

THERA EAST ANGLIA

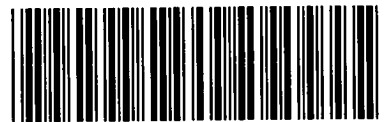
Registered No: 05566295

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2019

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THERA EAST ANGLIA

(A company limited by guarantee)

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INTRODUCTION

**These papers tell readers what the company has been doing
between April 2018 and March 2019.**

**The directors have written about what has gone well and
what needs development.**

You can see how the company has managed its money.

**The accounts have been checked by our Auditor – Sayer Vincent
LLP**

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

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COMPANY INFORMATION

DIRECTORS

Gerard Artindale

Anthony Burns

Andrew Feather

Jennifer Garrigan

Michelle Mansfield

David Parker

Lawrence Pike (resigned 14
October, 2019)

Lorna Weston

COMPANY SECRETARY

Tarnya Thompson

COMPANY NUMBER

05566295

REGISTERED OFFICE

134 Edmund Street
Birmingham
B3 2ES

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COMPANY INFORMATION

AUDITOR

Sayer Vincent LLP
Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

BANKERS

Barclays Bank PLC
43 High Street
Sutton
Surrey
SM1 1DR

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

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DIRECTORS' AND STRATEGIC REPORT
For year ended 31 March 2019

This section explains that directors are responsible for putting together accounts which must show a true and fair view. This is the law.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report, the Strategic Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

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DIRECTORS' AND STRATEGIC REPORT

For year ended 31 March 2019

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy, at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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DIRECTORS' AND STRATEGIC REPORT
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DIRECTORS

The directors who served in the year, or subsequent to the year-end, were:

Gerard Artindale

Anthony Burns

Andrew Feather (appointed 7 May, 2019)

Jennifer Garrigan

Michelle Mansfield (appointed 8 May, 2018)

Steven Norfield (resigned 4 December, 2018)

David Parker

Lawrence Pike (appointed 8 May, 2018)
(resigned 14 October, 2019)

Christopher Rheinberg (resigned 26 July, 2018)

Lorna Weston

The directors have no financial interest in the company, it being limited by guarantee.

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For year ended 31 March 2019



year

Chairman's Report

As this is my first annual report since starting as Chairman in July 2018, I should like to pay tribute to my predecessor, Chris Rheinberg. It is no coincidence that his years as Chairman have seen increasing success for Thera East Anglia, both in terms of financial stability and more importantly in the support our staff give to people we with a learning disability. Chris resigned in order to take up a position on the Thera Trust Board, where I am sure he will contribute just as successfully. From my point of view, this allows me still to draw on his expertise and knowledge when required.

As Chris noted in his report this time last year, the Board as a whole has seen a number of changes during the year to March, 2019. We welcomed Michelle Mansfield and Lawrence Pike on to the Board. Michelle is our first non-executive director with a learning disability and Lawrence is a doctor so they both bring valuable personal and professional expertise to the Board. On a sadder note, Steven Norfield resigned after three years as the Board's Independent Director, representing the Company Members. During Steven's tenure, company membership has grown in numbers and influence, and I would like to thank him for his contribution in making that happen. I am pleased to say that by the time this report is published, the company members will have succeeded in the difficult task of finding a suitable replacement for Steven.

Amidst the changes in Non-Executive positions, the Executive team have provided the stability that the rest of the Board can rely on. David Parker, our Service Quality Director, Lorna Weston, our Managing Director, and their

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management team are unceasing in their efforts to provide the highest quality of support, and to put the people we support at the centre of everything Thera East Anglia does and I cannot thank them highly enough.

We continue to develop the company to meet the changing needs of the people we support. Our second short break service in Norfolk, Oaklands, was opened in July 2018. This is a superb venue to match our first one, Willowdene, and is already heavily in demand. It enables families to have a break from supporting family members with a learning disability and highly complex needs.

Funded by a grant from Thera Trust, we started a supported employment project, which has now been extended into a second year and with additional funding from a local council to build on its success in getting the people we support along the path to paid or voluntary employment.

A number of other initiatives were undertaken or developed during the year, some of which are highlighted in the next few pages, further to improve the quality of support we provide. I also chair the Employee Consultative Council, which is proving more and more useful in bringing forward constructive solutions and suggestions to improve our work.

All of this is happening in an environment where cuts in local authority budgets inevitably result in pressure on the level and quality of support they are able to fund. We continually find ourselves needing to negotiate with the councils or to seek innovative solutions to mitigate any adverse consequences for the people

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we support. This sometimes becomes a very delicate balancing act in not appearing to be obstructive of the funders whilst being an advocate for the people we support. So far we have managed this, and continue to be successful in being asked to support more people in all the areas in which we work.

None of the achievements of Thera East Anglia would have happened had it not been for our staff. I think it is well worth reiterating my words at the very well attended annual party and staff awards event, 'I am continually staggered by the amazing work and the dedication of all the staff at Thera. I feel very honoured to be the Chairman of the company that you all work for.'"

Gerard Artindale
Chairman

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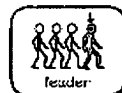
important

What is Important for Thera East Anglia

Thera East Anglia is a part of the Thera charitable group of companies.

Thera has always said that the people it supports must be involved in how the organisation does its job. Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

Our vision



Thera will show that people with a learning disability can be leaders in society



Thera will be controlled by people with a learning disability



People supported by Thera can say how their Thera company is directed and managed



People with a learning disability will design the support they want from Thera.



Thera will respect the rights and wishes of people at work, at home and in the community



People with a learning disability will check the quality of support from their Thera company



Thera Group will be led by a charity



www.thera.co.uk

Supporting people with a learning disability

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Thera East Anglia Supports People with a Learning Disability

support “As at 31 March, 2019, Thera East Anglia was providing support to 228 people (217 - 31 March, 2018) with a learning disability. Most of this work is intensive 24 hour support to people with complex support needs, in their own homes, in the community or for short breaks. Thera East Anglia supports people to take an active part in their local community, in employment and educational opportunities, accessing daytime pursuits, developing friendships and having fun!

It has been a very exciting and rewarding year in being able to work with our staff team, the Board of Directors and David Parker on the many projects we set in our ambition to fulfil our aim as a company to ‘support people with a learning disability and their families to have a great life, enabling them to achieve their goals by continuously developing the opportunities we offer.’

Our development projects have focused on support being developed around ‘Me- My Life- My Way’. Some of our projects this year have included pilot schemes to help us better understand what people want and to build sustainable options that fit within Thera's vision and direction for the future. This will provide the ability to maintain our presence and to support people throughout all stages of their life.

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We have supported more people to live where they want and with the people they want to live with by working in partnership with Forward Housing. We have continued to strengthen our profile and our partnerships, increasing our ability to provide more opportunities for people to live independent lives in their local community.

We believe that helping people we support to have a great life centred on their family, their friends and community and reducing directly commissioned support is both a beneficial and sustainable way to develop what we can offer.

Over the coming year our plan is to continue to focus on both the quality of the current support we offer, and the flexibility and development of the new support options we have explored this year for supported employment and short breaks.

Our vision and values and the way in which we implement them make us different and they continue to be a great source of pride and inspiration. It is due to the hard work and commitment of our staff, company members and board of directors who have a collective passion for our values, that

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has enabled us to succeed in meeting our objectives despite the challenging economic environment. It is therefore vital to acknowledge and thank everyone for their dedication, commitment and hard work in our achievements this year."

Lorna Weston
Managing Director

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Stories!

story

82s' Crafts and Creations festive spirit with Christmas Crafts



82 Crafts and Creations, which launched in December 2016, sells handmade items and craft supplies. It is a great resource for the people we support in the area to make and sell their own items, as well as gain employability skills through volunteering. 11 people took part in creating the festive items, which included light up bottles, garlands and wreaths, Christmas themed baskets and buckets, a variety of unique tree decorations, countdown Christmas plates and candy canes.

Money from the sale of the items will be put towards purchasing an interactive whiteboard which will support Thera East Anglia's Paths to Employment project. Jo Stebbings, Community Support Leader said,

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"There continues to be fantastic support for the shop from local businesses and the community in Whittlesey, with regular donations of craft materials and with regular customers."

Linda's trip to Thera

Linda, who lives in Norfolk, has enjoyed a trip to the island where Thera Trust got its name, as part of a cruise around Greece. Linda visited Santorini, which is known locally as Thira (the English pronunciation of which is Thera) during an Aegean Shores Cruise. She was supported on the cruise by Community Support Leader, Michele Rayment and Team Co-ordinator, Susan Hensby.

As well as visiting Thira, the trip also included stop offs at Heraklion in Crete and Mykonos, Piraeus and Katakolo in Greece. Linda enjoyed every minute of the cruise, watching shows, playing roulette and going to the late-night disco most nights! She also made lots of friends along the way. Michele said, "Linda had an amazing time on holiday. She probably talked to half the people on the ship including the captain and danced the night away, every night, not going to bed until at least 2am! When we visited Santorini on the second day of our trip, we all wore Thera Trust t-shirts. We took the cable car up and once at the top, wandered round the cobbled streets doing some shopping and stopping for a coffee. We all thought it was a lovely place. Since we have been back, Linda has stayed in contact with the people she met on the cruise."

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Oaklands opens its doors



Thera East Anglia's new short breaks and community support venue near Norwich opened in July, 2019. The large, detached bungalow, called Oaklands, includes an open plan kitchen and dining room, sensory room with interactive floor, bathroom with LED light changing spa bath, a wet room, utility room and spacious garden with a swing, summer house and sunken trampoline.

Oaklands provides overnight stays with waking or sleep-in staff as requested. Transport to and from Oaklands can also be arranged.

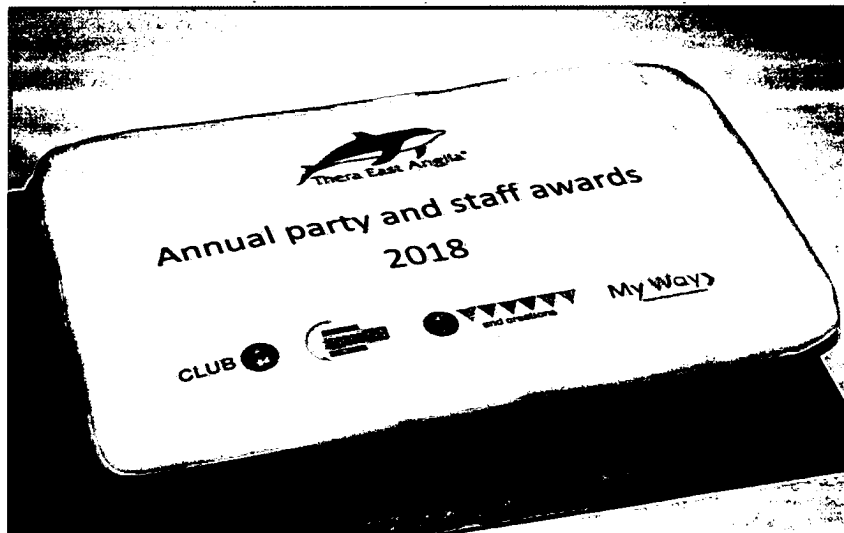
Some of the other things we will be able to help with at Oaklands are supporting people with learning new skills and helping them gain independence; as well as organising activities such as baking, trips out, swimming, shopping and walking.

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Staff come together to celebrate their achievements



THERA East Anglia celebrated its staff successes with an awards event. We've held our fourth annual staff awards to celebrate the fantastic work our staff have achieved over the past year.

The awards ceremony, held at The Cresset in Peterborough, saw seven awards given and over 70 staff from 20 different teams recognised for their amazing efforts and achievements.

The event was attended by all staff, people we support and their families and friends. Lorna Weston, Managing Director, said, "We have been running our annual awards for four years now and 2018 was by far the best to date. There was an outstanding number of fantastic nominations, which gave the judges a real challenge. The awards were

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split over seven categories. Nominees and runners up were commended and winners received a trophy and vouchers."

Ely allotment project benefits the community



Thera East Anglia launched a community allotment project in Ely. The project is based at the Bridge Fen Allotments site in the city and is growing a wide range of produce from carrots, potatoes, onions and peppers to cucumbers, beetroot, pumpkins and butternut squash – to name just a few. Terri Dumont, Employment Support Manager, said "The allotment is helping to teach the people we support how food is grown and how to eat healthily, as well as providing a safe space for them to socialise and make new friends." Volunteers on the project are able to take their freshly grown vegetables home with them to enjoy. Produce is also being donated to Larkfields Community Café in Ely, where it is being turned into tasty meals. The café employs people with a learning disability to help them develop new skills in a real life working environment.

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Thanks to Cambridgeshire Time Credits, the project has provided a great way for volunteers to be rewarded for their efforts. Time Credits recognises the valuable contributions people make to their communities and offers access to new and interesting opportunities as a thank you for their hard work. Terri explained, "Using Time Credits is a great way for us to be able to pay and reward our volunteers for the time they put in. Volunteers earn Time Credits by working on the allotment and can then spend them on a wide range of fun activities, such as going to the theatre, enjoying a day out, taking part in outdoor pursuits or attending a yoga class."

Employment opportunities



We are working hard to help more and more adults with a learning disability secure work within East Anglia. We aim to do this through our Supported Employment project, My Way, which is being led by our Employment Support Manager, Terri Dumont. We also intend to explore

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partnership opportunities with Unity Works Social Enterprises to learn from their success and expertise in this area. This year we invested in a two-day training course with UK disability specialist Remploy, called 'Training in Systemic Instruction'. The course is designed to help our staff teach vocational and independent living skills to the people we support. We have also become a member of the British Association for Supported Employment (BASE). Through this project, eight people who work at our 82s' Crafts and Creations Shop, in Whittlesey, will be supported in gaining qualifications to help them develop their retail and employability skills. We have also launched a new IT suite at our venue The Meeting Place, which includes three computers with internet access and a wireless printer. We hope this will become a fantastic resource for the people we support.

The Meeting Place

The Meeting Place had the main room upstairs painted and chairs donated from a local charity. One of the plans for 2019 is to make the room more available for meetings, training and NVQ sessions.

Marc and Gemma are responsible for room bookings, getting the room ready and meeting visitors when they arrive. They also ensure refreshments are available. Both received their ID badges and are really look forward to taking more bookings in 2019.

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The Life Skills group has been working on personal safety when out in the community in Peterborough. Robert and William looked around the town and identified where the safe places are. Both have signed up to the scheme and have passed on their knowledge to others at The Meeting Place to ensure everyone is signed up and has a card. The Safe Place Scheme aims to help vulnerable people if they feel scared or at risk while they are out.

Eamonn's story

"I started working for Thera East Anglia in December, 2018 as a Support Worker. I have worked in different types of jobs such as a baker, a butler, a waiter and in computer software, but I was a bit hesitant of making the change to social care as I had never worked in this sector before. Once I made that change in career, I wish I had done this job sooner. I think to myself about 20 times a day, "why have I wasted time chasing figures

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when I could have been doing a job that I love and have such a supportive team?

I got asked to support someone to go to Disneyland, Paris not long after I started. It was something the person supported really wanted to do and I'm so glad I went because we are like best mates now. He teaches me signs as he is unable to communicate verbally and whilst at Disneyland, I could hear him humming with excitement as he met Darth Vader. It was a fabulous moment for me to witness as he had not had that sort of conversation with anybody else.

You have no idea how amazing working in social care is; most of the time it's not even like work. Just knowing that you can make someone's day in a short amount of time and that it's all about giving people the encouragement they need to build their self-esteem. Working in care isn't what you think it is and you realise the little things more. I work in an all-male environment, which I was worried about at first because I have never worked in an all-male team before, but having settled in I just love it now. The guys want to be supported by other men with similar interests and that's really important to them".

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People with a Learning Disability Help Manage Thera East Anglia



People who are supported by Thera have a lot of influence on how their Thera Company is directed and managed¹ as well as leading the design and delivery of their own support. For example, people with a learning disability are employed as directors and in a number of other posts; they can now become members of Thera East Anglia and are consulted with on a range of important issues that affect the organisation. David Parker is the Service Quality Director for Thera East Anglia; David is a key member of the Thera East Anglia Board and takes the lead on quality.

"I'm very excited that we have opened a second short-break venue in Norfolk and are now able to support more people and their families by providing short breaks.

I'm also very happy that we have been able to find better housing for a number of people we support. In particular we are grateful to Forward Housing for supporting us to make peoples' lives better by finding great places for them to live. I hope to see further progress in the coming year to improve the housing situation for other people we support.

¹ Thera Trust is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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I'd like to thank the staff for the work they have done on Positive Behaviour Support, which has helped a number of people do things they would have previously found too challenging.

Once again, the annual party was a great success, with more staff than ever being nominated for awards. Company membership continues to develop and I would like to take this opportunity to thank Steve Norfield, our Independent Director, for his hard work and contribution over the last 3 years. Although Steve has now stepped down from the role, we hope still to keep in contact.

We continue to work on ensuring the quality of support we provide to people is excellent. The operational teams have done a great job on this and of course we have been supported by the quality assessments provided by The Quality Company. As part of my role, I monitor these reports, as well as visiting many people personally to talk to them and to check that they are happy with what we are doing for them, and to make sure our staff teams are getting all the help they need to provide excellent service.

I am looking forward to working with Lorna and the team on delivering our business plan over the coming year."

David Parker
Service Quality Director

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staff

Thera East Anglia Employs Good Staff

At the end of the year, Thera East Anglia employed around 467 people, the majority of whom are Support Workers. This is an increase on the 450 staff employed at the end of 2017-18.

Our staff are our most important asset and we take considerable pride in their achievements, their dedication and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training and development throughout Thera, ensuring that staff are capable and motivated to meet the needs of the people we support.

As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.



We have achieved the status of a Disability Confident Employer, which recognises that our systems and processes are adapted to encourage recruitment of staff with a disability and supporting them at work.

Thera East Anglia has a well-established Employee Consultative Council, which considers a range of matters relating to its staff. This includes

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sharing important information about Thera and finding out what staff think about important decisions that may affect them.

The Employee Consultative Council is the formal mechanism for ensuring that Thera East Anglia delivers on its philosophy of involvement in relation to its staff.



Thera East Anglia's Money

Thera's accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Thera East Anglia's Articles of Association and applicable law.

Turnover in 2018-19 was £10.9m (2017 -18 £10.1m).

The surplus for the year was £524k (2017 -18 £265k). The Directors determined that the surplus made during the year would be contributed to Thera Trust as a donation under gift-aid.

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risk

Managing Thera East Anglia's Risk

Key risks which are inherent in the nature of our work include the abuse or neglect of vulnerable people, a failure to comply with CQC Essential Standards or other regulatory requirements or a failure to realise Thera's Vision.

The social care market in which Thera East Anglia operates continues to experience significant funding challenges as commissioners attempt to reconcile increasing demand within a tighter funding environment. Although limitations are expected to continue, this has so far had limited impact on Thera East Anglia's activities. Thera East Anglia supports people with a learning disability in the main who have a substantial and critical assessed need. Accordingly, these individuals are at a much lower risk of having their support reduced because of funding challenges, with local authorities and commissioners prioritising this area of spending to date.

Like all care and support service providers, Thera East Anglia is exposed to a range of external factors that may put pressure on continuing the provision of care and support to a person with a learning disability. However, the specialist area of the market in which Thera East Anglia works benefits from much lower levels of this pressure, as it is in both the commissioning body and the individual's long term interests to maintain

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continuity of support, particularly of the high quality that Thera East Anglia provides.

Thera East Anglia may face risk from damage to key relationships with local authorities, the loss of key leadership and management or risk from litigation, financial or pension matters.

The directors have assessed and monitored the major risks to which Thera East Anglia may be exposed through a risk management strategy. Other than those sector risks outlined above, there have been no material strategic changes within the organisation that are perceived to expose the organisation to additional material risk. The Board continues to monitor the external regulatory, funding and employment law environment closely. Directors are satisfied that systems are in place to minimise the incidence and impact of risks to the extent to which these are in the control of Thera East Anglia.

In addition, Thera East Anglia's Health and Safety Committee provides the formal mechanism for Thera jointly with staff safety representatives to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy. In particular, Thera East Anglia sets and regularly reviews its serious incident and emergency contingency plan.

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The Future

Thera East Anglia is looking forward to further progressing supported employment next year to develop this as an integral part of the support we offer in all areas we operate in, and to assist more people with a learning disability to gain work experience and voluntary or paid job roles.

We plan to ensure our short-break support at 'Oaklands' and 'Willowdene' in Norfolk reach their full potential intended by providing more opportunities for informal carers to access expert and specialist support for their family member with a learning disability, enabling them to have essential breaks from their caring responsibilities at home.

We are very excited to work in collaboration with Equal Futures over the next 12 months following the Social Impact Investment Grant awarded by Thera Trust to develop a Community Connector/Facilitator post in East Anglia to achieve our common goal of supporting people to fully integrate in their community and the opportunities this brings for people we support to live a good life.

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DIRECTORS' AND STRATEGIC REPORT

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This section explains that directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO THE AUDITOR

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditor is aware of that information.

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**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the reappointment of Sayer Vincent LLP as auditor of the Company.

This Directors' and Strategic Report was approved by the Board of Directors on 14 October, 2019 and signed on its behalf.



Tarnya Thompson
Secretary

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

This page explains that the Auditor is reporting that the accounts give a true and fair view of the company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Thera East Anglia (the 'company') for the year ended 31 March 2019 which comprise the income and expenditure account, balance sheet, statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the company's affairs as at 31 March 2019 and of its result for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

OTHER INFORMATION

The other information comprises the information included in the Directors' and Strategic Report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

This section explains that the Auditor must tell us if they are unhappy with how the directors managed the company.

The Audit report says that there is nothing bad the Auditors wish to report to Company Members.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- The information given in the Directors' and Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The Directors' and Strategic Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' and Strategic Report.

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

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

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

RESPONSIBILITIES OF DIRECTORS

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

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

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

Directors' responsibilities are explained on page 36. This page explains that it is the Auditor's responsibility to audit (check) the accounts as the law says they should.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

This page explains how the Auditor checks the accounts.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

USE OF OUR REPORT

This report is made solely to the 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 company's members those matters we are required to state to them in an auditor's

THERA EAST ANGLIA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THERA EAST ANGLIA

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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

18 December 2019

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

You will see that this report and accounts also includes accessible information so that the directors of Thera East Anglia are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the directors and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

THERA EAST ANGLIA

(A company limited by guarantee)

SUMMARY OF MONEY

For the year ended 31 March 2019

What we have earned and what we have spent: £

Money we got in	10,961,162
What we spent on our staff	(8,252,267)
Other money we spent	<u>(2,184,276)</u>
What is left over for this company	524,619
Contribution made to Thera Trust	<u>(524,619)</u>

=====

What Thera East Anglia has at 31 March 2019: £

Equipment we own	30,711
How much cash we had in the bank	5,232
What we are owed by others	773,656
What we owe to others	(448,161)
What we owe to other Thera companies	<u>(361,438)</u>
Final amount the company had at 31 March 2019	=====

THERA EAST ANGLIA
(A company limited by guarantee)
INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 March 2019

	Note	2019 Total £	2018 Total £
Turnover	3	10,900,186	10,090,806
Direct costs		(8,894,440)	(8,339,175)
Gross surplus		2,005,746	1,751,631
Administrative expenses		(1,542,103)	(1,558,660)
Social investment grant		30,000	45,000
Operating result	4	493,643	237,971
Interest receivable on intra-group borrowings		30,976	27,305
Result from ordinary activities before taxation		524,619	265,276
Taxation on result on ordinary activities	7	-	-
Total comprehensive income		524,619	265,276
Retained earnings			
Retained earnings at the beginning of the year		-	-
Total comprehensive income for the financial year		524,619	265,276
Gift aid distribution to parent company		(524,619)	(265,276)
		-	-

The above Income and Expenditure Account is the equivalent of the Statement of Income and Retained Earnings.

All of the above activities relate to continuing operations.

THERA EAST ANGLIA
(A company limited by guarantee)

BALANCE SHEET

as at 31 March 2019

COMPANY REGISTRATION NUMBER 05566295

	Note	£	2019 £	£	2018 £
Fixed assets:					
Tangible assets	8		30,711		-
			<u>30,711</u>		
Current assets:					
Debtors	9	773,656		662,120	
Cash at bank and in hand		5,232		121,480	
		<u>778,888</u>		<u>783,600</u>	
Current liabilities:					
Creditors falling due within one year	11	(448,161)		(783,600)	
			<u>330,727</u>		-
Net current assets					
			<u>361,438</u>		-
Total assets less current liabilities					
Long term liabilities:					
Creditors falling due after more than one year	12		(361,438)		-
			<u>-</u>		<u>-</u>
Net assets					
			<u>-</u>		<u>-</u>
Reserves					
Retained earnings			-		-
			<u>-</u>		<u>-</u>
Total reserves					
			<u>-</u>		<u>-</u>

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the board and signed on its behalf on 14 October, 2019.


Jennifer Garrigan
 Director

Lorna Weston
 Managing Director



THERA EAST ANGLIA
(A company limited by guarantee)
STATEMENT OF CASH FLOWS
for the year ended 31 March 2019

	Note	2019 Total £	2018 Total £
Net cash generated from / (used in) operating activities	15	(129,684)	81,089
Cash flows from investing activities:			
Purchases of tangible assets		(39,486)	
Net cash used in investing activities		(39,486)	-
Cash flows from financing activities:			
Interest received		30,976	27,305
Net cash provided by financing activities		30,976	27,305
Net increase / (decrease) in cash and cash equivalents		(138,194)	108,394
Cash and cash equivalents at the beginning of year		121,480	13,086
Cash and cash equivalents at the end of year	10	(16,714)	121,480

THERA EAST ANGLIA
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

1 Accounting policies

a) Statutory information

Thera East Anglia is a company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is 134 Edmund Street, Birmingham, B3 2ES. The operating address is The West House, Alpha Court, Swingbridge Road, Grantham, NG31 7XT. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

b) Basis of preparation

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102' September 2015), and with the Companies Act 2006. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2019 (2018: year ended 31 March 2018).

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in the process of applying the company's accounting policies. The areas involving a higher degree of judgment or complexity or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

c) Going concern

The directors consider that there are no material uncertainties about the company's ability to continue as a going concern.

d) Tangible fixed assets and depreciation

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

Fixtures and fittings	33.3% straight line method
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e) Turnover

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable.

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

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

f) Taxation

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

THERA EAST ANGLIA

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2019

1 Accounting policies (continued)

g) Pensions

Tera East Anglia participates in The Pensions Trust Ethical Fund which is a defined contribution scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

Tera East Anglia also participates in the NHS Pension Scheme which is a defined benefit scheme. Contributions to the scheme are charged against net income in the period in which they are payable. The pension charge is based on a full actuarial valuation as disclosed in the relevant note to the financial statements. Contributions for the NHS scheme are set by the Government Actuary.

h) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

i) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

j) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

k) Parent charity and financial support

An Intra-Group Agreement exists between Tera Trust and twenty six of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Tera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Tera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Tera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate purely to balances arising from operational activities. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company makes estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

In preparing these financial statements, the directors delegated management the authority to make the following judgements:

THERA EAST ANGLIA
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

2 Judgements in applying accounting policies and key sources of estimation uncertainty (continued)

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the income and expenditure account.

Provisions

A provision is recognised when the company has a present legal or constructive obligation as a result of a past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgment. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

3 Turnover

The whole of the turnover is attributable to income from contracts with Local Authorities, other organisations and individuals to provide support to people with a learning disability.

All turnover arose within the United Kingdom.

4 Operating result

	2019	2018
	£	£
The result for the year is stated after charging:		
Auditor's remuneration - audit	9,680	9,500
- other services	2,020	1,900
Depreciation of tangible fixed assets	8,775	-

Auditors' remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

THERA EAST ANGLIA
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

5 Employees

Staff costs (including directors' remuneration) during the year were as follows:

	2019 £	2018 £
Wages and salaries	7,536,688	7,248,218
Social security costs	562,780	526,745
Pension costs:		
Defined benefit	59,561	65,843
Defined contribution	93,238	49,512
	<u>8,252,267</u>	<u>7,890,318</u>

The pension contributions shown above differ slightly from those disclosed within the detailed pension note below as the figures above take into account recharges within the Thera Group whereas the detailed note below are the amounts relating directly to the employees of Thera East Anglia in each scheme.

The average monthly number of employees (including directors) on a head count basis during the year was as follows:

	2019 Number	2018 Number
Direct and relief support work	434	427
Management and administration	10	10
	<u>444</u>	<u>437</u>

6 Directors' remuneration

	2019 £	2018 £
Directors' remuneration	80,364	82,009
Company contributions to pension schemes	2,411	2,460
	<u>82,775</u>	<u>84,469</u>

During the year retirement benefits were accruing to 2 directors (2018: 2) in respect of defined contribution pension schemes.

The total of employee benefits (including employer's pension contributions and employer's national insurance) received by key management personnel is £91,687 (2018: £93,534). The company considers its key management personnel comprises the Managing Director and the Service Quality Director.

THERA EAST ANGLIA
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

7 Taxation

	2019 £	2018 £
UK corporation tax at 19% (2018: 19%)	-	-
All of the profits are paid to the parent charity as a Gift Aid distribution and a corresponding tax credit is recorded at the point of distribution. Therefore, the corporation tax charge for the year is nil (2018: nil).		
Factors affecting the tax charge for the year		
The tax assessed for the year is lower than (2018 - lower than) the standard rate of corporation tax in the UK of 19% (2018 - 19%). The differences are explained below:		
Result from ordinary activities before tax	524,619	265,276
Result from ordinary activities before tax multiplied by standard rate of corporation tax in the UK of 19% (2018 - 19%)	99,678	50,402
Effects of:		
Tax credit from gift aid distribution	(99,678)	(50,402)
Total tax charge for the year	-	-

8 Tangible fixed assets

	Fixtures and fittings £	Total £
Cost		
At the start of the year	-	-
Additions in year	39,486	39,486
At the end of the year	39,486	39,486
Depreciation		
At the start of the year	-	-
Charge for the year	8,775	8,775
At the end of the year	8,775	8,775
Net book value		
At the end of the year	30,711	30,711
At the start of the year	-	-

THERA EAST ANGLIA

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2019

9 Debtors

	2019 £	2018 £
Due after more than one year		
Amounts owed from group undertakings	-	146,014
Due within one year		
Trade debtors	21,684	268,679
Other debtors	79,022	69,435
Prepayments and accrued income	672,950	177,992
	<u>773,656</u>	<u>662,120</u>

10 Cash and cash equivalents

	2019 £	2018 £
Cash at bank and in hand	5,232	121,480
Overdraft	(21,946)	-
	<u>(16,714)</u>	<u>121,480</u>

11 Creditors falling due within one year

	2019 £	2018 £
Bank overdraft	21,946	-
Trade creditors	11,436	1,729
Taxation and social security	179,985	166,008
Other creditors	118,624	422,254
Accruals and deferred income	116,170	193,609
	<u>448,161</u>	<u>783,600</u>

THERA East Anglia is part of the group overdraft facility with Barclays (£1.5m) which is secured by a Group bank account-offset cross guarantee, a cross guarantee and debenture creating fixed and floating charges over the assets of several Group companies, and a floating charge over the assets of THERA (Scotland).

12 Creditors falling due after one year

	2019 £	2018 £
Amounts due to group undertakings	361,438	-
	<u>361,438</u>	<u>-</u>

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

THERA EAST ANGLIA
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

13 Pension commitments

Pensions Trust Ethical Fund

Tera East Anglia participates in The Pensions Trust Ethical Fund, which is a defined contribution scheme for the benefit of its employees. Contributions payable during the period amount to £93,195 (2018: £49,492). The amount outstanding in respect of this Scheme at the year-end was £685 (2018: £839).

NHS Pension Scheme

For some employees, who have previously worked in the NHS, Tera East Anglia also participates in the NHS Pension Scheme, which is a defined benefit scheme. Contributions to this scheme, which are charged against net income, are set by the Government Actuary, as set out below. The pension charge for the year in respect of this Scheme was £59,561 (2018: £65,843). The amount outstanding at the year-end was £nil (2018: £nil).

Past and present employees are covered by the provisions of the two NHS Pensions Schemes. Details of the benefits payable and rules of the Schemes can be found on the NHS Pensions website at: www.nhsbsa.nhs.uk/pensions.

Both are unfunded defined benefit schemes that cover NHS employers, GP practices and other bodies, allowed under the direction of the Secretary of State, in England and Wales. They are not designed to be run in a way that would enable NHS bodies to identify their share of the underlying scheme assets and liabilities. Therefore, each scheme is accounted for as if it were a defined contribution scheme: the cost to the NHS Body of participating in the scheme is taken as equal to the contributions payable to that scheme for the accounting period.

In order that the defined benefit obligations recognised in the financial statements do not differ materially from those that would be determined at the reporting date by a formal actuarial valuation, the Financial Reporting Manual (FReM) requires that 'the period between formal valuations shall be four years, with approximate assessments in intervening years'. An outline of these follows:

a) Accounting Valuation

A valuation of scheme liability is carried out annually by the scheme actuary (currently the Government Actuary's Department) as at the end of the reporting period. This utilises an actuarial assessment for the previous accounting period in conjunction with updated membership and financial data for the current reporting period, and is accepted as providing suitably robust figures for financial reporting purposes. The valuation of the scheme liability as at 31 March 2019, is based on valuation data as at 31 March 2018, updated as at 31 March 2019 with summary global member and accounting data. In undertaking this actuarial assessment, the methodology prescribed in IAS 19, relevant FReM interpretations, and the discount rate prescribed by HM Treasury have also been used.

The latest assessment of the liabilities of the scheme is contained in the report of the scheme actuary, which forms part of the annual NHS Pension Scheme Accounts. These accounts can be viewed on the NHS Pensions website and are published annually. Copies can also be obtained from The Stationery Office.

THERA EAST ANGLIA
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2019

13 Pension commitments (continued)

NHS Pension Scheme (continued)

b) Full Actuarial (funding) Valuation

The purpose of this valuation is to assess the level of liability in respect of the benefits due under the schemes (taking into account its recent demographic experience), and to recommend the contribution rates payable by employees and employers.

The last published actuarial valuation undertaken for the NHS Pension Scheme was completed as at 31 March 2016. The results of this valuation set the employer contribution rate payable from April 2019. The Department of Health and Social Care have recently laid Scheme Regulations confirming that the employer contribution rate will increase to 20.6% of pensionable pay from this date.

The 2016 funding valuation was also expected to test the cost of the Scheme relative to the employer cost cap set following the 2012 valuation. Following a judgement from the Court of Appeal in December 2018 Government announced a pause to that part of the valuation process pending conclusion of the continuing legal process.

14 Related party transactions

In line with the exemption conferred by section 33.11(b) of FRS 102, Thera East Anglia has chosen not to disclose related party transactions between group companies on the grounds that 100% of the voting rights are held by Thera Trust and that Thera East Anglia is included in Thera Trust's consolidated financial statements.

15 Reconciliation of net income to net cash flow from operating activities

	2019 £	2018 £
Net income for the reporting period (as per the income and expenditure account)	524,619	265,276
Gift aid distribution to parent charity	(524,619)	(265,276)
Depreciation of tangible fixed assets	8,775	-
Interest receivable	(30,976)	(27,305)
(Increase) / decrease in debtors	(111,536)	285,809
Increase / (decrease) in creditors	4,053	(177,415)
Net cash provided by / (used in) operating activities	(129,684)	81,089

16 Contingent liability

As with many other organisations in the sector, Thera East Anglia took part during the year in the Social Care Compliance Scheme in relation to the national minimum wage review by HMRC, from which there have been no adverse findings. Following a ruling by the Court of Appeal, Thera East Anglia took legal advice on this matter and the directors remain satisfied that current contractual and policy arrangements continue to comply with all relevant regulations as currently interpreted. The directors do not therefore believe it appropriate to make any provision in the 2019 financial statements in relation to this matter. Similarly, whilst the matter generally may be subject to further legal or regulatory rulings in the future, in the absence of any specific adverse finding and as there are no current specific challenges to Thera East Anglia's past practice, it is not possible to quantify any contingent liability relating to this matter.

THERA EAST ANGLIA
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2019

17 Ultimate parent undertaking and controlling party

Tera East Anglia's ultimate parent company is Tera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Tera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Tera Trust financial statements are available from the Charity Commission. The company distributes available profits to its parent undertaking.