

PRAXIS CARE
(Company Limited by Guarantee)

CONSOLIDATED FINANCIAL STATEMENTS 31 MARCH 2022

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

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Company information

Registered Charity Name: Praxis Care

HMRC Charity Number: XN 80842

Charity Commission Number: NIC103672

Company Registration Number: NI017623

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

Trustees: Mr K S Brundle - Chair
Mr J McGregor – Vice Chair
Ms Y Cooke (resigned July 2021)
Mr M Dawson
Mrs A Dunn
Mr T Hopkins
Dr C Kennedy (resigned September 2021)
Mr P McLoughlin
Mr J Melvin (appointed September 2021)
Mr A Nolan (resigned October 2021)
Mr O Paulin
Mrs N Roche

Secretary: Mr O Paulin

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

Bankers: Bank of Ireland Barclays Bank
University Road 1 Churchill Place
Belfast Canary Wharf
BT7 1NA London
 E14 5HP

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

Shakespeare Tallans Solicitors
Martineau New Town Centre
Bridgeway House Ashbourne
Bridgeway Co Meath
Stratford upon Avon Ireland
CV37 6YX

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Strategic Report

The Trustees, who are also Directors for the purposes of company law, present their strategic report for the year ended 31 March 2022.

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 2022 with total incoming resources of £63.3m compared to £53.6m in 2021. 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 £1,744,788 for the year ended 31 March 2022 before unrealised gains and losses (2021: £1,759,118).

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During 2021/22 Praxis Care was successful in winning new business in Northern Ireland, Republic of Ireland, England and Isle of Man. Some of these new developments became operational within the year and others are timetabled for the next 18-24 months. In addition, there was expansion within existing schemes as demand for support for individuals with complex needs continues to grow.

In **Republic of Ireland** Praxis Care opened 3 new services during the year:

- Moylaragh in Balbriggan, providing care and support for one service user with an Intellectual Disability / Autism.
- Abbeyglen in Swords, providing care and support for 3 service users.
- Tateetra in Dundalk, bespoke service providing care and support for one service user.

In **England**, Kaleidoscope Day Service opened in May 2021. Kaleidoscope provides a unique and bespoke service exclusively for adults aged 18+ with profound and multiple learning disabilities (PMLD). Having been in development for around 4 years, this is the first fully co-produced service between parents and Praxis Care, with the majority of funding being sourced through personal budgets, and CHC funding. Kaleidoscope offers 10 places per day and was at full capacity within 7 months of opening. Demand is so high that expansion to provide 14 places per day is being considered and the service has rapidly become recognised as delivering exceptionally high quality and inclusive, meaningful activities at all times. Kaleidoscope offers a vibrant and fun filled day with 1:1 support to Service Users.

In the **Isle of Man**, a new bespoke Supported Living Scheme commenced in March 2022 providing support to 1 individual for an anticipated period of 3-5 years. This involved close partnership working with the IOM commissioner and another local provider with a high level of statutory support to ensure consistency of approach. The original high level of support provided has already reduced following a MDT review as the individual's coping skills have developed.

In **Northern Ireland**, there was further expansion to existing services in Ballyclare, Belfast, Newry, Foyle, Portadown, with additional income of £877k.

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. This may be constrained for a period of time due to recruitment and retention pressures in the social care labour market.

Organisational objectives are set in line with Praxis Care's values, vision and mission, taking into account the internal and external environments and risk management policy. The objectives in the Praxis Care Business Plan are also reviewed bi-monthly and revised as required.

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.

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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.

Strategy 20-25

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 draws up a Business Plan annually, identifying objectives to be achieved in furtherance of our strategy in the forthcoming year considering both the external environment and relevant internal issues. This is done in consultation with internal and external stakeholders. The Chief Executive and Senior Leadership Team engage with the Praxis Care Board on both strategy and priority objectives, at the annual Strategic Planning Away Day and at the regular Board and Board Committee meetings.

Despite the preoccupation with COVID, significant progress on key pillars of the strategy were made during 2021/22:

Service User Wellbeing

Overall service provision increased during the course of the year with the number of people supported increasing by 124 (9.6%) with new or expanded services in all jurisdictions.

Praxis Care was successful in a NIHE Supporting People Provider Innovation Fund application during 2021/22 and received funding to develop an Outcomes Wishes Module within the OMS (Outcomes Management System) and Service User Inside Track PWA (Progressive Web App). Outcomes Wishes builds on the current Outcomes Tool by adding individualised goals to the system.

The Voice of Service Users

A key success factor of the strategy is to listen to what service users and their families have to say about their needs and our services. The 2021 SU Survey returned very positive feedback with 87% reporting

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having a good quality of life; 92% were happy with their involvement in deciding what was in their support plan; 95% felt safe and 96% said our staff were “kind”.

The survey will continue to be conducted annually to ensure we pick up on any emerging concerns in a timely fashion.

Priorities for 2022/23 will include having greater input from people with lived experience of using services through the rollout of co-production across the organisation.

Quality and Governance

During the year there was further development of the Quality and Governance Integrated Platform with new processes created and / or redesigned, eg Internal Audit, Monthly Monitoring Regulatory Visits and Services Weekly Hours, with monitoring of COVID and related processes a continued feature. The design and build of an in-house Care and Support Plan platform progressed successfully.

ISO 9001 and CHAS accreditations were retained and all services received at least one internal audit in year.

Our People

The external labour market has had a significant impact on our ability to recruit and retain staff. Staff turnover has increased from 25% to 35.2% but, despite this increase, we have managed to maintain headcount at 1,865, which demonstrates the level of activity within the recruitment team. New approaches to recruitment through more targeted campaigns, which included social media and radio campaigns along with introduction of regular recruitment days, have had a positive impact on our ability to attract candidates. The labour market remains challenging and the recruitment team continue to explore how we can improve candidate experience and efficiency through the recruitment system.

A new mediation service was introduced along with training in how we manage conflict and this has had a positive impact on culture and a reduction in the number of formal disciplinary and grievances being raised.

A range of new non-pay benefits were introduced to make our offering more attractive and to support the health and wellbeing of employees, including Health Care for all employees, introduction of Death in Service benefit, increased thresholds to the cycle to work scheme, introduction of Wagestream, an early access to pay scheme to support employees experiencing financial hardship; a pilot of a meditation and mental health app called “Calm”.

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 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.

During 2021/22 the L&D Department delivered **816** training sessions, attended by **2,052** staff. The increase in course delivery from the previous year was due to recommencement of face-to-face training, post-lockdown, and induction taking place every 2 weeks.

Over the last 8 months, the L&D Department has been effectively using Zoom as a learning methodology. This has enabled staff from across the organisation to interact with each other whilst learning and feedback to date has been positive.

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Course Breakdown

- **415** of courses were held in NI and IOM (**50.8%**)
- **401** of courses were held in ROI and ENG (**49.2%**)

In addition, 15,822 e-Learning courses were completed

Our Places

Praxis Care continues to invest in properties - 11 new properties at a cost of just over £1.3m were purchased and an additional 34 leased during the year. The organisation has invested in additional capacity and expertise in the Property Department, as an area critical to our strategy.

Our Communication

The Marketing and Communications Team continued to strengthen Praxis Care's social media presence, using digital marketing channels to increase overall brand recognition and attract new talent to the organisation. Throughout the year, the team filmed testimonials from service users, their loved ones and staff to share the progress being made by people supported by the organisation and promote the benefits of a career at Praxis Care.

Traditional media exposure also improved with news coverage in all jurisdictions. Examples of stories include Praxis Care taking over autism services in Cork, famous painter Neil Shawcross offering a class at St Paul's Court in Lisburn and GMB union praise for the new benefits package launched in 2022.

In May 2021, an intranet was launched, allowing employees at all levels of the organisation and in all jurisdictions to share resources and updates. This has modernised internal communication and reduced email volume. On the platform, monthly CEO Livestreams feature important organisational news as well as interviews with people from different departments to educate their colleagues about the initiatives they are championing, such as the Forensic Working Group providing information about working with people with personality disorders and updates from the Research Department.

Partnerships

Praxis Care has a number of well-established partnerships with housing associations, in Northern Ireland particularly.

During 2021/22, the organisation had continued activity within sector representative groups in all the jurisdictions.

In 2022/23 a priority will be to explore more systematic partnership working with organisations in all localities where this could be of benefit to our service users and / or staff, eg this could be in the area of education, vocational training, work (paid or voluntary) and/or recreation.

Research

In 2021/22 a scoping exercise of interventions used within all our services was completed in order to compare with those which have been shown to be effective by research. The outcome confirmed that what we were setting out to do was in line with the evidence base and identified some approaches and interventions which could be considered to further develop services.

The next step is to ensure that our training fully reflects that research evidence in terms of content, and uses the most effective approaches to translating research evidence into services, thus improving outcomes for service users. We also need to build assurance into our internal audit.

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There are a number of primary research initiatives in which we are currently involved, including identifying accommodation needs of people with mental health issues in ROI and evaluations of our Cork and Plasden Court services.

Priorities for new research projects include identifying the most effective ways to support staff working with highly challenging behaviours (in support of our improved retention objective) and the use of smart technology in supporting people, including the management of risky behaviours.

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 bi-monthly and revised as required.

Risk Management

Praxis Care operates a Governance Committee set up in response to SORP 2000 and the Turnbull Report as a vehicle for managing risk. The Committee oversees all governance matters within the context of the overall responsibilities of the main Board. The Risk Management Policy Board Assurance Framework (BAF) evaluate the likelihood and severity of potential risks and the systems and controls that are in place to mitigate exposure to these risks. The BAF is reviewed by the Governance Committee at every meeting with changes in the risk profile reported to the Board at every meeting. The Board is satisfied that appropriate steps are being taken to mitigate exposure to risks identified.

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.

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.

By order of the Trustees



Chair

Mr. K S Brundle
Date: 6 October 2022

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 2022.

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 568 individuals, plus an additional 82 clients through counselling services. The Counselling Services ceased operations in September 2021.
- **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 782 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 with 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 227 clients during the year.

Services provided within these 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 services offer an opportunity for individuals to live in a community setting which best meets their needs.

Home Response / Domiciliary Care: Praxis Care provides 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 feelings 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.

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

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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 operates 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 requests for support
- Access to support groups
- Invitation to participate in residential short breaks
- Signposting to other community support groups

Volunteer Befriending: Praxis Care operates a volunteer befriending scheme with over 80 matched friendships.

The Befriending Scheme aims to:

- Help alleviate mental illness in those at risk by the provision of practical and emotional support
- Provide contact for those who are socially isolated by mental ill health
- Encourage the development of personal interests and social activities for service users within the community

The Young People Befriending Scheme aims to:

- Help those leaving the care system by the provision of practical and emotional support
- Provide contact for those who are most vulnerable and socially isolated
- Encourage the development of personal interests and social activities for young people within the community
- Monitor the well-being of the young people

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 by 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 staff recruitment, development and retention in social care. Recent partners include Queen's University of Belfast, Mental Health Foundation, Trinity College Dublin and Ulster University. During 2021/22, Praxis Care Research has been involved in the development and evaluation of an accredited training course for people with lived experience to get involved in research, as well as supporting a number of PhD researchers to examine trauma informed care, positive behaviour support in routine service provision and interventions for people with autism spectrum disorder. Members of the Department have also spoken at an international conference on the benefits of green and blue spaces for wellbeing in mental health social work as well as publishing a chapter on the physical design of supported accommodation for people with mental health problems and intellectual disabilities in conference proceedings.

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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 as part of its annual report to the Charities Regulator (Ireland), has confirmed compliance with the Charities Governance Code.

Recruitment and Appointment of Trustees

New members are identified either via a formal recruitment process or recommendation. As part of the recruitment process, potential Trustees may be co-opted onto the Board and invited to attend 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 of the Board 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.

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. In February 2022 the process to dissolve The Secret Garden (Hillsborough) Limited and Respond, A Northern Ireland Charity for Elderly People Limited commenced and the dissolution of both companies was confirmed in May 2022 with all relevant parties notified.

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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 Committee**, chaired by Mike Dawson, meets bi-monthly to review and make recommendations to the Board on strategic HR and L&D issues, including management and leadership development, succession planning and remuneration. The HR Committee also considers Health & Safety Issues arising from the Employee Health & Safety Forum

The **Care and Development**, chaired by John McGregor meets bi-monthly to oversee the care operations of the organisation and review development opportunities.

The **Nominations Committee**, chaired by Ken Brundle, meets as required to review the structure, size and composition (including the skills, knowledge, experience and diversity) of the Board and its Committees and make recommendations to the Board.

The **Research Committee**, chaired by Nevin Ringland, meets bi-monthly to facilitate the development of new and innovative evidence based social care and support service, interventions and training through the dissemination of research and knowledge to improve policy, training, housing design and environment and practice.

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.

Non-Executive Members 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.

Each Committee is a "servant" of the Board, pursuing issues in depth on its behalf and regularly reporting back with specific proposals for Board consideration and 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 2021/22, the overall attendance rate of the members at Board Meetings was 91%.

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 was 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 for the provision of counselling services were held April from 2021 to

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September 2021 with Belfast Health & Social Care Trust and South Eastern Health & Social Care Trust. Praxis Care withdrew from the provision of counselling services at the end of September 2021.

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 and has now been dissolved.

Respond a Northern Ireland Charity for Elderly People

This charity was dormant during the year and has now been dissolved.

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 Trustees 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 £6.8m. This target includes £3.8m 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 £1.5m for short term cash flow requirements. At this level, the Trustees 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 £2,149,439 and therefore do not meet the target level. The Trustees are constantly striving to find ways in which additional unrestricted funds will be raised.

Designated funds equal £17,553,362 and relate to the net monies invested in the organisation's operational properties.

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

The World Health Organisation declared the outbreak of COVID-19 a pandemic on 11 March 2020 and the virus continued to have a significant impact on service users, their families and staff during 2021/22.

From the onset, the Trustees were clear that the priority was protection of service users and staff. Praxis Care developed a comprehensive plan to manage the impact of the pandemic to minimise the risks to service users and staff. This was closely monitored to ensure that the response was appropriate and regularly updated in line with the guidance issued by the public health authorities, regulators and commissioners in all jurisdictions.

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

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The Board and Committees were kept informed of the impact of Covid on services and individuals and there was ongoing regular communication with staff to provide updates, encourage vigilance and provide support.

Without relevant and robust data, it is not possible to objectively evaluate the comparative impact on the organisation, however, significantly, infection rates for service users remained constantly markedly lower than those of our staff, indicating that our service environments provided effective levels of protection from infection, even when it was prevalent in surrounding community settings.

Staff continued to demonstrate a very high level of commitment and flexibility to maintain essential services and protect service users. While sickness absence rates escalated again in early 2022, the impact on service continuity was very localised and short lived.

Some Day Services continued to operate at reduced capacity to minimise risks with staff redeployed into high priority residential services. However, the majority of services were able to resume normal activity, while following local public health guidelines.

Corporate Services staff continued to work from home with only a small number remaining on site to manage essential work that could not be carried out remotely. Internal and external meetings took place on a remote platform and non-essential visits to schemes were suspended. Face to face training provision was reintroduced as soon as this was permitted within guidelines, in recognition of the positive impact of this form of training.

Praxis Care continues to monitor public health policy and the position of commissioners and regulators in each jurisdiction.

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 2022 the group had net incoming funds of £1,552,150 (2021 - £1,759,852) with overall net assets of £19,702,801 (2021 - £18,150,651). The Trustees continually monitor performance, liquidity cash flow and future development, and monitor performance in line with the current 5 year strategic plan 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.

Post Balance Sheet Events

There have been no post balance sheet events to date.

PRAXIS CARE

(COMPANY LIMITED BY GUARANTEE)

Trustees' Report

The Trustees

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

Mr K S Brundle - Chair
Mr J McGregor – Vice Chair
Ms Y Cooke (resigned July 2021)
Mr M Dawson
Mrs A Dunn
Mr T Hopkins
Dr C Kennedy (resigned September 2021)
Mr P McLoughlin
Mr J Melvin (appointed September 2021)
Mr A Nolan (resigned October 2021)
Mr O Paulin
Mrs N Roche

Responsibilities of the Trustees

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

In preparing financial statements, the Trustees are required to select suitable accounting policies and then apply them consistently, making judgements and estimates that are reasonable and prudent. The Trustees 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 Trustees 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 Trustees 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 Trustees 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.

Statement of disclosure to auditors

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charity's auditors are unaware; and
- The Trustees 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: 6 October 2022

Registered Office:
25-31 Lisburn Road
Belfast

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Independent Auditor's Report to the Members of Praxis Care

We have audited the financial statements of Praxis Care (the 'Parent Charity') and its subsidiaries ("the Group") for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group Balance Sheet, the Charity Balance Sheet, the Group 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 Group's and of the Parent charitable company's affairs as at 31 March 2022 and of the Group's and Parent's incoming resources and application of resources, including the Group's and Parent's 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 financial statements section of our report. We are independent of the Charity 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group or Parent Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees 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.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Independent Auditor's Report to the Members of Praxis Care

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 financial statements are prepared is consistent with the financial statements; and
- The Trustees' 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 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 Parent Charity's financial statements 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also Directors of the Charity for purpose of company law, 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 Trustees are responsible for assessing the Group's and the Parent 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 Group or Parent Charity 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 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Group and Parent charitable company.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Independent Auditor's Report to the Members of Praxis Care

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Based on our understanding of the Group and Parent charitable company and their operating environment, we determined that the most significant frameworks which have a direct impact on the preparation of the financial statements are those related to the reporting framework, (FRS 102, the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, the Charity SORP and the Companies Act 2006). Additionally, we concluded that there are significant laws and regulations in relation to the Group and Parent company's charitable status and activities of which non-compliance may have a material effect on the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, including evaluating management's incentives and opportunities to manage earnings or influence the reported results. From the results of our assessment, we determined that the principal risks of fraud relate to posting inappropriate journal entries and use of charity funds for purposes outside of restrictions imposed by the donor. In common with all audits under ISAs (UK), we are required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. Audit procedures performed by the engagement team included:

- We obtained an understanding of the Group and Parent charitable company's internal control systems in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- We obtained an understanding of how the Group and Parent charitable company complies with relevant laws and regulations, including those as a result of its registration with the Charity Commission for Northern Ireland and charitable status with HM Revenue & Customs, by making enquiries of management and those charged with governance.
- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud
- Reviewing minutes of meetings of those charged with governance
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Independent Auditor's Report to the Members of Praxis Care

We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment through collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 Parent 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 Parent charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

R. J. Peters Gallagher

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

6 October 2022

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 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income							
Donations and legacies	2	21,145	-	21,145	18,779	-	18,779
Income from Investments	3	2,630	-	2,630	84	-	84
Income from charitable activities	5	58,773,589	4,441,338	63,214,927	48,843,398	4,708,990	53,552,388
Other income	4	24,572	-	24,572	23,590	-	23,590
Total Income		58,821,936	4,441,338	63,263,274	48,885,851	4,708,990	53,594,841
Expenditure							
Raising funds	7	232,816	-	232,816	225,354	-	225,354
Charitable activities	6	56,798,379	4,510,862	61,309,241	46,851,993	4,749,351	51,601,344
Total Expenditure		57,031,195	4,510,862	61,542,057	47,077,347	4,749,351	51,826,698
Profit / (loss) on disposal of fixed assets		23,571	-	23,571	(9,025)	-	(9,025)
Net income	8	1,814,312	(69,524)	1,744,788	1,799,479	(40,361)	1,759,118
Other recognised gains/(losses):							
Impairment of Fixed Assets	10	(192,798)	-	(192,798)	-	-	-
Unrealised gain/(loss) on investments	11	160	-	160	734	-	734
Unrealised foreign exchange gain		-	-	-	-	-	-
Net movement in funds before transfers		1,621,674	(69,524)	1,552,150	1,800,213	(40,361)	1,759,852
Transfer between funds		(69,524)	69,524	-	(40,361)	40,361	-
Total funds brought forward	16/17	18,150,651	-	18,150,651	16,390,799	-	16,390,799
Total funds carried forward	18	19,702,801	-	19,702,801	18,150,651	-	18,150,651

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 24 to 36 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 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible fixed assets	10	23,639,160		22,402,990	
Investments	11	3,077		2,917	
			23,642,237		22,405,907
Current Assets					
Debtors	12	5,473,222		6,411,460	
Cash at bank and in hand		5,151,972		2,411,066	
		10,625,194		8,822,526	
Creditors: Amounts falling due within one year	13	(8,603,679)		(7,746,288)	
Net current assets			2,021,515		1,076,238
Total assets less current liabilities			25,663,752		23,482,145
Creditors: Amounts falling due after more than one year	14		(5,394,706)		(4,807,161)
Total Net assets			20,269,046		18,674,984
Funds					
Restricted income funds			-		-
Unrestricted income funds			20,269,046		18,674,984
Total Funds			20,269,046		18,674,984

These financial statements were approved by the Board of Trustees on 6 October 2022 and are signed on their behalf by:

Chair
Mr. K S Brundle

Trustee
Mr. O Paulin

Company Registration No. NI017623

The notes on pages 24 to 36 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 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible fixed assets	10	23,651,091		22,402,990	
Investments	11	3,077		2,917	
			23,654,168		22,405,907
Current Assets					
Debtors	12	4,868,422		5,872,917	
Cash at bank and in hand		5,179,007		2,425,876	
		10,047,429		8,298,793	
Creditors: Amounts falling due within one year	13	(8,604,090)		(7,746,888)	
Net current assets			1,443,339		551,905
Total assets less current liabilities			25,097,507		22,957,812
Creditors: Amounts falling due after more than one year	14	(5,394,706)		(4,807,161)	
Net assets			19,702,801		18,150,651
Funds					
Restricted income funds	16	-		-	
Unrestricted income funds	17	19,702,801		18,150,651	
Total Funds	18	19,702,801		18,150,651	

These financial statements were approved by the Board of Trustees on 6 October 2022 and are signed on their behalf by:

Chair
Mr. K S Brundle

Trustee
Mr. O Paulin

Company Registration No. NI017623

The notes on pages 24 to 36 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 2022

	2022	2022	2021	2021
	£	£	£	£
Cash flows from operating activities				
Net incoming resources	1,552,150		1,759,852	
Adjustments for:				
Interest received	(2,630)		(84)	
Interest paid	147,348		-	
(Profit)/loss on disposal of property, plant and equipment	(23,571)		9,025	
Depreciation of property, plant and equipment	1,723,116		1,185,754	
Impairment of Freehold Property	192,798		-	
Unrealised (gain)/loss on investments	(160)		(734)	
Decrease/(increase) in trade and other receivables	1,004,495		(1,945,227)	
Increase/(decrease) in trade payables	574,647		4,041,815	
Cash from operations	<u>5,168,193</u>		<u>5,050,401</u>	
Interest paid	(147,348)		-	
Net cash generated from operating activities		5,020,845		5,050,401
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	885,270		796	
Purchase of property, plant and equipment	(4,025,714)		(7,077,769)	
Interest received	2,630		84	
Net cash used in investing activities		(3,137,814)		(7,076,889)
Cash flows from financing activities				
Issue of bank loans	870,100		4,392,500	
Repayment of bank loans	-		(631,948)	
Net cash from investing activities		870,100		3,760,552
Net increase/(decrease) in cash and cash equivalents		<u>2,753,131</u>		<u>1,734,064</u>
Cash and cash equivalents at the beginning of year		2,425,876		691,812
Cash and cash equivalents at end of year		<u>5,179,007</u>		<u>2,425,876</u>

The notes on pages 24 to 36 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 2022

	2022 £	2021 £
Reconciliation of net cash flow movement to movement in net funds		
Increase/(decrease) in cash in the period	2,753,131	1,734,064
Cash (inflows)/outflow from bank loans	(870,100)	(3,760,552)
Change in net funds	1,883,031	(2,026,488)
Net funds at 1 April 2021	(1,966,624)	59,864
Net funds at 31 March 2022	(83,593)	(1,966,624)

Analysis of changes in net funds

	At 1 April 2021 £	Cash flows £	Non-cash flows £	At 31 March 2022 £
Cash in hand and at bank	2,425,876	2,753,131	-	5,179,007
Debt due within one year	-	(150,364)	-	(150,364)
Debt due after one year	(4,392,500)	(719,736)	-	(5,112,236)
	(1,966,624)	1,883,031	-	(83,593)

The notes on pages 24 to 36 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 2022

1. Accounting Policies

The principal accounting policies are set out below.

Company / Charity information

Praxis Care is a company limited by guarantee incorporated in Northern Ireland and registered with the Charity Commission for 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 2022 the group had net incoming funds of £1,552,150 (2021 - £1,759,852) with overall net assets of £19,702,801 (2021 - £18,150,651). The Trustees continually monitor performance, liquidity cash flow and future development, and monitor performance in line with the current 5 year strategic plan 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 Trustees, 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.

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies (continued)

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).

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies (*continued*)

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.

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 Executive Directors, Heads of Department and 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 15 of the accounts.

The Charity now operates, for all employees (including the Executive Directors, Heads of Department and 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 £6.8m. This target includes £3.8m 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 £1.5m 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.

Notes to the financial statements for the year ended 31 March 2022

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
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Notes to the financial statements for the year ended 31 March 2022

2. Donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Donations	21,145	-	21,145	18,779

3. Income from Investments

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Loan interest receivable	2,630	-	2,630	84

4. Other income

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Rental income	8,160	-	8,160	8,160
Management Fee	16,412	-	16,412	15,430
	<u>24,572</u>	<u>-</u>	<u>24,572</u>	<u>23,590</u>

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Notes to the financial statements for the year ended 31 March 2022

5. Income from charitable activities

	Mental Health		Learning Disabilities		Elderly Services		Head Office Services		Total 2022	Total 2021
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted		
	£	£	£	£	£	£	£	£	£	£
Northern Health & Social Care Trust	834,245	-	4,332,205	-	465,364	-	-	-	5,631,814	5,161,652
Southern Health & Social Care Trust	890,887	-	4,634,251	-	-	-	-	-	5,525,138	4,661,044
S & E Health & Social Care Trust	296,324	-	3,577,413	-	285,279	-	-	-	4,159,016	3,733,027
Western Health & Social Care Trust	310,263	-	3,952,594	-	-	-	-	-	4,262,857	3,987,265
Belfast Health & Social Care Trust	649,033	-	2,654,403	-	-	-	-	-	3,303,436	3,309,949
HSE Cavan & Monaghan CHO1	167,325	-	2,585,019	-	-	-	3,782	-	2,756,126	2,705,464
HSE Donegal CHO1	51,300	-	476,015	-	-	-	-	-	527,315	546,696
HSE Sligo CHO1	-	-	913,666	-	-	-	1,676	-	915,342	923,689
HSE Mayo CHO2	-	-	703,928	-	-	-	-	-	703,928	914,044
HSE Cork & Kerry CHO4	-	-	5,633,578	-	-	-	52,994	-	5,686,572	826,550
HSE Kilkenny CHO5	-	-	60,649	-	-	-	-	-	60,649	63,018
HSE Waterford / Wexford CHO5	-	-	1,572,309	-	-	-	107	-	1,572,416	1,152,410
HSE Louth CHO8	-	-	5,094,970	-	-	-	23,024	-	5,117,994	4,359,948
HSE Meath CHO8	-	-	4,313,741	-	-	-	3,214	-	4,316,955	3,973,901
HSE Mullingar CHO8	-	-	121,292	-	-	-	-	-	121,292	112,703
HSE Dublin CHO9	-	-	4,862,461	-	-	-	1,031	-	4,863,492	4,322,774
TUSLA	-	-	362,822	-	-	-	-	-	362,822	301,841
IOM Gov DHSS	665,045	-	1,097,539	-	-	-	-	-	1,762,584	1,718,425
Leicester CC	-	-	1,438,427	-	-	-	-	-	1,438,427	1,234,259
Worcester	-	-	1,526,902	-	-	-	-	-	1,526,902	1,505,089
Manchester Joint Commissioning	257,809	-	-	-	-	-	-	-	257,809	257,392
English City Councils	-	-	210,545	-	-	-	-	-	210,545	69,354
Coventry & Rugby CCG	-	-	498,707	-	-	-	-	-	498,707	520,013
Birmingham & Solihull CC	-	-	513,848	-	-	-	-	-	513,848	134,474
Client Income	88,600	-	562,256	-	89,062	-	-	-	739,918	474,888
Supporting People - NIHE	152,998	2,600,912	66,896	850,124	185,484	265,441	-	-	4,121,855	4,312,416
Supporting People - Manchester	66,627	-	-	-	-	-	-	-	66,627	69,988
Floating Support	-	307,518	-	-	-	394,379	-	15,696	717,593	717,593
SNMA	-	-	-	7,268	-	-	-	-	7,268	7,268
Housing Benefit	714,921	-	450,421	-	86,254	-	-	-	1,251,596	1,224,783
Grants	9,091	-	70,824	-	-	-	-	-	79,915	38,340
Covid-19 Grants	324	-	-	-	-	-	3,000	-	3,324	17,185
Other Operating Income	30,724	-	54,620	-	4,323	-	30,764	-	120,431	189,566
Product Sales	-	-	10,414	-	-	-	-	-	10,414	5,380
Total	5,185,516	2,908,430	52,352,715	857,392	1,115,766	659,820	119,592	15,696	63,214,927	53,552,388

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Notes to the financial statements for the year ended 31 March 2022

6. Expenditure on charitable activities

	Basis of allocation	Mental Health	Learning Disabilities	Elderly Services	Head Office Services	Governance	Total 2022	Total 2021
		£	£	£	£	£	£	£
Costs directly allocated to activities								
Staff costs	Direct	5,274,770	37,182,690	2,581,325	-	-	45,038,785	37,523,183
Client Expenses	Direct	24,999	548,338	29,923	-	-	603,260	355,101
Office costs	Direct	263,644	1,194,975	114,165	-	-	1,572,784	1,362,225
Accommodation costs	Direct	715,169	2,969,181	189,738	-	-	3,874,088	3,489,265
Materials Costs	Direct	138	14,794	0	-	-	14,932	9,397
Advertising and Marketing	Direct	11,207	153,692	18,361	-	-	183,260	1,020
Legal and Professional fees	Direct	9,875	281,732	2,501	-	-	294,108	255,292
Depreciation	Direct	75,722	885,818	25,879	-	-	987,419	695,042
Bank Charges	Direct	-	-	-	10,732	-	10,732	16,337
Foreign Exchange	Direct	-	-	-	174,949	-	174,949	50,920
Bank interest	Direct	-	-	-	100,542	-	100,542	54,784
Other Interest	Direct	-	-	-	20,974	-	20,974	12,500
Total direct costs		6,375,524	43,231,220	2,961,892	307,197	-	52,875,833	43,825,066
Support costs allocated to activities								
	Basis of allocation						Total 2022	Total 2021
							£	£
Senior management costs	Direct	209,818	1,451,241	87,424	-	-	1,748,483	2,271,794
Quality monitoring costs	Salary Costs	17,556	123,078	8,565	-	-	149,199	85,696
Training costs	WTE	122,248	845,546	50,937	-	-	1,018,731	864,994
Premises costs	Direct	106,331	735,458	44,305	-	-	886,094	1,064,745
Finance costs	Direct	77,000	532,587	32,084	-	-	641,671	751,360
IT costs	Direct	225,072	1,556,745	93,780	-	-	1,875,597	997,683
Personnel costs	Head Count	164,823	1,140,023	68,676	-	-	1,373,522	1,123,882
Total support costs		922,848	6,384,678	385,771	-	-	7,693,297	7,160,154
Total contract activities costs		7,298,372	49,615,898	3,347,663	307,197	-	60,569,130	50,985,220
Governance costs		84,822	586,687	35,343	-	33,259	740,111	616,124
Total Expenditure on Contract Activities		7,383,194	50,202,585	3,383,006	307,197	33,259	61,309,241	51,601,344

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Notes to the financial statements for the year ended 31 March 2022

7. Expenditure on Raising Funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Fundraising and publicity	232,816	-	232,816	225,354

8. Net income before transfers

This is stated after charging/(crediting):

	2022 £	2021 £
Staff pension contributions	908,258	833,517
Depreciation	1,723,115	1,185,755
Audit services	33,259	28,570
Exchange losses / (gains)	174,949	50,920

9. Staff costs and emoluments

Total staff costs were as follows:

	2022 £	2021 £
Wages and salaries	39,445,177	35,175,634
Social security costs	3,713,992	3,129,713
Other pension costs	908,258	833,517
Agency fees	5,311,541	2,489,112
	<u>49,378,968</u>	<u>41,627,976</u>

Particulars of employees:

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

	2022 No	2021 No
Operations staff	1,573	1,150
Fundraising and publicity staff	3	0
Management and admin staff	95	72
	<u>1,671</u>	<u>1,222</u>

Trustees' emoluments including benefits in kind such as payment in relation to pension totalled £NIL (2021: £NIL). Trustees received £NIL (2021: £NIL) for reimbursed expenses in the year. Four employees received emoluments between £60,000 and £70,000 (2021: £60,000-£70,000: Two), six employees received emoluments between £70,000 and £80,000 (2021: £70,000- £80,000: Four); one employee received emoluments between £80,000 and £90,000 (2021: £800,000- £900,000: Nil); and one employee received emoluments between £120,000 and £130,000 (2021: £120,000- £130,000: One).

Pension contributions made on behalf of employees earning £60,000 or more were £163,934 (2021: £151,631).

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, including employer pension contributions, of the key management personnel of the Charity were £695,806 (2021: £559,192).

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Notes to the financial statements for the year ended 31 March 2022

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 2021	26,420,477	891,269	3,105,816	1,420,555	1,801,667	33,639,784
Additions	2,438,120	186,502	597,676	408,635	394,781	4,025,714
Disposals	(864,225)	(8,521)	(310,885)	(21,440)	(99,891)	(1,304,962)
At 31 March 2022	27,994,372	1,069,250	3,392,607	1,807,750	2,096,557	36,360,536
Depreciation						
At 1 April 2021	7,030,323	660,194	1,689,276	1,131,231	725,770	11,236,794
Disposal	(221,604)	(8,521)	(90,702)	(22,545)	(99,891)	(443,263)
Charge for the year	498,954	79,487	702,341	137,891	304,442	1,723,115
At 31 March 2022	7,307,673	731,160	2,300,915	1,246,577	930,321	12,516,646
Impairment	126,175	41,346	2,041	16,375	6,862	192,799
Net book value						
At 31 March 2022	20,560,524	296,744	1,089,651	544,798	1,159,374	23,651,091
At 31 March 2021	19,390,154	231,075	1,416,540	289,324	1,075,897	22,402,990

Praxis Care tangible fixed assets

	Freehold Property £	Accom & Furnish £	Office Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost or valuation						
At 1 April 2021	26,420,477	891,269	3,105,440	1,420,555	1,801,667	33,639,408
Additions	2,438,120	173,502	597,676	408,635	394,781	4,012,714
Disposals	(864,225)	(8,521)	(310,885)	(21,440)	(99,891)	(1,304,962)
At 31 March 2022	27,994,372	1,056,250	3,392,231	1,807,750	2,096,557	36,347,160
Depreciation						
At 1 April 2021	7,030,323	660,194	1,688,900	1,131,231	725,770	11,236,418
Disposal	(221,604)	(8,521)	(90,702)	(22,545)	(99,891)	(443,263)
Charge for the year	498,954	78,418	702,341	137,891	304,442	1,722,046
At 31 March 2022	7,307,673	730,091	2,300,539	1,246,577	930,321	12,515,201
Impairment	126,175	41,346	2,041	16,375	6,862	192,799
Net book value						
At 31 March 2022	20,560,524	284,813	1,089,651	544,798	1,159,374	23,639,160
At 31 March 2021	19,390,154	231,075	1,416,540	289,324	1,075,897	22,402,990

PRAXIS CARE
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Notes to the financial statements for the year ended 31 March 2022

10. Tangible fixed assets (continued)

Fixed assets were reviewed for indicators of impairment at the year-end, the result is an impairment charge of £192,799 during the year.

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 2022 as the valuations support the Trustees' 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:

	2022 £	2021 £
Net book value at end of year	3,720,391	4,038,932
Historical cost of assets revalued	7,779,172	8,121,201
Aggregate depreciation on revalued assets	(2,579,353)	(2,540,182)
Net historical cost value at 31 March 2022	5,199,819	5,581,019

11. Investments

Movement in market value

	2022 £	2021 £
Market value at 1 April 2021	2,917	2,183
Net gain/(loss) on revaluations in the year	160	734
Market value at 31 March 2022	3,077	2,917
Historical cost at 31 March 2022	1,008	1,008

Analysis of investments at 31 March 2022 between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Listed investments				
-UK quoted shares	3,077	-	3,077	2,917

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
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Notes to the financial statements for the year ended 31 March 2022

12. Debtors

	Group		Praxis Care	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	2,640,923	3,219,907	2,640,923	3,219,907
Amounts owed by group undertakings	-	-	604,800	538,543
Amounts owed by Praxis Housing Association	603,938	692,099	603,938	629,099
Other debtors	1,623,561	1,960,911	1,623,561	1,960,911
	4,868,422	5,872,917	5,473,222	6,411,460

13. Creditors: Amounts falling due within one year

	Group		Praxis Care	
	2022 £	2021 (restated) £	2022 £	2021 (restated) £
Bank loans and overdrafts	150,364	-	150,364	-
Trade creditors	1,398,707	986,207	1,398,707	986,207
Social security costs	941,737	915,049	941,737	915,049
Other creditors	608,674	607,346	608,674	607,346
Accruals and deferred income	5,504,608	5,237,686	5,504,608	5,237,686
	8,604,090	7,746,288	8,604,090	7,746,288

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	
	2022 £	2021 £	2022 £	2021 £
Deferred income	1,808,883	1,033,459	1,808,883	1,033,459

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

	Group		Praxis Care	
	2022 £	2021 £	2022 £	2021 £
Banks loans and overdrafts	150,364	-	150,364	-

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 41 properties in Northern Ireland, 10 properties in ROI, and 11 properties in England.

PRAXIS CARE
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Notes to the financial statements for the year ended 31 March 2022

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

	Group		Praxis Care	
	2022 £	2021 £	2022 £	2021 £
Bank loans and overdrafts	5,112,236	4,392,500	5,112,236	4,392,500
Other creditors	282,470	414,661	282,470	414,661
	5,394,706	4,807,161	5,394,706	4,807,161

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

	Group		Praxis Care	
	2022 £	2021 £	2022 £	2021 £
Banks loans and overdrafts	5,112,236	4,392,500	5,112,236	4,392,500

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 2% and 18.7%, depending on employees' contractual entitlements and options.

16. Restricted income funds

	Balance at 1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 March 2022 £
Supporting People / Floating Support NIHE	-	4,434,070	(4,510,862)	76,792	-
SNMA NIHE	-	7,268	-	(7,268)	-
	-	4,441,338	(4,510,862)	69,524	-

17. Unrestricted income funds

	As at 1 April 2021 £	Incoming resources £	Outgoing resources £	Gains & Losses £	Transfers £	At 31 March 2022 £
Fixed asset fund	16,426,044	-	-	(169,227)	1,296,545	17,553,362
General fund	1,724,607	58,821,936	(57,031,195)	160	(1,366,069)	2,149,439
	18,150,651	58,821,936	(57,031,195)	(169,067)	(69,524)	19,702,801

Designated funds equal £17,553,362 and relate to the net monies invested in the organisation's operational properties.

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Notes to the financial statements for the year ended 31 March 2022

18. Analysis of net assets between funds

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
Restricted Funds	-	-	-	-	-
Unrestricted Funds	23,651,091	3,077	1,443,339	(5,394,706)	19,702,801
Total Funds	23,651,091	3,077	1,443,339	(5,394,706)	19,702,801

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 2022 year are as follows:

	2022 £	2021 £
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 management information systems:

	2022 £	2021 £
Not later than one year	853,000	502,000
Later than one year and not later than five years	424,000	342,000
Later than five years and not later than ten years	-	-
	1,277,000	844,000

22. Prior Year Restatement

The prior year restatement in Creditors relates to trade creditor costs which were shown in accruals.

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.