

CHEXS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

CHEXS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A Gorton
S Farmer
P Seeby
S Goldsmith
L Alum
B Booth
C Angeli
K Laffar

Patron

Sir Charles Walker KBE MP for Broxbourne

CEO

P Maiden

Charity number

1153769

Principal address

Theobalds Enterprise Centre
Theobalds Business Park
Innovation Place
Platinum Way
Cheshunt
Waltham Cross
EN8 8YD

Independent examiner

John Wilson FCA ATII
Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

CHEXS

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CHEXS

CHAIRPERSON FOREWORD

Apparently, you are only as good as your last golf swing; well, if that is the case, CHEXs is well and truly 'top of the leader board' after another exceptional 'round' this year!

Whilst not a golfer myself, the analogy above seems to fit perfectly, with every member of the 'team' (think 'Ryder Cup' here!) playing to their full potential every time they step onto the course.

Having written a number of forewords for our annual report during the last few years, I often worry that I won't do justice to the wonderful work that the CHEXs team undertake on a daily basis in support of so many members of community. However, I need not worry, for quite simply, their work speaks for itself, as you will see/hear as you peruse this report. Whilst statistics and data certainly have their place, the personalised feedback from various members of our local community who have benefited from CHEXS' support during the last 12 months truly captures the impact of this support, particularly in terms of improved self-esteem, confidence and a real 'sense of belonging / worth'.

Another indicator of success is growth; as an organisation, CHEXs has grown dramatically during the last 12 years, with its outreach now benefitting so many more families, a trend which we foresee continuing in the coming years as our profile increases further, both within the local community and further afield.

Just a few months ago, CHEXs held its first Summer Gala in Cheshunt, an event aimed at raising additional funds to support the various programmes that we offer. This event was a wonderful success, with a number of local businesses in attendance, further raising our profile and publicising the work that we do in the local community to a new audience...and hopefully new 'financial supporters'. As such, this new initiative in itself demonstrates the success of CHEXS in recent years as the 'team' has expanded/evolved to meet demand, including in terms of 'backroom staff' who ensure that the organisation continues to go from strength to strength in terms of its frontline delivery.

Of course, one cannot become complacent about success, therein lies imminent failure. As you read this wonderful report outlining the numerous and varied successes supported by CHEXs during the previous year, you will also recognise the rigorous structures in place to ensure that the excellent 'services' provided through the various programmes outlined will continue apace in the future. Through our holistic approach to meeting the needs of our young children and families, we will look forward to further 'success stories' in the coming 12 months...and beyond!

In conclusion, whilst we do of course have our own CHEXs mission statement, I like to think that the following quote from Nelson Mandela encapsulates our core moral purpose, and provides inspiration for all members of our local community:

'What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others.'

Thank you for your continued support...happy reading!

Tony Gorton

A Gorton

Chairperson

Dated: 6 November 2023

CHEXS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales 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 charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CHEXS

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the charity's [governing document], 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 (FRS 102)" (effective 1 January 2019).

Who are CHEXS and what do we do?

CHEXS is an award-winning youth and family support charity based in Waltham Cross, on the Hertfordshire/Greater London/Essex border. We have been working with our 13 partner schools since 2010. Due to our strong working relationships with each school, founded on a track record of excellent results, partner schools refer families to us where a child is not achieving their potential, and the underlying reason is thought to be challenges at home.

We provide a combination of support to the child, through our Children and Young People team, and support to the wider family to address the underlying challenges the parents may be facing. Support to families is provided by our Family Support Team – which is the focus of this application.

Because we are very well known in our community and seen as a trusted, independent support for parents, almost all referred families choose to accept our help.

We feel a sense of pride seeing how the CHEXS team continually tries to connect with children, young people and their families. Isolation is a powerful and relatable experience that everybody has felt sometime in their life. Isolation, no matter what age, is probably one of the biggest influencers that eats away at our self-esteem.

CHEXS' proactive approach helps start the journey to building trust and the small steps to feeling a sense of belonging. Once we have the momentum it is easier to steer ourselves into environments where we are able to build friendship groups. This is crucial to our happiness and mental and physical well-being by giving us a sense of connection, which we all need.

The CHEXS team's qualities, especially empathy to support families in the community, are the major factors in why CHEXS can year on year help over 500 families a year. Empathy is a human quality that can't be replicated. The ability for the person with the issue to feel listened to, and for the person helping to instinctively pick up on the tone of somebody's voice, and body language whilst listening to understand, enables them to appreciate that their concerns are integral to helping to build a trusted relationship and ensure positive outcomes are achieved.

The board is continually amazed at the team's enthusiasm and passion to always look at new ways to evolve their services and help to connect children, young people, families, and our local communities. There are numerous pertinent examples in this report, when you create a fun and trusting environment the possibilities are endless!

CHEXS Vision

Our whole family approach is embedded in the local community, bringing both parents and young people together to support and inspire each other.

CHEXS Family Support Mission

Our support helps parents develop stronger family relationships by creating opportunities to improve parenting confidence. We focus on promoting an environment of trust and open communication, enabling parents to support their child(ren)'s growth, confidence and ultimately their individual goals.

CHEXS Young People Support Mission

Our approach creates a trusting and honest environment to inspire the next generation by providing projects to challenge and promote growth. Our programme creates goal-driven experiences with clear expectations to build resilience and self-esteem whilst improving wellbeing

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

CHEXS Values:

Community -

We aim to create a united community working together to improve our local area.

Homes -

Working with families to build a happier home life with improved communication and relationships.

Enrichments -

We engage children and young people in positive activities, giving them the opportunity to raise self-esteem, improve relationships and develop life skills.

Xtra-mile -

We always endeavour to go above and beyond to support families.

Support -

CHEXS provides a dedicated, enthusiastic, professional and inclusive support service for all families in the local community.

CHEXS Strategic Plan 2023 – 2027

Our Strategic Plan includes five strategic outcomes, which CHEXS will work towards during the period 2023-2027:

- 1 To enable parents including those from deprived and vulnerable families to develop their skills and confidence, to build a happy home.
- 2 To enable parents to have improved skills to manage behaviour and support learning. Resulting in better relationships with children.
- 3 To enable children to develop skills and improve relationships, to build resilience and self-esteem whilst improving wellbeing.
- 4 To enable our community to work together with a sense of belief and ownership tackling local issues and improving community relationships.
- 5 To enable the Charity to be governed and sustainably resourced with the broadest strategic choice to best enable the achievement of its vision.

Each of these strategic outcomes is sponsored by a Board member who works with the CEO and appropriate members of staff to ensure the charity achieves its goals.

We use Log Frames for each of the strategic outcomes to show the impact we want to achieve, the activities we will deliver to achieve that impact, and outlines measurable indicators to help us track whether we are making progress towards achieving the outcome

The Board member sponsoring each of the strategic outcomes reports back to the full Board on progress.

The Strategic Plan is underpinned by Structured Frameworks, which define exactly what we want to achieve from our core activities, including measured outcomes.

i) Our Children and Young People Framework

The CHEXS GROWTH Programme builds self-esteem, confidence, aspirations, relationships, and resilience by helping young people achieve success outside the traditional classroom environment.

It is a structured programme of in-school, after-school, and holiday activities for disadvantaged young people. Delivered over multiple weeks and including group and 1-2-1 work, it helps children raise their aspirations and gives them the skills/confidence to achieve more in life. Last year, we supported 353 children struggling with poor emotional well-being/mental health, behavioural challenges, and attendance. 81% of attendees raise their aspirations and 76% do better at school.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

There are four pillars to our GROWTH programme:

- 1 Project gives meaning and purpose
- 2 Experiences build resilience
- 3 A culture of expectations
- 4 Environment inspires aspirations

We achieve the pillars by working side-by-side with young people to achieve the following:

- ☐ Goal Setting
- ☐ Resilience development
- ☐ One to one focus
- ☐ Working together
- ☐ Trust building
- ☐ Help each other

Children and Young People framework link:

https://drive.google.com/file/d/18GPP66R3iBi5H_cAQdzeRqzwRIGI5Pdi/view?usp=drive_link

ii) Our Family Support Framework

Our Family Support Team works with parents to tackle the underlying sources of family tension, e.g., money, employment, or housing. We help parents develop better communication and behaviour management strategies. We provide support 1-2-1, in groups and through courses. Last year, we supported 138 families intensively, and 55 'light-touch' (e.g., with food bank vouchers/accessing emergency grants.) Of families helped intensively, 97% felt better supported, 87% could better communicate with their child, 82% improved child-parent relationships.

There are four pillars to our Family Support Team's work:

- 1 Supporting home life stresses
- 2 Managing difficult behaviour
- 3 Strengthening family relationships
- 4 Communication

CHEXS' family support team enables parents (including those from deprived and vulnerable families) to develop their skills and confidence and to build a happy home. We give parents the opportunity to improve their parenting skills, manage their child's behaviour and support their learning. This results in improved parent-child relationships.

Family Support Service framework link:

https://drive.google.com/file/d/1liwBsLE0DpQyB1ZoTMJQso0TWzsi5ovv/view?usp=drive_link

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Achievements and performance - A summary of what CHEXS has achieved September 2022 – August 2023

We are extremely grateful to our stakeholders, key partner agencies and trusts and foundation that have supported CHEXS.

CHEXS continues to be grateful for the support received over the last year.

CHEXS' whole family approach has supported during the last year **366 disadvantaged and underperforming school-age children**, to build their aspirations, self-esteem and well-being with services. The team has also worked with **193 disadvantaged families**, helping parents improve family relationships, manage their children's behaviour and communicate more effectively, including through lockdown.

The team has also supported and worked with:

- a Providing after-school and holiday support to 157 disadvantaged young people, helping to build their aspirations, self-esteem and wellbeing.
- b Providing one to one and small group coaching to 116 children and young people.
- c Issued 36 foodbank and 76 food shopping vouchers to families.
- d Secured emergency funding to help 48 destitute families keep their energy supply.
- e 283 professionals have received training including children's safeguarding, workshops to raise awareness around Prevent (WRAP), internet safety and paediatric first aid.
- f Run 25 community social sessions for isolated community members.

All families supported had children struggling to achieve their potential due to family challenges.

Parent Quotes

- *"You have been fantastic, I thought I was doing things the right way and after working with you, I know I was and it made me feel more confident".*
- *"Thank you for inviting me along to Real Talk, I found it so useful. It's good to talk to others, knowing you are not alone"*

Children Quotes

- *"I learnt teamwork it might help you in the future because it helped me be more happy and not sad! When I was working by myself it made me feel lonely but as soon people joined it made me work harder."*
- *"You don't get that much time to chat in class, it's good to talk about things that are worrying us."*

Young People Quotes

- *"It helped with my confidence because I didn't think I would go as I was nervous but I went anyway and enjoyed it, I glad I went."*
- *"My Life (project) has helped me with my self-esteem and self-care. I feel listened to and worthy. My life has shown me that no matter what I do in my life, to never give up and to always keep going."*
Referred for: School refuser
- *"CHEXS has helped me to be more independent and more confident and helped me find people that relate to me and I can talk to"*
Referred for: Friendship, relationship issues and low self esteem

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

How CHEXS responded to the increased demand over the last 12 months

Due to the cost-of-living crisis, twice as many families now need our support. Many organisations and individuals have helped CHEXS to support families in the local community. A fantastic example is how a business like Warburtons has invested in children's and young people's futures by sponsoring a specific CHEXS programme "Transition". Their support has enabled CHEXS to truly help a group of targeted children who have benefited from having regular interaction with the CHEXS team enabling them to flourish in their new school environment.

CHEXS has been on a mission to find and/or develop a child's interests and support parents that allows them to thrive in a particular environment - their niche. CHEXS' frameworks are designed to unlock an individual's potential by working with parents and their children's strengths and creating an environment for individuals to come together to support areas that do not come naturally to them.

Our overarching reflection from this year's review is we need to dedicate all our energy, passion, resources, and know-how to help ensure our children's future does not continue to be penalised by the legacy of the pandemic. It is a travesty reflecting on the countless opportunities, learning experiences, and interactions our children have missed out on. This unfortunately is now being compounded by the cost-of-living crisis which is creating a perfect storm to drag even more children from working families into poverty

Our schools have stepped up again to help mitigate these negative influences. I call on other sectors to interconnect and help by sharing resources, expertise, and limited funds to contribute to building positive outcomes and values for children, giving them dignity and a fighting chance to live the happy, fun, and thriving life we wish our own children to experience. This in turn will make a happier, stronger, and more prosperous community for us all to live in.

Key achievements have been:

- We responded to a significant increase in referrals from partners with the most common issues affecting children being anxiety, poor mental health, and poor behaviour. We also saw a rise in young people questioning their sexuality.
- We have provided parents with 1-2-1, face-to-face emotional and practical support in neutral venues, such as local coffee shops and through home visits.
- We provided easy to access, online support through Facebook which includes, parenting tips, blogs and workshop updates. Ensuring all community have access to information and support: <https://www.chexs.co.uk/category/family-support/>
- The Family Support Team helped issue 76 food shopping vouchers and handed out 36 foodbank vouchers.
- We secured emergency funding to help 48 families, who are on energy key meters and couldn't afford the top-up payments, keep their power on.
- We helped some parents by meeting them in local shops to top up their utility cards/keys.
- We have set up a Real Talk, to enable parents and carers to give their views on how our services should be delivered and inform practice for the forthcoming year.
- We are now supporting parents to co-produce events, so they take ownership of family sessions; the Parent Champion networks will play a key role in these in the next academic year.
- To ensure we listen to our families and provide appropriate support, we conducted face-to-face consultations with 193 parents, the results were:
 - 90% know who CHEXS are and the services we provide
- Our FSS Team delivered Boundaries, Routines and Behaviour workshops to 142 parents and we have been delivering Anxiety and My Child workshops in local Schools throughout the Summer Term to help parents address their children's poor mental health.
- We asked parents to tell us what future parent workshops they would like, the top three are:
 - a. Emotionally based child avoidance
 - b. Supporting a child with SEN
 - c. Boundaries, Routines and Behaviours
- We have delivered the GROWTH project to 186 children and young people. This is a 30 day structured programme of goal-driven, outdoor learning to disadvantaged young people not achieving their potential.
- We engaged and supported 125 children in the CHEXS Afterschool Leadership project
- Children engaged in the GROWTH programme also took part in the CHEXS Holiday Programmes.
- Young people who engage in risky behaviours were engaged in the My Life projects aimed at increasing their awareness of the dangers of modern world and how their actions can impact on their future.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

- CHEXS supported 35 vulnerable children to transition into secondary school.
- Families of children & young people engaged in GROWTH were offered support from CHEXS Family Support Service with 26 accepting intensive support.
- 31 Community volunteering opportunities are offered to young people & family members building family relationships and community ownership.
- Universal support was given to 511 children via internet safety and aspirational talks.

Further consultation with parents and stakeholders is on-going at present to ensure we understand emerging needs, particularly around the current climate of fuel and economic poverty.

During face-to-face consultations, one parent told us how support from CHEXS a few years ago had helped transform her future and provide a higher income for her family:

"You have been fantastic, I thought I was doing things the right way and after working with you, I know I was and it made me feel more confident."

Outcomes

More often than not, the challenges faced by the young people we work with are related to issues at home. Therefore, to help young people achieve their potential in life, we provide holistic support to the whole family. The outcomes below have been achieved through self-assessed questionnaires from 88 parents and 170 GROWTH children and young people.

Outcomes achieved by parents

Our Family Support Service provides one-to-one support, helping parents access support to tackle the underlying issues causing family tensions, such as parental mental health problems and poverty.

We also provide one-to-one support and workshops to help parents:

- Communicate effectively with their children
- Strengthen family relationships
- Manage difficult behaviour
- Support their children's learning

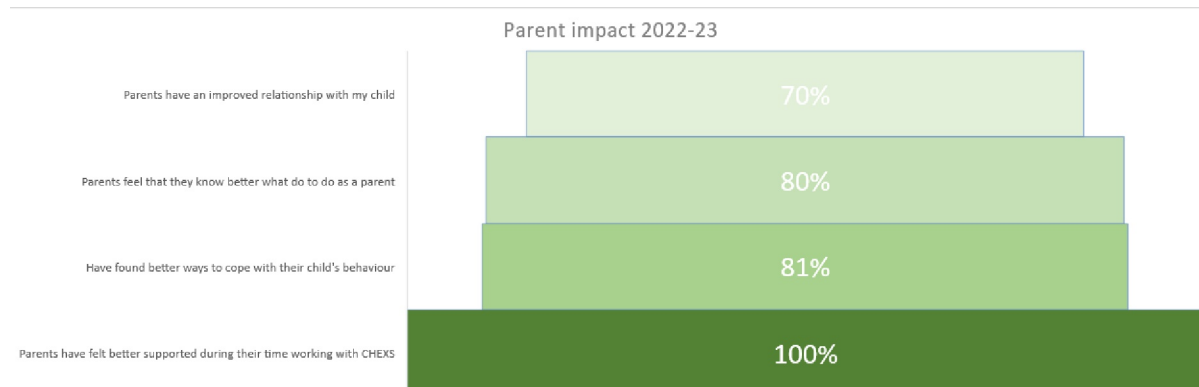
We worked intensively with parents from 193 families. Evaluation undertaken with parents supported this year shows that 80% of the parents we supported improved their parenting skills, 73% can now communicate better with their children, and we helped 79% resolve family problems that were increasing tensions at home, such as helping to resolve practical issues such as debt and housing.

These results are shown in the following chart:

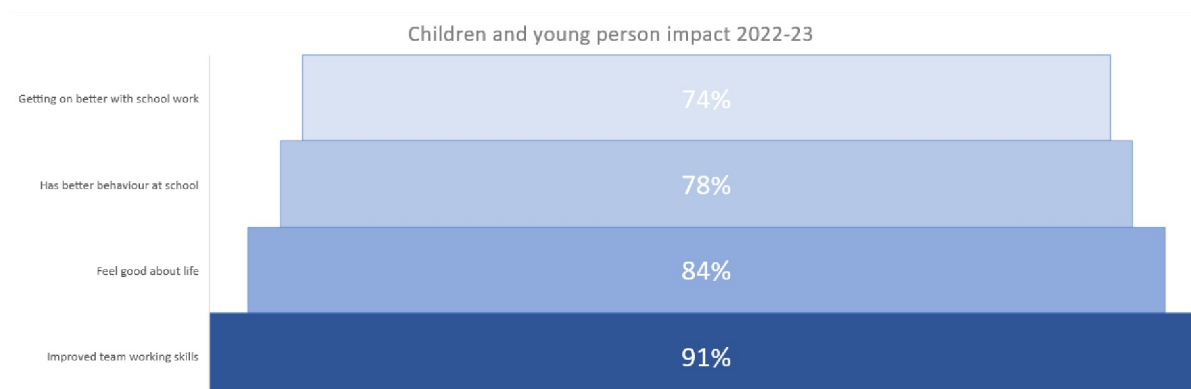
CHEXS

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Outcomes reported by parents



Outcomes achieved by Children and Young People



CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Case study



"CHEXS, you have been a lifesaver, you have held me accountable and encouraged me to do better. Our some life is now more settled, bills are being paid on time, my relationship with my children is better. I go to the gym now everyday and take classes like you said. Thank you so much, the relief I feel is amazing."

QUOTES FROM SCHOOLS

Alongside capturing outcomes data and case studies from parents, we also ask schools making referrals to provide feedback:

- "Communication between CHEXS and our parents has been a real strength this year. It has been great hearing how much interaction and response there has been between parents and CHEXS staff. This has supported relationships and allowed CHEXS to support both the children and their families." Primary Deputy Head
- "We have worked with CHEXS over a considerable period of time and continue to do so because of the quality of the provision that they are able to provide for our families. Each year CHEXS continues to adapt and refine what they are able to offer our pupils and their families and are excellent at responding to current issues within the community e.g. anxiety due to the pandemic, and financial worries due to the rising cost of living, increasing mental health concerns. CHEXS are also excellent at signposting families to other services, local and national, and supporting families to make the first steps to improving their own situations." Primary Deputy Head

Community Events

Throughout the year we hold events that encompass the whole community and engage the families in activities that build relationships and are affordable for those that struggle financially. We also support our partners such as housing associations and the local borough council to ensure that our services are accessible to anyone who may find themselves in a time of need. In the summer we held pop-up events in the local parks to give children and young people a place to drop by and see the team whilst having some fun with the free activities and games.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Financial review

The charity has had a successful year and despite challenging circumstances, has achieved increased income for the sixth year running. This has enabled CHEXS to respond positively to significantly increased demand from families and young people due to the pandemic and the cost-of-living crisis.

This year has been exceptionally challenging both in keeping up with demand operationally and in resourcing the team to maintain this delivery. Whilst the charity has reported a deficit of £22,259 this is almost entirely explained by the timing of receipt of restricted income.

Once the timing of receipt of restricted income is excluded, the charity is reporting a deficit of £1,786 in unrestricted spending which we have covered from our unrestricted reserves.

During the year, the charity had a total income of £417,286 representing an increase of £27,368 from the previous year.

Expenditure was £439,545 which saw an increase of £76,239 from the previous year.

The charity has had a successful year and despite challenging circumstances, has increased income for the sixth year running. This has enabled us to respond positively to significantly increased demand from families and young people due to the pandemic and the cost-of-living crisis.

During the year, the charity had a total income of £417,286 representing an increase of £27,368 from the previous year.

Expenditure was £439,545 which was an increase of £76,239 from the previous year.

The charity has reported a deficit of £22,259 as a result of staff investment and an unsuccessful CIN application for renewed funding.

The income received originates from several sources. The largest is grant income which accounts for £237,025 (57%) of the total income received, with National Lottery and Henry Smith Charity being the largest contributors.

National Lottery funding for our Family Support Lead finished in January 2023. We submitted a continuation application within the designated time frame and are delighted to confirm we received increased funding of £425k over 4 years. This support has enabled the charity to have increased capacity for our family support service which has seen nearly a 50 % increase in demand. Funding commenced on the 3rd of March so due to the end and start of the new funding the board approved our reserves to cover the difference.

Our 3-year After School Children in Need funding finished in January 2023. Following its conclusion a very strong continuation funding application that went to the final stage and interview. There was a larger-than-normal volume of applications due to Children In Need suspending their grant process for six months to update their priorities. A large number of backlogged applications and Hertfordshire, unfortunately, being lowered in their priority regions meant that we were unsuccessful. However, feedback was extremely positive, and we have been asked to resubmit in March 2024. The board approved our reserves to cover the additional salary costs of our Children and Young People Team throughout the remaining school year as the program was engaging and supporting a further 128 children.

This shows the commitment by CHEXS to expand services for both children and their parents with much-needed additional support during the pandemic.

The board has also been very mindful of our staff's wellbeing and mental health and approved staff salary inflation rises and additional support to help our staff through the cost-of-living crisis.

Staff costs increased from £275,834 to £364,397 representing a total rise of £88,563. This demonstrates the commitment of CHEXS to its staff and supporting our community.

The organisation remains in a healthy financial position, with overall funds of £163,001 and current balances held as cash at the bank or in the hand of £218,055. The trustees and management believe that due to this position they are able at present to respond to any changes they may face.

Reserves Policy

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

CHEXS' board continually monitors the Charity's reserves and proactively engages with the Operational Senior Leadership Team to develop and diversify funding streams.

Although we would prefer not to use our reserves, the board understands that the unprecedented challenges the charity has encountered within this financial year are extremely difficult, however, this is the very reason we have reserves. It is now the board's priority to ensure the charity utilises all our available capacity to cover and increase our reserves in the coming months and beyond. This will ensure the charity can continue to best support families in the community in these ever-increasing challenging times.

The reserves policy of CHEXS is regularly reviewed by the Trustees to ensure that it meets the day-to-day requirements of the organisation.

The aim is to ensure the charity has approximately 3 months of operational costs (£90,000) and staff redundancy costs (up to £30,000) and that in the event of the loss of major revenue streams, there are adequate reserves to give time to secure alternative income streams and discharge contractual or financial obligations.

In the long run, there is expected to be an increase in our expenditure to meet higher demand. This will require a higher level of reserves to protect the charity's services in case of a short-term unexpected fall in income and, in extreme circumstances, to cover redundancy costs should we have to cease operating. Currently, our unrestricted reserves total £102,501, made up of a designated £30,000 to cover redundancy/staff costs and £72,501 unrestricted free reserves.

Therefore we intend to increase our unrestricted reserves to ensure we maintain reserves in line with our policy level in future years.

Investment Powers

Under the constitution, the charity has the power to make any investment as the Trustees see fit.

Statement of compliance with Charity Commission guidance on public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Risk Management

CHEXS' trustees have assessed the major risks to which the charity is exposed, and are confident that CHEXS Risk Policy & Risk Register make it clear for the board to put the long-term success of our charity at the forefront and meet future objectives with greater certainty - both of which will ensure we continue to support our beneficiaries in the best possible way and keep our stakeholders confident in CHEXS' sustainability and control measures.

Structure, governance and management

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

The trustees who served during the year and up to the date of signature of the financial statements were:

A. Gorton

S. Farmer

D. Hewitt

(deceased 05 November 2023)

P. Seeby

S. Goldsmith

L. Alum

B. Booth

C. Bakalis

(resigned 22 September 2022)

K. Laffar

C. Angeli

CHEXS openly invites all community members via the CHEXS website, mailing circulation, social media, and word of mouth to put themselves forward for election to the CHEXS Trust Board by completing the nomination form.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

When a position becomes available the Board of Trustees create a trustee advert outlining the roles and responsibilities required with a closing date. When potential candidates are identified the Board undertake a skills audit of the nominations and invite all potential trustees to meet the board before decisions about appointment to the CHEXS Trustees Board are made.

The Board has confirmed and voted that Board Members who have served 3 full terms (9 years) and still have the enthusiasm and skills to continue to develop the charity objectives are able to apply to be re-elected to the Board.

Frequency of meetings are 4 Full Trustee Meetings (including AGM) plus 3 Subgroup meetings.

The Board may choose to call extraordinary meetings to consider issues and action outside the normal cycle of meetings (or where an urgent response is required). The time of the meetings will also be rotated to give equal opportunity for members to attend. A timed agenda will be provided.

All Charity Commission requirements are overseen by the Treasurer. The Board of Trustees delegate CHEXS requirements that need to be submitted to the CHEXS CEO and/or Office Manager.

In addition to the Trustee Meetings, the Trustees have active involvement with the development and monitoring of the charity Strategic Plan. See below for what is covered.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Strategic Plan Delivery Model - We have 3 key strategies:

- 1 Growth - Will enable us to have a strategy to essential ensure the growth and sustainability of CHEXS.
- 2 Marketing – Will enable us to reach more beneficiaries and stakeholders and generate more income to support our mission.
- 3 Services – Are important because it is at the heart of our practice and keeping the charity focused ensuring that every penny helps support the charities mission, values, and vision.

The plan is managed by a small Steering Group” appointed by “the CEO. The group consist of a number of “active” Trustees together with a senior member of staff. The group's remit is to provide governance to ensure that the plan is delivered on time and to agreed specification and budgets. The group meet 4 times a year and is chaired by the CEO.

The methodology of the group is to review, support and challenge the delivery of each outcome within the plan using the “traffic light” reports method.

Management, Sponsorship and Reporting

The strategic plan is reviewed to distinguish between those key deliverables that are a challenge but just need to be done (e.g., Recruitment) and those that are in effect stand-alone projects. Each Outcome has a project manager (PM) who is a member of staff whose day-job is closest to the specific outcome. The PM then requests the part time support of a small number of staff to form a Natural Work Team (NWT). The NWT consists of a team of individuals who work together or work in complementary roles to complete a task:

The role of the NWT is to:

- Define the outcome (add detail to the existing headline)
- Set out projects/services (linked to the outcome), timelines, key performance indicators
- Deliver the projects/services to achieve the outcome
- Review and report upon the outcomes

Each strategy is sponsored by a member of the Board of Trustees (Trustee Champion). The role of the sponsor is to support the NWT calling upon their experience and knowledge, to praise the NWT and to challenge to ensure delivery.

Each sponsor will agree with their NWT a termly traffic light report that will be made available to the Steering Group.

Traffic Light Report (also known as a RAG report), has the following outcomes applied:

- Red Outcome: not achieving KPI's needs significant support
- Amber Outcome: achieving most KPI's but needs to focus on one or more
- Green Outcome: achieving all KPI's
- Blue Outcome: over-achieving – celebrate success

Each Trustee Champion then report back to the full Trustees meetings on all progress/developments.

Strategic Aim - Ensure the Charity is sustainable, appropriately resourced, and has the broadest strategic choice to best enable achievement of its vision.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Fund Development Objectives

CHEXS fund development objectives have been categorised into 4 pillars each supporting a different aspect of the funding strategy:

Pillar 1– Schools/stakeholders

- a. Develop stakeholders to fund our increased services to beneficiaries

Pillar 2– Trusts and foundations

- a. Increase existing levels of trust & Foundations incomes

Pillar 3– Business

- a. Corporates sponsorship
- b. Develop corporate donor relationships to support CHEXS' mission
- c. Develop a major donor relationship to support CHEXS' mission
- d. Traded services
- e. Hire services

Pillar 4- Fundraising and donations

- a. CHEXS fundraising community Events
- b. Develop an individual committed giving
- c. Develop a legacy programme, securing five pledges

Strong leadership from the Chair, Board of Trustees and CEO provides direction and motivation. The CEO provides front line leadership and support to staff, with regular training and support meetings to ensure all staff/volunteers are monitored and have the opportunity to develop the skills they need.

CHEXS Trustees have an array of qualifications and experience obtained from various personal and working environments.

Involvement of the Trustees and Patron's local knowledge and experience see the benefits of the work being performed and are able to engage with the organisation as to the effectiveness of the delivery of the support. The Trustees have regular communication with senior management and those responsible for delivery to understand the work being done, the effectiveness of the work and its delivery and its impact on the children and adults being supported.

The trustees' report was approved by the Board of Trustees.

Tony Gorton

A Gorton

Trustee

Dated: 6 November 2023

CHEXS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHEXS

I report to the trustees on my examination of the financial statements of CHEXS (the charity) for the year ended 31 August 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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 financial statements to be reached.

Howard Wilson

John Wilson FCA ATII

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 6 November 2023

CHEXS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<u>Income from:</u>							
Voluntary income including donations and legacies	3	21,550	-	21,550	8,683	-	8,683
Income from charitable activities	4	190,211	205,525	395,736	176,423	204,812	381,235
Total income		211,761	205,525	417,286	185,106	204,812	389,918
<u>Expenditure on:</u>							
Raising funds	5	2,093	-	2,093	4,309	-	4,309
Charitable activities	6	211,453	225,999	437,452	167,630	191,079	358,709
Total expenditure		213,546	225,999	439,545	171,939	191,079	363,018
Net (expenditure)/income for the year/							
Net movement in funds		(1,785)	(20,474)	(22,259)	13,167	13,733	26,900
Fund balances at 1 September 2022		104,286	58,715	163,001	91,119	44,982	136,101
Fund balances at 31 August 2023		102,501	38,241	140,742	104,286	58,715	163,001

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

All income and expenditure derive from continuing activities.

CHEXS

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	12	39,230		58,452	
Cash at bank and in hand		218,055		196,388	
		<u>257,285</u>		<u>254,840</u>	
Creditors: amounts falling due within one year	13	(116,543)		(91,839)	
Net current assets			140,742		163,001
Income funds					
Restricted funds	15		38,241		58,715
<u>Unrestricted funds</u>					
Designated funds	17	30,000		30,000	
General unrestricted funds		<u>72,501</u>		<u>74,286</u>	
			102,501		104,286
			<u>140,742</u>		<u>163,001</u>

The financial statements were approved by the Trustees on 6 November 2023

Tony Gorton

A Gorton
Trustee

CHEXS

BALANCE SHEET (CONTINUED)

AS AT 31 AUGUST 2023

1 Critical accounting estimates and judgements

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

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

2 Accounting policies

Charity information

CHEXS is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

2.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

2.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. Expenditure meeting the criteria as set is allocated against the specific reserve in the year it is incurred.

CHEXS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

2 Accounting policies

(Continued)

2.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.5 Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis inclusive of VAT.

2.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Motor vehicles	25% straight line
----------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

2.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

2.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

2 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2.11 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.

3 Voluntary income including donations and legacies

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Donations and gifts	21,550	8,683

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

4 Income from charitable activities

	2023 £	2022 £
Membership income	43,710	44,033
Project income	115,001	91,945
Grants receivable	237,025	245,257
	<u>395,736</u>	<u>381,235</u>
Analysis by fund		
Unrestricted funds	190,211	
Restricted funds	205,525	
	<u>395,736</u>	
For the year ended 31 August 2022		
Unrestricted funds		176,423
Restricted funds		204,812
		<u>381,235</u>
Grants receivable		
Children in Need	7,675	29,737
National Lottery	58,011	41,184
Postcode Lottery	-	23,737
Hertfordshire Community Foundation	4,807	9,802
Garfield Weston	25,000	25,000
Edward Gostling Foundtion	25,000	18,872
Marriots School	7,459	-
Broxbourne Borough Council	11,250	17,080
Henry Smith Charity	72,950	54,400
Warburtons	10,000	10,000
Other	14,873	15,445
	<u>237,025</u>	<u>245,257</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

5 Raising funds

	Unrestricted funds	Total
	2023 £	2022 £
<u>Community fundraising, events and sponsorship</u>		
Advertising	2,093	4,309
	<u>2,093</u>	<u>4,309</u>

6 Charitable activities

	2023 £	2022 £
Staff costs	364,397	275,834
Project costs	10,279	24,729
Staff training	6,994	8,107
Insurance	4,963	6,035
Office costs	21,338	13,494
Motor & Travel costs	8,747	3,950
Professional fees	480	384
Sundry expenses	264	244
Governance costs	1,200	1,200
Venue costs	7,120	7,935
Grant funding of activities (see note 7)	11,670	16,797
	<u>437,452</u>	<u>358,709</u>

Governance costs comprise fees paid to independent examiner's of £1,200 (2022 - £1,200).

7 Grants payable

	Educational and extended services	Educational and extended services
	2023 £	2022 £
Grants to individuals	11,670	16,797
	<u>11,670</u>	<u>16,797</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

9 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	13	12
Employment costs	2023	2022
	£	£
Wages and salaries	324,696	246,167
Social security costs	24,562	16,675
Other pension costs	15,139	12,992
	364,397	275,834

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Motor vehicles £
Cost	
Additions	53,006
At 31 August 2023	53,006
Depreciation and impairment	
Depreciation charged in the year	53,006
At 31 August 2023	53,006
Carrying amount	
At 31 August 2023	-

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	38,769	54,346
Prepayments and accrued income	461	4,106
	<u>39,230</u>	<u>58,452</u>

13 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Deferred income	14	104,843	77,987
Other creditors		-	2,152
Accruals and deferred income		11,700	11,700
		<u>116,543</u>	<u>91,839</u>

14 Deferred income

	2023 £	2022 £
Other deferred income	<u>104,843</u>	<u>77,987</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>104,843</u>	<u>77,987</u>
Movements in the year:		
Deferred income at 1 September 2022	77,987	83,364
Released from previous periods	(77,987)	(83,364)
Resources deferred in the year	<u>104,843</u>	<u>77,987</u>
Deferred income at 31 August 2023	<u>104,843</u>	<u>77,987</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Movement in funds		
	Balance at 1 September 2021 £	Incoming resources £	Resources expended £	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Incoming resources £	Resources expended £	Balance at 31 August 2023 £
Awards for All (Big Lottery)	8,950	-	(8,950)	-	7,281	(3,236)	7,281	(3,236)	4,045
Postcode Lottery	-	23,737	(9,777)	13,960	-	(13,960)	-	(13,960)	-
Warburtons Grant	-	10,000	(1,666)	8,334	10,000	(10,834)	10,000	(10,834)	7,500
Broxbourne Borough Council	-	17,080	(16,080)	1,000	11,250	(11,750)	11,250	(11,750)	500
Henry Smith COVID-19 Long-term Support	-	17,500	(5,884)	11,616	35,550	(37,892)	35,550	(37,892)	9,274
Henry Smith Charity - Improving Lives	3,025	36,900	(36,850)	3,075	37,400	(37,438)	37,400	(37,438)	3,037
Hertfordshire Community Foundation	1,300	9,802	(11,102)	-	4,807	(4,807)	4,807	(4,807)	-
Children in Need - After School Programme	5,997	28,737	(32,164)	2,570	7,675	(10,245)	7,675	(10,245)	-
Children in Need - School Holiday Programme	8,805	-	(8,805)	-	-	-	-	-	-
Marriots School	-	-	-	-	7,459	(7,459)	7,459	(7,459)	-
Edward Gostling Foundation	-	18,872	(18,872)	-	25,000	(11,115)	25,000	(11,115)	13,885
Lewis Cocking Locality Budget Scheme	-	1,000	-	1,000	-	(1,000)	-	(1,000)	-
Reaching Communities	16,905	41,184	(40,929)	17,160	50,730	(67,890)	50,730	(67,890)	-
Locality Budgets	-	-	-	-	800	(800)	800	(800)	-
Shanly Foundation	-	-	-	-	5,000	(5,000)	5,000	(5,000)	-
Peabody Community Foundation	-	-	-	-	2,573	(2,573)	2,573	(2,573)	-
	44,982	204,812	(191,079)	58,715	205,525	(225,999)	205,525	(225,999)	38,241

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 August 2023 are represented by:					
Current assets/(liabilities)	140,742	-	140,742	104,286	163,001
	<u>140,742</u>	<u>-</u>	<u>140,742</u>	<u>104,286</u>	<u>163,001</u>

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 September 2021 £	Movement in funds Incoming resources £	Balance at 1 September 2022 £	Movement in funds Incoming resources £	Balance at 31 August 2023 £
Contingency Fund	30,000	-	30,000	-	30,000
	<u>30,000</u>	<u>-</u>	<u>30,000</u>	<u>-</u>	<u>30,000</u>

The contingency fund was set up in order to provide funds to cover for any unexpected expenditure that the charity should face, as well as provide a fund towards redundancy should the charity have to reconsider its operations, subject to funding.

18 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).