

PRAXIS CARE
(Company Limited by Guarantee)

CONSOLIDATED FINANCIAL STATEMENTS 31 MARCH 2020

Company Registration Number NI 017623

HMRC Charity Number XN 80842

Registered with the Charity Commission for Northern Ireland NIC103672

Registered with The Charities Regulator in Ireland RCN 20100919

Registered in the Isle of Man Charity No 826

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

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Company information

Registered Charity Name: Praxis Care

HMRC Charity Number: XN 80842

Charity Commission Number: NIC103672

Company Registration Number: NI 017623

Registered office: 25-31 Lisburn Road
Belfast
BT9 7AA

Directors: Mr K S Brundle - Chair
Mr J McGregor – Vice Chair
Mr J L Barrons - deceased 21 September 2019
Dr C Kennedy
Ms C Phillips – resigned 26 September 2019
Mrs N Roche
Mr O Paulin
Mr H A Hunter– resigned 28 August 2019
Mr T Hopkins
Dr P A McLoughlin – appointed 26 September 2019

Secretary: Mr O Paulin

Auditor: Moore (NI) LLP
Donegall House
7 Donegall Square North
Belfast
BT1 5GB

Bankers: Bank of Ireland
University Road
Belfast
BT7 1NA

Solicitors: Murphy O’Rawe
Scottish Provident Buildings
4th Floor
7 Donegall Square West
Belfast
BT1 6JF

PRAXIS CARE

(COMPANY LIMITED BY GUARANTEE)

Strategic Report

The Trustees, who are also Directors for the purposes of company law, present their strategic report for the year ended 31 March 2020.

Objectives and Activities

The objectives for which the organisation was established are:

- To promote the preservation and safeguarding of mental health, to support individuals with a range of mental illnesses, disabilities or any other condition or circumstance and to include, without limitation, those persons who have a learning disability or illness due to old age or any other condition;
- To promote and undertake research into the special problems of mental illness, disability or any other condition or circumstance and to include the learning disabled and older people;
- To promote the rehabilitation, training, education, therapy and health care of those persons aforementioned;
- To advance the education of the public in all aspects of mental health, all forms of mental illness, disability or any other condition or circumstance; and
- To undertake any other charitable purpose.

In the furtherance of these objectives, Praxis Care has continued to:

- Provide care and support to vulnerable individuals with mental ill health, learning disability, autism and dementia to facilitate their participation in everyday living and enjoy an improved quality of life. Praxis Care provides this support through a range of services offering accommodation, support, day care and counselling.
- Carry out research, both internal and external, in partnership with universities and other voluntary organisations. Praxis Care Research aims to provide an evidence base to ensure that interventions used are at the forefront of global best practice.
- Provide opportunities for individuals to access training and develop skills through its day care and day activity programmes thus equipping them to enjoy everyday life.
- Raise public awareness and understanding of all aspects of mental health and disability through participation in conferences, events, research and involvement in local communities. An annual conference focuses on current themes in the area of social care and attracts a large audience of professionals from statutory and voluntary services.

Praxis Care's values ensure that the service user is at the centre of all activities undertaken by the organisation in fulfilling its vision and mission.

Praxis Care has robust policies and procedures in place to ensure that risks are mitigated to avoid harm to beneficiaries or other individuals.

The Trustees have paid due regard to the Charity Commission guidance on public benefit and are confident that aims and objectives are in accordance with the regulations.

Financial Review and Results for the Year

Praxis Care experienced a growth in business in the year ended 31 March 2020 with total incoming resources of £47.3m compared to £39.6m in 2019. This is primarily due to the commencement of a number of new services in the year. The Charity had a net increase in funds of £2,042,058 for the year ended 31 March 2020 before unrealised gains and losses (2019: £1,657,177).

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Strategic Report

During 2019/20 Praxis Care was successful in winning new business in Northern Ireland, Republic of Ireland and England. Some of these new developments became operational within 2019/20 and others are timetabled for the next 18-24 months. In addition, there will be expansion within existing schemes as demand for support for individuals with complex needs continues to grow.

In ROI, new schemes were opened in **Navan, Balbriggan and Dundalk**.

Balbriggan Residential Service provides residential care through group home and apartment living for 4 residents with intellectual disability and/or autism. Praxis Care provides an innovative service that empowers and promotes residents to be at the centre of their everyday living choices with a person centred, needs-led approach to empower the residents to live fulfilled and meaningful lives.

New Haven Residential Service provides bespoke packages of care for 5 residents with intellectual disability. Each resident has a tailored package to support their being able to live within the residential setting as independently as possible.

Arlee Respite (Dundalk) is a short term break facility for adults with learning disabilities and low level needs. The service caters for 4 individuals per night.

Navan, Blackcastle provides full time supported living for up to 3 female adults with intellectual disability to enable them to live as independently as possible in their community.

In England, there was an expansion of the **Warwickshire Supported Living Service** which opened new services in Nuneaton delivering specialist care, support and accommodation to 5 adults with complex presentations. The service was initially developed to meet the needs of service users brought forward by the Transforming Care Agenda and has continued to develop with the commissioning approach for adults whose care is now sought in community rather than in-patient settings. Our objective is increased independence, managed risk, reduced support, enhanced quality of life and sustainable and meaningful outcomes for every person with whom we engage.

In Northern Ireland, new Supported Living Services opened in **Portadown and Lisburn** as well as ongoing extensions to schemes to meet the demand for new referrals.

Portadown Bespoke Services officially opened on 2 March 2020 providing bespoke accommodation and care packages for 5 individuals within the Southern Trust area. The service is based on the Positive Behavioural Support model for individuals with a range of complexities from Learning Disability to Mental Ill Health, Autism, Personality Disorder and Brain Injury. Staff work very closely with the Southern Trust Forensic Team to provide a high quality service to enable service users to live, grow and develop in their own homes.

Lisburn Supported Living Service is delivered across 3 sites and currently can support up to 5 young individuals with all aspects of daily living. The service operates a Positive Behavioural Support framework, responding to each individual's unique needs in a person-centred, holistic manner to ensure they reach their full potential in a supportive, nurturing environment.

Plans for Future Periods

Praxis Care will continue to expand its service provision with a range of high quality and innovative developments in Northern Ireland, the Republic of Ireland, England and the Isle of Man in line with the organisation's strategic and business plans.

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Strategic Report

Strategy

The strategic objectives articulate the vision and mission of the organisation and identify the high level corporate aims to be achieved over a rolling 5 year period. The Senior Leadership Team reviews the Strategic Plan annually, considering both the external environment and relevant internal issues that might affect the organisation's ability to achieve its intended aims. Views are sought from key stakeholders within the organisation before the Chief Executive presents the draft to the Praxis Care Board at the annual Strategic Planning Away Day. Following this the Strategic Plan is confirmed for the next year.

During 2019 / 20, a new strategy document was developed. *Praxis 20-25 A Bridge from Mission to Vision* is built on a clear vision to lead the organisation to where it wants to be in 5 years' time. Its focus is building meaningful partnerships with all those with whom we engage. As part of the new strategy and new brand for Praxis Care, the Vision, Mission and Values have also been refreshed.

Our Vision

Leading the co-production of innovative individualised, support approaches, across the UK, the Isle of Man and Ireland.

Our Mission

Empowering lives that are valued, meaningful and inclusive, regardless of the complexity of need, every day.

Our Values

These are what make Praxis Care unique, ensuring we make the right decisions and guiding us in our work with service users, each other and the wider community.

Passionately Caring

Praxis Care is so much more than a job. We are aware of the enormous trust placed in us and value the uniqueness and potential of every person we support.

Compassionate

Compassion for people who face real life challenges in their lives is a defining component of what makes us Praxis Care.

Person Centred

We assist people to make informed choices about their own lives and shape the support they receive around their individual needs and aspirations.

Acting with Integrity

We uphold the rights of every person, ensuring their confidentiality, privacy and dignity are respected. Acting with honesty and transparency in all interactions with our service users, their families, our staff, our partners and the public.

Protecting Individuals

The best interests of service users are paramount. We work in partnership with other organisations, safeguarding individuals, ensuring risk is managed, and encouraging positive risk taking.

Innovating & Improving

We are committed to continuous innovation through practice based research, development of our staff and feedback from the people we support.

Business Plan

Corporate objectives are set in line with Praxis Care's vision, mission and values, taking into account the internal and external environments and risk management policy. Progress against objectives in the business plan are reviewed quarterly and revised as required.

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Strategic Report

Risk Management

Praxis Care operates a Governance Committee which oversees all governance matters within the context of the overall responsibilities of the main Board which cannot be delegated as outlined in the document "Matters reserved for the Board".

Praxis Care views risk management as a process of clearly defined steps which support better decision making by providing a greater insight into risks and their impact. The Risk Management Policy and Risk Register evaluate the likelihood and severity of potential risks and outline the systems that are in place to mitigate exposure to these risks. The Risk Register is reviewed by the Senior Leadership Team on a monthly basis with an update provided to the Governance Committee at every meeting. Changes in the organisation's risk profile are reported to the Board at every meeting. The Board is satisfied that appropriate steps are being taken to mitigate exposure to risks identified.

COVID-19

COVID-19 is a viral disease that can cause respiratory symptoms ranging from very mild to very severe. The World Health Organization declared the outbreak of COVID-19 a pandemic on 11 March 2020.

Praxis Care had developed a comprehensive plan in anticipation to the forthcoming pandemic and implemented same to minimise the risks to service users and staff. This was closely monitored daily to ensure that the response was appropriate and in line with the guidance issued by the public health authorities, regulators and commissioners in all jurisdictions.

The organisation, in conjunction with commissioners, suspended some services, eg Respite and Day Care, to facilitate infection control and minimise risks and staff were redeployed into high priority services. Corporate Services staff were facilitated to work from home with only a small number remaining on site to manage essential work that could not be carried out remotely. All internal and external meetings and training provision were moved to a remote platform and non essential visits to schemes were suspended.

The Praxis Care Quality and Governance Department developed and implemented a robust Management Information System to provide the Senior Leadership Team with real time information on the number of individuals affected by the virus and also the supplies of Personal Protective Equipment (PPE) to monitor infection control measures were appropriate.

The Board and Finance Committee undertook to meet every 3 weeks in order to monitor the situation with regular updates provided by the CEO to the Board. Weekly communication was issued to ensure that all staff were kept informed of the steps taken by the organisation in response to the crisis.

The Budget for 2020/21 was adjusted to make provision for contingencies related to COVID, such as additional staff to backfill posts, cost of PPE provision and delays in developments impacting on projected income.

The financial impact of COVID-19 was not known at the time of reporting and it is not therefore considered an adjusting event; no adjustments to the Financial Statements are required.

Liquidity Risk

A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditor balances to ensure sufficient working capital.

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Interest Rate Risk

Praxis Care finances its operations through a mixture of retained surpluses and cash flow management. The organisation's exposure to interest fluctuations on its borrowings is managed through an annual review of its long-term borrowing requirements.

Credit Risk

Praxis Care's principal financial assets are cash and debtors. The credit risk associated with cash is limited. The principal credit risk arises therefore from debtors. In order to manage credit risk the Trustees review the follow-up on outstanding debts on a regular basis.

Key Performance Indicators on the financial risks are provided to the Finance Committee at every meeting and reported to the full Board.

By order of the Directors



Chair
Mr. K S Brundle
Date: 29 October 2020

Registered office:
25-31 Lisburn Road
Belfast

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Trustees' Report

The Trustees have pleasure in presenting their report and the financial statements of the Charity for the year ended 31 March 2020.

Achievements and Performance

The results for the main Programmes of Care operating under the Praxis Care umbrella are included within these financial statements.

These main Programmes of Care are:

- **Mental Health:** a range of supported living services to people experiencing mental ill health. Praxis Care also provides home response domiciliary care and counselling support services to individuals suffering from a range of mental health conditions; such as agoraphobia, depression and anxiety. During the year Praxis Care has provided accommodation and support to approximately 622 individuals, plus an additional 729 clients through counselling services.
- **Learning Disabilities:** supporting adults and children with a learning disability to live in appropriate community settings, through offering a holistic range of care and diversional activity. Praxis Care specialises in services for adults and children who have complex needs, including challenging behaviours, which could not normally be met outside a hospital or institutional setting. These services include a range of residential and supported living schemes and the provision of work and training opportunities. During the year Praxis Care has provided services to approximately 699 clients.
- **Autism:** a wide range of dedicated support services to people with autism and their families. Praxis Care understands that Autism affects every individual differently and influences how a person communicates and relates to other people. Praxis Care is committed to understanding each individual and the unique complexities which surround their diagnosis in order to provide bespoke accommodation and support personalised to their needs.
- **Elderly Services:** supported living services for older people including people with dementia. This model of support enables people to maintain their independence within the living environment of their choice as well as supporting family and primary care givers. Praxis Care has provided services to over 243 clients during the year.

Services provided within these three main programmes of care include:

Accommodation and Support: There are various accommodation models, residential care home, group living, residential flat cluster, flat cluster, dispersed intensively supported housing (DISH) and housing and support models. Accommodation and support schemes offer an opportunity for individuals to live in a community setting which best meets their needs.

Volunteer Befriending: Praxis Care operates a volunteer befriending scheme with over 60 matched friendships. Volunteer befrienders can help minimise the feeling of isolation, reduce pressure on families and help to alleviate poor health and the risk of hospital admission.

Home Response / Domiciliary Care: Praxis Care schemes provide several hundred hours of home response support on a weekly basis. Home response services provide a valuable link to the outside world and reduce the feeling of isolation that can compound mental health problems. Staff provide a range of practical support regarding home management and daily living tasks as well as emotional and social support through befriending, companionship and encouraging participation in educational, vocational and recreational activities. Staff can help in monitoring physical and mental wellbeing and, where necessary, can assist with personal care tasks.

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Workskills / Day Activity: Praxis Care believes that every individual has a right to meaningful activity during the day. For some, the development of self-help and other life skills may be limited, however, the organisation aspires to enable each individual to develop and acquire skills relevant to adulthood and a level of self-reliance. The organisation has developed a range of projects that meet differing needs with a range of diversional and educational activities at day activity/workskills projects. . These schemes enable access to rehabilitation, training, education therapy and healthcare and an improved quality of life by facilitating individuals to take an active part in contributing to the economy and integrating into local communities.

Respite Residential Care: Praxis Care provides long term or shared care for children with severe learning disabilities whose families are no longer able to provide care wholly in the family home. The organisation also provides respite for families to facilitate breaks for carers to enable them to continue in their primary caring role. The organisation provides respite breaks either in a residential setting or in the child's own home.

Floating Support: Floating Support services are short term (up to two years), flexible services provided to individuals in their own homes. Floating Support services deliver housing related support aimed at maximising an individual's independence while supporting them to maintain their own home. Floating Support services are linked to the individual and not the accommodation meaning that if an individual moves house the service can follow the individual as long as they remain in the service's catchment area.

Carers' Advocacy: The service has been established in partnership with the Belfast Trust to support those in Belfast and surrounding areas who have caring responsibilities for people with mental ill health. The service offers support with the following:

- Access to professional community mental health team and wraparound psychological services
- Prompt response to request for support
- Access to support groups
- Invitation to participate in residential short breaks from caring
- Signposting to other community support groups

Research: Praxis Care's Research Department identifies evidence based practice and service models relevant to our core service user groups. This is done via literature reviews and conducting in-house and commissioned research in the area of learning disabilities, mental health, care of older people and other health and social care issues. The Praxis Care Research Department also collaborates on research projects with universities and other service providers including a study of transitions and outcomes for care leavers with mental health and/or intellectual disabilities. Current partners include Queen's University of Belfast, the Mental Health Foundation, the Association for Real Change (ARC NI) and Compass Advocacy Network (CAN). During 2018/19, Praxis Care Research was involved in developing a training course for the in-house Learning & Development Department as well as beginning research on a study of staff wellbeing. The Department has also participated in a number of externally funded, co-produced, collaborative projects in the areas of supported decision making and physical activity for people with mental ill health.

Learning and Development: Praxis Care staff are central to making a difference to lives of people with complex needs. Our staff teams are made up of passionate people who work together internally and externally to ensure the best outcomes for the people we support. We strive for innovative practices to create ever improved ways to support individuals with complex needs and we ensure that all staff members are appropriately trained and qualified for the tasks they undertake with a focus on learning and development opportunities to support and encourage an employee's personal and professional growth.

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During 2019/20 the L&D Department delivered 862 training sessions, attended by **8,331** staff.

- **422** of these were held in NI (**48.95%**)
- **348** of these were held in ROI (**40.37%**)
- **92** of these were held in IOM/ENG (**10.67%**)
 - Positive Behaviour Support
 - QCF Levels 3 and 5
 - Safeguarding
 - Managing Violence and Aggression (MVA)
 - Person Centred Planning
 - Management Development
 - Supervision

In addition, 5,010 E-Learning courses were completed.

Structure, Governance and Management

Governing Document

Praxis Care is a company limited by guarantee (registration number: NI017623), not having a share capital. It is governed by its Memorandum and Articles of Association. The company has charitable tax status with HM Revenue & Customs (reference number: XN80842) and is registered with The Charity Commission for Northern Ireland (NIC103672).

Praxis Care is also registered with The Charities Regulator (Ireland – RCN 20100919) and as a charity in the Isle of Man (Charity No 826).

Praxis Care operates according to the Principles outlined in The Code of Good Governance and during 2019/20 commenced work to record the actions that Praxis Care takes to meet each standard of the Charities Governance Code and the evidence that verifies this. Registered Charities are expected to report on compliance with the Code in 2021.

The Governance Committee will review and monitor compliance and identify actions and completion dates for any shortcomings identified.

Recruitment and Appointment of Trustees

When a vacancy occurs, potential new members are identified either via formal recruitment process or recommendation. As part of the recruitment process, potential Trustees are co-opted onto the Board and invited to attend six meetings as an observer; this approach has the benefit of all parties being able to determine the fit before formal appointment at the AGM.

Trustees' Terms of Office

A formal Terms of Office policy ensures a balance between continuity and renewal. Trustees serve for a period of 3 years, with an option to serve a further 2 periods of 3 years. Trustees meet with the Chair and Chair of the Governance Committee annually to review their position and contribution and provide feedback on the governance of the Board and Committees, composition of board, working relationships, quality of information provided and the Board's effectiveness. Feedback from these reviews is used to improve governance within the Board structure.

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Trustee Induction and Training

New Trustees have an initial meeting with the Chair of the Board and the Chief Executive and are briefed on a range of issues to provide a full introduction to the organisation, governance, its decision making process, its strategic and business plans and its recent financial performance. Information is provided on the roles, responsibilities and legal obligations as Company Directors and Charity Trustees.

Conflict of Interest

Trustees are required to complete a Conflict of Interest Form on appointment. This is held on file by the Executive Office and is updated annually with members also required to advise of any conflict that may arise in the intervening period. "Conflict of Interest" is also a standing item on the agenda for all Board and Committee meetings with any declaration formally recorded.

Organisational Structure

Praxis Care Group

Praxis Care Group comprises Praxis Care; The Northern Ireland Agoraphobia and Anxiety Society; The Secret Garden (Hillsborough) Limited; Challenge, A Northern Ireland Charity for People with Learning Disabilities Limited and Respond, A Northern Ireland Charity for Elderly People Limited. Praxis Care Limited is the parent company and the Board of Trustees of Praxis Care are responsible for the Group's overall strategic direction.

The Praxis Care Board operates as detailed in its governing document, its Memorandum and Articles of Association. The day-to-day operations are delegated to the Chief Executive Andrew Mayhew and the Senior Leadership Team.

The **Finance Committee**, chaired by John McGregor, meets monthly to monitor financial performance.

The **Governance Committee**, chaired by Oswyn Paulin meets bi monthly to oversee all governance matters relating to the organisation.

The **Property Committee**, chaired by Tim Hopkins meets bi monthly and oversees the strategy, development and management of all Praxis Care properties.

The **HR / Staff Development Committee**, chaired by Ken Brundle, meets bi monthly to review and make recommendations to the Board and Senior Leadership Team on HR issues, including, management development, succession planning and training.

The **Remuneration Committee**, chaired by Ken Brundle meets as required to review and make recommendations to the Board on remuneration for all staff in the organisation.

The **Care, Development and Research Committee**, chaired by John McGregor meets bi monthly to oversee the development, care services and research functions of the organisation.

While various responsibilities have been delegated by the Board to the Committees, each Committee remains accountable to the Board. Each Committee comprises at least two Non-Executive Members, who work in partnership with the Senior Leadership Team and other relevant staff, to discharge the responsibilities of the Committee.

It is essential that the Non-Executive Member appointed by the Board to each Committee are independent of management and free of any business or other relationship which could materially interfere with the exercise of independent judgement in this area.

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Each Committee is a "servant" of the Board, pursuing issues in depth on its behalf and regularly reporting back to it with specific proposals for Board consideration and subsequent approval. The key issues discussed at each Committee meeting are reflected in a briefing paper, which is presented at the next meeting of the Board, with the Committee Chair (or their deputy) elaborating, as necessary, on any of the major issues raised.

Good attendance at Board and Committee Meetings is a prerequisite for effective governance and it is expected that Board Members will achieve 75% attendance

In 2019/20, the overall attendance rate of the members at Board Meetings was 78%.

The principal activities of each of the various charities within the group are set out below:

Praxis Care

The charity's principal activity during the year continued to be the provision of support services for adults and children with a learning disability, mental ill health, acquired brain injury, and for older people, including people with dementia.

The Northern Ireland Agoraphobia and Anxiety Society

The charity's principal activity during the year was the provision of therapy for those suffering from anxiety and depression. Contracts have been established with a number of the Health and Social Care Trusts to provide Cognitive Behavioural Therapy interventions at Step 2 of the stepped care model of mental health service delivery. Step 2 service provision is for early-onset and mild to moderate mental health difficulties such as generalised anxiety, depression, panic disorder, specific phobias and sleep problems. The service offers face-to-face counselling by appointment in our Belfast office or our satellite offices across the various Trust areas.

Challenge a Northern Ireland Charity for People with Learning Disabilities

The charity's principal activity during the year was provision of day activity services to people with learning disabilities through employment in cookie companies, garden nurseries and similar trading enterprises.

The Secret Garden (Hillsborough) Limited

This charity was dormant during the year.

Respond a Northern Ireland Charity for Elderly People

This charity was dormant during the year.

Investment Powers and Restrictions

Under the Memorandum and Articles of Association, the charity may invest monies not immediately required for its purposes in or upon such investments, securities or property, as may be thought fit. Subject nevertheless to such conditions and such consents as may for the time being, be imposed or required by law and the charity's Governing Document.

Reserves

The Board of Directors has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the Charity should be £5.7m. This target includes £2.9m to cover potential loss of business (assumes 25% of contracts are lost with associated spend continuing for 3 months), £1.5m to cover capital expenditure requirements and £1.3m for short term cash flow requirements. At this level, the Directors feel that they would be able to continue the current activities of the Charity. In the event of a significant drop in funding, it would obviously be necessary to consider how the funding would be replaced or activities changed. At present the free reserves (which exclude the designated funds) are £4,911,166 and therefore do not meet the target level. The Directors are constantly striving to find ways in which additional unrestricted funds will be raised.

Designated funds equal £11,479,633 and relate to the net monies invested in the organisation's operational properties.

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Disabled Employees

The company maintains a policy of offering equal opportunity to disabled persons in recruitment, training and career development, having due regard to their aptitudes and abilities in relation to the jobs available.

Employee Involvement

All employees are informed of plans and progress via regular team meetings where opportunity is provided for feedback and involvement.

COVID-19

COVID-19 is a viral disease that can cause respiratory symptoms ranging from very mild to very severe. The World Health Organization declared the outbreak of COVID-19 a pandemic on 11 March 2020.

Praxis Care had developed a comprehensive plan in anticipation to the forthcoming pandemic and implemented same to minimise the risks to service users and staff. This was closely monitored daily to ensure that the response was appropriate and in line with the guidance issued by the public health authorities, regulators and commissioners in all jurisdictions.

The organisation, in conjunction with commissioners, suspended some services, eg Respite and Day Care, to facilitate infection control and minimise risks and staff were redeployed into high priority services. Corporate Services staff were facilitated to work from home with only a small number remaining on site to manage essential work that could not be carried out remotely. All internal and external meetings and training provision were moved to a remote platform and non-essential visits to schemes were suspended.

The Praxis Care Quality and Governance Department developed and implemented a robust Management Information System to provide the Senior Leadership Team with real time information on the number of individuals affected by the virus and also the supplies of Personal Protective Equipment (PPE) to monitor infection control measures were appropriate.

The Board and Finance Committee undertook to meet every 3 weeks in order to monitor the situation with regular updates provided by the CEO to the Board. Weekly communication was issued to ensure that all staff were kept informed of the steps taken by the organisation in response to the crisis.

The Budget for 2020/21 was adjusted to make provision for contingencies related to COVID, such as additional staff to backfill posts, cost of PPE provision and delays in developments impacting on projected income.

The financial impact of COVID-19 was not known at the time of reporting and it is not therefore considered an adjusting event; no adjustments to the Financial Statements are required.

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue in operational existence for the foreseeable future. The validity of this assumption depends upon continued support of funders.

For the year ended 31 March 2020 the group had net incoming funds of £2,040,393 (2019 - £1,659,295) with overall net assets of £16,390,799 (2019 - £ 14,350,406). The Trustees continually monitor performance, liquidity cash flow and future development and a new 5 year strategic plan has been developed for 2020-2025. As a result the Trustees believe that the charity is well placed to successfully

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manage business risks despite the current uncertainties arising from the Covid-19 pandemic. Praxis Care continues to provide financial support to two of its wholly owned subsidiary undertakings:- The Northern Ireland Agoraphobia and Anxiety Society and Challenge. Both of these companies operate in line with Praxis Care's vision and mission and Praxis Care is committed to supporting them. The Trustees are content that the group will have sufficient resources to do so.

In addition, the charity is currently in discussions with one of its funding providers, Supporting People, in connection with the level of reserves held in respect of Supporting People services. It is anticipated that this matter will be resolved to everyone's satisfaction and will not impact on the ability of the charity to continue as a going concern.

Post Balance Sheet Events

There have been no post balance sheet events to date.

The Directors

The Directors who served the Charity during the period were as follows:

Mr. K S Brundle - Chair
Mr. J McGregor – Vice Chair
Mr. J L Barrons (deceased Sept 2019)
Dr C Kennedy
Ms. C Phillips (resigned Sept 2019)
Mrs. N Roche
Mr. O Paulin
Mr. H A Hunter (resigned Aug 2019)
Mr. T Hopkins
Dr. P A McLoughlin (appointed Sept 2019)

Responsibilities of the Directors

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity at the end of the year and of the incoming and outgoing resources for the year then ended.

In preparing financial statements, the Directors are required to select suitable accounting policies and then apply them consistently, making judgements and estimates that are reasonable and prudent. The Directors must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue its activities.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 and SORP FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006. The Directors 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.

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 the financial statements may differ from legislation in other jurisdictions.

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Statement of disclosure to auditors

In so far as the Directors are aware:

- There is no relevant audit information of which the Charity's auditors are unaware; and
- The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Signed on behalf of the Board



Chair
Mr. K S Brundle
Date: 29 October 2020

Registered office:
25-31 Lisburn Road
Belfast

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Independent auditor's report to the members of Praxis Care

Opinion

We have audited the accounts of Praxis Care for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

- The Trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the Trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the Charity'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 accounts are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Independent auditor's report to the members of Praxis Care

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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



Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)
For and on behalf of Moore (NI) LLP

29 October 2020

Chartered Accountants
Statutory Auditor

4th Floor Donegall House
7 Donegall Square North
Belfast
BT1 5GB

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Consolidated Statement of Financial Activities (incorporating the Income and Expenditure account) for the year ended 31 March 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Income							
Donations and legacies	2	23,821	-	23,821	15,608	-	15,608
Income from investments	3	2,541	-	2,541	2,847	-	2,847
Income from charitable activities	5	42,858,573	4,410,557	47,269,130	34,938,458	4,607,793	39,546,251
Other income	4	18,339	-	18,339	19,677	-	19,677
Total Income		42,903,274	4,410,557	47,313,831	34,976,590	4,607,793	39,584,383
Expenditure							
Raising funds	7	94,942	-	94,942	142,629	-	142,629
Charitable activities	6	40,340,933	4,820,242	45,161,175	32,771,876	5,013,878	37,785,754
Total Expenditure		40,435,875	4,820,242	45,256,117	32,914,505	5,013,878	37,928,383
(Loss) / profit on disposal of fixed assets		(15,656)	-	(15,656)	1,177	-	1,177
Net income	8	2,451,743	(409,685)	2,042,058	2,063,262	(406,085)	1,657,177
Other recognised gains/(losses):							
Unrealised loss on investments	11	(1,665)	-	(1,665)	(1,207)	-	(1,207)
Unrealised foreign exchange gain		-	-	-	3,325	-	3,325
Net movement in funds before transfers		2,450,078	(409,685)	2,040,393	2,065,380	(406,085)	1,659,295
Transfer between funds		(331,796)	331,796	-	-	-	-
Effect of correction of prior period error		-	-	-	(72,564)	72,564	-
Total funds brought forward	16/17	14,272,517	77,889	14,350,406	12,279,701	411,410	12,691,111
Total funds carried forward as restated	18	16,390,799	-	16,390,799	14,272,517	77,889	14,350,406

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of comprehensive income has not been prepared.

The notes on pages 23 to 35 form part of these financial statements and should be read in conjunction therewith.

The company has elected, in accordance with s.408 CA 2006, not to include the company's individual Statement of Financial Activities.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)


Praxis Care Balance Sheet as at 31 March 2020

	Note	2020 £	2020 £	Restated 2019 £	Restated 2019 £
Fixed Assets					
Tangible fixed assets	10	16,520,795		13,588,700	
Investments	11	<u>2,183</u>		<u>3,848</u>	
			16,522,978		13,592,548
Current Assets					
Debtors	12	4,429,487		4,476,750	
Cash at bank and in hand		<u>682,248</u>		<u>2,279,148</u>	
		5,111,735		6,755,898	
Creditors:					
Amounts falling due within one year	13	<u>(4,251,881)</u>		<u>(4,959,215)</u>	(2,894,170)
Net current assets			<u>859,854</u>		<u>1,796,683</u>
Total assets less current liabilities			17,382,832		15,389,231
Creditors: Amounts falling due after more than one year	14		<u>(499,048)</u>		<u>(603,437)</u>
Total Net assets			<u>16,883,784</u>		<u>14,785,794</u>
Funds					
Restricted income funds			-		77,889
Unrestricted income funds			<u>16,883,784</u>		<u>14,707,905</u>
Total Funds			<u>16,883,784</u>		<u>14,785,794</u>

These financial statements were approved by the Board of Directors on 29 October 2020 and are signed on their behalf by:



Chair
Mr. K S Brundle



Director
Mr. J McGregor

Company Registration No. NI017623

The notes on pages 23 to 35 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Consolidated Balance sheet as at 31 March 2020

	Note	2020 £	2020 £	Restated 2019 £	Restated 2019 £
Fixed Assets					
Tangible fixed assets	10	16,520,795		13,588,700	
Investments	11	2,183		3,848	
			16,522,978		13,592,548
Current Assets					
Debtors	12	3,927,690		4,041,897	
Cash at bank and in hand		691,812		2,280,473	
		4,619,502		6,322,370	
Creditors:					
Amounts falling due within one year	13	(4,252,633)		(4,961,075)	
Net current assets			366,869		1,361,295
Total assets less current liabilities			16,889,847		14,953,843
Creditors: Amounts falling due after more than one year	14		(499,048)		(603,437)
Net assets			16,390,799		14,350,406
Funds					
Restricted income funds	16		-		77,889
Unrestricted income funds	17		16,390,799		14,272,517
Total Funds	18		16,390,799		14,350,406

These financial statements were approved by the Board of Directors on 29 October 2020 and are signed on their behalf by:



Chair
Mr. K S Brundle



Director
Mr. J McGregor

Company Registration No. NI017623

The notes on pages 23 to 35 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Consolidated Statement of Cash Flows for the year ended 31 March 2020

	2020 £	2020 £	2019 £	2019 £
Cash flows from operating activities				
Net incoming resources	2,040,393		1,659,295	
Adjustments for:				
Interest received	(2,541)		(2,847)	
Interest paid	-		-	
(Profit)/loss on disposal of property, plant and equipment	15,656		(1,177)	
Depreciation of property, plant and equipment	855,236		569,806	
Unrealised loss/(gain) on investments	1,665		1,207	
(Increase)/decrease in trade and other receivables	114,207		(830,348)	
Increase/(decrease) in trade payables	(708,442)		1,712,259	
Cash from operations	<u>2,316,174</u>		<u>3,108,195</u>	
Interest paid	-		-	
Net cash generated from operating activities		<u>2,316,174</u>		<u>3,108,195</u>
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	267,378		18,275	
Purchase of property, plant and equipment	(4,070,365)		(3,970,442)	
Interest received	2,541		2,847	
Net cash from investing activities		<u>(3,800,446)</u>		<u>(3,949,320)</u>
Cash flows from financing activities				
Issue of bank loans	-		-	
Repayment of bank loans	(104,389)		(103,731)	
Net cash used in investing activities		<u>(104,389)</u>		<u>(103,731)</u>
Net (decrease)/increase in cash and cash equivalents		<u>(1,588,661)</u>		<u>(944,856)</u>
Cash and cash equivalents at the beginning of year		<u>2,280,473</u>		<u>3,225,329</u>
Cash and cash equivalents at end of year		<u><u>691,812</u></u>		<u><u>2,280,473</u></u>

The notes on pages 23 to 35 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Statement of Cash Flows for the year ended 31 March 2020 (continued)

	2020 £	2019 £
Reconciliation of net cash flow movement to movement in net funds		
Decrease in cash in the period	(1,588,661)	(944,856)
Cash outflow from bank loans	104,389	103,731
Change in net funds	(1,484,272)	(841,125)
Net funds at 1 April 2019	1,544,136	2,385,261
Net funds at 31 March 2020	59,864	1,544,136

Analysis of changes in net funds

	At 1 April 2019 £	Cash flows £	Non-cash flows £	At 31 March 2020 £
Cash in hand and at bank	2,280,473	(1,588,661)	-	691,812
Debt due within one year	(132,900)	-	-	(132,900)
Debt due after one year	(603,437)	104,389	-	(499,048)
	1,544,136	(1,484,272)	-	59,864

The notes on pages 23 to 35 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

1. Accounting Policies

The principal accounting policies are set out below.

Charity information

Praxis Care is a private company limited by guarantee incorporated in Northern Ireland. The registered office is 25-31 Lisburn Road, Belfast, BT9 7AA.

Basis of accounting

The financial statements have been prepared in accordance with the Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue in operational existence for the foreseeable future. The validity of this assumption depends upon continued support of funders.

For the year ended 31 March 2020 the group had net incoming funds of £2,040,393 (2019 - £1,659,295) with overall net assets of £16,390,799 (2019 -£ 14,350,406). The Trustees continually monitor performance, liquidity cash flow and future development and a new 5 year strategic plan has been developed for 2020-2025. As a result the Trustees believe that the charity is well placed to successfully manage business risks despite the current uncertainties arising from the Covid-19 pandemic. Praxis Care continues to provide financial support to two of its wholly owned subsidiary undertakings:- The Northern Ireland Agoraphobia and Anxiety Society and Challenge. Both of these companies operate in line with Praxis' vision and mission and Praxis Care is committed to supporting them. The Trustees are content that the group will have sufficient resources to do so.

In addition, the charity is currently in discussions with one of its funding providers, Supporting People, in connection with the level of reserves held in respect of Supporting People services. It is anticipated that this matter will be resolved to everyone's satisfaction and will not impact on the ability of the charity to continue as a going concern

Consolidation

In the opinion of the Board of Directors, the charity and its subsidiary undertakings comprise a large group. The charity has therefore prepared these consolidated group accounts.

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Staff costs and overhead expenses are allocated to activities on the basis of staff time spent on those activities.

Cost of generating funds

These include salaries, direct expenditure and overhead costs of staff who promote fundraising, including events and mailings.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them.

Governance costs

Governance costs include those incurred in the governance of its assets which are associated with constitutional and statutory requirements.

Support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Taxation

Praxis Care is a registered charity with HMRC and is entitled to certain tax exempt income and profits from investments in furtherance of the charity's primary objectives, if these surpluses are applied solely for charitable purposes.

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:

Freehold Property -	2% straight line
Office Equipment -	20% straight line
Fixtures & Fittings -	20% straight line
Motor Vehicles -	20% straight line
Accommodation Furnishings -	20% straight line

The charity's policy is to capitalise all fixed asset additions costing more than £500.

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 net income/ (expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Investment assets and income

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/ (expenditure) for the year. Transaction costs are expensed as incurred.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

1. Accounting policies (*continued*)

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.

Pension costs

The Charity operated a defined benefit pension scheme for Directors, Assistant Directors and Scheme Managers. The scheme was closed to future accrual on 31 March 2010 and a buyout triggered by the Charity. The final payment was released to the Statement of Financial Activities in the year and the organisation has no further responsibilities to the SVS final salary scheme. Further disclosure is made in Note 13 of the accounts.

The Charity now operates, for all employees (including the Directors, Assistant Directors and Scheme Managers), a number of defined contribution pension schemes. The assets of the schemes are held separately from those of the Charity. The annual contributions payable are charged to the Statement of Financial Activities in the year they are payable.

Reserves

Praxis Care aspires to retaining a level of reserves which matches the needs of the organisation at the current time and in the foreseeable future. A policy has been established whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the Charity should be £5.7m. This target includes £2.9m to cover potential loss of business (assumes 25% of contracts are lost with associated spend continuing for 3 months), £1.5m to cover capital expenditure requirements and £1.3m for short term cash flow requirements

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.

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.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

1. Accounting policies (*continued*)

Derecognition of financial liabilities

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

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.

Funds

The Charity has different types of funds for which it is responsible, and which require separate disclosure. These are as follows:

a) **Restricted funds:**

Restricted funds are funds received which are earmarked by the donor for specific purposes. Such purposes are within the overall aims of the Charity. Deficits on restricted funds are met by a transfer of an equivalent amount from unrestricted funds.

b) **Unrestricted funds:**

Funds which are expendable at the discretion of the Board in the furtherance of the objects of the Charity. In addition, funds may be held in order to finance capital investment and working capital.

c) **Designated Funds:**

These are a particular form of unrestricted fund, consisting of amounts which have been allocated or designated for particular purposes by the Charity. The use of such funds for their designated purpose will remain at the discretion of the Board. The Charity has designated its operational properties as a designated fund.

Related Party Transactions

The charity has taken advantage of the exemption not to disclose related party transactions with other members of the group as group consolidated financial statements are prepared.

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.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

2. Donations and legacies

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Donations	23,821	-	23,821	15,608

3. Income from Investments

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Bank interest receivable	-	-	-	1,632
Loan interest receivable	2,541	-	2,541	1,215
	2,541	-	2,541	2,847

4. Other income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Rental income	8,160	-	8,160	7,932
Management Fee	10,179	-	10,179	11,745
	18,339	-	18,339	19,667

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2020

5. Income from charitable activities

	Mental Health		Learning Disabilities		Elderly Services		Head Office Services		Total	
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	2020	2019
	£	£	£	£	£	£	£	£	£	£
Northern Health & Social Care Trust	827,702	-	3,959,425	-	451,635	-	-	-	5,238,762	4,091,643
Southern Health & Social Care Trust	1,265,968	-	2,279,052	-	-	-	-	-	3,545,020	3,021,495
S & E Health & Social Care Trust	281,035	-	2,669,765	-	274,572	-	-	-	3,225,372	3,270,110
Western Health & Social Care Trust	262,854	-	2,923,016	-	-	-	-	-	3,185,870	3,272,862
Belfast Health & Social Care Trust	739,596	-	2,199,060	-	-	-	-	-	2,938,656	2,349,121
HSE Cavan & Monaghan CHO1	193,095	-	2,569,609	-	-	-	-	-	2,762,704	2,673,262
HSE Donegal CHO1	52,450	-	534,582	-	-	-	-	-	587,032	103,393
HSE Sligo CHO1	-	-	899,766	-	-	-	-	-	899,766	508,081
HSE Mayo CHO2	-	-	723,209	-	-	-	-	-	723,209	129,745
HSE Kilkenny CHO5	-	-	63,047	-	-	-	-	-	63,047	61,714
HSE Waterford / Wexford CHO5	-	-	1,333,433	-	-	-	-	-	1,333,433	844,596
HSE Louth CHO8	-	-	3,073,268	-	-	-	-	-	3,073,268	2,245,631
HSE Meath CHO8	-	-	3,001,618	-	-	-	-	-	3,001,618	2,084,891
HSE Mullingar CHO8	-	-	979,455	-	-	-	-	-	979,455	816,591
HSE Dublin CHO9	-	-	3,747,141	-	-	-	-	-	3,747,141	2,116,529
TUSLA	-	-	439,179	-	-	-	-	-	439,179	565,625
IOM Gov DHSS	470,104	-	1,041,843	-	-	-	-	-	1,511,947	1,544,332
Leicester CC	-	-	1,100,357	-	-	-	-	-	1,100,357	1,079,051
Worcester	-	-	1,619,668	-	-	-	-	-	1,619,668	1,751,667
Manchester Joint Commissioning	245,376	-	-	-	-	-	-	-	245,376	230,824
Bury Floating Support	25,506	-	-	-	-	-	-	-	25,506	101,926
Nuneaton Bedworth Council	-	-	10,180	-	-	-	-	-	10,180	6,656
Sandwell	-	-	6,510	-	-	-	-	-	6,510	8,749
Coventry & Rugby CCG	-	-	651,898	-	-	-	-	-	651,898	430,023
Worcester CHC	-	-	18,620	-	-	-	-	-	18,620	-
Client Income	101,040	-	501,168	-	136,844	-	-	-	18,620	-
Supporting People - NIHE	-	2,640,207	-	760,531	-	260,407	-	15,696	739,052	576,487
Supporting People - Manchester	58,803	-	-	-	-	-	-	-	3,676,841	3,845,763
Floating Support	-	310,919	-	-	-	395,438	-	-	58,803	58,803
SNMA	-	-	-	27,359	-	-	-	-	706,357	701,897
Housing Benefit	725,163	-	241,112	-	54,455	-	-	-	27,359	36,340
Grants	-	-	6,323	-	-	-	48,799	-	1,020,730	897,889
DRILL UK FUND GRANT	-	-	-	-	-	-	-	-	55,122	28,030
Other Operating Income	12,662	-	11,175	-	1,128	-	18,156	-	43,121	23,793
Product Sales	-	-	8,151	-	-	-	-	-	8,151	60,562
Total	5,261,354	2,951,126	36,611,630	787,890	918,634	655,845	66,955	15,696	47,269,130	39,546,251

PRAXIS CARE

(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2020

6. Expenditure on charitable activities

	Basis of allocation	Mental Health	Learning Disabilities	Elderly Services	Head Office Services	Governance	Total 2020	Total 2019
		£	£	£	£	£	£	£
Costs directly allocated to activities								
Staff costs	Direct	31,536,507	2,024,308	995,896	-	-	34,556,712	28,952,192
Client Expenses	Direct	257,722	1,083	1,608	-	-	260,412	290,829
Office costs	Direct	819,724	100,464	65,488	-	-	985,676	1,080,860
Accommodation costs	Direct	2,910,935	260,934	12,778	-	-	3,184,647	2,533,354
Materials Costs	Direct	8,133	836	-	-	-	8,969	12,117
Advertising and Marketing	Direct	469	9	29	-	-	507	354
Legal and Professional fees	Direct	246,394	7,799	2,193	-	-	256,386	90,282
Depreciation	Direct	536,725	9,753	9,474	-	-	555,951	386,771
Bank Charges	Direct	-	-	-	11,259	-	11,259	6,330
Foreign Exchange	Direct	-	-	-	(5,721)	-	(5,721)	96,251
Bank interest	Direct	-	-	-	4,530	-	4,530	3
Other Interest	Direct	405	-	-	-	-	405	406
Total direct costs		36,317,013	2,405,185	1,087,466	10,069	-	39,819,733	33,449,749

	Basis of allocation	Total 2020	Total 2019
		£	£
Support costs allocated to activities			
Senior management costs	Direct	1,170,577	1,207,347
Quality monitoring costs	Salary Costs	125,009	136,981
Training costs	WTE	789,714	844,061
Premises costs	Direct	465,946	498,013
Finance costs	Direct	731,108	781,424
IT costs	Direct	587,789	628,241
Personnel costs	Head Count	632,621	693,206
Total support costs		4,502,766	3,944,870

Total contract activities costs		40,819,779	44,652,797
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Governance costs		442,130	391,135
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Total Expenditure on Contract Activities		41,261,909	37,785,754
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PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2020

7. Expenditure on Raising Funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Fundraising and publicity	94,942	-	94,942	142,629

8. Net income before transfers

This is stated after charging/(crediting):

	2020 £	2019 £
Staff pension contributions	724,839	614,578
Depreciation	855,236	569,806
Fees payable in respect of external audit services	24,000	24,000
Exchange losses / (gains)	(5,721)	96,251

9. Staff costs and emoluments

Total staff costs were as follows:

	2020 £	2019 £
Wages and salaries	29,552,018	25,290,196
Social security costs	2,654,600	2,193,230
Other pension costs	724,389	614,578
Agency fees	4,257,648	2,949,105
	<u>37,188,655</u>	<u>31,047,109</u>

Particulars of employees:

The average number of employees during the year was as follows:

	2020 No	2019 No
Operations staff	1,257	1,150
Fundraising and publicity staff	1	1
Management and admin staff	89	79
	<u>1,347</u>	<u>1,230</u>

Directors did not receive any benefits in kind such as payments in relation to pension totalled (2019: £NIL). Directors did not receive any reimbursed expenses in the year (2019: £NIL). One employee received emoluments between £70,000 and £80,000 (2019: £70,000- £80,000: One); two employees received emoluments between £80,000 and £90,000 (2019: £80,000- £90,000: Nil); two employees received emoluments between £90,000 and £100,000 (2019: £90,000- £100,000: Nil); No employees received emoluments between £100,000 and £110,000 (2019: £100,000 - £110,000: One) and one employee received emoluments including benefits in kind between £140,000 and £150,000 during the year (2019: £140,000 - £150,000; One).

Pension contributions made on behalf of employees earning £60,000 or more were £89,702 (2019: £22,921).

The key management personnel of the Charity includes the Board, Chief Executive, Directors of Care & Development, Director of Finance, Director of Quality & Governance and Director of HR. The total employee benefits of the key management personnel of the Charity were £654,780 (2019: £525,124).

PRAXIS CARE
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Notes to the financial statements for the year ended 31 March 2020

10. Tangible fixed assets

Group tangible fixed assets

	Freehold Property £	Accom & Furnish £	Office Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost or valuation						
At 1 April 2019	18,505,354	879,852	1,815,388	1,275,946	867,588	23,344,128
Additions	2,791,364	97,194	798,510	94,898	288,399	4,070,365
Disposals	(251,186)	(117,563)	(243,701)	(82,059)	(129,538)	(824,047)
At 31 March 2020	21,045,532	859,483	2,370,197	1,288,785	1,026,449	26,590,446
Depreciation						
At 1 April 2019	6,274,915	655,474	1,252,919	1,028,223	543,897	9,755,428
Disposal	(12,610)	(111,393)	(239,987)	(72,464)	(104,559)	(541,013)
Charge for the year	348,507	58,718	242,465	85,195	120,351	855,236
At 31 March 2020	6,610,812	602,799	1,255,397	1,040,954	559,689	10,069,651
Net book value						
At 31 March 2020	14,434,720	256,684	1,114,800	247,831	466,760	16,520,795
At 31 March 2019	12,230,439	224,378	562,469	247,723	323,691	13,588,700

Praxis Care tangible fixed assets

	Freehold Property £	Accom & Furnish £	Office Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost or valuation						
At 1 April 2019	18,505,354	879,852	1,815,012	1,275,946	867,588	23,343,752
Additions	2,791,364	97,194	798,510	94,898	288,399	4,070,365
Disposals	(251,186)	(117,563)	(243,701)	(82,059)	(129,538)	(824,047)
At 31 March 2020	21,045,532	859,483	2,369,821	1,288,785	1,026,449	26,590,070
Depreciation						
At 1 April 2019	6,274,915	655,474	1,252,543	1,028,223	543,897	9,755,052
Disposal	(12,610)	(111,393)	(239,987)	(72,464)	(104,559)	(541,013)
Charge for the year	348,507	58,718	242,465	85,195	120,351	855,236
At 31 March 2020	6,610,812	602,799	1,255,021	1,040,954	559,689	10,069,275
Net book value						
At 31 March 2020	14,434,720	256,684	1,114,800	247,831	466,760	16,520,795
At 31 March 2019	12,230,439	224,378	562,469	247,723	323,691	13,588,700

PRAXIS CARE
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Notes to the financial statements for the year ended 31 March 2020

10. Tangible fixed assets (continued)

Valuations were obtained for a sample of freehold properties in August 2018 by PM McGibbon & Co, Chartered Valuation Surveyors. These valuations have been prepared in accordance with the RICS statements of Asset Valuation Practice and Guidance Notes. All UK properties were subject to a full professional revaluation by Lambert Smith & Hampton in August 2019. No write down was required in the year to 31 March 2020 as the valuations support the Directors opinion that the current existing use value is higher than the market value. All properties will be subjected to a full professional revaluation on 31 March 2023 in line with group policy on cyclical valuations.

In respect of assets stated at valuations, the comparable historical cost and depreciation values are as follows:

	2020 £	2019 £
Net book value at end of year	<u>4,193,621</u>	<u>4,348,734</u>
Historical cost of assets revalued	8,121,201	8,121,201
Aggregate depreciation on revalued assets	<u>(2,363,608)</u>	<u>(2,208,495)</u>
Net historical cost value at 31 March	<u>5,757,593</u>	<u>5,912,706</u>

11. Investments

Movement in market value

	2020 £	2019 £
Market value at 1 April 2019	3,848	5,055
Net (loss) on revaluations in the year	<u>(1,665)</u>	<u>(1,207)</u>
Market value at 31 March 2020	<u>2,183</u>	<u>3,848</u>
Historical cost at 31 March 2020	<u>1,008</u>	<u>1,008</u>

Analysis of investments at 31 March 2020 between funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Listed investments				
-UK quoted shares	<u>2,183</u>	<u>-</u>	<u>2,183</u>	<u>3,848</u>

There were no additions or disposals of investments during the year. The movement in net book value represents an unrealised profit in market value.

None of the investments held by the organisation relate to the Charity's programmes of care.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2020

12. Debtors

	Group		Praxis Care	
	2020	2019	2020	Restated 2019
	£	£	£	£
Trade debtors	2,350,863	2,360,647	2,350,863	2,360,647
Amounts owed by group undertakings	-	-	501,797	434,853
Amounts owed by Praxis Housing Association	732,284	764,300	732,284	764,300
Other debtors	844,543	916,950	844,543	916,950
	<u>3,927,690</u>	<u>4,041,897</u>	<u>4,429,487</u>	<u>4,476,750</u>

13. Creditors: Amounts falling due within one year

	Group		Praxis Care	
	2020	2019	2020	2019
	£	£	£	£
Bank loans and overdrafts	132,900	132,900	132,900	132,900
Trade creditors	457,899	738,415	457,899	738,415
Social security costs	741,560	718,220	741,408	718,070
Other creditors	593,137	876,140	593,137	876,140
Accruals and deferred income	2,327,137	2,495,400	2,326,537	2,493,690
	<u>4,252,633</u>	<u>4,961,075</u>	<u>4,251,881</u>	<u>4,959,215</u>

Within the above accruals and deferred income figures the following liabilities relate to deferred income. Due to the complex nature of some of the schemes, Praxis Care can receive, from the commissioning body, monies in advance to ensure a smooth service transition. This deferred income is released over the period of the service provision.

	Group		Praxis Care	
	2020	2019	2020	2019
	£	£	£	£
Deferred income	<u>778,981</u>	<u>661,167</u>	<u>778,981</u>	<u>661,167</u>

In addition, the following liabilities disclosed under creditors falling due within one year are secured by the Charity:

	Group		Praxis Care	
	2020	2019	2020	2019
	£	£	£	£
Banks loans and overdrafts	<u>132,900</u>	<u>132,900</u>	<u>132,900</u>	<u>132,900</u>

The bank borrowings are secured by way of fixed charges and debentures over the property and assets of the company including first fixed charges over 18 properties in Northern Ireland, 3 properties in England and 1 property in Isle of Man.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2020

14. Creditors: Amounts falling due after more than one year

	Group		Praxis Care	
	2020 £	2019 £	2020 £	2019 £
Bank loans and overdrafts	499,048	603,437	499,048	603,437
Other creditors	-	-	-	-
	<u>499,048</u>	<u>603,437</u>	<u>499,048</u>	<u>603,437</u>

The following liabilities disclosed under creditors falling due after more than one year are secured by the Charity:

	Group		Praxis Care	
	2020 £	2019 £	2020 £	2019 £
Banks loans and overdrafts	499,048	603,437	499,048	603,437

15. Pensions

Praxis Care operates a number of defined contribution pension schemes including, as from 1 January 2014, an auto-enrolment contributory pension scheme for those staff who had not previously opted to join a pension scheme. The employer contribution rates on these schemes vary between 3% and 18.7%, depending on employees' contractual entitlements and options.

16. Restricted income funds

	Restated Balance at 1 April 2019 £	Incoming resources £	Outgoing resources £	Transfer s £	Balance at 31 March 2020 £
Supporting People / Floating Support NIHE	77,889	4,383,198	(4,792,883)	331,796	-
SNMA NIHE	-	27,359	(27,359)	-	-
	<u>77,889</u>	<u>4,410,557</u>	<u>(4,820,242)</u>	<u>331,796</u>	<u>-</u>

17. Unrestricted income funds

	As at 1 April 2019 £	Incoming resources £	Outgoing resources £	Gains & Losses £	Transfers £	At 31 March 2020 £
Fixed asset fund	9,291,008			(15,656)	2,204,281	11,479,633
General fund	4,981,509	42,903,274	(40,435,875)	(1,665)	(2,536,077)	4,911,166
	<u>14,272,517</u>	<u>42,903,274</u>	<u>(40,435,875)</u>	<u>(17,321)</u>	<u>(331,796)</u>	<u>16,390,799</u>

Designated funds equal £11,479,633 and relate to the net monies invested in the organisation's operational properties.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2020

18. Analysis of net assets between funds

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
Restricted Funds	-	-	-	-	-
Unrestricted Funds	16,520,795	2,183	574,990	(707,168)	16,390,799
Total Funds	16,520,795	2,183	574,990	(707,168)	16,390,799

19. Company limited by guarantee

Praxis Care is a company limited by guarantee and does not have a share capital. The liability of each of its members is limited to £1.

20. Capital commitments

Capital commitments to report in relation to the 2020 year are as follows:

	2020 £	2019 £
Contracted but not provided for in the financial statements	-	-

21. Other financial commitments

The group is committed to other expenditure as follows, in respect of long term maintenance contracts for the group's MIS systems:

	2020 £	2019 £
Not later than one year	332,000	490,000
Later than one year and not later than five years	386,000	205,000
Later than five years and not later than ten years	-	-
	718,000	695,000

22. Prior Year Correction

The prior year adjustment in the restricted reserves relates to an over allocation of costs against Supporting People funding of £72,564 in the prior year.

The intercompany balances in the Praxis Care balance sheet was understated by £6,969. The consolidated balance sheet was correct.

23. Use of volunteers

Praxis Care believes that volunteers bring a unique contribution which adds value and enhances the work of the organisation, making a difference to the lives of service users and the organisation as a whole. Volunteers also increase awareness of the organisation in the wider community. Currently the key roles carried out by volunteers are as Members of the Board and Board Committees and within the Praxis Care Befriending Service. Befriending is a relationship between a volunteer and a recipient, supported and monitored by Praxis Care. The service recognises the value of bringing people together to form positive and supportive relationships which reduce isolation and alleviate loneliness.