Total Employment Services Initiatives Costs	350,451	264,069

GEMS NORTHERN IRELAND LTD

Detailed Statement of Financial Activities
for the year ended 31 March 2023

Projects and Programmes Charitable Activity

	2023	2022
	£	£
Activities undertaken directly		
Staff costs - Wages & Salaries	434,692	402,351
Staff costs - Employer's NIC	43,447	37,016
Staff costs - Pension costs	20,465	24,530
Client and staff training	10,392	6,265
Motor and Travel costs	1,410	3,690
Marketing and publicity material	1,999	60
Mentoring, project admin and management	89,120	106,244
Quality Management	2,520	-
	<u>604,045</u>	<u>580,156</u>
Support costs		
Staff costs - Wages & Salaries	144,897	136,902
Staff costs - Employer's NIC	14,482	9,554
Staff costs - Pension costs	6,822	8,177
Establishment - Rent	18,997	19,623
Establishment - Light & heat	9,693	5,979
Establishment - Repairs & maintenance	612	231
Establishment - Insurance	1,619	2,065
Office expenses - Telephone	2,137	1,213
Legal and professional fees	3,183	1,973
Computer consumables	6,734	3,500
Printing, postage and stationery	3,183	2,268
Sundry Expenses	885	4,353
Bank Charges	5,308	3,525
Depreciation	2,936	1,316
	<u>221,488</u>	<u>200,679</u>
Governance costs		
Audit and accountancy fees	4,713	2,395
Total Employment Services Initiatives Costs	<u><u>830,246</u></u>	<u><u>783,230</u></u>