



# Annual Report & Financial Statements

2022/23



# Charity management

## Registered/Principal Office

Flynn House  
Cardiff Road  
Rhydyfelin  
Pontypridd  
Rhondda Cynon Taf  
Wales  
CF37 5HP

01443 484400  
info@ategi.co.uk  
www.ategi.org.uk

Charity Number: 1077595  
Company Number: 02894715

## Investment Advisors

Ravenscroft  
20 New Street  
Guernsey  
GY1 2PF

## Auditors

MHA  
Statutory Auditors  
Elfed House  
Oak Tree Court  
Cardiff Gate Business Park  
Cardiff CF23 8RS

## Bankers

National Westminster Bank PLC  
Canton  
Cardiff (A) Branch  
277 Cowbridge Road East  
Cardiff CF5 1WX

## Trustees

Jill Davies – Chair  
Susan Ali-Shah  
Helen Whitfield  
Paul Smith

Connor James – appointed 27/06/2022  
Erika James – appointed 27/06/2022  
Christopher Dowell- Bennett – appointed 26/09/2022  
Beverly Mills – appointed 26/09/2022  
Robert Pitt – appointed 26/09/2022 , resigned 28/06/2023  
Pauline Roberts – resigned 27/06/2022

## Key Management:

Kate Allen, Chief Executive  
Brian Robert Blundell, Head of Finance  
Laurence Taylor, Finance Business Partner  
Rebecca Belaidi, Head of Operations  
Karen Thomas, Head of Administration &  
Company Secretary  
Ruth Smith, Head of Human Resources & Organisation  
Development  
Alice Peycke, Head of Business Development  
Richard Cox, Head of Quality & Compliance  
Lesley-Anne Ryder, Interim Chief Executive –  
contract ended 26/05/2022

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Alana is photographed here during one of her Duke of Edinburgh hikes. Alana received the Gold Duke of Edinburgh award which is a remarkable testament to her dedication and resilience. Shared Lives carer Roy played a crucial role in supporting her throughout her journey.



Roy went above and beyond to support Alana, including finding enough other participants so there'd be enough people in her group to go for the Gold Duke of Edinburgh, he also joined her on hikes and other activities which he said was "a pleasure to do and he was proud to be part of it".



"I have this philosophy that if I open my front door to you then I am opening my heart to you too."

– Victoria



## Andy & Victoria's story

Shared Lives

Victoria was on the cusp of retirement when she decided to embark on a new adventure. The spaciousness of her home and her caring nature made her an ideal candidate for Shared Lives. This decision led her to meet Andy, who was transitioning from his previous carer.

Andy slowly became an integral part of her family, and their bond extended beyond the concept of traditional support. Andy became familiar with Victoria's family, and Victoria, in turn, embraced Andy's world, supporting him in all aspects of life.

One of the significant aspects of their shared life is their shared faith. Victoria recognised the importance of Andy's faith in his life and saw an opportunity to provide holistic support that included nurturing his spirituality.

Victoria acknowledges that her journey with Andy has been a significant learning experience for both of them. Their shared faith and life experiences have deepened their bond, reinforcing the importance of continuous learning and growth.

# Welcome: Chief Executive & Chair

**Transformation has been the underpinning ethos of Ategi over the last year.**

**We have pushed ourselves to go beyond continuous improvement and that has seen us create significant and lasting positive changes to how the charity meets the needs of people with additional needs, its carers and its employees.**

The last operating year started with both a newly appointed Chief Executive and Chair. Therefore renewed energy, drive and enthusiasm was abound!

With a clear mission to support people to live their best lives, a new three year strategy 'Their Lives, Their Way' was launched that sees us focus on the five key priorities that we believe will enable us to achieve that mission.

This annual report will complete year 1 of that strategy and is therefore structured around each of our key priorities;

1. Providing quality support
2. Being a great place; to work for and with
3. Positioning ourselves to be future fit
4. Ensuring we are financially robust
5. Embracing co-production and influence

It cannot be underestimated that whilst being an exciting period of change, significant changes to the leadership of an organisation can be unsettling. However, demonstrating again extremely high levels



**Kate Allen**  
Chief Executive



**Jill Davies**  
Chair Trustee

of resilience, Ategi employees have not faltered in their commitment to delivering support and care to both people we support and Shared Lives carers. More than that, as our two separate employee and carer surveys have shown Ategi has grown stronger, become closer and more connected to the people it serves.

# Welcome: Chief Executive & Chair

Each of our service areas have grown over the last year and we are supporting more people, more carers and employing more staff than before. Each of our strategic sections of this annual report will provide an overview of our achievements and importantly, share how our biggest achievements are the successes of others.

Finally, before we end; Ategi sadly saw the loss of three people we supported last year. We would like to extend our respects to Maxine Gilbert, Luke Evans & Matthew Turner. Over recent years Maxine played an enormous and important role in the development of Ategi and was instrumental in the decision to appoint Kate as Ategi's Chief Executive. Luke had been living with his carers for more than 20 years and was a sociable man who enjoyed all things musical. Matthew was just 10 months old when he joined his carers family. His character was larger than life and he loved being part of the family. We are grateful to have been part of their lives. They will all be missed.

Ategi has transformed considerably over the last 12 months and whilst we will continue with our metamorphosis, we are eager to progress through year 2 of our strategy and keep up the outstanding work.

**Kate Allen**

Chief Executive Officer

"Being my first year in post I have spent a lot of time meeting new people and I would like to reach out and thank everyone for their warm welcome and support.

I am extremely proud to have the privilege of being the Ategi Chief Executive and leading this extraordinary team of people." Kate

**Jill Davies**

Chair Trustee

"The quality, transparency and reliability of information provided to Trustees has gone from strength to strength and enables the Ategi Board to provide strong governance oversight.

I, and the Board, have great faith in our CEO & the Senior Leadership Team to keep being ambitious for the charity" Jill



# Who we are

Ategi has been supporting and empowering people through our services to achieve positive changes in their lives for nearly 30 years. We pride ourselves on being a friendly charity with a reputation for offering excellent quality support. We have a committed team of staff, trustees, volunteers and a network of amazing independent Shared Lives carers as well as the many people Ategi supports.

We are passionate about the development of our dedicated staff and Shared Lives carers, and, through careful recruitment and training, we ensure that our values and approach is embedded in all the support we provide.



This is Darren, one of our community fundraising volunteers during a cake sale for Ategi and Cwm Taf People First, a charity we work in partnership with.

## Our values



### Enablers

We are enablers of success



### Embrace difference

We recognise, respect and value differences



### Authentic

We are open, honest and accountable



### Compassionate

We care strongly that the support we provide is flexible, personalised and the best it can be



### Collaboration

Working together to share learning with people we support; families; Shared Lives carers and professionals.

# What we do

**Ategi supports and empowers people through our services to achieve positive changes in their lives.**

At Ategi, we support each person as an individual, enabling them to develop their skills and confidence and increase their independence. People may need support for lots of different reasons, and the type of support they need will vary from person to person. Ategi offers different types of services around England & Wales.



## Shared Lives

Shared Lives is for someone who needs support and wants to live in a family home environment, it's a bit like foster care – but for adults with additional needs. Ategi carefully matches the adult needing support with one of our Shared Lives carers, who share their home and family, supporting them to develop their skills, work towards their goals and be more independent. They could spend the day, stay for a short break, or move in – it's completely flexible to the needs of the adult and the carer.



## Supported Living

Ategi's Supported Living service offers support to help adults with additional needs to live in their own home. Our Ategi support workers support them to develop their strengths and abilities, identify their goals and work on steps toward these goals. Our support workers can support people in any aspect of their life, in the home or the community.



## Community Support

Our Community Support service provides individual support to help promote the independence of the adult we're supporting and build their confidence, working closely with their family or social worker.

This service is for adults who live independently, or with their family, and need a little extra help and support to make their own choices and live their life their way. We provide dedicated one-to-one support to help them achieve their goals, help to build skills, try new things and live more independently.

“Shared Lives has given us the chance to prepare Stephen for a more independent future.”

– Martin



Martin and Liz, support their son Stephen, who has severe learning disabilities and autism. When Stephen experienced a short break in Shared Lives, Martin and Liz appreciated the benefits this had for Stephen around social interactions. This motivated them to become Shared Lives carers themselves, offering shared days and short breaks. Through offering Shared Lives, they have supported others, and believe it has also helped Stephen, both in enjoying the social interactions and in helping him prepare for a more independent future and provided hope for his continued growth.



# Quality Support Strategic priority 1

**The provision of high quality support to those who need it is the foundation of Ategi and our priority in everything we do.**

During 22/23, at Ategi we continued to develop our services in all areas. We recruited new Shared Lives carers and matched people into new placements, and started supporting new individuals through Supported Living and Community Support Services. We completed the transfer of the Haringey Shared Lives Scheme at the end of the contract to be run in house by the local authority. We were pleased to bring Ty Cornel into Ategi in Feb 23, supporting adults with addictions in Cardiff.

## Our support approach

We continually explore ways to enhance our approach, to support people to build on their strengths and achieve their goals.

In 22/23 we developed a partnership with The Mayday Trust to upskill our teams and develop a new way of working, setting objectives and targets to implement this support approach. This involves training and practice being rolled out across Ategi's during 22/23 and 23/24.

Our support is focussed on three areas:

1. Strengths based practice to maintain people's independence, resilience, ability to make choices and wellbeing.
2. Positive behaviour support; to improve a person's quality of life and that of the people around them.



# 85%

of our staff team agree  
"I am inspired to give my  
very best at work"\*

3. A focus on improving well-being of the people we support by understanding what matters to them as individuals and enabling them to identify goals and achieve personal outcomes. We have trained an Internal 'Outcomes Star' trainer, and started training staff and embedding the star into our services.

We have also started embedding our refreshed approach through equipping staff with the skills and competence to understand and implement a Strengths based practice (SBP) and Positive Behaviour Support (PBS) model.



Here are some tenants at Ty Cornel enjoying an el fresco dinner

# Quality Support Strategic priority 1

To support the continually improvement of our support, and ensure consistent high quality, in 22/23 we undertook a significant review and update of our Quality Assurance Framework. It provides a simple and comprehensive structure which enables us to acquire and examine evidence about quality, enables us continually improve.

## Quality Objectives

The framework is a rolling programme of assessment and reporting, feeding into planning and delivering improvement. It covers five objectives: These are:

1. Our involvement makes a positive difference to the people we support. Ategi will continue to provide high quality, person centred and strengths based support to more people, in ways that work for them.
2. Quality staff supervision, management and development. ensures staff and carers are empowered, trained, supported, and have fulfilling roles.
3. Record keeping is good, safe and suitable.



Charles and his Shared Lives carer Allan, enjoying a sunny BBQ together.

**“Being a Shared Lives Carer for me, means I am doing worthwhile work and making a real difference. It also means a lot to me that my working day can be flexible which means I can be there for elderly and disabled family members”\***

**–Jan, Shared Lives carer**

4. Quality decision making informs the provision of good quality strategies and intervention.
5. Ategi is a great place to work. Staff and Shared Lives carers feel valued and are provided with the support and challenge to undertake their roles. The senior leadership team are engaged, and there is effective communication.

## Digital Compliance

In March 2022 we implemented digital compliance software ‘My Compliance’. This enables staff to quickly report incident and accidents, near misses and safeguarding, It enables good management oversight of specific events as well as trends. It has strengthened our quality and health and safety, exceeding requirements of our regulators, CQC and CIW. and commissioners.

During 22/23 CIW inspected Shared Lives Wales in July 22 providing a positive report.

# A Great Place

## Strategic priority 2

**We want Ategi to be 'a great place' for people to work and for Shared Lives carers who work with us.**

The recruitment of support staff and Shared Lives carers remains one of our biggest challenges. Ategi has continued to work employing the right people with values aligned to our organisational values and strategic objectives. This ensures we help the people we support to live meaningful and active lives, the way they want to.

We continue to ensure that 'Being a Great Place to Work' remains high on our list of ambitions and priorities. Our success is reflected in our turnover rate which has continued to remain exceptionally low and well below the industry standard. This results in high retention rates and very low sickness absence.

Listening to our Workforce is high on Ategi's agenda, therefore a Staff Forum has been developed and set up with representatives from all departments within Ategi. The meetings are held on a quarterly basis where the nominated members of staff attends, giving them the opportunity to represent the views and interests of all staff in a safe and unbiased space. During the Forums, representatives receive information on the business, share ideas for improvement and jointly problem-solve issues.

We introduced the Staff Satisfaction Survey with the overall aim to gather feedback from all Ategi employees to ensure we continually improve, remaining a positive and engaging workplace. Feedback, thoughts and ideas shared with us will continue to be actively used to improve our services and enable us to measure how happy and engaged our employees are in their work. We can proactively address issues by encouraging our staff to voice their opinions and suggestions. Good staff morale will ultimately benefit the people we are supporting in our Shared Lives, Supported Living and Community Support Services.

Training is important at all levels to encourage staff development and to ensure the safety of the people we support. Ategi recognises that the training of all our staff and Shared Lives Carers equips them with the necessary skills and knowledge to deliver high-quality, safe support. Therefore in-person training has been re-introduced covering vital courses such as Practical Behaviour Support. In addition Ategi have introduced a new training platform called Myako. Since it was introduced in November 22 a total of 787 courses have been completed, this excludes external training.



**94%** of staff agree that Ategi encourages a good balance between personal and work life.



# Future Fit

## Strategic priority 3

### Looking to the future

This year we began our journey to ensure we are fit for the future and ready to embrace change. The world is constantly evolving and this is also true for the third sector and social care organisations as we move towards digital transformation. Resources are rightly invested in the provision of our frontline services, but this year we decided to begin to invest in our digital strategy to ensuring we maximise the benefits of digitalisation.

### Digital transformation

We launched a digital compliance database, and a new learning management system, MyAko which includes a reporting suite for monitoring compliance.

We have also started working with Digital Communities Wales to review the digital skills of our staff, our Shared Lives cares and the people we support.

### Ategi's impact on our environment

We want to be a climate conscious organisation that considers the impact of our decisions and actions on the environment. The Welsh Government is committed to a low carbon Wales and Ategi is keen to support efforts to tackle climate change and contribute to transitioning to a net zero economy. We are gathering data to establish the baseline for our carbon footprint and develop an environmental management system to begin to reduce our carbon footprint and our environmental impact.

### Recruiting carers

Recruiting Shared Lives carers is central to offering Shared Lives to more people. We developed a central recruitment team in 22-23 and implemented the on-line Shared Lives Plus portal for carer assessments.

### Communications

We launched our new bi-lingual website in June 22, improving stakeholders access to information. We improved social media and initiated email software to create engaging, relevant content for people we support and Shared Lives carers. Both carers and people we support are actively involved in creating content.

### The Welsh Language and Ategi

We worked with the Welsh Commissioners Office to develop our Welsh language offer to meet the Welsh language standards in social care. We are proud to work across both Wales and England, recognising the different and diverse needs and approaches to social care in each country. Being able to care and support our people (whoever they are) appropriately requires us to be able to communicate effectively and with respect.

**"I love working for Ategi because we are making a difference to someones life."**

**- Mandy, Shared Lives Recruitment and On-boarding Lead\***

# Financially robust

## Strategic priority 4

**Post pandemic austerity continued across social care making for a difficult financial environment. The beginning and the end of the financial year were very different for Ategi and saw the charity moving from strength to strength.**

**Overall it was a positive year concluding with a surplus of £97,913.**

However, it was not without its challenges as the first quarter saw some remnants of exceptional expenditure from the previous year and the charity's investment in resources. Unfortunately this coupled with the unexpected death of someone supported and some historically underfunded services, meant a difficult start with operating deficits.

However, in line with the newly launched strategy, organisational efforts were directed to generate income through growth which saw an increase in support hours delivered within Supported Living & Community Support service by 108%.

Furthermore, a rigorous approach when applying for tenders saw Ategi successfully take on the support provision of a Cardiff service in February 2023 for 6 people affected by drug and/or alcohol addiction.

Good progress was also seen in Shared Lives with 24 new carers approved and positive discussions in progress with new local authority areas as the year ended.

A programme of local authority discussions

generated annual uplifts for some, but not all, contracts as the financial year concluded. This coupled with efficiencies in expenditure saw core services moving into a positive, surplus operating position during the last quarter.

A summary of income & expenditure follows this page with full details within the financial statements towards the end of this report.

Property revaluation together with movement in the holding value of investments resulted in a net gain in the year of £168,159

Diversification of income is a component of our strategy and the successful introduction of community fundraising saw Ategi launch a Wellbeing Fund for people it supports. Raising £3,883 year to date, people have received grants for sports equipment and a utility building to enable all weather hobbies.

### RESERVES POLICY

The charity reviews its risk policy annually and maintains adequate cash reserves in light of the main risks to the organisation.

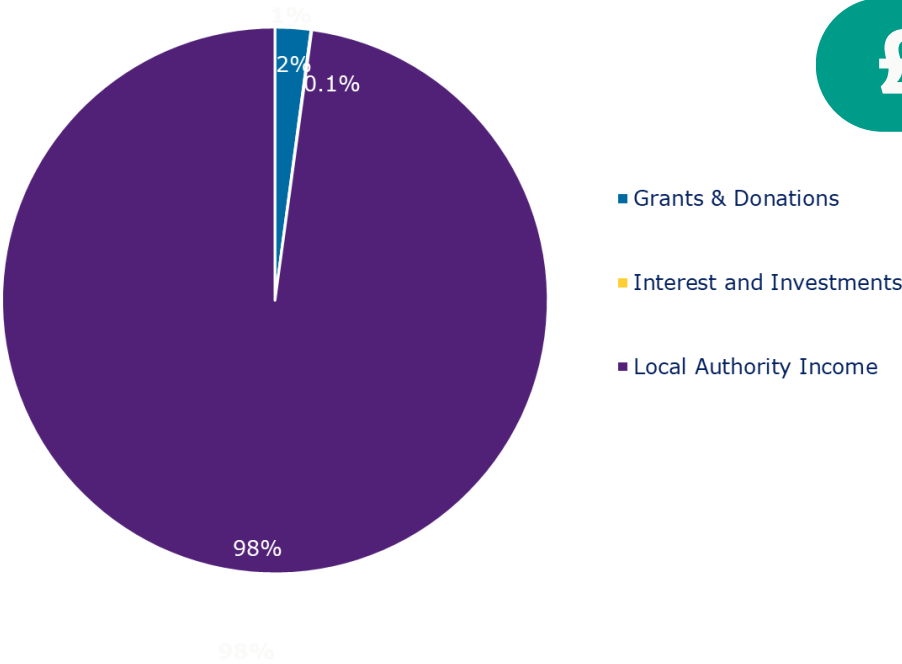
For the 2022/23 year the charity held total reserves of £960,999. This equates to 2.5 times our total monthly expenditure against a policy requirement of 3 months. Although reserves are below policy target for the year total reserves are considered sufficient to cover known liabilities.

**"I love being a support worker, making every day amazing for the people I support."**

**- James, Support Worker**

# Financial Overview

Total Income for the Year



**£4,585,349**

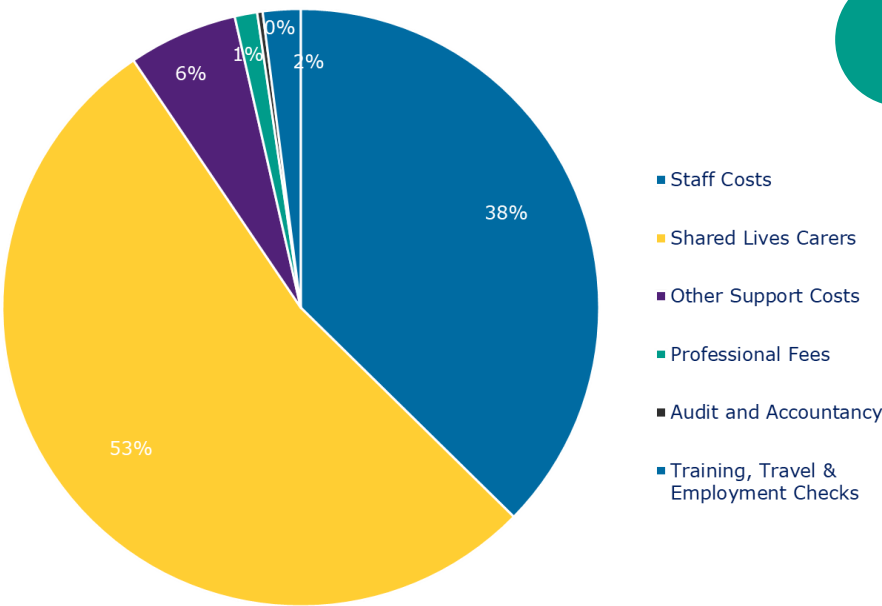
Income England

**£1,965,242**

Income Wales

**£2,620,107**

Total Expenditure for the Year



**£4,655,595**



# Co-production and influence

## Strategic priority 5

**Our services are underpinned by powerful values meaning we are respectful, collaborative, kind and inclusive in our approach. We are ambitious for people we support, our staff and Shared Lives carers, and are authentic and honest in our work.**

The strength of decisions comes from the input and diversity of the people we support, our Shared Lives carers, employees, trustees, and families and other organisations involved with the people we support.

### Where we were

Returning to face-to-face post-pandemic, we found a range of preferences. From those keen to get back together in person, to those still nervous about this, those who preferred the convenience of online through to those who still struggled with digital engagement. We started to increasing co-production, with our three year strategy being developed through workshops with diverse stakeholders, ensuring we could listen and rebuild relationships.

### What we have achieved

In 2022-2023 we started developing a pathway to increasing co-production. We joined Co-Production Network for Wales, identifying five champions from across the organisation. Strengths-based practices is at the heart of co-production and our work on the Ategi approach underpins our move to increase our co-production.

We ran a series of events to engage with the people we support and our Shared Lives carers across our services.

Building on the great relationships Shared Lives carers have with their Coordinators, we strengthened relationships with Ategi's wider team, creating opportunities for us to listen.

We launched our website in June, followed by our Ategi People newsletter, and re-vamped our social media. We have encouraged and enabled people we support and our Shared Lives carers to create and share content for these channels - sharing their successes and influencing the content they wanted to see.

We increasingly are using the knowledge and views of our staff, people we support and Shared Lives carers to influence practice. You can see this in our emerging website blog articles, and in responding to consultations.

### Where we're going

We are focussed on building on our ever strengthening relationships to strengthen co-production of our internal services, as well as influence in the wider context.

**"I am very happy with Ategi and staff for the love, care and respect that they give my brother. They bring such joy to his life and ease the burden of being so remote from him. He could not receive better care"** - Family member of person supported in supported living\*

# Management, structure & operations

Whilst the Board maintain strategic responsibility for the charity, operational responsibility is delegated to the Chief Executive who is accountable for developing a business plan that delivers the strategy and meets its objectives. Assisting the Chief Executive is a senior leadership team with a range of skills and expertise.\*

The Board and Chief Executive are supported by a Business Secretary for governance and administrative matters.

## Trustee board

Jill Davies (Chair) | Paul Smith | Helen Whitfield |  
Susan Ali Shah | Connor James | Erika James | Chris Dowell-  
Bennett | Beverley Mills

### FARCOM

(Finance, Audit &  
Risk Committee)

### CEO

Kate Allen

### Quality & Safeguarding Committee

Head of  
Business  
Development  
Alice Peycke

Head of  
Finance  
Brian  
Blundell

Head of HR &  
OD\*\*  
Lynn  
Longland

Company  
Secretary &  
Head of Admin  
Karen  
Thomas

Head of  
Operations  
Rebecca  
Belaidi

Head of  
Quality &  
Compliance  
Richard Cox

Carer  
recruitment

Ategi  
services:



Shared  
Lives



Supported  
Living



Community  
Support

\*Personnel at time of print, August 23

\*\*Human resources & organisational design



## Dan's story

### Supported Living

Dan has been receiving support from Ategi for a year. He describes Ategi as a caring company with compassionate staff who understand individuals with a wide range of disabilities. He appreciates the open communication and the feeling of safety and respect he experiences with the team.

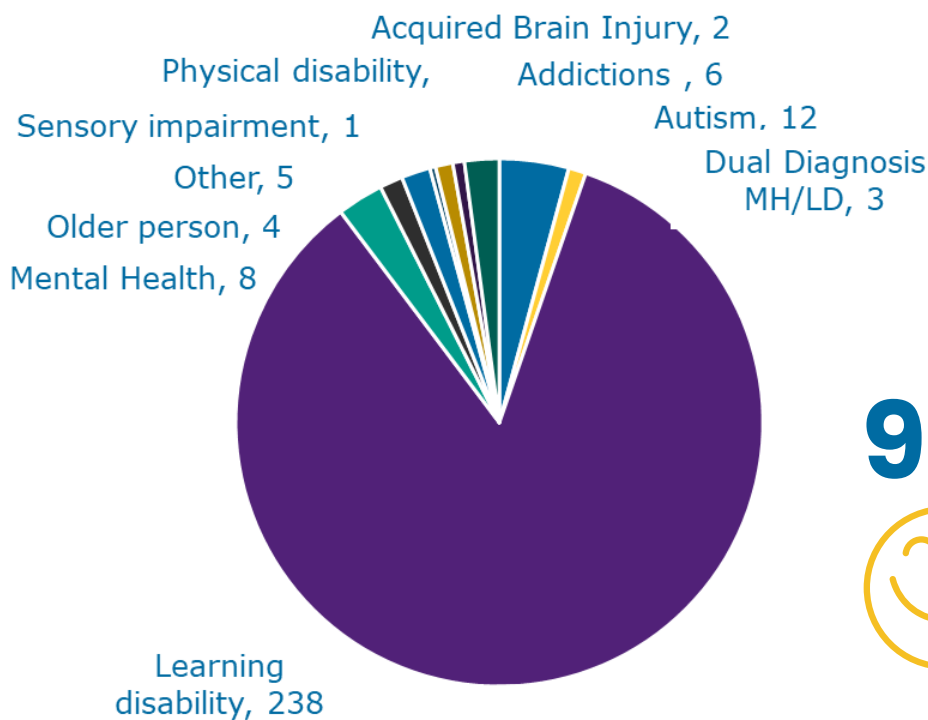
Since receiving support from Ategi, Dan has made significant strides toward independence. He has developed better relationships with his family, friends, and support staff. He has become more self-sufficient in managing household tasks and has actively participated in community activities, including disability football tournaments, where he has excelled as a football player.

Looking ahead, Dan aspires to secure a fulfilling job, expand his social circle, and continue his journey towards greater independence. He remains committed to embracing life's opportunities. Dan's journey is ongoing, and he is poised to achieve even greater success and fulfilment in the future.



# Our year In numbers

## Primary needs of people we support



**665**

Hours of support/ week in community support and supported living/ week\*\*

**97%**



of people we support are happy with the support provided by Ategi\*

## Shared Lives

**282**



people supported across our services

**184**

Adults supported in long term arrangements



**2324**

Nights of Short break support



**225**

Active Shared Lives carers



**17**

New Shared Lives carers



\*From data collected from our satisfaction survey Aug 2023

\*\* Support fluctuates through the year. This is the figure in Mar 22.

# To the future

## Our strategic priorities

**As this report shows, there is much for Ategi to be proud of as we complete year 1 of our 3 year strategy.**

However, as we move into the 2023/24 financial year we are under no illusion that the cost of living crisis continues. Local authorities are under increasing pressure to cut costs at a time when health and social care services are struggling. There are hospital bed shortages; an enormous backlog in secondary care; and queues at accident and emergency services. There is however, a growing realisation that getting the social care provision right is a vital component to fixing the wider problem.

As our networks and relationships expand, I would like Ategi to have a greater role informing and influencing discussions around the models social care and solutions. We particularly want to reinforce the preventative nature of the services and support that we provide. Enabling people to live independently, maintain tenancies and access community services not only contributes to overall happiness, it prevents escalating physical and mental health conditions that in turn further increase the pressure on other health services.



**100%** of people Ategi support agree 'I am supported to be more independent'.

This coming year we will continue to develop the Ategi approach further building on our skills, knowledge and abilities to provide the support that people need and want from us. We will strengthen how we support people to celebrate and evidence their achievements. Not only will this improve self-esteem and self-belief, it will help demonstrate to commissioners and funders how important and life changing the support we provide is.

Finally, every Ategi employee has a part to play in its success and Ategi success is achieved when people we support are happy, safe and living their best life. However, it is not possible without our front line social care workforce and Shared Lives carers. This coming year I am really keen that we explore how we can support their wellbeing and resilience for the next set of challenges... because there will always be a next set.

**Kate Allen, CEO**



**1**  
Provide quality support



**2**  
Be a great place to work for, and with



**3**  
Position ourselves to be future fit



**4**  
Ensure we are financially robust



**5**  
Embrace co-production and influence



## Michelle's story

### Community Support

Before connecting with Ategi, Michelle led a life characterised by isolation. She was socially withdrawn, rarely leaving her home, and harboured a deep sense of self-neglect. Trusting others was a considerable challenge for Michelle, and this made her feel as though she was entirely alone in the world. However, Ategi's support changed the trajectory of her life.

The support provided by Ategi allowed her to break free from isolation and start embracing a more fulfilling life. Michelle's Support Workers encouraged her to step out of her comfort zone and start engaging with the community. Through their guidance, she began attending community events, social gatherings, and other activities.

Ategi's support empowered Michelle to focus on her well-being. She started taking better care of herself, attending appointments, and adopting healthier habits.

The trust-building process was an integral part of Ategi's support. Through consistent, patient, and empathetic interaction, Michelle eventually learned to trust her Support Workers. Michelle's emotional growth was further enhanced by adopting a cat named Kitty, who quickly became an important part of her life.

Michelle's transformation shows us what is possible when individuals receive the right support and care. Our commitment to Michelle's well-being and our holistic approach enabled her to overcome profound loneliness, learn to trust others and become a more engaged and confident member of her community.



# Governance & management

**Ategi was incorporated on 4 February 1994 as a company limited by guarantee and became a registered charity on 29 September 1999. Our governing documents are our Articles of Association.**

The Articles of Association state our objectives as:

1. For the public benefit, the relief of people in need, in particular, but not exclusively by the provision of:
  - i. Shared Lives/adult placement;
  - ii. Domiciliary care and/or support;
  - iii. Visiting Support;
  - iv. Any other care and/or support as may be appropriate.
2. The relief or possible prevention of sickness through the provision of respite for carers of people in need whether by reason of learning or physical disability, mental ill health, age-related need or other disadvantages.

Our Board of Trustees, who are also our Directors, have responsibility for the overall governance and strategy of Ategi. The trustees delegate the running of the organisation to the chief executive with a framework of delegated authority.

The last year has seen some changes in the non-executive and executive teams at Ategi. Kate Allen joined as our Chief Executive in April 2022 and using a newly developed trustee recruitment pack, we successfully appointed five new trustees this year. We take this opportunity to formally welcome them.

We said goodbye to Pauline Roberts this year.

.Pauline became a trustee in March 2015 and was our Chair for over 5 years before retiring from the board. We would like to thank Pauline for her support and commitment, and thank Jill Davies for becoming the Chair.

Trustees serve for an initial period of 3 years and can be reappointed to serve for a maximum of 9 years. Our Articles allow for up to ten Trustees. As of 31st March 2023 there were nine serving Trustees. The Ategi board meets quarterly and is supported by two sub-committees that also meet quarterly; the Finance, Audit & Risk Committee and Quality and Safeguarding committee.

Trustees are required to demonstrate that they have the skills needed as set out in the Trustee role profile. Our annual diversity and skills audit ensures the board has the required breadth of skills and diversity, and checks for conflict of interest. This informs targeted recruitment to address identified gaps. Our values based induction is followed by training to help and support trustees to perform well and develop in their roles.

This year our Trustees, Company Secretary and leadership team met to agree our three year strategy 'Their Lives, Their Way'. This has been formally accepted by the board for delivery by the Senior Leadership Team.

**"Staff support me on a daily basis. Support me to live more independently"**

**- Shirley, lives in Supported Living**

# Governance

## Managing risk

Ategi is committed to making a positive impact in the lives of the people we support and the communities that we work in. The board recognise the importance of transparent reporting on potential risks that may affect our operations.

The board is responsible for the risk management strategy and delegates risk scrutiny to the quarterly meeting of the Finance, Audit and Risk Committee (FARCOM) and to the Senior Leadership Team (SLT).

Ategi has a risk management policy that addresses how risk is managed within Ategi and a comprehensive risk matrix and register identifies the principle strategic and operational risks that Ategi faces. The RAG rating approach allows governance oversight of the mitigation of the risks.

While the board generally takes a prudent approach to risk management, it has a healthy appetite for risk taking and recognises that things do go wrong from time to time. The risk management framework is designed to give a clear view of our risks and make sure we're not exposed to them unnecessarily.

Ategi has prioritised the key risks and has in place policies, systems and procedures to mitigate the risks identified. The risks identified are recorded in the risk register, each risk is owned by a member of the SLT and is reviewed regularly at SLT meetings.

As we move forward, following the removal of Covid-19 restrictions the key risk to the

## The Board strategy day in February 2023 reflected & challenged subconscious bias

organisation this year has been the recruitment and retention of staff and Shared Lives carers. The impact of this could be the failure to deliver safe and compliant services and to fail to meet the targets agreed with our partners.


Recruitment remains a challenge across social care. To mitigate against this, and support retention, the board agreed to enhance the financial and benefits package for our staff. This decision supports our priority of being a great place to work.

Furthermore the establishment of a carer recruitment and onboarding team supported our efforts to attract new carers.

The charity's Safeguarding & Quality Sub-Committee provides oversight to complaints, concerns and allegations.

**"As carers we managed to re-establish contact with the siblings of the young adult in our care. This took over two years through the courts. This was after being told repeatedly by the previous organisation that this was not possible." – Graham and Alyson Ategi Shared Lives carer\***





"Since Amy joined us it became clear she was the missing piece of the puzzle, she completes us"

– Martin

Martin and Kay were previously Amy's foster parents, however, since she turned 18 they decided to join Shared Lives.



Victoria is supported through Shared Lives and through this support she found a passion for photography. This is one of her many brilliant photos.



# Financial Review

## Public Benefit

Trustees have referred to the guidance by the Charity Commission when reviewing our objectives and activities against both our business plan and in planning for the future.

All our charitable activities are centred around meeting the needs of people with additional needs and we meet our public benefit through the provision of care and support across Shared Lives, Supported Living and Community Support; and respite care. Through these services we equip Ategi people, employees and carers, to deliver the best possible care that enables people we support to live their best life.

## Going Concern

Ategi continues to provide valuable services to people with additional needs across Wales and England with both areas showing an increase in the number of Shared Lives carers in the last financial year and in the hours delivered in Supported Living & Community Support services.

The Board of Trustees monitors and assesses the financial viability of the charity, primarily through the Finance, Audit & Risk sub-committee with oversight from the wider Board. With 98% of the charity's income continuing to come from local authority contracts, there is a good level of security around the contract management process.

The breadth of income streams, aged debt management and the liquidity of its assets



Andy enjoying the sun at the beach. Andy is supported through Shared Lives.

are such that the charity can withstand the loss of a contract and seek to generate new income through alternative contracts. Furthermore, the conclusion of a contract includes TUPE provision therefore at least 80% of associated contract expenditure (usually more) would accompany loss of income.

In reviewing our business and financial plans, and financial forecasts alongside actual results (as presented in the statutory accounts of this report) the Trustees have taken into account the end-of-year position; projected income and growth opportunities; existing financial controls; the level of reserves; and risk management approach to reach a reasonable expectation that the charity has sufficient resources to continue to operate for the foreseeable future.

On that basis, the Board of Trustees believe the charity has sufficient resources to meet its liabilities and continues to adopt the going concern basis in the preparation of the accounts and financial statements.



# Financial review cont.

## Investment policy

In order to achieve maximum return on available funds, Ategi has a comprehensive investment policy that informs the Cautious Investment Portfolio it has with specialist investment company Ravenscroft. The objective being that funds generate contribute to the overarching objectives of the charity.

The Board reviewed its portfolio in March 2023 to explore exposure with business areas that might conflict with being a socially responsible investor. The review found that less than 3% of the investment was connected with areas of concern i.e. alcohol, tobacco, nuclear, gambling. The Board agreed to adopt an acceptable low (rather than zero) tolerance level and continue with the policy on the grounds it would be reviewed regularly.

## Investment performance

The original purchase cost was £100,000. Market value was £ 112,529 as at 31 March 2023.

Considering the ongoing volatility of markets and the global cost-of-living crisis, markets have been reasonably resilient and the portfolio has benefitted from the strategy of riding out temporary fluctuations to arrive at a satisfactory year-end valuation.

## Pension commitments

An entry level auto-enrolment master trust with The People's Pension is also in place to comply with regulations and enable employees to start saving for their futures and receive a boost from Ategi in the form of employer contributions from the outset.

The assets of the money purchase Group Personal Pension Plan are held separately from those of the company in funds administered by Scottish Widows.

Contributions made by the company (up to 6%) to the schemes during the year amounted to £54,938 (2022: £61,167). Pension contributions of £nil (2022: £nil) were outstanding at the balance sheet 31 March 2023.

## Financial Controls

Ategi has a solid Financial Responsibility Policy to ensure a controlled environment across central services and operations. Furthermore, the Charity adopted the Charity Commission Financial Controls Internal Audit as useful tool to monitor compliance and strengthen practice.



Richy is supported by his Community Support Team.

# Statement of Trustees

The Trustees, who are also directors of Ategi for the purposes of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 Trust and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity



Some of the people we support along with our staff and carers enjoying a day out at Amelia Trust Farm.

and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Charity's Statement of Recommended Practice: SORP (FRS102) and in accordance with the special provisions of part 16 of the Companies Act 2006 relating to small entities

A list of professional advisors are at the front of this annual report.

## Auditors

On 30 June 2023 as a result of a recent merger, Watts Gregory LLP resigned as auditors in accordance with Section 516 of the Companies Act 2006 and re-engaged its servcies as MHA.



# Statement of Trustees Cont.

## Trustee Awareness Statement

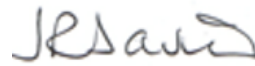
In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company'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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the

Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees of Ategi on 30th October 2023 and signed on its behalf by:



Jill Davies, Ategi Chair



This is Emma, Chloe, Michelle, Kelly & Alec, along with their Shared Lives carers, Juliet & Charles. Juliet and Charles live in Buckingham and have 2 stationary mobile homes in Wales. School holidays are a great time for the gang to escape and enjoy quality time together.



### **Opinion**

We have audited the financial statements of Ategi Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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 charitable company'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 Report of the Independent Auditors 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 this gives rise to 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.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Report of the Trustees, which includes the Directors' Report, prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Report of the Trustees 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Report of the Trustees.

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

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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' exemption in preparing the Report of the Trustees 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 the directors of the charitable company for the purposes 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 trustees 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting inaccurate journals. We addressed these risks by carrying out specifically targeted procedures, which included:

- Enquiries of management, those charged with governance around actual and potential litigation and claims;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing minutes of meetings of those charged with governance;
- Evaluating the reasons for any large or unusual transactions;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations to underlying supporting documentation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ATEGI LIMITED**

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**Use of our report**

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



Julia Mortimer FCCA (Senior Statutory Auditor)  
for and on behalf of MHA  
Statutory Auditor  
CARDIFF  
CF23 8RS

Date: . 9 November 2023

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313)



**ATEGI LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	3,195	-	3,195	-
<b>Charitable activities</b>	5				
Domiciliary care and support		4,486,314	48,876	4,535,190	5,333,273
Investment income	4	2,346	-	2,346	8,660
Other income	6	44,618	-	44,618	56,669
<b>Total</b>		<u>4,536,473</u>	<u>48,876</u>	<u>4,585,349</u>	<u>5,398,602</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	7				
Domiciliary care and support		4,606,719	48,876	4,655,595	6,115,952
Net gains on investments		<u>168,159</u>	<u>-</u>	<u>168,159</u>	<u>26,772</u>
<b>NET INCOME/(EXPENDITURE)</b>		97,913	-	97,913	(690,578)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>863,086</u>	<u>-</u>	<u>863,086</u>	<u>1,553,664</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>960,999</u></u>	<u><u>-</u></u>	<u><u>960,999</u></u>	<u><u>863,086</u></u>

The notes form part of these financial statements

**ATEGI LIMITED**

**BALANCE SHEET**  
**31 MARCH 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	14	476,719	-	476,719	321,843
Investments	15	<u>112,529</u>	<u>-</u>	<u>112,529</u>	<u>117,877</u>
		589,248	-	589,248	439,720
<b>CURRENT ASSETS</b>					
Debtors	16	429,474	-	429,474	490,736
Cash at bank and in hand		<u>261,319</u>	<u>11,168</u>	<u>272,487</u>	<u>366,052</u>
		690,793	11,168	701,961	856,788
<b>CREDITORS</b>					
Amounts falling due within one year	17	(319,042)	(11,168)	(330,210)	(433,422)
		<u>371,751</u>	<u>-</u>	<u>371,751</u>	<u>423,366</u>
<b>NET CURRENT ASSETS</b>					
		960,999	-	960,999	863,086
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>960,999</u>	<u>-</u>	<u>960,999</u>	<u>863,086</u>
<b>NET ASSETS</b>					
		<u>960,999</u>	<u>-</u>	<u>960,999</u>	<u>863,086</u>
<b>FUNDS</b>	19				
Unrestricted funds				<u>960,999</u>	<u>863,086</u>
<b>TOTAL FUNDS</b>				<u>960,999</u>	<u>863,086</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 30<sup>th</sup> October 2023 and were signed on its behalf by:

  
.....  
J R Davies - Trustee

The notes form part of these financial statements

**ATEGI LIMITED**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(81,372)</u>	<u>(946,321)</u>
Net cash used in operating activities		<u>(81,372)</u>	<u>(946,321)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(12,255)	(24,962)
Purchase of fixed asset investments		(2,284)	(110,249)
Sale of fixed asset investments		-	621,321
Interest received		62	810
Dividends received		<u>2,284</u>	<u>7,850</u>
Net cash (used in)/provided by investing activities		<u>(12,193)</u>	<u>494,770</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(93,565)	(451,551)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>366,052</u>	<u>817,603</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>272,487</u></u>	<u><u>366,052</u></u>

The notes form part of these financial statements



**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2023**

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2023 £	2022 £
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	97,913	(690,578)
<b>Adjustments for:</b>		
Depreciation charges	33,170	36,141
Gain on investments	(168,159)	(26,772)
Interest received	(62)	(810)
Dividends received	(2,284)	(7,850)
Decrease/(increase) in debtors	61,262	(159,370)
Decrease in creditors	(103,212)	(97,082)
<b>Net cash used in operations</b>	<u>(81,372)</u>	<u>(946,321)</u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1/4/22 £	Cash flow £	At 31/3/23 £
<b>Net cash</b>			
Cash at bank and in hand	<u>366,052</u>	<u>(93,565)</u>	<u>272,487</u>
	<u>366,052</u>	<u>(93,565)</u>	<u>272,487</u>
<b>Total</b>	<u>366,052</u>	<u>(93,565)</u>	<u>272,487</u>

## 1. STATUTORY INFORMATION

Ategi Limited is a registered charity and private company limited by guarantee having no share capital. Members have agreed to contribute £1 in the event of a winding up. The company is incorporated in Wales in the United Kingdom. The registered office is Flynn House, Cardiff Road, Rhydyfelin, Pontypridd, CF37 5HP. The nature of the company's operations and principal activities is disclosed within the Report of the Trustees.

The financial statements are presented in Sterling (£), the company's functional currency, and rounded to the nearest pound.

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

## 2. ACCOUNTING POLICIES

### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

There have been no material departures from the standard.

### Going concern

No material uncertainties related to events or conditions that may cast significant doubt upon the entity's ability to continue as a going concern exist.

### Significant accounting judgements and estimates

Estimates and judgements are continually evaluated and are based on historical experience and other relevant factors, including expectations of future events that are believed to be reasonable under the circumstances.

The preparation of the financial statements requires management to make estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, be likely to differ from the related actual results. The estimates and assumptions that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

- The charity makes an estimate of the fair value of accrued and deferred income held at each balance sheet date. The balance presented in the accounts is recognised in accordance with the contracts with customers.
- The freehold property is included at fair value, and whilst a professional valuation has been obtained, there is still some degree of estimation.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

This includes capital grants.

Income from charitable activities includes income received from local authority contract services which is recognised by reference to the point of completion of delivery of each service. Where the amount of income is contingent on future events, this is only recognised where the amount of income can be measured reliably, and it is probable that the economic benefits will be received. Services provided to clients which at the balance sheet date have not been billed, have been recognised as income and are included in debtors as accrued income.

Investment income is recognised on a receivable basis.

**2. ACCOUNTING POLICIES - continued****Government grants**

Government grants are recognised on an accruals basis. Grants relating to revenue are recognised in income on a systematic basis over the periods in which the company recognises the related costs for which the grant is intended to compensate. A grant that becomes receivable as compensation for expenses or losses already incurred, or for the purpose of giving immediate financial support with no future related costs, is recognised in income in the period in which it becomes receivable.

Grants relating to assets are recognised in income on a systematic basis over the useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income and not deducted from the carrying amount of the asset.

**Expenditure and basis of recognition of liabilities**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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 support them. Support costs include all expenditure not directly related to the charitable activity.

Governance costs are the costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with charitable activity. Included within this category are the cost of audit fees and costs linked to the strategic management of the charity.

**Allocation and apportionment of costs**

Certain expenditure, including governance costs, are, where possible, directly allocated to appropriate cost centres. Other costs are apportioned on the basis of time or office space used for those activities. Governance costs are those incurred in the management of the charity's assets, administration, planning, organisation and compliance with constitutional and statutory requirements.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at rates calculated to write off fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold buildings	2% straight line
Leasehold property	over the term of the lease
Office furniture and equipment	10-25% straight line
Computer equipment	33.33% straight line

Freehold properties are measured at market value which is considered to be their fair value, determined annually by independent professional valuers or the directors who are qualified in this respect. Revaluation surpluses and deficits are recognised in the revaluation reserve, with losses recognised only to the extent that they relate to a previous gain, otherwise they are recognised in the profit and loss account.

Freehold land is not depreciated.

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, if there is an indication of a significant change since the last reporting date.

**Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price or, if no quoted market price is available, the price advised by the fund managers. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.



**2. ACCOUNTING POLICIES - continued****Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Pension costs and other post-retirement benefits**

The charity operates a money purchase Group Personal Pension Plan providing benefits for employees additional to those from the State. Certain employees are also members of the Local Government Pension Scheme (LGPS), a defined benefit scheme. The company makes contributions to the scheme in respect of these employees, but responsibility for any pension scheme deficits remains with their previous employer. The pension charge to the statement of financial activities represents contributions payable by the company to pension schemes in respect of the year.

**Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of the ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

The benefits of lease incentives are recognised in the statement of financial activities over the lease period.

**Debtors**

Short term debtors are measured at transaction price, less any impairment.

**Creditors**

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than its legal form.

**Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice if not more than 24 hours.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**3. DONATIONS AND LEGACIES**

	2023	2022
	£	£
Donations	<u>3,195</u>	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**4. INVESTMENT INCOME**

	2023	2022
	£	£
Dividends from investments	2,284	7,850
Deposit account interest	62	810
	<u>2,346</u>	<u>8,660</u>

**5. INCOME FROM CHARITABLE ACTIVITIES**

	2023	2022
	£	£
Contract fees	4,008,533	4,771,216
Housing Benefit	362,108	371,837
Supporting People	115,673	190,220
Grants	48,876	-
	<u>4,535,190</u>	<u>5,333,273</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
WCVA - VSEF small grant	<u>48,876</u>	<u>-</u>

**6. OTHER INCOME**

	2023	2022
	£	£
Government grants	38,952	49,912
Kickstart scheme	4,906	4,011
Sundry income	760	2,746
	<u>44,618</u>	<u>56,669</u>

**7. CHARITABLE ACTIVITIES COSTS**

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Domiciliary care and support	<u>3,679,609</u>	<u>975,986</u>	<u>4,655,595</u>

**8. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	2023	2022
	£	£
Staff costs	1,091,140	1,278,921
Temporary staff costs	17,469	68,078
Staff and carer training	31,688	38,041
Carer payments, insurance and membership	2,475,819	3,264,356
Health screening and DBS checks	13,798	13,231
Travel, car hire and expenses	49,695	32,114
	<u>3,679,609</u>	<u>4,694,741</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**9. SUPPORT COSTS**

	Staff costs £	Other costs £	Governance costs £	Totals £
Domiciliary care and support	<u>630,098</u>	<u>332,182</u>	<u>13,706</u>	<u>975,986</u>

Included within governance costs is £9,888 (2022 - £9,600) in relation to auditors' remuneration.

**10. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation - owned assets	<u>33,170</u>	<u>36,141</u>

**11. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 or for the year ended 31 March 2022.

**Trustees' expenses**

There were trustees' expenses for the year ended 31 March 2023 of £nil (2022 - £172 to 2 trustees) in relation to travel and subsistence.

**12. STAFF COSTS**

	2023 £	2022 £
Wages and salaries	1,523,606	1,444,326
Social security costs	142,694	123,416
Other pension costs	<u>54,938</u>	<u>61,167</u>
	<u>1,721,238</u>	<u>1,628,909</u>

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

	2023	2022
Administration	18	13
Support	<u>48</u>	<u>47</u>
	<u>66</u>	<u>60</u>

No employees received emoluments in excess of £60,000.

The key management personnel of the charity comprise the trustees, the Chief Executive Office, Head of Finance, Finance Business Partner, Head of Admin, Head of Quality, Head of HR & OD, Head of Business Development and Head of Operations. The total employee benefits of the key management personnel of the charity was £460,938 (2022: £681,318).

This includes agency payments in relation to the Interim CEO.

**13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

All comparative data was unrestricted.



**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**14. TANGIBLE FIXED ASSETS**

	Freehold property £	Office furniture and equipment £	Totals £
<b>COST OR VALUATION</b>			
At 1 April 2022	316,440	130,723	447,163
Additions	-	12,255	12,255
Revaluations	<u>123,560</u>	<u>-</u>	<u>123,560</u>
At 31 March 2023	<u>440,000</u>	<u>142,978</u>	<u>582,978</u>
<b>DEPRECIATION</b>			
At 1 April 2022	52,231	73,089	125,320
Charge for year	7,040	26,130	33,170
Revaluation adjustments	<u>(52,231)</u>	<u>-</u>	<u>(52,231)</u>
At 31 March 2023	<u>7,040</u>	<u>99,219</u>	<u>106,259</u>
<b>NET BOOK VALUE</b>			
At 31 March 2023	<u>432,960</u>	<u>43,759</u>	<u>476,719</u>
At 31 March 2022	<u>264,209</u>	<u>57,634</u>	<u>321,843</u>

Freehold land and buildings are held at valuation of £440,000 less depreciation. All such assets were revalued on 11 May 2022 by an independent professional valuer, on the basis of fair value which is in accordance with RICS Valuation Professional Standards - The Red Book, (2017 Edition).

Freehold land and buildings are the only category of tangible asset assets included at valuation. Freehold land and buildings would have been included on a historical cost basis as follows:

	2023 £	2022 £
Aggregate cost	316,440	316,440
Aggregate accumulated depreciation	<u>57,014</u>	<u>52,231</u>
Aggregate carrying amount	<u>259,426</u>	<u>264,209</u>

**15. FIXED ASSET INVESTMENTS**

	Listed investments £
<b>MARKET VALUE</b>	
At 1 April 2022	117,877
Additions	2,284
Revaluations	<u>(7,632)</u>
At 31 March 2023	<u>112,529</u>
<b>NET BOOK VALUE</b>	
At 31 March 2023	<u>112,529</u>
At 31 March 2022	<u>117,877</u>

There were no investment assets outside the UK.

Investments comprise other investments of £112,529 (2022 - £117,877). The historical cost of the investments is £120,197 (2022 - £120,197).

Investments are held as part of reserves policy to generate income and for their investment potential.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade debtors	338,029	346,333
Other debtors	-	2,700
Prepayments and accrued income	<u>91,445</u>	<u>141,703</u>
	<u>429,474</u>	<u>490,736</u>

**17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade creditors	44,425	86,950
Social security and other taxes	36,158	34,017
Other creditors	80,766	99,105
Accruals and deferred income	<u>168,861</u>	<u>213,350</u>
	<u>330,210</u>	<u>433,422</u>

Included within accruals and deferred income above is deferred contract fee income of £32,314 (2022 - £123,872).  
 Movement in the year is as follows:

	2023	2022
	£	£
Deferred income at 1 April	123,872	99,078
Resources deferred during the year	32,314	123,872
Amounts released from previous years	<u>(123,872)</u>	<u>(99,078)</u>
Deferred income at 31 March	<u>32,314</u>	<u>123,872</u>

At the balance sheet date, the charity was holding funds received in advance for services to be provided in 2023-24.

**18. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	18,201	34,668
Between one and five years	<u>27,789</u>	<u>44,387</u>
	<u>45,990</u>	<u>79,505</u>

Total operating lease payments charged to the statement of financial activities in the year amounted to £41,686 (2022 - £87,165).

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**19. MOVEMENT IN FUNDS**

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
<b>Unrestricted funds</b>				
General fund	863,086	97,913	(175,791)	785,208
Revaluation reserve	-	-	175,791	175,791
	<u>863,086</u>	<u>97,913</u>	<u>-</u>	<u>960,999</u>
<b>TOTAL FUNDS</b>	<u>863,086</u>	<u>97,913</u>	<u>-</u>	<u>960,999</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	4,536,473	(4,606,719)	168,159	97,913
<b>Restricted funds</b>				
WCVA – VSEF small grant	48,876	(48,876)	-	-
	<u>4,585,349</u>	<u>(4,655,595)</u>	<u>168,159</u>	<u>97,913</u>
<b>TOTAL FUNDS</b>	<u>4,585,349</u>	<u>(4,655,595)</u>	<u>168,159</u>	<u>97,913</u>

**Comparatives for movement in funds**

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
<b>Unrestricted funds</b>				
General fund	1,553,664	11,330	(701,908)	863,086
<b>Restricted funds</b>				
Investment into charity - professional fees	-	(701,908)	701,908	-
	<u>1,553,664</u>	<u>(690,578)</u>	<u>-</u>	<u>863,086</u>
<b>TOTAL FUNDS</b>	<u>1,553,664</u>	<u>(690,578)</u>	<u>-</u>	<u>863,086</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	5,398,602	(5,414,044)	26,772	11,330
<b>Restricted funds</b>				
Investment into charity - professional fees	-	(701,908)	-	(701,908)
	<u>5,398,602</u>	<u>(6,115,952)</u>	<u>26,772</u>	<u>(690,578)</u>
<b>TOTAL FUNDS</b>	<u>5,398,602</u>	<u>(6,115,952)</u>	<u>26,772</u>	<u>(690,578)</u>



**19. MOVEMENT IN FUNDS - continued**

**WCVA - VSEF small grant**

Funding has been received from WCVA in respect of the Third Sector Resilience Fund - Phase 3. The funding will enable the company to employ a Fundraising manager to develop a fundraising strategy and diversify income primarily through Trusts and Foundations. The funding will also enable the company to establish a Shared Lives Carer recruitment team.

**Prior year only**

**Designated fund**

During the prior year the Board of Trustees, working closely with the executive team, identified and developed a phased approach to strengthening the company's governance and structure, and in order to achieve this set aside designated funds during the year, for the strategic use of surplus reserves to invest in refining service delivery and the furtherance of the organisation's charitable aims. This has enabled the charity to better serve all stakeholders and, in particular, the individuals Ategi came into being to support.

**20. PENSION COMMITMENTS**

The assets of the money purchase Group Personal Pension Plan are held separately from those of the company in funds administered by Scottish Widows.

Certain employees are also members of the national Local Government Pension Scheme (LGPS), a funded defined benefit scheme with assets held in separate trustee-administered funds. The company makes contributions to the scheme in respect of these employees, but responsibility for any pension scheme deficits remains with their previous employer.

Contributions made by the company to the schemes during the year amounted to £54,938 (2022 - £61,167). There were no outstanding pension contributions at the balance sheet date (2022 - £nil).

**21. RELATED PARTY DISCLOSURES**

There were no other related party transactions for the year ended 31 March 2023 or for the year ended 31 March 2022 that require disclosure.

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Company Number: 02894715



October, 2023