



# Annual Report & Financial Statements

2023/24





We have a craft club that the people we support come along to. Here they are making a banner for the Welsh office.



Hilly is supported by Hazel through Shared Lives. Thanks to living with Hazel, Hilly travelled with her and Roy to Malaysia and Australia where Hilly got to spend time with her brother for the first time in years!

# 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

## Key Management:

Kate Allen, Chief Executive  
Jayne Drummond, Head of Finance – resigned 30th Jun 2023  
Brian Robert Blundell, Head of Finance – appointed 31st Jul 2023 – resigned 29th Feb 2024  
Michael John, Head of Finance – appointed 5th Feb 2024  
Laurence Taylor, Finance Business Partner  
Rebecca Belaidi, Head of Operations – redundant 16th Feb 2024  
Karen Thomas, Head of Administration & Company Secretary  
Ruth Smith, Head of Human Resources & Organisation Development – resigned 15th Jun 2023  
Lynn Longland, Head of HR – appointed 1st Jun 2023  
Alice Peycke, Head of Business Development – redundant 1st March 2024  
Richard Cox, Head of Quality & Compliance – redundant 29th January 2024  
Richard Cox, Head of Services – appointed 29th January 2024

## Trustees

Jill Davies – Chair of Trustees  
Susan Ali-Shah  
Helen Whitfield  
Paul Smith – resigned 30th Oct 2023  
Connor James  
Erika James  
Christopher Dowell-Bennett  
Beverly Mills  
Robert Pitt – resigned 28th June 2023

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“When we first met there was an instant warming. There was a feeling of – we can do this.”

– Kath, Shared Lives carer



## Amanda, Kath & John's story

Shared Lives

In 2024, Amanda, Kath, and John celebrated a big milestone – they've been part of Shared Lives for 20 years!

Kath and John have big hearts. They used to help children by giving them a safe place to live. After that, they joined Shared Lives to support adults moving out of big hospitals like Ely Hospital.

Amanda had a tough time because she lost her family. She moved around a lot, staying with her sisters. But she needed a place to call her own. That's when she met Kath and John. Kath and John were very kind and made Amanda feel at home. With their help, Amanda became a confident and happy woman. She's really good at British Sign Language, this skill helped her connect with many people.

Amanda loves being active. She enjoys making pottery, swimming, and horse riding. She goes to church with her Shared Lives carers every Sunday, which they all love very much. Even though it was hard at first, Amanda found a happy and safe place with Kath and John.

This story highlights the wonderful journey of Amanda with the support of Kath and John, and how Shared Lives has made a positive impact on their lives.

# Welcome: Chief Executive & Chair

**Welcome to Ategi's Annual Report for the year ending 31st March 2024 describing the work and achievements of our organisation during the last financial year.**

We have been determined to see above and beyond the challenges that exist in the provision of social care. We all know that austerity in public services is a serious and significant problem for both the central and Welsh government and it is not going to be resolved in the foreseeable future, however with our minds set clearly on finding solutions we have not dwelled on what is hard to do, but have rejoiced in what is possible:

- Where there have been funding limitations – we have increased efforts to find financial efficiencies, sought out fundraising opportunities and established a well-being fund to help people we support.
- Where people with additional needs have needed help to rebuild their lives – we have created professional relationships founded on trust, enabled people to engage with their local communities and empowered people to take back control of over their lives and make informed decisions.
- Where technology has the potential to improve systems – we have migrated to cloud based systems to streamline information, we have enhanced our cyber security measures to protect sensitive information and we are improving our data analysis to drive up quality.
- And, where people we support, carers and colleagues have wanted to build & strengthen relationships – we have created opportunities with informal & formal events and get-togethers helping to foster a sense of community.

**The day to day happiness of people we support is reliant on Ategi's workforce, the Shared Lives carers and our supporters. Whatever role you have had, we couldn't do it without you and we thank you.**



**Shared Lives carer, Grazelda, and the lady she supports, Wendy came along to support a local fundraising concert for Ategi!**

# Welcome: Chief Executive & Chair

Following our 5 strategic priorities, we want our annual report to share the positive impact that Ategi has been a part of, and showcase the successes of people we support, Shared Lives carers and the Ategi team despite the challenges. With our focus clearly on supporting people to live their best lives we have not progressed steadily through year 2 of our strategy 'Their Lives, Their Way' we have romped through it! We have repeatedly seen Ategi people jumping hurdles and firmly pushing challenges to one side.

**The day to day happiness of people we support is reliant on Ategi's workforce, the Shared Lives carers and our supporters. Whatever role you have had, we couldn't do it without you and we thank you.**



**Kate Allen**

Chief Executive Officer

A stylized handwritten signature in purple ink.

"I am filled with immense pride in the resilience and dedication of the Ategi team. Together we have created countless moments of happiness over the last year, and when I see the smiles of the people we support and hear their laughter, I know that really is a true sign of our success."



**Jill Davies**

Chair of Trustees

A stylized handwritten signature in purple ink.

"As Chair of Board I have witnessed the efforts of our trustees, staff and the Shared Lives carers who together work tirelessly to enhance the lives of those with additional needs. It is a testament to our shared vision and combined efforts that we go from strength to strength in these challenging times."

# Who we are

In 2024, Ategi celebrates a remarkable 30 years of dedication to empowering individuals and fostering positive change through our services. As a friendly and reputable charity, we take pride in delivering support of the highest quality. Our team, comprising devoted staff, trustees, volunteers, and a network of exceptional independent Shared Lives carers, works tirelessly alongside the many individuals we assist.

Our commitment to nurturing our staff and Shared Lives carers is unwavering. Through meticulous recruitment and comprehensive training, we instill our core values and methodologies into every aspect of the support we offer, ensuring a consistent and compassionate experience for all.

This is Michelle and her emotional support dog, Lucky. Michelle is supported by Shared Lives carer, Juliet, in Bucks.



## Our values



### Ambitious

We enable people we support, employees & carers to be successful



### Inclusive

We recognise, welcome & value differences



### Authentic

We are fair, honest & act with integrity



### Kind

We are considerate of others in everything we do; personalising our approach to be the best it can be



### Collaborative

We are curious; we work, listen & learn with others in our journey for continuous improvement

# What we do

**Ategi is dedicated to assisting and inspiring individuals with our services, helping them make meaningful improvements in their lives.**

At Ategi, we recognise the unique needs of each individual, providing tailored support to enhance their abilities, boost their self-assurance, and promote greater self-sufficiency. The reasons for requiring support are diverse, and so is the support itself, varying according to each person's circumstances. We deliver a variety of services across England and Wales,



## Shared Lives

Shared Lives is a supportive family home experience for adults with additional needs, similar to foster care. Ategi matches these adults with our Shared Lives carers, who offer their homes and guidance to foster independence and skill development. The service is flexible, catering to the adult's and carer's needs, whether it's for a day visit, short break, or longer stay. We offer Shared Lives in South Wales, South Gloucestershire, Central Bedfordshire, Slough, Buckinghamshire, and Southwark.



## Supported Living

Supported Living provides assistance for adults with additional needs to live independently in their own homes. Our dedicated support workers help individuals enhance their skills and strengths, set personal objectives, and take actionable steps towards achieving them. They offer comprehensive support, whether it's within the home or out in the community, ensuring a well-rounded approach to personal development. We offer this service in Cardiff.



## Community Support

Our Community Support service offers personalised assistance that encourages self-reliance and boosts confidence in the adults we assist, in collaboration with their families or social workers.

Designed for adults living on their own or with family, this service provides the additional support they need to confidently make decisions and lead their lives as they choose. Our one-to-one support is committed to helping them reach their aspirations, develop new skills, explore fresh experiences, and gain more independence in their daily lives. We offer this service in Cardiff.

Carol has supported Annalise as her Shared Lives carer for over 10 years. Their friendship has blossomed through shared experiences and mutual interests, with travel becoming a major passion.



# Quality Support Strategic priority 1

**We pride ourselves in the provision of high quality support to those who need it, and it is the priority in everything we do.**

Our support is tailored to each person, placing them at the centre of their care and support plans. We strive to understand what really matters to people, recognising personal goals and work together to achieve those, understanding that the people are the experts of their own lives.

During 23/24, we continued to develop our service provisions in all areas. We were delighted to be commissioned to deliver new services with Central Bedfordshire Council and Slough Borough Council. We recruited new Shared Lives carers, matched people into new placements, and started supporting new individuals through our Supported Living and Community Support Services.

**We strive to understand what really matters to people, recognising personal goals and work together to achieve those, understanding that the people are the experts of their own lives.**

## Our Support Approach

We continue to embed our support approach through equipping staff with the skills and competence to understand and implement a Strengths Based Practice (SBP) and Positive Behaviour Support (PBS) model. Our aim is to support people to build on their skills and strengths in order to achieve what matters most to them.

Strengths based practice underpins our approach to recognise and focus on the abilities and interests that people we support have rather than seeing the challenges. We see potential, talent and take a positive approach to risk management to empower people to make informed decisions and calculated risks that support personal growth and experiences.



Ty Cornel residents on a day trip to Barry Island.

# Quality Support

## Strategic priority 1

### Quality Objectives

We invested significantly in the creation of our quality assessment framework and accompanying audit programme and it is a rolling process of assessment and reporting, feeding into planning and delivering improvement. All design and drive to ensure we are providing the best support we can.

### The five objectives we have continue to be helpful:



**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.

We have continued on our digitalisation through a thorough review of our SharePoint software. We have reviewed all documentation and recording forms for our Shared Lives and Domiciliary services to ensure a consistent approach. Our services have commenced on our 'paperless' journey, utilising digitalisation.



**2** Quality staff supervision, management and development. Ensuring staff and carers are empowered, trained, supported, and have fulfilling roles.

### Regulation & Compliance

During July 2023 Care Inspectorate Wales inspected our domiciliary support services providing a positive report with a silent rating of Good.



**3** Record keeping is good, safe and suitable.

### The themes for the inspection focus are:

- Well-being
- Care & support
- Leadership and management
- Environment



**4** Quality decision-making informs the provision of good quality strategies and intervention.

In order to achieve a good rating the inspector must feel and evidence that the services provided are successful, strong, skilful, worthwhile, beneficial, valuable, positive, thorough, useful, powerful, purposeful, used well, consistently good and effective.



**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.

# 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 the right staff and Shared Lives carers has remained a high priority to ensure consistency and the delivery of an excellent service. 'Being a Great Place to Work' is always our priority to attract and retain forward-thinking, diverse staff. Over the year, our vacancy rate sat an average of 10%, well below the sector norm. This with a stabilised low turnover rate and low staff absences is a great achievement and directly reflects our commitment to employee wellbeing and paying above the Real Living Wage.

Following a review of Ategi's Senior Leadership Team and our financial position, a restructure was undertaken. This saw the removal of Head of Business Development, Head of Operations and Head of Quality & Compliance. Richard Cox was promoted into the new role of Head of Services and the new position of Service Development Manager introduced to the management team. This new role is pivotal in ensuring the ongoing high quality of services alongside supporting Ategi to extend services across Shared Lives, Supported Living and Community Support.

Offering employees volunteering opportunities provides a range of benefits for the staff member, local community and Ategi. Giving Tuesday (a global initiative to use people's individual power of generosity) inspired Ategi's 'Volunteering Opportunity'.

This encourages and supports employees to participate in volunteer activities by providing up to 8 hours per year paid time off to work with a registered charity.

Following comprehensive research a new HR & Payroll platform was introduced, replacing an outdated Sage system. As it was tailored specifically for our organisation, this has given us the ability to streamline HR processes and provide an accessible and user friendly platform for our staff that can also be accessed using a mobile app.

Ategi has continued to focus on promoting Equity, Diversity & Inclusion within the organisation. We assess and review our recruitment processes using diverse materials and language to attract a wider range of candidates, ensuring all applicants have equal opportunities to apply and therefore creating a fair and equitable workplace. We will continuously look at ways to implement and promote EDI initiatives so all our employees feel valued and respected.



# 10%

Our vacancy rate sat an average of 10%, well below the sector norm.

# Future Fit

## Strategic priority 3

**This year we continue our journey to ensure that we are fit for the future and are ready to embrace change.**

Whilst we continue to prioritise the investment in our resources to the provision of our frontline services this year, we have also started our journey to digitalisation. We have invested in our digital strategy to continue our pathway to ensuring we maximise the benefits of digitalisation and ensure that we are equipped to operate in a digital world.

We were pleased to collaborate with Digital Communities Wales to develop a team of digital champions so that we can support our staff, carers and the people we support to join our journey to digitalisation.

We have invested in software to support our workforce to be more effective in the delivery of our services including a new HR database to manage leave and a CRM database to support our fundraising and Shared Lives recruitment strategies.

Our ambitions to embrace assistive technology has led us to identify the most suitable assistive technologies for the people that we support. Our goal is to create an inclusive environment where everyone can thrive. We believe that the thoughtful application of assistive technology not only improves the well-being of the people we support but also empowers them to lead more fulfilling and lives in the communities that they live.

In the summer of 2023, we were excited to work with a graduate intern from Cardiff University who worked in partnership with



**Kate and Karen, Ategi senior leadership, donating items to the local foodbank.**

us to produce an interactive tool to establish our baseline for our carbon footprint. The partnership allowed us to meet our ambition to be a climate conscious organisation that considers the impact of our decisions and actions on the environment in which we live.

As we move into the next phase of our 3 year strategy to be Future Fit we will be working to establish our social impact policy so that we continue to meet our ambitions to be fit for the future and ready to embrace change!

**"As a trustee, it makes you feel like you're part of it and part of the Ategi family and that we're really trying to help people get the best out of their lives."**

– Susan, Ategi Trustee

# Financially robust

## Strategic priority 4

**Austerity is still continuing across social care contributing to a difficult financial environment and in these times difficult decisions have had to be made. However, with Ategi closely monitoring its budgets and cash position the charity has continued to improve its financial position.**

Our financial success is due to efficient resource management and overall, it was a positive financial year concluding with a surplus of £84,572.

New service provision in Central Bedfordshire and Slough was welcomed, although the year saw some disappointment as after 20 successful years as the provider of Shared Lives services across Rhondda Cynnon Taf (RCT) the contract came to a natural end. However, the introduction of peer-group project Support Circles funded by WCVA & Albert Gubay Charitable Foundation was launched in RCT and Cardiff. Although a registered charity for 24 years, historically income generation has been through local authority contracts. Building on a fundraising foundation introduced the previous year, Ategi received a total of £43,242 through grants and foundations for the 2023/24 year.

A programme of local authority discussions generated annual uplifts for almost all contracts as the last financial year concluded. This coupled with efficiencies in expenditure saw core services moving into a positive, surplus operating position over the year.

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



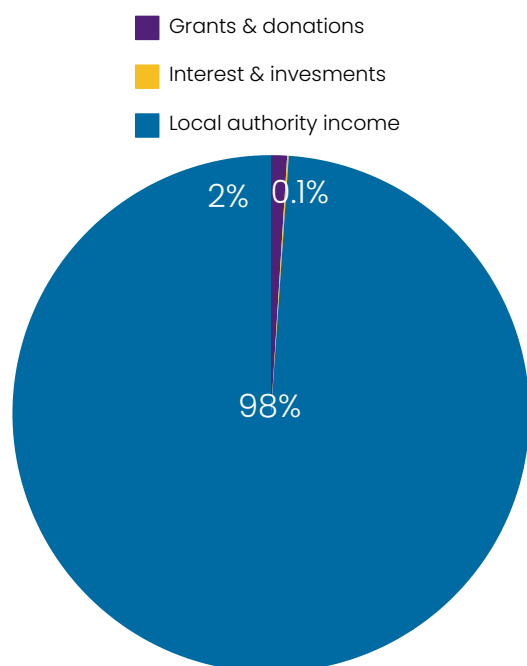
Wil, an Ategi support worker, running a marathon to raise money for Ategi.

**Our financial success is due to efficient resource management and overall, it was a positive financial year concluding with a surplus of £84,572.**

# Financial overview

## Income & expenditure

### Total income for the year

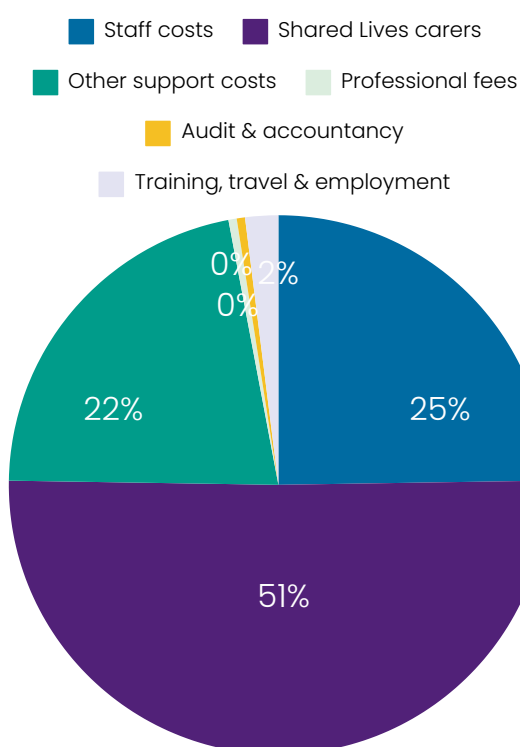


Total for the year  
**£5,064,305**

Income England  
**£2,187,865**

Income Wales  
**£2,876,440**

### Total expenditure for the year



Total expenditure  
**£4,981,277**

# Co-production and influence

## Strategic priority 5

**Our strategic ambitions for 2024/25 were realised as the last 12 months saw us strengthen existing partnerships and build new relationships across Wales & England.**

**The voices of people we support, our employees and our Shared Lives carers are vitally important to us in our efforts to continually learn and improve our services.**

We not only increased the number of local events last year, we listened to feedback and changed our approach to make them less formal. Bringing Shared Lives carers together to foster peer relationships we also supported other non-profit or independent organisations by using their venues for Ategi get-togethers. We held coffee mornings in community centres and churches, we had seasonal parties in local offices and we shared lunches at animal charity locations with organised animal experiences. At each event, we listened more than we talked, and we took away valuable stakeholder insights.

With considerable expertise within the organisation, supporting projects that focus on innovation or improvement is something we have been keen to support. In the last year, we led a Wales nation group for the IMPACT project to explore how to improve the health and wellbeing of care and support workers across the UK. Driven by the University of Birmingham and funded by the Economic and Social Research Council and the Health Foundation, the IMPACT project is dedicated to seeking and sharing evidence that leads to better practice in adult social care.

We also sat on the advisory group for the Royal College of Art's Helen Hamlyn Centre for Design, 'Streets for Diversity'. Well known for research in areas such as healthcare and inclusive design for social impact, the project aimed to understand the experiences of neurodivergent individuals in urban street environments and in turn influence improvements through the research.

Our partnership on strengths-based practice with the May Day Trust was a valuable one that will continue to underpin and influence our service provision. We shared our learning and experience through a blog by our Head of Operations.

The successful launch of the volunteer peer-support group 'Support Circles' saw a co-produced project commence in South Wales. With funding from WCVA (Wales Council for Voluntary Action) and The Albert Gubay Trust, the project aims to provide a space where adults with additional needs can offer peer support to one another in a collaborative and supportive environment. Seeing new friendships flourish and self-esteem increase is testament to the achievements already experienced by those in the groups.

**We not only increased the number of local events last year, we listened to feedback and changed our approach to make them less formal.**

# 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) | Helen Whitfield | Susan Ali Shah  
Connor James | Erika James | Chris Dowell-Bennett | Beverley Mills  
Christopher Dowell- Bennett

### FARCOM

(Finance, Audit & Risk Committee)

### CEO

Kate Allen

### Quality & Safeguarding Committee

#### Head of Finance

Michael John

#### Head of Human Resources

Lynn Longland

#### Company Secretary & Head of Admin

Karen Thomas

#### Head of Services

Richard Cox

### Carer recruitment

#### Ategi services:



Shared Lives



Supported Living



Community Support

\*Personnel at time of print, Aug 24



## Liz's story

### Supported Living

Liz is a very independent lady with strong views, and she likes to be listened to. Liz has been supported by Ategi's Supported Living team since 2006. She has been very busy making her home more homely by buying new furniture. She enjoys going to work and likes arts and crafts, often making things to decorate her home. When she goes to work, she enjoys seeing her friends too. Liz speaks to her family on the phone regularly and enjoys her family coming to visit her and going home to spend time with them. Liz has just got a new car and is very pleased with it.

# To the Future

## Looking ahead

**As we conclude the second year of our three-year strategic plan, I am proud of the progress we have made and I am excited for the future.**

Over the past two years we have worked tirelessly towards our mission of ensuring that people we support with additional needs live their best lives.

2024 will see Ategi celebrate our 30th year of making a difference. With our founders passionate to see the end of institutionalised care, in 1994 Ely Hospital closed and we helped people transition to more community based, independent living arrangements. Our origins are steeped with determination for social justice and inclusion and whilst our work has evolved and expanded, those foundational principles still exist and our dedication has not, and will not, waiver.

Our employees, Shared Lives carers, trustees, volunteers and supporters are the backbone of our success and I am incredibly grateful for their ongoing support and proud of the difference we have made together.

And as we move into the last year in our current strategy we will continue to evolve and change as we respond to the needs of those who use and commission our services.

Local authorities continue to experience financial pressure such that their ability to fund social care is challenged. As a charitable provider and not-for-profit our role is to work with commissioners and provide affordable services without

affecting quality. The people we support now, and the people we hope to support tomorrow, have the right to expect the best possible care at the highest possible standard.

There are a lot of uncertainties ahead, not least of all a new government and changing ministerial faces across both Wales and England. Whilst we wait to hear more about the proposed National Care Service, we welcome the much-needed attention that social care needs and deserves. A long-time supporter of the Real Living Wage we continue to focus our efforts on being a great place to work and the retention of our experienced staff, thereby reducing recruitment costs and instead investing resources into the support and care we provide, to our employees as well as those we use our services.

We are more committed than ever and as passionate believers in the benefits of Shared Lives as a model of social care that sits alongside Supported Living and Community Support, in the year ahead we will push our boundaries further to promote the model, driving growth to attract more carers, offering greater options for people with additional needs.



**Kate Allen**  
Chief Executive Officer



## Joseph's story

### Community Support

Joseph is a bubbly person who has been supported through Ategi's Community Support scheme since 2019, after being in residential college. Since joining Ategi, the support teams have helped shape Joseph's weekly activities and social life.

Joseph, enjoys sports, he has a passion for basketball and cricket, as well as Zumba and drama. One of the best parts of Ategi is its community and events such as the Ategi Christmas gathering stood out for Joseph, he loved the chance to connect with familiar faces and make new friends

As Ategi celebrates its 30th anniversary this year, Joseph acknowledges the challenges, but remains appreciative of the dedicated team efforts to support him and his family.

Ategi's commitment to Joseph's well-being extends beyond mere assistance, empowering him to pursue his passions and embrace a healthy, active lifestyle. Through Ategi, Joseph thrives in an environment that celebrates diversity and inclusivity.

# 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 disadvantage.
- We continue to build on the investment and development in the governance of Ategi. Our Board of Trustees, who are also our Directors, have responsibility for the overall strategy of Ategi. At the start of this financial period the number of Trustees serving on the board was 9.

We said goodbye to Robert Pitts and Paul Smith during the period of this report. Paul Smith was the Deputy Chair of our Trustees and we take this opportunity to say thank you for their support and commitment to our charity.

Our 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 10 Trustees.

To ensure that the board has the required skills we conduct an annual audit of skills and diversity and checks for conflict of interest. Our induction is based on our values and our Trustees have training to help and support them to perform well and develop as a trustee.

This year our Trustees, Company Secretary and leadership team joined together for a strategic away day on 7th February where the skills audit was reviewed and a new Trustee Handbook was approved. We also held a workshop about the principles of a foundational economy.

As we look forward we will continue to build on the strengths of our board with targeted recruitment based on the gaps identified in the skills audit. Our Trustees and leadership team will be working hard together to deliver the agreed strategy focussing on direction, effectiveness, supervision and accountability.

**“Working at Ategi is special because of the people. The charity has changed quite a bit over the years but the thing that has remained constant is the warmth and dedication of colleagues.”**

– Laurence, Ategi’s Finance Business Partner

# 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 Finance, Audit and Risk Committee (FARCOM) and to the Senior leadership Team (SLT). The comprehensive risk register identifies the principle strategic and operational risks that Ategi faces and 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 recognises that things do go wrong from time to time, and accepts that we need to take some risks to be able to grow. 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 and each risk is owned by a member of the SLT and reviewed at the monthly SLT meetings.

The two key risks to highlight this year are the recruitment and retention of Shared Lives carers. Recruitment remains a challenge across social care and in particular in Shared Lives. And the second risk to highlight is the financial pressures on local authorities, which impacts us as because of our reliance on our contracts with them.



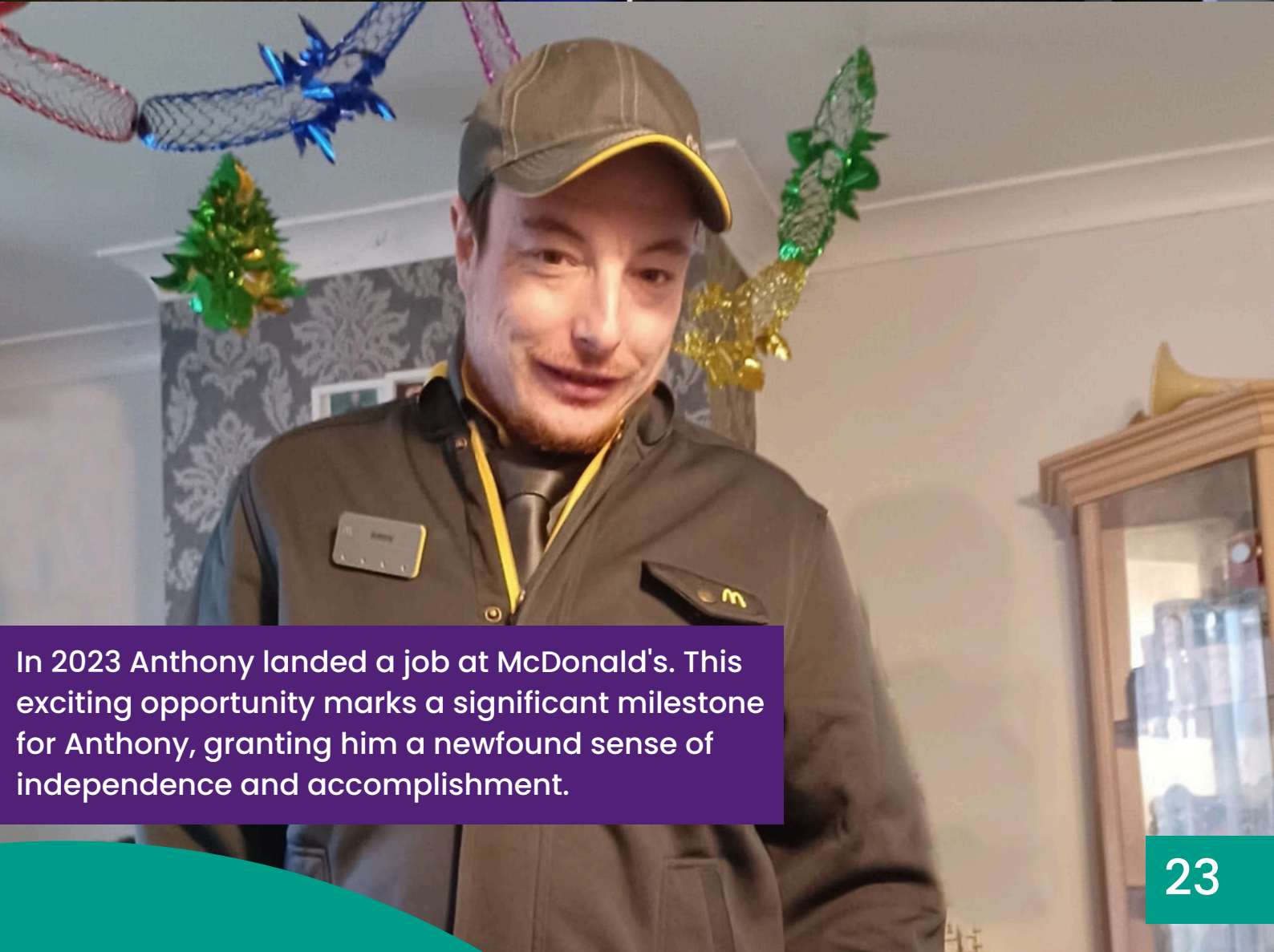
Ategi staff doing some volunteer litter picking in support of a local event, The Eisteddfod.

**"I enjoy working for Ategi because it fosters a supportive and inclusive environment where teamwork and diverse perspectives are valued."**

- Edith, Ategi's Business Support Manager



Anthony has been supported by Kelvin for over 10 years, through Shared Lives. Their bond goes beyond support; they're true pals, navigating life's ups and downs together.



In 2023 Anthony landed a job at McDonald's. This exciting opportunity marks a significant milestone for Anthony, granting him a newfound sense of independence and accomplishment.

# 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 round 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 subcommittee 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 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.

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.

# Financial review cont.

## Investment performance

The original investment portfolio, managed by Ravenscroft, was re-called in May 2023. At the point of re-call, there was nil return on the portfolio.

Cash Deposit Interest towards the end of the year returned £400 for the month of March 2024.

## Pension commitments

An entry level auto-enrolment master trust with The People's Pension is 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 £60,715 (2023: £54,938). Pension contributions of £nil (2023: £nil) were outstanding at the balance sheet 31 March 2024.

## 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, a useful tool to monitor compliance and strengthen practice.

## Reserves Policy

The charity reviews its risk policy annually and maintains adequate cash reserves in light of the main risks to the organisation. With this in mind, the charity has updated its reserve's policy.

"All five of us were fostered by her (Juliet, Shared Lives carer) and some of us when we were older joined Ategi Shared Lives all our special needs never bothered her...She's our world and amazing and we love her."

– Michelle, Kelly, Chloe & Emma, are people we support in Shared Lives, Bucks

For the 2023/24 year the charity held total reserves of £1,045,571. The policy requires reserves to cover 3 months of indirect overheads. Although reserves were below policy target for the year total reserves are considered sufficient to cover known liabilities.



For the Big Help Out in 2024, all of Ategi's offices volunteered doing gardening. Here's the South Glos team at the PROPS allotment.

# 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 charitable company 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 charitable



**Lots of people we support enjoyed a day at The Amelia Trust Farm. Here's Mark who is supported through our Community Support and Support Circles.**

company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the 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

A decision to reappoint MHA was proposed and agreed at the AGM on 31st October 2023.

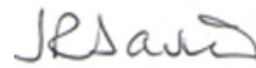
Trustee Awareness Statement In so far as the Trustees are aware:

# Statement of Trustees Cont.

- 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 7th October 2024 and signed on its behalf by:



Jill Davies, Ategi Trustee Chair

This is the "Happy Wanderers" Support Circle, a volunteer group hosted by Ategi, brings together individuals to learn, grow, and support each other. Through teamwork and careful planning, they enhance skills and build a strong community.



# Thank you to our supporters

In 2023-24, Ategi received tremendous support from donors, charitable trusts, grants, and dedicated fundraisers. We are incredibly grateful for the generosity that allows us to continue empowering the lives of those we support.

We would like to extend special thanks to the charitable trusts and organisations that provided essential funding this year:

- Baily Thomas Charitable Fund
- Albert Gubay Foundation
- Millennium Stadium Charitable Foundation
- 29th May 1961 Charity
- WCVA Volunteering Fund
- WCVA Energy Efficiency Scheme Survey Grant

Our heartfelt appreciation also goes out to the incredible individuals and groups who helped raise funds in their own creative ways, including:

- Darren, one of the people we support, who organised a Name the Teddy competition that raised £47 and brought us our beloved mascot, Arthen. Darren's passion for giving back also led to a fantastic cake sale that raised £134. As Darren shared:

**"I always wanted to be a fundraiser. I have lots of ideas for charity fundraising."**

– Darren



Here's Darren with the Teddy, "Arthen" – Ategi's new mascot.

- Sarah for her successful Hockey Stick auction – with a hockey stick donated by local legends, The Cardiff Devils.
- Laurence for his adventurous bungee jump.
- Thornbury Orchestra for their beautiful charity concert.
- Everyone who contributed to our festive raffles, including Shared Lives carers, employees, the people we support, and friends of Ategi.

It's through the enthusiasm and dedication of people like Darren, Sarah, Laurence, and all our supporters that we are able to continue our vital work. We are so grateful for their contributions, and if you're inspired by their stories, we'd love to hear your own fundraising ideas!

**Opinion**

We have audited the financial statements of Ategi Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 2024 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 Auditors' 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 trustees are responsible for the 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.

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 themselves. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 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 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

#### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, 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.

#### **Our 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 a Report of the Independent Auditors 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:

- Enquiries of management, those charged with governance around actual and potential litigation and claims;
- Enquiry of management to identify any instances of non-compliance with laws and regulations;
- 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 and reviewing accounting estimates for bias;
- 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 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: 22 October 2024

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 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	2,374	-	2,374	3,195
<b>Charitable activities</b>	6				
Domiciliary care and support		4,998,442	43,159	5,041,601	4,535,190
Other trading activities	4	2,833	-	2,833	-
Investment income	5	400	-	400	2,346
Other income	7	17,097	-	17,097	44,618
<b>Total</b>		<u>5,021,146</u>	<u>43,159</u>	<u>5,064,305</u>	<u>4,585,349</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	8				
Domiciliary care and support		<u>4,957,546</u>	<u>23,731</u>	<u>4,981,277</u>	<u>4,655,595</u>
Net gains on investments		<u>1,544</u>	<u>-</u>	<u>1,544</u>	<u>168,159</u>
<b>NET INCOME</b>		65,144	19,428	84,572	97,913
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		960,999	-	960,999	863,086
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>1,026,143</u>	<u>19,428</u>	<u>1,045,571</u>	<u>960,999</u>

The notes form part of these financial statements

ATEGI LIMITED

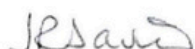
BALANCE SHEET  
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	15	464,703	-	464,703	476,719
Investments	16	-	-	-	112,529
		464,703	-	464,703	589,248
<b>CURRENT ASSETS</b>					
Debtors	17	405,598	-	405,598	429,474
Cash at bank and in hand		427,209	19,428	446,637	272,487
		832,807	19,428	852,235	701,961
<b>CREDITORS</b>					
Amounts falling due within one year	18	(271,367)	-	(271,367)	(330,210)
<b>NET CURRENT ASSETS</b>		561,440	19,428	580,868	371,751
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,026,143	19,428	1,045,571	960,999
<b>NET ASSETS</b>		1,026,143	19,428	1,045,571	960,999
<b>FUNDS</b>	20				
Unrestricted funds				1,026,143	960,999
Restricted funds				19,428	-
<b>TOTAL FUNDS</b>				1,045,571	960,999

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

07/10/2024

The financial statements were approved by the Board of Trustees and authorised for issue on .....  
and were signed on its behalf by:



.....  
J Davies - Trustee

The notes form part of these financial statements

ATEGI LIMITED

CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>80,370</u>	<u>(81,372)</u>
Net cash provided by/(used in) operating activities		<u>80,370</u>	<u>(81,372)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(20,692)	(12,255)
Purchase of fixed asset investments		-	(2,284)
Sale of fixed asset investments		114,072	-
Interest received		400	62
Dividends received		<u>-</u>	<u>2,284</u>
Net cash provided by/(used in) investing activities		<u>93,780</u>	<u>(12,193)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		174,150	(93,565)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>272,487</u>	<u>366,052</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>446,637</u></u>	<u><u>272,487</u></u>

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	84,572	97,913
Adjustments for:		
Depreciation charges	32,708	33,170
Gain on investments	(1,544)	(168,159)
Interest received	(400)	(62)
Dividends received	-	(2,284)
Decrease in debtors	23,877	61,262
Decrease in creditors	(58,843)	(103,212)
Net cash provided by/(used in) operations	<u>80,370</u>	<u>(81,372)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
Net cash			
Cash at bank and in hand	<u>272,487</u>	<u>174,150</u>	<u>446,637</u>
	<u>272,487</u>	<u>174,150</u>	<u>446,637</u>
Total	<u>272,487</u>	<u>174,150</u>	<u>446,637</u>

The notes form part of these financial statements

## 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.

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continued...

**2. ACCOUNTING POLICIES - continued****Income****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 revaluation 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.

**Taxation**

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

continued...

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

	2024	2023
	£	£
Donations	<u>2,374</u>	<u>3,195</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

## 4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events	<u>2,833</u>	<u>-</u>

## 5. INVESTMENT INCOME

	2024	2023
	£	£
Dividends from investments	-	2,284
Deposit account interest	<u>400</u>	<u>62</u>
	<u>400</u>	<u>2,346</u>

## 6. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Contract fees	4,447,356	4,008,533
Housing Benefit	407,905	362,108
Supporting People	143,098	115,673
Grants	<u>43,242</u>	<u>48,876</u>
	<u>5,041,601</u>	<u>4,535,190</u>

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

	2024	2023
	£	£
WCVA - VSRF Small Grant	-	48,876
A Gubay Grant	12,508	-
VWG Small Grant	24,818	-
Baily Thomas Grant	5,833	-
WCVA Energy Efficiency Grant	<u>83</u>	<u>-</u>
	<u>43,242</u>	<u>48,876</u>

## 7. OTHER INCOME

	2024	2023
	£	£
Government grants	-	38,952
Kickstart scheme	-	4,906
Sundry income	<u>17,097</u>	<u>760</u>
	<u>17,097</u>	<u>44,618</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

## 8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9) £	Support costs (see note 10) £	Totals £
Domiciliary care and support	<u>3,862,921</u>	<u>1,118,356</u>	<u>4,981,277</u>

## 9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024 £	2023 £
Staff costs	1,242,585	1,091,140
Temporary staff costs	78,154	17,469
Staff and carer training	13,967	31,688
Carer payments, insurance and membership	2,450,473	2,475,819
Health screening and DBS checks	14,279	13,798
Travel, car hire and expenses	<u>63,463</u>	<u>49,695</u>
	<u>3,862,921</u>	<u>3,679,609</u>

## 10. SUPPORT COSTS

	Staff costs £	Other costs £	Governance costs £	Totals £
Domiciliary care and support	<u>701,384</u>	<u>407,302</u>	<u>9,670</u>	<u>1,118,356</u>

Included within governance costs is £9,670 (2023 - £9,888) in relation to auditors' remuneration.

## 11. NET INCOME/(EXPENDITURE)

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

	2024 £	2023 £
Depreciation - owned assets	<u>32,708</u>	<u>33,170</u>

## 12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 or for the year ended 31 March 2023.

## Trustees' expenses

There were no trustees' expenses for the year ended 31 March 2024 or for the year ended 31 March 2023.

## 13. STAFF COSTS

	2024 £	2023 £
Wages and salaries	1,727,265	1,523,606
Social security costs	155,989	142,694
Other pension costs	<u>60,715</u>	<u>54,938</u>
	<u>1,943,969</u>	<u>1,721,238</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

13. STAFF COSTS - continued

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

	2024	2023
Administration	17	18
Support	<u>56</u>	<u>48</u>
	<u>73</u>	<u>66</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£100,000 - £110,000	<u>1</u>	<u>-</u>

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 HR and Head of Services. The total employee benefits of the key management personnel of the charity was £364,145 (2023: £460,938).

This includes agency payments in relation to the Interim CEO.

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	3,195	-	3,195
<b>Charitable activities</b>			
Domiciliary care and support	4,486,314	48,876	4,535,190
Investment income	2,346	-	2,346
Other income	<u>44,618</u>	<u>-</u>	<u>44,618</u>
<b>Total</b>	<u>4,536,473</u>	<u>48,876</u>	<u>4,585,349</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Domiciliary care and support	<u>4,606,719</u>	<u>48,876</u>	<u>4,655,595</u>
Net gains on investments	<u>168,159</u>	<u>-</u>	<u>168,159</u>
<b>NET INCOME</b>	97,913	-	97,913
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>863,086</u>	<u>-</u>	<u>863,086</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>960,999</u>	<u>-</u>	<u>960,999</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

## 15. TANGIBLE FIXED ASSETS

	Freehold property £	Office furniture and equipment £	Totals £
<b>COST OR VALUATION</b>			
At 1 April 2023	440,000	142,978	582,978
Additions	5,978	14,714	20,692
Disposals	-	(18,056)	(18,056)
At 31 March 2024	<u>445,978</u>	<u>139,636</u>	<u>585,614</u>
<b>DEPRECIATION</b>			
At 1 April 2023	7,040	99,219	106,259
Charge for year	7,125	25,583	32,708
Eliminated on disposal	-	(18,056)	(18,056)
At 31 March 2024	<u>14,165</u>	<u>106,746</u>	<u>120,911</u>
<b>NET BOOK VALUE</b>			
At 31 March 2024	<u>431,813</u>	<u>32,890</u>	<u>464,703</u>
At 31 March 2023	<u>432,960</u>	<u>43,759</u>	<u>476,719</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:

	2024 £	2023 £
Aggregate cost	322,418	316,440
Aggregate accumulated depreciation	<u>61,882</u>	<u>57,014</u>
Aggregate carrying amount	<u>260,536</u>	<u>259,426</u>

## 16. FIXED ASSET INVESTMENTS

There were no investment assets outside the UK.

	Listed Investments £
<b>MARKET VALUE</b>	
At 1 April 2023	112,529
Disposals	<u>(112,529)</u>
At 31 March 2024	-
<b>NET BOOK VALUE</b>	
At 31 March 2023	112,529
At 31 March 2024	-

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

16. FIXED ASSET INVESTMENTS - continued

Investments comprise other investments of £nil (2023 - £112,529). The historical cost of the investments is £nil (2023 - £120,197).

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

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	344,225	338,029
Prepayments and accrued income	<u>61,373</u>	<u>91,445</u>
	<u>405,598</u>	<u>429,474</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	46,485	44,425
Social security and other taxes	30,209	36,158
Other creditors	95,631	80,766
Accruals and deferred income	<u>99,042</u>	<u>168,861</u>
	<u>271,367</u>	<u>330,210</u>

Included within accruals and deferred income above is deferred contract fee income of £36,289 (2023 - £32,314). Movement in the year is as follows:

	2024	2023
	£	£
Deferred income at 1 April	32,314	123,872
Resources deferred during the year	36,289	32,314
Amounts released from previous years	<u>(32,314)</u>	<u>(123,872)</u>
Deferred income at 31 March	<u>36,289</u>	<u>32,314</u>

At the balance sheet date, the charity was holding funds received in advance for services to be provided in 2024-25.

19. LEASING AGREEMENTS

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

	2024	2023
	£	£
Within one year	14,840	18,201
Between one and five years	<u>15,303</u>	<u>14,866</u>
	<u>30,143</u>	<u>33,067</u>

Total operating lease payments charged to the statement of financial activities in the year amounted to £32,633 (2023 - £41,686).

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NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

## 20. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
<b>Unrestricted funds</b>				
General fund	785,208	65,144	1,677	852,029
Revaluation reserve	<u>175,791</u>	<u>-</u>	<u>(1,677)</u>	<u>174,114</u>
	960,999	65,144	-	1,026,143
<b>Restricted funds</b>				
A Gubay grant	-	12,508	-	12,508
VWG Small Grant	-	1,087	-	1,087
Baily Thomas Grant	<u>-</u>	<u>5,833</u>	<u>-</u>	<u>5,833</u>
	-	19,428	-	19,428
<b>TOTAL FUNDS</b>	<u>960,999</u>	<u>84,572</u>	<u>-</u>	<u>1,045,571</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	5,021,146	(4,957,546)	1,544	65,144
<b>Restricted funds</b>				
A Gubay grant	12,508	-	-	12,508
VWG Small Grant	24,818	(23,731)	-	1,087
Baily Thomas Grant	<u>5,833</u>	<u>-</u>	<u>-</u>	<u>5,833</u>
	43,159	(23,731)	-	19,428
<b>TOTAL FUNDS</b>	<u>5,064,305</u>	<u>(4,981,277)</u>	<u>1,544</u>	<u>84,572</u>

## Comparatives for 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	<u>-</u>	<u>-</u>	<u>175,791</u>	<u>175,791</u>
	863,086	97,913	-	960,999
<b>TOTAL FUNDS</b>	<u>863,086</u>	<u>97,913</u>	<u>-</u>	<u>960,999</u>

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

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	4,536,473	(4,606,719)	168,159	97,913
<b>Restricted funds</b>				
WCVA - VSRF small grant	48,876	(48,876)	-	-
<b>TOTAL FUNDS</b>	<u>4,585,349</u>	<u>(4,655,595)</u>	<u>168,159</u>	<u>97,913</u>

**WCVA - VSRF 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.

**A Gubay Grant**

Funding received to provide Peer Support Circles for adults with complex needs across Rhondda Cynon Taf.

**Baily Thomas Grant**

Funding to be used towards salary costs of the Shared Lives Carer Recruitment programme.

**VWG Small Grant**

The grant will pay for a volunteer co-ordinator to establish support circles for adults with complex needs, Cardiff and Rhondda Cynon Taff. Each support circle would have 5-6 volunteer peer mentors. Meet weekly (in a local warm space/ café/ community organisation near their home). Each support circle will:

- Establish their own group agreements, priorities and group goals, how they wish to communicate with each other between meetings (e.g. WhatsApp group, closed Facebook).
- Develop a group strengths based plan. This will enable the group to establish the strengths of each individual within the group and the group as a whole, identify collective goals, prioritise and agree a plan for action, identify the resources needed to achieve their goals (e.g. community assets) and take steps to deliver the goals.
- Goals will be specific to each group but examples could be to go out shopping/to a café together, to exercise/walk regularly, to volunteer in a local project/organisation, to develop confidence using public transport together, to make new friends, go out to socialise - pub; clubs.

**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.

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**21. EMPLOYEE BENEFIT OBLIGATIONS**

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 £60,715 (2023 - £54,938). There were no outstanding pension contributions at the the balance sheet date (2023 - £nil).

**22. RELATED PARTY DISCLOSURES**

There were no other related party transactions for the year ended 31 March 2024 or for the year ended 31 March 2023 that require disclosure.

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October 2024