



Report of the Trustees and
Financial Statements for the Year Ended 31 March 2021
for
LINKABLE WOKING LIMITED

Registered Charity Number: 1119596
Registered Company Number: 06056940

LINKABLE WOKING LIMITED

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for the Year Ended 31 March 2021**

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LINKABLE WOKING LIMITED

**Reference and Administrative Details
for the Year Ended 31 March 2021**

Legal Charity Name: LinkAble Woking Limited
Commonly known as: LinkAble
Registered Charity Number: 1119596
Registered Company Number: 06056940

Registered Address: The Link
2 Board School Road
Woking
Surrey
GU21 5HE

Trustees:

Ramani Langley	- Chair
Shirley Elen	- Resigned 30 th June 2020
Andrew Karno	- Resigned 11 th August 2020
Kerry Price	- Resigned 4 th September 2020
Jonathan Pressey	- Resigned 31 st December 2020
Hema Luqman	- Resigned 7 th July 2021
Sarah Ball	
Stuart Best	
Richard Fitzherbert	
Natalie Waller	- Resigned 29 th June 2021
Carolyn Arnold	- Appointed 24 th June 2020
Pat Kirby	- Appointed 24 th June 2020
Neil Sheppard	- Appointed 21 st July 2020, Resigned 21 st June 2021
Saf Ismail	- Appointed 22 nd October 2020, Resigned 11 th June 2021
Allan Musoke	- Appointed 22 nd October 2020
Colin Evans	- Appointed 22 nd October 2020
Nigel Himsworth	- Appointed 24 th February 2021
Rachel Pearce	- Appointed 28 th July 2021

CEO: Alison Keeley

Independent Examiner: JS2 Limited
One Crown Square
Church Street East
Woking
Surrey
GU21 6HR

Bankers: HSBC
6 Commercial Way
Woking
Surrey
GU21 6EZ

Aldermore Bank
1st floor,
Block B Western House
Lynch Wood, Peterborough
PE2 6FZ

Monmouthshire Building Society
Monmouthshire House
John Frost Square, Newport
South Wales, NP20 1PX

LINKABLE WOKING LIMITED

Chair's Report for the Year Ended 31 March 2021

The year 2020/2021 has been a challenging year for everyone and yet I am pleased to report that by most measures LinkAble has thrived. Our staff, service users and families have adapted with a positive attitude throughout. We understand the disruption it causes when we have to close the Link or introduce new processes so my personal thanks to everyone for being so understanding and flexible. I am particularly struck with how committed and innovative our staff are. When they could no longer deliver face to face services, they found other ways: They scheduled individual and group zoom calls. They created personal videos for service users. They filmed themselves doing various activities and injected such humour and energy into their productions that I am certain they made a real difference. I know how much I enjoyed watching their videos. Impossible to do so without smiling! When we had to close at Christmas, staff delivered Christmas presents to service users and some even helped our families by picking up prescriptions for them in the middle of lockdown.

Our staff, like our supporters really believe in what we do at LinkAble because they understand how much difference it makes to the lives of our service users and their families. Like all small charities we face constant financial challenges, but our supporters continue to pull out all the stops for us and have kept us going through very changeable times. We have missed being able to run LinkAble events both because it's always so lovely to get everyone together and also from a fundraising point of view. People have still found ways to support us. Special thanks to Kim Owens who took up our London Marathon place and despite the event being cancelled has gone on to raise well over £5,000 for us by holding various events and running virtual marathons. An amazing achievement! Our own CEO, Alison also ran for a mile, on the hour for 25 hours, completing a marathon of her own and raising over £1,500. She was even joined by a few Trustees, but only for a token 1 mile in the middle of the day.

Every year, the Trustees of LinkAble hold an Away Day to discuss strategy and the future of LinkAble. This year, we couldn't meet face to face, so we did things a little differently. We discussed a range of ideas and proposals and voted on our favourites. We also put this vote out to staff, service users and their families. I was delighted that 65 of you responded. The top projects were to redo the garden and sensory rooms and to launch a "Living Skills" programme for our adult service users. We are in the initial stages of planning and fundraising for the garden and sensory rooms and the Living Skills pilot launched in April 2021. Several other longer-term initiatives were also popular, and we are in the process of putting together the business case for those to ensure they are viable before starting the projects. We are wary of taking on too much, whilst always keen that LinkAble should evolve in line with the requirements of our service users' and their families

It was very fortunate that we had moved to Office 365 last year. This combined with installing a new VOIP telephone system and getting the booking system online has made it much easier for our staff to work remotely when we were forced to close the Link office.

In terms of our services, we recognise that, as ambitious as we are, we cannot achieve everything alone. LinkAble is continually forging partnerships with other community groups to widen the range of what we can offer to our service users. We are grateful to all the local businesses who have worked with us this year, supporting our service users and fundraising for us. Hoebridge Golf Society raised an amazing £8,500 for us.

We are indebted to all the trusts, corporate and statutory bodies and individuals who have supported LinkAble through the year. Each and every contribution makes a difference, and we are grateful for it. We simply would not be able to continue the work we do without their generosity.

My personal thanks to all the staff, volunteers and Trustees of LinkAble. We have been successfully running for over 30 years because your dedication and energy allows us to continue to help local people with learning disabilities live healthy, happy and independent lives.

Ramani Langley, Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED

Report of the Trustees for the Year Ended 31 March 2021

Mission and Core Values

LinkAble has supported children, young people and adults with learning disabilities for more than 30 years. The range of development, sporting and social activities which the charity provides continues to grow. People with learning disabilities face many barriers that can exclude them from mainstream society. We help break down those barriers by supporting service users and offering them opportunities to engage in meaningful and stimulating recreation whilst making links with their local community.

Vision

People with learning disabilities and autism achieve their full potential and are valued by society

Mission

- To provide life-long support to people of all ages with learning disabilities in Surrey to enable them to live healthy, happy and independent lives and
- To offer them opportunities to achieve their potential

Values

- **Aim High** – we are ambitious for ourselves and each other and celebrate and share in success. We constantly strive to improve and be the best.
- **Think individual** – the experience of our service users is our number one priority at all times. We strive to be innovative and creative in our approach and offer personalised support.
- **Own it** – we take individual and collective responsibility for our actions. We are open and honest and will learn from our experiences.
- **Are trusted** – by the community and funding authorities to work in the best interests of our service users and the charity – for now and for the future.
- **Work together** – we work positively with colleagues, service users and partners. We are supportive of others, work well as a team and are open to constructive challenge.
- **Are thrifty** – we maximise our resources and work efficiently to get best value for money.

OBJECTIVES AND ACTIVITIES

LinkAble's strategic objectives are regularly updated by the Board of Trustees. The annual Away Day in November 2020 had a different format this year. At the first session, Trustees reviewed a range of ideas and projects to help us meet our objectives. We then put these ideas out to the vote of Trustees, services users and families and collated the most popular ideas. These were then ratified at a second session and subsequently we have done the planning and, in some cases started the work to put the top choices into action.

Principle Activities

LinkAble is based in Woking and delivers services from its base in Woking and at venues in the community in Woking and Surrey Heath. The charity supports children and adults with learning disabilities by running a range of groups and activities. Anyone with a learning disability can attend, without need for formal diagnosis.

We seek input from service users and their families when creating programmes and developing existing ones. We ensure that there are a wide range of activities which are suitable for all our service users.

LINKABLE WOKING LIMITED

Report of the Trustees for the Year Ended 31 March 2021

Our Services

At LinkAble there are three main service strands: children (5 – 11), youth (11 – 18) and adults (18 plus). We meet with all those wishing to access our services and use the information gathered to tailor our offer to meet the needs of the individual service user. Transitioning services (open to those aged 16 and above) allow service users continuity of service as they move from childhood to adulthood.

- Our children's services run on Saturdays and during school holidays. They offer younger service users opportunities to play, experiment, learn, take carefully managed risks and form meaningful friendships in a safe environment supported by specially trained staff
- Our youth service runs on Saturdays, in the school holidays and during the week at Youth Clubs. Individuals can access activities and experiences that they might not be able to access without the support of our specially trained staff
- LinkAble's services for adults with learning disabilities can be broadly sorted into two groups. Day time services tend to be used by adults with higher needs and focus on providing new experiences and accessing supported activities which give back to the community. Our evening services generally feature more user-led social and recreational activities such as sporting activities, theatre visits and cooking together. We also run activities for those interested in the arts with our singing group meeting on a Tuesday evening and our drama groups meeting on a Sunday. We run bi-monthly nightclub evenings which frequently attract over 200 people.

LinkAble aims to run services 7 days a week and in 50 weeks of the year. All of our services focus on social inclusion, group engagement and individual development. We often arrange for activities to take place in the local community giving people with learning disabilities a visible presence in society and promoting integration. We see our service users growing in confidence and self-belief as well as forging long lasting friendships with other service users as they participate in the activities we run. LinkAble not only supports our service users – it provides a vital respite for family and friends who care for them.

Our services for Under 18s are part funded by Surrey County Council with the remainder of the funding for these services coming from contributions from service users and the charity's own fundraising efforts. With no funding from the local authority available for adult services these programmes are entirely funded by fundraising and contributions from service users.

2020/21 has been an extraordinary year for LinkAble with our services severely impacted by Covid in terms of lockdowns, ever changing government guidelines and restrictions between lockdowns, together with the physical and mental challenges for service users, staff and volunteers associated with participating in our revised and severely reduced service delivery. Throughout the year, we remained in contact with our service users and their families and offered a wide range of support. A key part of our support for our service users and their families at this time was the development of our virtual offerings which we began to deliver in April 2020. For our Under 18s we offered a range of services which were adapted to the needs of individual children. These included weekly zoom calls, bespoke videos and general videos and resources which were shared through social media and on our website. For our adults we introduced daily groups on weekdays, delivered via zoom where they could meet, learn new skills and develop friendships. The groups had a different focus each day and included a Zumba session, art and crafts, and cookery. The virtual services have been very well received with many families and service users sharing with us the benefits they have seen for interacting with LinkAble in this way.

LINKABLE WOKING LIMITED

Report of the Trustees **for the Year Ended 31 March 2021**

Highlights for the Year 2020-21

We started 2020/21 supporting 126 children and 137 adults, delivering more than 500 hours of face-to-face service hours each week. This volume and style of delivery came to an end with the first lockdown on 23rd March 2020. As we acclimatised to the developing situation, we evolved virtual delivery for many of our sessions with some face-to-face delivery in line with guidelines and the limitations of The Link. In total we have delivered 395 virtual sessions (adults 311, children 84) and 141 face to face sessions (adults 38, children 103). Throughout the year we have stayed in touch with all our service users through social media with a steady stream of updates and invitations to the services we have been able to run.

During the year, LinkAble has been very fortunate to secure funding to support our service delivery. We are particularly thankful to Surrey County Council and The Community Foundation for Surrey, for their continued support. LinkAble was also able to take advantage of the Government Furlough scheme for some staff during lockdowns and then on a part time basis once services began to resume.

LinkAble is grateful to all those individuals who have participated in sponsored events on our behalf. Our London Marathon place holder, Kim Owens, has raised over £5,000 despite the physical event being postponed to October 2021.

LinkAble was chosen as one of two nominated charities by the Hoe Bridge Golf Society who raised over £8,500 on our behalf.

The management team has adapted to many changes throughout the year. The new online booking system went live enabling the management team to streamline the booking and payment process, as well as allowing remote access to information. Office efficiency was improved by moving much of the charity's IT function across to Office 365, and a new VOIP system has been installed meaning the LinkAble management team are able to work seamlessly from home or in the office.

During the pandemic, Trustees and staff met regularly and often to ensure everyone was fully briefed and able to make informed decisions about how to safely continue with services or to suspend them. Staff were supported in being able to work from home with regular online team meetings.

You can see the Highlights of our year in this video <https://www.youtube.com/watch?v=v-axaD7IQ6A>

Public Benefit

The Trustees have paid due regard to guidance from the Charity Commission regarding public benefit and the reporting of public benefit. In the view of the Trustees the Charity complies fully with guidance on both points: this is evidenced by the description of our aims and our achievements set out above.

Future Plans

Linkable plans to continue to build on the solid foundations in place with our focus on developing our staff, carefully managing, and monitoring our funding and continuing to provide much-needed services in the local community.

We plan to further develop our corporate relationships providing volunteering opportunities, fundraising, enhanced local community profiles and many other mutual benefits.

We expect to need to be flexible in face of an unpredictable world and so we will continue to innovate in the types of services we offer as well as their delivery methods to meet our service users' needs. During the year we identified a need amongst our younger adults for sessions that teach a wide range of life-skills (including healthy living, finances, IT, independent travel etc) and provide support to put them into practice ultimately assisting independence. We have developed these into a 12-day pilot course which started to run early in the new financial year.

LINKABLE WOKING LIMITED

Report of the Trustees for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

LinkAble is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association which establishes its objects, powers and governing rules. We are regulated by the Charity Commission and adhere to its guidance regarding effective governance.

Governance Structure

LinkAble has a Board of up to 15 Trustees, although we are currently operating with 10. The Trustee Board meets periodically through the year to set LinkAble's strategy and discuss the progress of previously approved projects. The Trustee Board delegates work to 6 committees - Finance, People, Property, Fundraising & Marketing, Risk & Governance and Programmes.

The day-to-day management of the organisation is carried out by the CEO who is accountable to the Trustees, who carry ultimate legal responsibility for the Charity.

Recruitment and Appointment of Trustees

LinkAble has a formal recruitment policy and appointment process under which potential candidates are considered and selected. New Trustees are identified in a number of ways including advertising and targeted recruitment. The Trustee Board regularly reviews its collective skills and experience against the needs of the Charity's business to ensure that it has appropriate expertise to enable the Charity to deliver its objectives. Several Trustees have left, and several have joined this year resulting in 10 Trustees at the time of issue of this report.

Trustee Induction and Training

LinkAble has a programme of induction and training for Trustees that is set out in the Trustee Recruitment and Appointment Policy.

LINKABLE WOKING LIMITED

Report of the Trustees for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk Management

The Board of Trustees takes seriously its responsibility for ensuring the safe, secure and professional operation of the Charity. We maintain and regularly review a risk register, which identifies the key risks to which the charity is or could be exposed. The risk register is based on the Charity Commission's template and guidance. Current principal challenges and associated risks include:

Risk	Mitigation
Continued impact of COVID-19	LinkAble has already been negatively impacted by the Government measures put in place over the last year. It is unknown what the longer-term impact will be however where possible, this will be mitigated by moving services on-line should future lockdowns result in an enforced shut down of our building.
Increased difficulty in generating income	More targeted bids, increased differentiations of LinkAble and our services. Corporate partnerships, raising of profile of charity in local area, monthly and quarterly financial information shared with Finance Committee and Board
Lower service user numbers	Keep services relevant, continue to innovate and ensure strong social media and local media presence to attract more service users.

LinkAble has established measures to control and mitigate the likelihood and impact of identified risks. Risks are logged in the Risk Register and regularly reviewed by committees and the Board. Operational risks are managed through appropriate policies and training, and form part of a regular report to the Trustees from the CEO. Financial risk is managed through policies, budgeting, and reporting; in addition, the financial risks and implications of any proposal are carefully reviewed before a decision is reached.

Although supported by the CEO and the Risk and Governance committee, final responsibility for the management of risk rests with the Trustee Board.

LINKABLE WOKING LIMITED

Report of the Trustees for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Financial Review

The Statement of Financial Activities for the year ended 31st March 2021 shows a surplus of £22,357.

Total income fell by 31% during the year. This is partly due to a large legacy payment received in the prior year, and the LinkAble Ball in the prior year which was held in November 2019. During 2020-21, the impact of Covid 19 has meant that we have not been able to run as many of our groups face to face. Although we have been able to move many of our adult groups online, this has been at a much lower price. The disruption throughout the year has resulted in significantly lower income from services. We were fortunate to secure emergency funding throughout the year allowing us to continue supporting our service users whether in person or online. Covid 19 has meant we have also been unable to run fundraising events in the usual way.

Total expenditure fell by 29% during the year. We have been able to keep a tight control on cost and have taken advantage of the Furlough scheme for staff working with adult groups. We have run shorter, smaller groups or where possible on-line groups which has resulted in lower sessional staff costs.

Funding Sources

LinkAble receives Local Authority funding, from Surrey County Council, towards the cost of our core activities for children.

Fundraising is vital to be able to operate the services that we currently provide, and we are grateful for each of the individual, corporate and regular donations we have received. We are also grateful for the fundraising efforts of many people and groups in the community, and the trusts and foundations who support us.

We are registered with the Fundraising Regulator and comply with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice for the UK. We do not work with Professional Fundraising Organisations or Commercial Participators, and do not sell or pass on our supporters' personal data. We have received no complaints in relation to our fundraising practices.

Finally, people attending LinkAble services contribute to part of the cost of providing the service.

Reserves

LinkAble's reserves as at 31st March 2021 were £219,833 of which £214,333 was unrestricted. Of this, £40,000 has been designated for capital improvements to the building and for innovation of services (2020: Unrestricted reserves of £196,150). Reserves are held in order to ensure the continuity of service provision as well as enabling LinkAble to take advantage of opportunities when they arise.

LinkAble's reserves policy is to maintain free cash reserves of between 3 & 6 months operating costs to allow for short term fluctuations in cash requirements. The current level of free cash reserves is £171,032 and represents approximately 5 months of operating costs and is therefore within the acceptable range.

The Trustees review the reserves policy quarterly to ensure it is set at the appropriate level.

LINKABLE WOKING LIMITED

Report of the Trustees
for the Year Ended 31 March 2021

Statement of Trustees Responsibilities

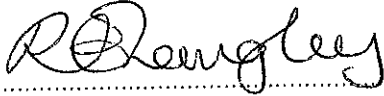
The Trustees (who are also the Directors of LinkAble Woking Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

ON BEHALF OF THE BOARD OF TRUSTEES



Date: 22 / 10 2021

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Ramani Langley, Chair of the Board of Trustees of LinkAble

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
OF LINKABLE WOKING LIMITED
FOR THE YEAR ENDED 31 MARCH 2021**

I report to the charity Trustees on my examination of the accounts of the Company for the Year Ended 31 March 2021 as set out on pages 11 - 22.

Responsibilities and basis of report

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

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

This report is made solely to the charity's Trustees, as a body. My work has been undertaken so that I might state to the charity's Trustees those matters which I am required to state to them in an independent examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for my examination, for this report, or for the statement I have given below.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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



25th October 2021

JOHN SPEED FCA FCIE

JS2 Limited
One Crown Square
Woking
Surrey
GU21 6HR

Date:

LINKABLE WOKING LIMITED**Statement of Financial Activities**

For the Year Ended 31 March 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM					
Donations and legacies	2	62,060	77,918	139,978	175,488
Charitable activities	2	258,739	-	258,739	371,987
Other trading activities - fundraising events		13,433	-	13,433	49,629
Interest		607	-	607	201
TOTAL INCOME		<u>334,839</u>	<u>77,918</u>	<u>412,757</u>	<u>597,305</u>
EXPENDITURE ON					
Raising funds	3	36,820	5,208	42,028	67,676
Charitable activities					
- Adult services	3	78,247	46,438	124,685	193,717
- Children's services	3	201,589	22,098	223,687	288,279
TOTAL EXPENDITURE		<u>316,656</u>	<u>73,744</u>	<u>390,400</u>	<u>549,672</u>
Net income and net movement in Funds		<u>18,183</u>	<u>4,174</u>	<u>22,357</u>	<u>47,633</u>
Fund balances brought forward		<u>196,150</u>	<u>1,326</u>	<u>197,476</u>	<u>149,843</u>
Fund balances carried forward		<u>214,333</u>	<u>5,500</u>	<u>219,833</u>	<u>197,476</u>

The Charitable Company's income and expenditure all relate to continuing operations.
The Charitable Company has no recognised gains or losses other than shown above.
The accompanying notes form part of these financial statements.

Balance sheet
As at 31 March 2021

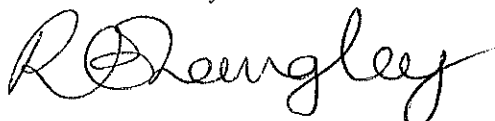
		2021		2020
		£	£	£
	Note			
CURRENT ASSETS				
Debtors	8	3,301		9,870
Cash at Bank and in Hand		<u>266,179</u>		<u>226,103</u>
		269,480		235,973
Creditors: Amounts falling due within one year	9	<u>(49,647)</u>		<u>(38,497)</u>
Net Current Assets			219,833	197,476
Total Assets less Current Liabilities			<u>219,833</u>	<u>197,476</u>
Net assets			<u>219,833</u>	<u>197,476</u>
Funds				
Unrestricted Funds				
General funds	10		174,333	166,150
Designated funds	10		40,000	30,000
Restricted Funds	10		5,500	1,326
			<u>219,833</u>	<u>197,476</u>

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

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. They were approved and authorised for issue by the directors on and signed on their behalf by



22.10.21

Ramani Langley, Chair of the Board of Trustees of LinkAble

LINKABLE WOKING LIMITED

**Statement of Cash Flows
For the Year Ended 31 March 2021**

	2021	2020
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income for the year	22,357	47,633
Adjustments for:		
Interest received	(607)	(201)
Decrease in debtors	6,569	1,971
Increase/(Decrease) in creditors	<u>11,150</u>	<u>(16,381)</u>
NET CASH PROVIDED BY OPERATING ACTIVITIES	39,469	33,022
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest received	<u>607</u>	<u>201</u>
NET CASH PROVIDED BY INVESTING ACTIVITIES	607	201
Change in cash and cash equivalents in the year	<u>40,076</u>	<u>33,223</u>
Cash and cash equivalents at the beginning of the year	226,103	192,880
Cash and cash equivalents at the end of the year	<u><u>266,179</u></u>	<u><u>226,103</u></u>

1. ACCOUNTING POLICIES

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 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The Trustees consider that there are no significant areas of estimation or judgement.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

At the balance sheet date of 31st March 2021, LinkAble made a surplus of £22,357 and had net assets of £219,833. Although income has reduced compared to last year, LinkAble was able to secure emergency funding to continue operations. Trustees anticipate income from services to continue at a lower level for the first three months of the year due to continued lockdowns and restrictions however are confident that once restrictions are eased and the vaccination programme success continues, income should return to normal levels over the next 12 months. We continue to monitor all relevant government guidance and make appropriate changes to our risk assessment and delivery protocols as needed.

Trustees are also looking at ways to diversify income streams going forward to minimise any potential disruption that may occur during the winter months.

The Trustees have reviewed the charity's financial position and the current level of reserves. They have considered future plans along with internal processes and systems for managing financial and operational risks. As a result, the Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

e) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor within the objectives of the charity. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes

f) Expenditure

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

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

g) Allocation of support costs

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a basis consistent with the use of relevant resources.

h) Tangible fixed assets

Fixed assets are stated at original historical cost less aggregate depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life. All assets are currently fully depreciated.

i) Debtors

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

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments. Cash balances exclude any funds held on behalf of service users.

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.

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.

LINKABLE WOKING LIMITED

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

2. | INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:				
Donations and legacies				
Donations	25,350	-	25,350	102,273
Grants	36,710	77,918	114,628	73,215
	<u>62,060</u>	<u>77,918</u>	<u>139,978</u>	<u>175,488</u>
Charitable activities				
Charges for services - Adults	10,180	-	10,180	98,163
Charges for services - Children	11,292	-	11,292	46,807
SCC Grant for service provision - Children	213,500	-	213,500	215,000
Scouts' Innovation Grant fund	369	-	369	12,000
Government Job retention Scheme	23,398	-	23,398	
Other income	-	-	-	17
	<u>258,739</u>	<u>-</u>	<u>258,739</u>	<u>371,987</u>
	<u>320,799</u>	<u>77,918</u>	<u>398,717</u>	<u>547,475</u>

3. EXPENDITURE

	Direct staff costs £	Direct non- staff costs £	Support costs £	Total 2021 £
<i>Current year</i>				
Cost of Raising Funds	39,698	2,330	-	42,028
Charitable Activities				
- Adult Services	85,363	24,091	15,231	124,685
- Children's Services	173,476	18,878	31,333	223,687
	<u>298,537</u>	<u>45,299</u>	<u>46,564</u>	<u>390,400</u>
<i>Prior year</i>				
Cost of Raising Funds	51,179	16,497	-	67,676
Charitable Activities				
- Adult's Services	113,185	40,732	39,800	193,717
- Children's Services	211,678	33,008	43,593	288,279
	<u>376,042</u>	<u>90,237</u>	<u>83,393</u>	<u>549,672</u>

LINKABLE WOKING LIMITED**Notes to the Financial Statements for the Year Ended 31 March 2021****4. SUPPORT COSTS**

Current year support costs
comprise:

	Charitable Activities		Total 2021
	Adult Services	Children's Services	
	£	£	
Governance costs			
Staff	4,118	9,608	13,726
Other costs	562	1,043	1,605
Other support costs			
Staff costs	2,258	5,278	7,536
Other Staff costs	64	118	182
Premises Costs	4,727	8,777	13,504
Office Costs	1,849	3,434	5,283
Sundries	573	1,066	1,639
Promotional Cost	665	1,237	1,902
Vehicle and Travel	415	772	1,187
	15,231	31,333	46,564

Prior year support costs comprise:

	Charitable Activities		Total 2020
	Adult Services	Children's Services	
	£	£	
Governance costs			
Staff	8,301	8,301	16,602
Other costs	1,249	1,249	2,498
Other support costs			
Staff costs	4,135	7,928	12,063
Other Staff costs	392	392	784
Premises Costs	15,224	15,224	30,448
Office Costs	5,222	5,222	10,444
Sundries	1,032	1,032	2,064
Promotional Cost	1,141	1,141	2,282
Vehicle and Travel	3,104	3,104	6,208
	39,800	43,593	83,393

LINKABLE WOKING LIMITED

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

5. STAFF COSTS

	Total 2021 £	Total 2020 £
Wages and salaries	300,528	381,513
Social Security	13,455	16,741
Pension Contributions	5,816	6,453
	<u>319,799</u>	<u>404,707</u>
	2021 Number	2020 Number
The average headcount during the year was:	<u>45</u>	<u>59</u>

The Key Management personnel comprise the Trustees, the CEO, Head of services and department managers. The total employee benefits of the key management personnel of the Charity were £177,703 (2020: £172,252).

No employees received emoluments in excess of £60,000 (2020: none).

6. TAXATION

The company is a registered charity and no taxation liabilities arise from its charitable activities.

7. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Office Equipment £	Computer Equipment £	Total £
Cost					
At 1 April 2020	8,877	12,782	29,827	10,306	61,792
At 31 March 2021	<u>8,877</u>	<u>12,782</u>	<u>29,827</u>	<u>10,306</u>	<u>61,792</u>
Depreciation					
At 1 April 2020	8,877	12,782	29,827	10,306	61,792
At 31 March 2021	<u>8,877</u>	<u>12,782</u>	<u>29,827</u>	<u>10,306</u>	<u>61,792</u>
Net book value					
At 1 April 2020	-	-	-	-	-
At 31 March 2021	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

LINKABLE WOKING LIMITED

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

8. DEBTORS

	2021	2020
	£	£
Due within one year		
Prepayments	2,362	7,760
Accrued income	939	2,110
	<u>3,301</u>	<u>9,870</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	1,196	610
Accruals	9,838	2,378
Deferred income	38,613	35,509
	<u>49,647</u>	<u>38,497</u>
Analysis of deferred income		
	£	
As at 1st April 2020	35,509	
Released to the Statement of Financial Activities	(8,341)	
Deferred in the current year	11,445	
As at 31 March 2021	<u>38,613</u>	

LINKABLE WOKING LIMITED

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

10. MOVEMENT IN FUNDS

	Balance at 1 April 2020	Income/ new designation	Expenditure	Balance at 31 March 2021
	£	£	£	£
Restricted funds				
M&G	1,326	-	(1,326)	-
Community Foundation Surrey	-	42,543	(42,543)	-
St James Place Foundation	-	2,500	(1,000)	1,500
Edward Gostling Foundation	-	5,000	(5,000)	-
The Shanly Foundation	-	2,500	(2,500)	-
Bailly Thomas Charitable Trust	-	4,000	-	4,000
Surrey County Council	-	21,375	(21,375)	-
Total restricted funds	1,326	77,918	(73,744)	5,500
Unrestricted funds				
Designated fund	30,000	10,000	-	40,000
General fund	166,150	324,839	(316,656)	174,333
Total funds as at 31 March 2021	197,476	412,757	(390,400)	219,833
	Balance at 1 April 2019	Income/ new designation	Expenditure	Balance at 31 March 2020
	£	£	£	£
Restricted funds				
SEND	-	13,267	(13,267)	-
Peter Harrison Foundation	-	10,000	(10,000)	-
The Postcode Lottery	-	2,881	(2,881)	-
M&G	-	4,495	(3,169)	1,326
Community Foundation Surrey	-	1,857	(1,857)	-
St Peter Home RISF	-	2,500	(2,500)	-
Douglas Arter Foundation	-	500	(500)	-
Frimley Fuel Allotment	-	220	(220)	-
Total restricted funds	-	35,720	(34,394)	1,326
Unrestricted funds				
Designated fund	-	30,000	-	30,000
General fund	149,843	531,585	(515,278)	166,150
Total funds as at 31 March 2020	149,843	597,305	(549,672)	197,476

Purposes of Restricted and Designated Funds:

<i>St James Place Foundation</i>	Funding to support transition groups for young adults with learning disabilities.
<i>Edward Gostling Foundation</i>	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
<i>The Shanly Foundation</i>	Covid 19 funding to support loss of revenue due to children's services being unable to run or run in a smaller capacity, plus operating costs.
<i>Bailly Thomas Charitable Trust</i>	Covid 19 funding to support loss of revenue due to services being unable to run or run in a smaller capacity, plus operating costs
<i>Surrey County Council</i>	Emergency Covid 19 funding for loss of revenue and operating costs.
<i>SEND</i>	SCC funding to oversee and administer funds for the set up of 3 new adult SEND choirs.
<i>Peter Harrison Foundation</i>	Funds an additional member of staff to support a child on a 1:1 basis.
<i>The Postcode Lottery</i>	Funding a weekly cookery and healthy eating session for adults with learning disabilities.
<i>M&G</i>	The cost of setting up a new booking system to allow efficiency in the booking process for both children and adults.
<i>Community Foundation Surrey</i>	Funding to continue the weekly cooking session previously funded by The Postcode Lottery.
<i>St Peter Home RISF</i>	Supporting our We Can Do Anything group for adults with learning disabilities.
<i>The Douglas Arter Foundation</i>	To fund staff costs in our transition social groups for adults aged 18-25yrs, bridging the gap between child and adult groups.
<i>Frimley Fuel Allotment</i>	A bursary grant for GU15 and GU16 postcodes.
<i>Designated fund</i>	To allow for capital improvements to the building. With more time being spent on site due to Covid 19, many areas need to be updated.

LINKABLE WOKING LIMITED

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

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
<i>Fund balances at 31 March 2021 are represented by:</i>			
Debtors	3,301	-	3,301
Bank	239,632	26,547	266,179
Creditors	(28,600)	(21,047)	(49,647)
	<u>214,333</u>	<u>5,500</u>	<u>219,833</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds £
<i>Fund balances at 31 March 2020 are represented by:</i>			
Debtors	7,534	2,336	9,870
Bank	212,923	13,180	226,103
Creditors	(24,307)	(14,190)	(38,497)
	<u>196,150</u>	<u>1,326</u>	<u>197,476</u>

12. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No remuneration was paid to the Trustees' and no expenses were paid to any Trustee in the year (2020: none).

There were no related party transactions during the year (2020: none).