

Charity Registration No. 1025967
Company Registration No. 2818814 (England and Wales)

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2016

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Munira Thobani	Chair
Anthonia Dawodu	Vice-Chair
Anoop Ghai	Treasurer
Dr Zenobia Nadirshaw	
Shaheen Dar	
Raj Boyjooauth	
Prabha Patel	
Dr Raquin Cherian	
Steve Eckles	

Director and Company Secretary Sandra Machado

Charity number: 1025967 (England and Wales)

Company number 2818814

Principal address and Registered Office Vine House
1 & 2 Factory Yard
Hanwell
London
W7 3UG

Auditors HW Fisher & Company
Acre House
11-15 William Road
London
NW1 3ER

Bankers National Westminster Bank Plc
275-277 High Street
Hounslow
Middlesex
TW3 1ZA

Bank of Scotland
Pentland House
8 Lochside Avenue
Edinburgh
EH12 9DJ

Solicitors Russell-Cooke
2 Putney Hill
Putney
London
SW15 6AB

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TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The Trustees present their report and accounts for the year ended 31 December 2016 which also contains the Directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015).

Structure, governance and management **Board of Trustees (Directors)**

The Board of Trustees comprise of 9 members, who give their time voluntarily and are responsible for the governance, performance monitoring and strategic direction of the organisation. The Board meets 6 times a year to review and monitor the work. The Trustees are members of EACH. Board members come from diverse professional backgrounds and have expertise at a senior level in relevant areas such as financial management and accountancy, business strategy and organisational development, health and social care, clinical governance, housing and communications.

The day to day running of the charity rests with the Director who is supported by members of the Executive Management Team. Responsibility to review the management accounts and annual financial statements and resources of the organisation is delegated to the Finance and Resource Sub committee which reports to the Board. There are three additional sub-committees covering Quality Governance, Policy & HR and a Service User sub- committee.

Recruitment and Appointment of the Board of Trustees

The Trustees are also Directors of the Charity for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must stand down and have the option of being re-elected at the Annual General Meeting. They receive no benefits from the charity.

Due to the nature of work that the organisation is involved in and the communities that it serves, the Board seeks to ensure that the experiences and needs of its service users are appropriately reflected through the diversity, experience and skills of its board members.

The organisation operates an open recruitment process advertising in the Guardian newspaper. Prospective candidates are asked to provide their CV and a letter expressing interest. An information pack outlining the organisation's Strategic Plan, roles and responsibilities of board members and a copy of the annual report is provided to ensure full understanding of the organisation's work. An interview panel comprising of three board members including the Chairperson selects prospective candidates. They are invited to attend a full board meeting as an observer before they make a commitment.

Changes to the Board of Trustees

There have been no changes to the Board since the last report.

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Induction and Training of Trustees

Board members are inducted and familiarised with the aims and objectives of the Charity through a comprehensive induction which covers the following areas:

- Role and responsibilities of Trustees.
- Operational framework for the Charity including the Memorandum and Articles.
- Risk Management.
- The current financial position of the Charity as set out in the latest published accounts.
- Future plans and objectives as set out in the 3 year Strategic Plan.

In addition, members participate in open days, project launches and training events covering a number of topics related to EACH's work and its operational functions. Along with the Senior Management Team, Board members meet once a year for a separate strategic planning and review day.

Evaluation and performance monitoring

Trustees are responsible for ensuring that EACH meets its overall strategic aims and objectives as set out in the three year Strategic Plan; reviewing annual performance and effectiveness; assessing, reviewing and monitoring risk, ensuring quality standards and meeting requirements of Companies House, Charities Commission regulations and other legal obligations.

There are four sub-committees – Finance and Resource, Quality Governance, Policy & HR and a Service User sub-committee. The Finance and Resource sub-committee sets and reviews the annual budget, reviews monthly management accounts, oversees risk management issues, allocates and oversees resources and meets all financial requirements as per the financial policy and procedure. The Quality Governance sub-committee reviews quality standards to ensure compliance with best practice, clinical governance, health and safety, and oversees regular audits. The Policy and HR is responsible for reviewing policies and procedures, work force development, and staffing. The Service User sub-committee has been set up to take forward service user involvement and development at EACH as well as review services and policies. All committees make recommendations to the board and implement work plans as delegated by the Board.

Senior Management Team

The Senior Management Team (SMT) comprise the Director, Deputy Director, Business Development and Finance & Resources Manager. The SMT are responsible for delivering the three-year Strategic Plan and priorities which underpins and informs the key operational activities of EACH. The Operational Management Team consist of the Operations Manager, Clinical lead and Project Manager/Co-ordinators meeting bi-monthly to ensure the effective delivery and provision of all services as per the requirements of funders and commissioners. The Strategic Plan is reviewed annually by the Trustees and the Senior Management Team.

The charity operates from the head office in Ealing and three other branches in Harrow, Brent, Hounslow and additionally through satellite provision.

Staff

EACH has a diverse workforce employing 41 full time equivalent staff members, with a range of experience, knowledge and skills. The organisation is committed to ensuring that staff have the opportunity to develop

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their skills and competencies through training, peer support and access to other learning opportunities such as through attending conferences, workshops and participating in forums in their areas of work.

The charity is grateful to its staff for their hard work and commitment towards the excellent service that was provided over the year.

Volunteers

The organisation supported 53 volunteers. Volunteers contributed 9,086 hours to the charity over the last year through counselling hours, key working, admin and peer support.

The charity would also like to extend special thanks to all volunteers who have contributed significantly throughout the year.

Key Management Personnel

1. Sandra Machado – Director
2. Lakhvir Randhawa – Deputy Director Business Development
3. Femi Adebajo - Finance & Resources Manager

Objectives and activities

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Relieve mental or physical stress, or illness from alcohol related or other problems of individuals and their families, in particular those from ethnic minorities, through the provision of education, advice and counselling

Our aim which is carried out for the public benefit are to:

To be the leader in the development and provision of inclusive services that empower and meet the needs of individuals and families from diverse communities affected by drugs and alcohol misuse, mental health and domestic violence concerns.

Public Benefit

Our activities deliver public benefits by:

- Providing quality and effective treatment to enhance positive outcomes for service users
- Developing services targeting socially excluded groups, particularly BAMER (Black, Asian, Minority Ethnic and Refugee) communities, young people and women
- Promoting and highlighting best practice
- Empowering service users to realise their potential and maximise the opportunities available to them to do so
- Developing a skilled and competent workforce

Ensuring a robust organisation able to grow and change to meet the challenges of the future.

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Criteria for measuring success

The following are the criteria used by the charity to measure success of project or any activity engaged in during the year:

1. The Key performance indicators (KPIs)-
 - KPIs established at the commencement of the project between the funder and EACH (quantity, and quality, scope, time frame and safety standards etc).
 - Data monitoring system deployed to gather quantitative and qualitative data that can be used for continuous improvements and future funding applications.
2. Acceptability and satisfaction –
 - Clients' satisfaction measured through service users' consultations and feedbacks. The feedbacks gathered can be used to help shape future policy shifts or influence securing future funding for same or related projects.
 - Staff satisfaction and good team working measured from responses from staff during appraisals and management supervisions.
 - Implication of the project on EACH's reputation
3. Sustainability – Assessed based on ability to deliver within set budgets
4. Organisational objectives –
 - Alignment of the project with the charity's business plan and values.
 - How the project can reaffirm EACH's Unique selling point (USP)

Risk Identification

Risk Management is conducted at a strategic and operational level. The Board reviews EACH's Risk Management document annually to identify, prevent or reduce the impact and likelihood of unforeseen risks as reported by the Finance and Resource sub-committee. Where risks have been identified, contingency plans are in place to mitigate risks. The Risk Management incorporates the key areas that have to be addressed which includes organisational risks (dealing with vulnerable clients), financial risks (contracts, economic climate, organisational sustainability, commissioning and funding changes, employer's risks (health and safety for staff, service users and the public), meeting legal and other statutory requirements; reputational risks (complaints, organisational effectiveness, service delivery).

The organisation adheres to the NICE Clinical guidelines which provide a robust framework to meet clinical standards as the basis of our work. The continuing review of policies and operating procedures, implementation of the Drugs and Alcohol National Occupational Standards (DANOS), adoption of the QuADS (Quality Assurance for Drugs and Alcohol) and the QAF (Quality Assurance Framework), BACP requirements ensure a consistent quality of delivery for all operational aspects of the charity.

OVERVIEW

EACH recognises that a range of services and approaches are essential to engage individuals and families who are affected by problems arising from substance misuse, domestic violence and mental health issues, particularly those individuals and groups who are vulnerable, marginalised and hard to reach. EACH's services are offered within a holistic approach that is culturally sensitive and person centred to reflect the individual, multiple and diverse needs of our service users.

The main services that are undertaken to further our charitable purpose for the public benefit, accessible to individuals of all ages and all communities are the following:

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Substance misuse services in the community

One-to one motivational support is provided to individuals to engage and encourage them into treatment, including on an outreach basis in the community including harm reduction advice and information on risks associated with substance misuse.

Structured therapeutic interventions both brief and long term which follows a client-centred and goal oriented approach to enable individuals to address their substance misuse and mental health issues. Counselling is delivered in 9 community languages (Hindi, Urdu, Gujarati, Punjabi, Bengali, Tamil, Afghani, Somali and Polish).

Abstinence based programmes are undertaken for those individuals wishing to maintain and achieve abstinence. Structured psycho-educational groups on relapse prevention, anger management and complementary therapies are provided to assist those contemplating change and to help individuals in their recovery.

Volunteering opportunities to enable services users build their confidence and skills through voluntary work placements in the organisation and through a Peer Volunteer support programme. This helps service users make positive life style changes and sustain their commitment to change and reintegrate back into the community.

A generic and specialist substance misuse floating support service provides support to people at risk of losing their homes and to help maintain their tenancies. The majority of the work is undertaken through home-visits by staff who support service users with life skills such as budgeting, cooking, understanding benefits, helping them access treatment and employment, education and training including other community-based provision and self-help groups and peer-led activities.

Outreach and satellite services targeting vulnerable groups and marginalised communities: the Somali Khat project; Tamil mental health counselling service at GP surgeries, health centres, hostels, probation and in partnership with voluntary and community groups to ensure that services are accessible to all communities and to achieve a good geographical spread.

Services for women

EACH's women-only services has continued to be provided within a holistic approach to address their multiple and interconnected issues relating to mental health, substance misuse (either their own or their partner's) and domestic violence and abuse. Services include a specialist domestic violence counselling and support service for victims and survivors and women-only support groups.

Services for young people and families

For young people from the age of 11 years a range of interventions are provided. These include motivational support, cognitive behaviour therapy, counselling, advice and information on harm reduction and the associated risks of substance misuse as well as group based activities and workshops on anger management, offending behaviour, knife and gun crime.

Support is at various locations, including thorough partnerships with local schools, colleges and other young people's services and the YOS (Youth Offending Service).

Families, partners, parents, friends and carers affected by substance misuse receive support both on a one to one basis, family systemic therapy, as well as through support groups.

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Achievements and Performance in 2015- 2016

Service users engaged in EACH's counselling and support services

During the year EACH supported a total of 2,034 services users of which 912 (45%) were male and 1,122 (55%) were female and 59% were from BME (Black and Minority Ethnic) communities. Of the total number of men 439 (48%) who accessed our services presented with alcohol and drug issues. Of the 1,122 women who accessed our services, the majority 377 (34%) presented with domestic violence and abuse issues, 244 (22%) presented with drug and alcohol issues and 288 (26%) women presented with mental health issues. 5,527 counselling sessions and 7,121 key working support sessions were delivered to service users. Targeted support to 34 relatives affected by family members' drug and alcohol use was provided through 1:1 and group work.

Drugs & Alcohol services

Abstinence based Structured Day Programme and Open Group Programme

The abstinence based 12 week programme delivered in two outer London boroughs – Ealing and Harrow and the Open group programme delivered under our Ealing service was provided to a total of 182 service users with drug and alcohol issues and 72% achieved successful treatment completions.

RISE – Abstinence based hub, Ealing

RISE EACH Abstinence based hub supported 493 service users. 384 service users were provided 1:1 counselling and group work. In addition the family and carer service supported 96 family members and 5 families engaged in the Asian Family therapy service with both services working across the RISE consortium.

EACH provided advice, information and support to individuals and family members in Hillingdon affected by Khat use. The work has involved outreach to locations such as maarfishes, Somali organisations, women's groups and the Mosques to highlight issues on the impact of khat use on individuals and families.

Young people – Brent and Harrow

EACH's work with Brent Youth Offending Service continued to do well with two staff members based within the YOS, providing specialist support to young people. 130 young people were referred to the service and 130 supported through primarily one to one individual support, including key-working and structured counselling. The majority (90%) of the young people seen were from BME communities.

The young persons' service in Harrow assisted 27 young individuals through one to one support provided by an outreach worker, delivering mainly MI and CBT interventions, and a counsellor working through satellites in school and educational settings. The young persons' service operates as part of a virtual team in partnership with Compass in Harrow - ASK.

Families and carers work

As part of the Recovery Intervention Services Ealing (RISE) consortium, a borough wide drug and alcohol recovery service, EACH was able to provide targeted support to 96 family members and carers both on a 1:1 and group basis. Additionally 5 families received support through the specialist Asian Family therapy service. In Harrow 41 families and relatives were supported through 1:1 and group support.

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Floating support services – Substance Misuse, Offender Management and Generic

The Floating Support Services in Hounslow and Ealing supported a total of 234 clients both generic and substance misuse/offender management. 99.6% of clients maintained their tenancy and were able to live independently in their own homes. The floating support service provided volunteering opportunities to 6 ex-service users by shadowing and working alongside staff members on the team. This has helped to build their confidence, develop skills and improve self-esteem. In total they contributed 1,318 volunteer hours to the service and four moved into employment.

Services for Women

Ascent Project - pan London VAWG services

EACH has continued to deliver its specialist VAWG services under Ascent, a project of the London VAWG (Violence Against Women and Girls) consortium established in April 2013. The latter is made up of 22 organisations funded by London Councils to deliver a range of services for survivors of domestic and sexual violence. EACH delivered counselling and group work under the Advice and Counselling strand of Ascent in 8 boroughs – Brent, Hounslow, Harrow, Hillingdon, Kingston, Richmond, Merton and Wandsworth. Over the year, across the 8 boroughs, 302 women and young girls affected by sexual violence and abuse were provided with specialist counselling and support and 393 women-only support group sessions were delivered. Out of 302 women and young girls 234 (77%) reported an increased level of understanding to make safe choices and 294 (97%) an increased level of self-esteem and confidence.

Pukaar – Specialist counselling service for women affected by violence and abuse – Hillingdon

EACH continues to receive funding from the London Borough of Hillingdon to provide a specialist BME counselling and support service for women affected by domestic violence and abuse. The project supported 75 women with advice, information, one-to-one counselling and group work. Of the 62 women who engaged in counselling 75% of women reported reduction in level or frequency of violence and reliance on crisis services through self-reporting and 81% reported better coping skills and personal recovery and increase in confidence and self-esteem measured through care plans and treatment goals.

Mental Health services

Tamil mental health project – Hillingdon

EACH provided a specialist mental health counselling service to the Tamil Community in Hillingdon, working primarily through satellites at a Community Mental Health Team and a GP surgery. Support was provided in mother tongue to help 22 people recover from the emotional and physical impact of the conflict in Sri Lanka, domestic violence and alcohol.

Mental Health – No 10 User-led Resource – Hounslow

The user-led Mental Health Resource (Number 10) funded by L.B Hounslow, Number 10 project supported 475 individuals. The projects aims to empower mental health service users to sustain personal recovery within the community through the development of user led groups that support individuals to meet people, learn new skills, gain support and access a wide range of activities that promote recovery. 475 individuals engaged in No 10 over the year. The activities were predominantly led by volunteers who contributed a total of 3,560 volunteer hours supporting service users at No 10.

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Trauma and Mental Health Service - Harrow

In its third year, this service provided one to one counselling, support and education to South Asian, Tamil and Somali communities and supported 48 people over the year.

Peer Volunteers

10 service users who completed the OCN Peer Volunteer Skills Programme have continued to volunteer and provide peer support within the organisation and within partner agencies through: weekly drop-ins at the abstinence based hub, reception duty cover, supporting a women's only group, running IT workshops, promoting recovery at local and borough wide events, organising social activities such as bowling, Kew Garden visits, bowling, London guided walking tour, rock climbing and cinema trips

Peer Volunteers contributed a total of 1,364 volunteering hours to supporting service users at EACH and across the partnership. 5 service users successfully completed the Introductory Peer Volunteer Skills course at EACH.

2015/16 AT A GLANCE

This year has been a challenging one for the organisation with the loss of its long established drug and alcohol services in Harrow, a specialist Khat service in Hillingdon and Brent. This has been due to re-tendering and the commissioning of large integrated services that has impacted on specialist services such as EACH, coupled to funding cuts by the respective Local Authorities.

Despite the challenges faced in having to close locally rooted drug and alcohol services, EACH has been able to focus on new developments by establishing an Employment Training and Education (ETE) service funded by the Big Lottery across 3 boroughs and piloted a mental health programme and a women specific support group programme detailed below.

New Developments

Project STRIDE – Big Lottery funded

EACH was successful in receiving funding from the Big Lottery for a new Employment, Training and Education (ETE) support service – Project STRIDE. The project commenced in August 2015.

The aim is to empower and enable residents of Brent, Harrow and Ealing who experience mental health issues, addiction and domestic violence to access employment, training and educational opportunities. The project also aims to build participants' self-esteem, wellbeing, resilience and employability skills such as literacy, numeracy and IT skills to enable them to achieve their aspirations.

Extensive outreach has been undertaken to promote this new service and build partnerships with voluntary and statutory organisations and employers in the 3 boroughs. The project has also successfully launched its online learning platform – STRIDE Online, which gives participants 24/7 access to ETE related content, as well as advise on general wellbeing. From October the project delivered workshops on Life Skills, Practical Skills and Job Search Skills in Brent for an initial cohort of 10 participants.

Mental Health Pilot project

Brent Pathways to health was a pilot programme that aimed to deliver an IAPT compliant programme that improved outcomes and access to interventions, increased choices and engaged with clients across various ages, gender, ethnicities, sexualities and presenting issues.

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The programme created a platform for further development and initiated self-confidence and growth for individuals. Participants reported being able to translate these skills into their everyday life and relationships leading to an improvement in their health, wellbeing and relationships. The programme was successful in helping individuals decrease number of visits to their GP and other mental health providers such as Community Psychiatric Nurse and key workers and majority of participants enrolled on the Employment, Education and training programme. Participants through the programme learned ways to engage in different activities and extend their support network. A few of the participants following the programme engaged with community centres which runs free community events on a daily basis.

Women's Support Group - Ealing

An external evaluation of the Women's support group programme in Ealing that was run over 18 months has shown that it has had a positive impact on women's general health and well-being. It has provided a safe women-only space for contagious recovery to take place for those presenting with multiple issues such as substance misuse, domestic violence, mental health and safeguarding concerns. Over the 2 years, 121 women accessed the group providing a safety net and a holistic response to address women's complex needs.

Partnerships

- EACH has continued its successful partnership with Ascent Project (pan London Violence Against Women and Girls (VAWG) service).
- This year EACH joined the Hounslow Wellbeing Consortium (HWC) and contracted from April 2016 to provide parts of Hounslow's One You public health initiative (led by INS)

Quality Governance

- Internal audits of all services were undertaken with Service Improvement Plans in place
- A number of key clinical and organisational policies were reviewed.
- Staff benefited from a range of internal and external trainings
- Service user sub-committee led on a range of activities such as service user consultations, policy reviews and participated in employee recruitment process.
- EACH achieved ISO 9001 quality management certification during the year and will endeavour to sustain the quality mark.
- EACH retained its Investors in People accreditation status during the year.

FINANCIAL REVIEW

The year-end financial statement shows an increase in the net assets of the Charity by £25,574 from £641,878 in 2014/15 to £667,452 in 2015/16 representing an increase of 3.98%. In the 2015/16 financial year, the revenue of the charity grants decreased by 32.91% from £2,080,936 in 2014/15 to £1,396,016 in 2015/16 mainly due to the loss of the Brent (£270,000) and Harrow (£204,971) drugs and alcohol contracts as a result of retendering of the services by the funders.

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Reserves policy

The trustees of EACH have examined the Charity's requirements for reserves in light of the main risks to the organisation and have accordingly established a policy whereby unrestricted funds to cover for a minimum of 3 months operational costs are set aside as reserves to meet its recurrent expenditure and liabilities. This will be realised from the general reserves which is reviewed on a yearly basis. An amount of £357,858 is earmarked as designated funds for the purposes of staffing (£25,000), office improvement and office relocation (£20,858), quality standards (£22,000) and new projects and strategic development (£290,000).

Plans for the future

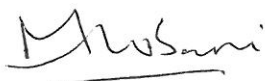
In 2017- 2018 EACH will:

- Diversify income streams from Corporates, Foundations and Individuals to provide key services that support service user's recovery and health and well-being.
- Develop a social enterprise model to sustain our successful abstinence based programme by offering an affordable community rehabilitation offer so individuals and family members can either self-fund and/or Local Authority Substance misuse teams spot purchase places.
- Seek funding to extend and enhance our community engagement and counselling and support services to BAMER communities, women and girls and young people affected by substance misuse, mental health and domestic violence.
- Pilot test new social enterprise activities
- Continue to build and sustain strategic alliances and partnerships
- Ongoing review and audit of clinical practice to ensure quality assurance
- Scope new premises for Head Office
- Upgrade current website

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

On behalf of the Board of Trustees



Munira Thobani
Chair

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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2016

The Charity's trustees (who are also the directors of EACH Counselling and Support 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) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 (Statement of Recommended Practice);
- 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.

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.

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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR YEAR ENDED 31 MARCH 2016

We have audited the accounts of International EACH Counselling and Support for the year ended 31 December 2016 set out on pages 14 to 30. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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. 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.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement on page 11, the trustees, who are also the directors of the charitable company for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2016, 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 Companies Act 2006.

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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR YEAR ENDED 31 MARCH 2016

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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.

H W Fisher & Company

Andrew Rich (Senior Statutory Auditor)

For and on behalf of H W Fisher & Company
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER

10/10/16

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE
ACCOUNT FOR THE YEAR ENDED 31 MARCH 2016

	Note	Unrestricted funds	Designated funds	Restricted funds	Total funds 2016	Total funds 2015
		£	£	£	£	£
Income						
Donations and legacies	3	3,170	-	273,182	276,352	337,945
Charitable activities	4	269,814	-	847,899	1,117,713	1,739,829
Other income		61	-	-	61	1,550
Investment Income		1,900	-	-	1,900	1,612
Total income		274,945	-	1,121,081	1,396,026	2,080,936
Expenditure on:						
<i>Expenditure on charitable activities:</i>						
General advocacy and support	5	249,371	-	1,121,081	1,370,452	2,034,161
Total expenditure		249,371	-	1,121,081	1,370,452	2,034,161
Net incoming resources before transfers		25,574	-	-	25,574	46,775
Gross transfers between funds	17	(209,794)	209,794	-	-	-
Net (expenditure)/income for the year		(184,220)	209,794	-	25,574	46,775
Reconciliation of funds:						
Total funds brought forward		493,814	148,064	-	641,878	595,103
Total funds carried forward		309,594	357,858	-	667,452	641,878

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

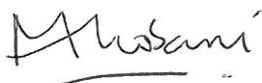
EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
 BALANCE SHEET AS AT 31 MARCH 2016

Company registration number: 2818814

	Note	2016		2015	
		£	£	£	£
Fixed assets:					
Tangible assets	13		4,958		7,637
Current assets:					
Debtors	14	95,421		171,049	
Cash at bank and in hand		816,485		725,001	
Total Current assets		911,906		896,050	
Liabilities:					
Creditors: Amounts falling due within one year	15	(249,412)		(261,809)	
<i>Net current assets or liabilities</i>			662,494		634,241
<i>Total assets less current liabilities</i>			667,452		641,878
Total net assets or liabilities			667,452		641,878
The funds of the Charity:					
Designated funds	17		357,858		148,064
Other charitable funds			309,594		493,814
<i>Total unrestricted funds</i>			667,452		641,878
Total funds	18		667,452		641,878

The notes at pages 17 to 30 form part of these accounts.

These financial statements were approved by the Management Committee on 3rd October 2016 and signed on its behalf by:



Munira Thobani
Chair



Anoop Kumar Ghai
Treasurer

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2016

	Note	Total Funds 2016 £	Total Funds 2015 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	19	97,917	238,262
<hr/>			
Cash flows from investing activities:			
Purchase of tangible fixed assets		(6,433)	(2,008)
<hr/>			
Net cash provided by (used in) investing activities		91,484	236,254
<hr/>			
Change in cash and cash equivalents in the reporting period		91,484	236,254
<hr/>			
Cash and cash equivalents at the beginning of the reporting period		725,001	488,747
<hr/>			
Cash and cash equivalents at the end of the reporting period		816,485	725,001
<hr/>			

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2016

I 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 2015) - (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.

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

b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No restatements were required.

c) Preparation of the accounts on a going concern basis

We have set out in the Trustee's report a review of financial performance and the charity's reserves position (page 9) and we have a reasonable expectation that we have the resources to continue in operational existence for the foreseeable future. We believe there are no material uncertainties that call into doubt the charity's ability to continue as a going concern. The accounts have therefore been prepared on the basis that the charity is a going concern.

d) Income

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

Unrestricted income is deferred when this is received and relates to a period following the year end. Restricted income is deferred only when this relates wholly to a future period, as specified by the funder.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2016

I Accounting Policies (Continued)

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are donations where the donor has not specified a use, but the trustees have allocated these donations to specific projects being undertaken by the Charity.

Restricted funds are donations where the donor has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

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:

- Costs of raising funds comprise the costs of attracting voluntary income and the costs of fundraising.
- Expenditure on charitable activities includes the costs of the delivery of its activities and services for its beneficiaries.
- Other expenditure represents those items not falling into any other heading.

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

Rental costs under operating leases are charged against income on a straight line basis over the term of the lease.

g) Allocation of support costs

All support costs are allocated activities based on the time spent on those by staff.

h) Tangible fixed assets

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. A full year depreciation is charged in the year of acquisition of fixed assets. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 3 years.

All leases of buildings and equipment are considered to be operating leases, and rentals are charged to resources expended when incurred. No assets are held under hire purchase agreements.

All fixed assets acquired specifically for project under restricted funds, are written off in the year of purchase.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain the current value.

i) Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting Policies (Continued)

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts due.

k) 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 of the deposit or similar account.

l) 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.

m) Financial instruments

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

2 Legal status of the Charity

The Charity is constituted as a company limited by guarantee.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

3 Income from donations

	Unrestricted funds	Designated funds	Restricted funds	Total funds	Total funds
	2016	2016	2016	2016	2015
	£	£	£	£	£
Grants	3,070	-	273,182	276,252	331,755
Donations	100	-	-	100	6,190
	3,170	-	273,182	276,352	337,945

Donations to unrestricted funds:

	2016 £	2015 £
Grant: Ealing small grants	2,311	4,622
Others	759	19,781
	3,070	24,403

Donations to restricted funds (grants):

	2016 £	2015 £
Others		
London Councils (Ascent)	80,023	80,023
Big Lottery	116,547	-
Comic Relief	-	40,000
London Borough of Hounslow		
LB Hounslow Domestic Violence	6,333	69,000
Hounslow MOPAC - ISVA	-	35,000
London Borough of Harrow		
Harrow Outcomes Based Grant	31,950	45,000
London Borough of Hillingdon		
Hillingdon DV	30,000	30,000
NHS Hillingdon –Tamil	8,329	8,329
	273,182	307,352
	276,252	331,755

Gifts in kind include nil (2015: nil) for legal assistance and £10 (2015: £6,190) for general advocacy.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

4 Income from charitable activities

	Unrestricted funds	Designated funds	Restricted funds	Total funds	Total funds
	2016	2016	2016	2016	2015
	£	£	£	£	£
Advice, Information & Counselling	269,814		847,899	1,117,713	1,739,829

Donations to unrestricted funds (contracts):

	2016 £	2015 £
NHS Brent/Brent DAAT (Drug and Alcohol Action Team)	-	270,000
Ealing Integrated Commissioning Team - Health and Social Care	36,969	73,938
NHS Harrow	232,845	437,641
	269,814	781,579

Donations to restricted funds (contracts):

	2016 £	2015 £
Brent Youth Offending Service (MOPAC)	75,672	75,672
LB Ealing – Public Health	72,754	72,754
Ealing RISE Consortium	280,907	292,774
LB Ealing Supporting people	126,435	188,878
LB Hounslow Supporting People	143,624	149,608
LB Hounslow Mental Health User-led	136,320	142,000
Hillingdon PCT-Community Safety and Drug Strategic Partnership	12,187	36,564
	847,899	958,250

Total Income from charitable activities

1,117,713 **1,739,829**

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

5 Analysis of expenditure relating to general advocacy and support

	Note	2016 £	2015 £
Staff costs		1,020,539	1,602,059
Recruitment		4,856	3,521
Travel		5,291	9,449
Volunteer expenses		2,773	2,415
Training & development		36,369	64,765
Share of Support	6	293,215	346,055
Share of governance cost	6	7,409	5,897
		<u>1,370,452</u>	<u>2,034,161</u>

Expenditure was £1,370,452 (2015: £2,034,161) of which £249,371 was unrestricted (2015: £760,128), £1,121,081 was restricted (2015: £1,274,033) and nil was designated (2015: nil).

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

6 Analysis of support costs and governance costs

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are all allocated against the charitable activities based on the time spent on those activities.

Support costs	Support Cost 2016 £	Governance 2016 £	Total 2016 £	Total 2015 £	Basis of allocation
Premises	171,232	-	171,232	195,064	% of income
Communications	38,494	-	38,494	67,370	Direct % of income
General office & finance staff	55,631	-	55,631	64,903	Staff time
Legal & Professional	17,743	-	17,743	6,025	Usage
Depreciation	9,112	-	9,112	11,116	Usage
Bank Charges	1,003	-	1,003	1,577	Transaction
Audit fees	-	7,200	7,200	5,000	Governance
Board meetings	-	189	189	461	Governance
Annual report	-	20	20	436	Governance
	293,215	7,409	300,624	351,952	

7 Net (expenditure) for the year

This is stated after charging:

	2016 £	2015 £
Depreciation	9,112	11,116
Auditor's remuneration	7,200	5,000
Operating lease rentals	1,655	4,220
	17,967	20,336

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2016	2015
	£	£
Wages and salaries	883,658	1,379,397
Social security costs	80,776	118,380
Sessional Fees	20,910	43,753
Pension	35,195	60,529
	1,020,539	1,602,059

The key management personnel of the Charity comprise the Director, Deputy Director and Finance & Resources Manager. One employee earned between £60,000 and £69,999 (2015: nil). Remuneration of key management personnel was £152,162 (2015: £149,100).

9 Staff Numbers

The average monthly head count was 41 staff (2015: 56) and the average monthly number of full time equivalent employees (including casual and part time staff) during the year was as follows:

	2016	2015
	Number	Number
Charitable activities	37.0	51.4
Support	4.0	4.6
Total	41.0	56.0

10 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2016	2015
	£	£
Contributions payable by the company for the year	35,195	60,529

The expense has been allocated to unrestricted expenditure on the same basis as wages and salaries.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

11 Related party transactions

None of the trustees (or any persons connected with them) received any remuneration during the year, but the Trustee Board (one member) was reimbursed a total of £25 (2015: £15) travel and subsistence expenses.

12 Corporation tax

As a charity, EACH Counselling and Support is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

13 Tangible fixed assets

	Office Equipment £
Cost:	
As at 1 April 2015	130,214
Additions	6,433
Disposals	(96,867)
As at 31 March 2016	39,780
Depreciation:	
As at 1 April 2015	122,577
On disposals	(96,867)
Charge for year	9,112
As at 31 March 2016	34,822
Net book value	4,958
As 31 March 2016	4,958
As at 31 March 2015	7,637

All assets are used for charitable purposes.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

14 Debtors

	2016	2015
	£	£
Trade debtors	74,333	142,903
Other debtors	334	99
Prepayments and accrued income	20,754	28,047
	95,421	171,049

15 Creditors: amounts falling due within one year

	2016	2015
	£	£
Trade creditors	47,461	38,720
Taxation and social security costs	-	(3,929)
Other creditors	37,593	45,432
Accruals and deferred income	164,358	181,586
	249,412	261,809

Deferred income at the balance sheet date was £80,488 (2015: £34,538)

	2016
	£
Deferred income brought forward	34,538
Released in the year	(34,538)
Deferred in the year	
- Big Lottery	45,348
- Domestic Violence services	12,667
- Ealing PCT/DAAT	21,600
- LB of Ealing Floating Support	873
	80,488

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

16 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 April 2015	Incoming resources	Resources expended	Transfers	Funds as at 31 March 2016
	£	£	£	£	£
Ealing RISE (a)	-	280,907	280,907	-	-
Big Lottery (b)	-	116,546	116,546	-	-
LB Brent YOS (MOPAC) (c)	-	75,672	75,672	-	-
LB Ealing PHE (d)	-	72,754	72,754	-	-
London Councils (Ascent) (e)	-	80,023	80,023	-	-
LB Hounslow MH User-led (f)	-	136,320	136,320	-	-
LB Hounslow DV Training (g)	-	6,333	6,333	-	-
LB Harrow Outcomes Based Grant (h)	-	31,950	31,950	-	-
LB Hillingdon DV (i)	-	30,000	30,000	-	-
NHS Hillingdon Tamil (j)	-	8,329	8,329	-	-
LB Hillingdon Somali Comm. (k)	-	12,188	12,188	-	-
LB Hounslow–Supporting People (l)	-	143,624	143,624	-	-
LB Ealing Generic FSS (m)	-	114,091	114,091	-	-
LB Ealing Subs. Misuse FSS (n)	-	12,344	12,344	-	-
	-	1,121,081	1,121,081	-	-

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

16. Analysis of movements in restricted funds (Continued)

All the above restricted funds were utilised for the purposes for which they were intended as follows:

- a) To provide alcohol and drugs group work for people affected by substance misuse in the London Borough of Ealing under the Recovery Interventions Service in Ealing (RISE) Consortium.
- b) To provide Education, Training and Employment support for residents of the London Boroughs of Brent, Ealing and Harrow funded by Big Lottery.
- c) To provide counselling and support to young offenders within the criminal justice system
- d) To provide alcohol and drug counselling service for people affected by substance misuse in the London Borough of Ealing
- e) To deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and support groups for women and girls, experiencing domestic and sexual violence and abuse in eight outer London Boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond Upon Thames funded by the London Councils
- f) To provide User-led Mental Health Services for mental health service users in the London Borough of Hounslow
- g) To provide Domestic violence training for health professionals in Hounslow
- h) To provide counselling and support services for victims of trauma, violence and abuse specifically to people from the Somali, Tamil and South Asian Communities in the London Borough of Harrow
- i) To provide counselling and support services for BME women experiencing domestic violence and abuse in the London Borough of Hillingdon
- j) To provide counselling and support to the Tamil community affected by mental health issues in Hillingdon
- k) To provide counselling and support to the Somali community affected by Substance misuse in Hillingdon
- l) To provide services under the Supporting People initiative for Hounslow residents experiencing problems related to substance misuse
- m) Provision of Generic floating support services in the London Borough of Ealing
- n) Provision of floating support services for offenders and people with substance misuse issues in the London Borough of Ealing

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

17 Analysis of movements in designated funds

	Balance as at 1 April 2015 £	Incoming resources £	Resources expended £	Transfers £	Funds as at 31 March 2016 £
Staffing contingency	25,000	-	-	-	25,000
Office improvements/ relocation	20,858	-	-	-	20,858
Quality standards	22,000	-	-	-	22,000
New projects development	80,206	-	-	209,794	290,000
	148,064	-	-	209,794	357,858

The designated funds which are to be utilised within 3 years period have been set-aside as follows:

Staffing Contingency

The staffing contingency fund represents the potential cost of providing locum cover in the case of maternity or long-term sick leave.

Office Improvements

This fund represents the potential cost of relocation and/or refurbishment of our existing offices and associated capital expenditure.

New Projects & Strategic Development

This fund has been set aside for new project development, research and to fund core strategic developments

Quality Standards

This fund represents expenditure earmarked for meeting the charities legal and statutory responsibilities and maintaining quality standards and for training and professional development.

18 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Funds as at 31 March 2016 are represented by:				
Tangible fixed assets	4,958	-	-	4,958
Current assets/(liabilities)	304,636	357,858	-	602,494
	309,594	357,858	-	667,452

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

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

	2016	2015
	£	£
Net movement in funds	25,574	46,775
Add back depreciation charge	9,112	11,116
Loss/(profit) on disposals	-	-
Decrease/(increase) in debtors	75,628	128,865
(Decrease)/ increase in creditors	(12,397)	51,506
Net cash used in operating activities	97,917	238,262

20 Commitments under operating leases

	2016	2015
	£	£
Within one year - property	28,847	103,857
Between two and five years - property	21,400	16,667
	50,247	119,649

21. SECTION 37 STATEMENT: LONDON COUNCILS GRANT

Under the terms of our grant from London Councils and Section 37 of The Local Government and Housing Act 1989 we are required to present the following information:

Grant-aid of £80,023 received in 2015-2016 from the London Councils Grants to deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and group work for women and girls, experiencing domestic violence and abuse in eight outer London boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond upon Thames.

	Grants(£)	Spent(£)
Salary Costs	68,510	68,510
Training/Group (inc Volunteers)	4,950	4,950
Running Costs	6,563	6,563
Total	80,023	80,023