

Sibs - for brothers and sisters

Charity number 1145200

A company limited by guarantee number 07834303

Annual Report and Financial Statements

for the year ended 31 March 2020

Sibs

**For brothers and sisters
of disabled children and adults**

Sibs - for brothers and sisters

Annual Report and Financial Statements for the year ended 31 March 2020

Contents	Page
Trustees' report	2 to 7
Examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the accounts	11 to 15

Sibs - for brothers and sisters

Trustees' report for the year ended 31 March 2020

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial year and up to and including the date the report was approved were:

Name	Position	Dates
Simon Everest	Chair	
Sara Wheeler		
Roger Fielding		Resigned 25 April 2020
Charlie Simpson	Acting treasurer (to 5/7/19)	
Saba Salman		
Carol McBride		
Jackie Howes		
Georgia Pavlopoulou		
Allie Stewart		Appointed 6 April 2019
Claire Tibble	Treasurer (from 6/7/19)	Appointed 6 July 2019
Charity number	1145200	Registered in England and Wales
Company number	07834303	Registered in England and Wales
Registered and principal address	Bankers	
26 Mallard View	The Co-Operative Bank	
Oxenhope	PO Box 101	
Keighley	1 Balloon Street	
West Yorkshire	Manchester	
BD22 9JZ	M60 4EP	
Independent examiner	Rhys North ACA	

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity is a company limited by guarantee and was formed on 03/11/2012 . It is governed by a memorandum and articles of association. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £10.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2020

Objectives and activities

The charity's objects

To relieve the distress experienced by people who grow up with a brother or sister with special needs or disability (hereinafter referred to as siblings) with the object of improving their quality of life; the advancement of the education of professional workers, policy makers, service providers and the general public into the needs of siblings; the promotion of research and models of good practice in sibling support and to disseminate the useful results thereof.

The charity's main activities

Sibs provides information and support by phone, email, online resources, written resources, workshops and conferences for young siblings, adult siblings and parents and carers of young siblings. Sibs works with any professionals and service providers to influence them to provide services to siblings, and to enhance their skills in supporting siblings. We provide them with training, consultancy, phone, email and online information on developing and delivering sibling support. We raise awareness of sibling issues through presentations and the media. Sibs works with researchers, practitioners and siblings to find out about the needs of siblings and collect evidence of best practice in sibling support.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit. The issues affecting siblings and their families are found throughout the population. Sibs' services and resources are available to any member of the public who needs information and support with a sibling issue. Through our education and policy work we attempt to raise the awareness of sibling issues amongst the general public. Through our development of best practice we aim to enhance our resources and services. All our findings are available to members of the public, service providers, siblings and their families.

Achievements and performance

Direct support to young siblings

Siblings in School Project

Sibs Talk is an intervention for non-teaching school staff to use with siblings in school aged 7-11, to acknowledge their feelings and experiences, to help them learn coping strategies, and to enable conversations between pupils and staff about how to improve things for siblings at school. This year we have run training sessions for schools on the Isle of Wight and in Sussex as well as training researchers from Japan. The training session and supporting materials have now received CPD (Continuing Professional Development) accreditation. We will continue to offer this training to primary schools.

Sibs Talk has been evaluated by the University of Warwick. Author, Nikita Hayden, says *"Little is currently done by schools to support siblings of children with disabilities. Prior research highlights that this group of children may require additional support, especially for their wellbeing. Our initial evaluation of the Sibs Talk intervention has promising results. We found some improvements in participating children's wellbeing."*

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2020

Achievements and performance continued

YoungSibs Service

We have supported young siblings again this year through our YoungSibs online support service, with 675 young siblings aged 7-17 registered to use the chat area. The YoungSibs website has received 7,327 unique visits during this period.

"Yes, my younger sister has autism, does anyone have any advice about how to deal with her sometimes? Thank you" A post from a chat forum user.

"Hi my older sister had autism, adhd and also had brain surgery last year. It can be really hard because her behaviour changes really quickly and can be hard to deal with. When she gets upset my mum prefers me to stay in my bedroom and let her deal with it. That's also hard because I feel I need to help but know I am doing the right thing. but just remember that there are lots of people going through this and you are not alone xx" A post from a chat forum user.

We have developed monthly mini blogs for young siblings on key topics such as mental health, having fun worked with The Sleep Charity to develop a spotlight blog on siblings and sleep.

We responded to parents' requests by email on how they can support young siblings. We are continuing to work to ensure Sibs is listed in Local Offer information for parents in England.

Siblings young carers ASD Project

This year we have run two pilot sessions with young people aged 15-19 who have a brother or sister with autism. The project focused on helping young people to acknowledge their strengths and skills, look at coping strategies and helping them think about their own future plans for work, education and leisure. Both sessions gave young people the opportunity to meet other siblings, sometimes for the first time and helped them try out new activities such as horse riding in a safe and supportive group.

"Animals are therapeutic and it's nice to bond over an experience" Feedback from young sibling carer

"Very fun, it changed my mood" Feedback from young sibling carer

"I just want to thank you again for asking the funder to allow my older daughter to attend. It proved to be something we didn't realise we needed as a family. She and her sisters got to bond and open up about their experiences with their siblings with autism and they all said they thoroughly enjoyed the day, all of it, not just pizza and horse riding and it allowed for further dialogue with her (the older one) who has three siblings on the spectrum and I realised I hadn't had these intimate conversations about the effect it's had on her." Feedback from a parent whose three daughters attended.

Training and awareness raising with parents and professionals

This year we ran 8 workshops for parents and presented at 4 conferences. Through our workshops and phone support, 371 parents have improved skills in supporting young siblings.

"Thanks for giving me additional tools and resources to help improve my life and that of my family" Parent attending a workshop

We ran 4 training days for professionals on how to run a sibling group for young siblings. Through our range of professional support, we have provided training and information for 384 professionals across the education, health and social care sectors.

"Very good addition to 'tool box' and will help us to understand ways to support Sibs" Young carer worker attending Sibling Group Leader training.

Our website continues to attract interest, with 28,331 unique users from the UK (and 34,171 globally). Our social media following is making gains, with 7,406 followers on Twitter and 5,025 on Facebook.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2020

Achievements and performance continued

Direct support to adult siblings

SibsNetworkUK

Our funding continued into a third year, to support adult sibling group development. We ran our fifth adult sibling group facilitator training day, training 7 facilitators to run new groups. New groups have opened in Preston, Brentwood, Maidstone, Glasgow and Edinburgh.

We engaged an external agency to evaluate the adult sibling group work this year and will look at disseminating the findings later this year. Early indicators show that all respondents agree that this mutual support is something that they could not have received anywhere else. 60% of adult siblings have said that attending a group has improved their confidence. As one adult sibling shared:

"I felt a lot of feelings of belonging that I'd never felt before. I had never really had contact with anyone else who had a sibling with learning disabilities throughout my life. So meeting a group of people who experienced the same situations and emotional responses to those situations was really overwhelmingly liberating for me. I no longer felt as bad or guilty for how I felt and stopped fighting it."

Adult sibling support

We held an Adult Sibling Day in Manchester, an event addressing both practical and emotional aspects of being a sibling, including advice on managing relationships with professional workers, legal advice and mindfulness techniques. The event was sponsored for the first time and allowed us to support adult siblings to attend who are on a low income.

"This is the first time I've ever talked about my fears and feelings as a sibling openly and been in a group who made me feel so understood. You've changed my life. Thank-you from me and my brother." Adult sibling day participant

We continued to support adult siblings through support phone calls – this year receiving 109 contacts. 83% of these calls were in relation to emotional support, with 30% of all calls relating to the adult sibling's own mental health needs as well as broader information needs.

Counselling Project

This year we undertook an innovative project to provide training to counsellors on the needs of adult siblings. This was in response to repeated requests from adult siblings who struggled to find appropriate therapy support. The training was CPD accredited and the first session was delivered in London. We hope to be able repeat the training in the coming year.

"A really enjoyable, well presented seminar. I felt very engaged and included as part of the group." Workshop attendee

"Really good seminar. Lovely relaxed learning environment. Very good presenter – lots of personal knowledge and many years of disability experience." Workshop attendee

Research and Evaluation

This year we have undertaken a survey of adult siblings conducted by the University of Warwick. This is the first survey of its kind in the UK and received over 700 responses. The survey asked siblings to respond to questions on a range of measures including health and wellbeing, socio-demographics and caregiving. We look forward to releasing results once analysis has been completed.

We are also currently evaluating our direct adult sibling support and hope this will help inform and develop our work going forward.

Influencing policy and wider awareness raising

We continue to strengthen our networks within the voluntary sector, and strive to raise awareness of the needs of siblings more widely. This year we have worked with the Disabled Children's Campaign to highlight the needs of siblings as part of their Give it Back campaign. We are developing our partnership working model and are exploring new collaborative projects. We are responding to consultations that are applicable to the sibling community and trying to ensure that siblings are increasingly part of discussions at policy level.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2020

Achievements and performance continued

Charity development

This year saw the launch of Sibs' new 3 year strategy which focuses on our strategic aims to provide transformative sibling support, to reach more siblings, to amplify the voices of siblings and to futureproof our organisation. We have been working hard to develop our fundraising and to increase our level of unrestricted funding. We have also been strengthening our Board of Trustees and have welcomed two new trustees this year, including a new Treasurer.

Funding and support

We are grateful to all the donors who have funded Sibs work this year. We want to publicly thank the following:

Berkshire Carers Service
MariaMarina Foundation
Pears Foundation
Autistic Support Trust
The Odin Charitable Trust
True Colours Trust
The Hasluck Charitable Foundation
The Goldsmiths' Company Charity
The Alchemy Foundation
Brazen Productions
Dimensions

We are also very grateful to Sibs' supporters and volunteers who have given their time pro-bono to Sibs this year.

Future Plans

In the light of the current global pandemic, we recognise that there will be considerable challenges for the voluntary sector and for our charity in the coming year. We are developing our online training offer and adapting to needs as they arise. This year we are keen to look at how we provide support, particularly for young siblings and ensure it is co-produced and designed to meet the needs of children and young people in an increasingly digital world. The coming year will also see the launch of our eBook on self-care for adult siblings.

We will continue to seek further funding from a variety of sources to sustain and develop our work with siblings.

Financial Review

The net income for the year was £43,054 including net receipts of £54,060 on unrestricted funds and net expenditure of £11,006 on restricted funds.

At the time of signing these accounts the charity has been impacted by the global Covid-19 virus. The trustees have reassessed the charity's ability to continue for at least 12 months from the date that the accounts are approved and conclude that no material uncertainties exist that cast significant doubt on the charity's ability to continue as a going concern.

Reserves policy

The charity's free reserves, excluding fixed assets, at the year end were £58,381.

The trustees recognise that the level of reserves at the 31st March 2020 is satisfactory to support current levels of expenditure. However, during 2020-2021, continued efforts will be made to increase the level of unrestricted income to cover core costs.

The trustees have considered the reserves required to operate the charity and have concluded that it would be prudent to maintain unrestricted funds at a level sufficient to fund six months normal expenditure. Based on this year's accounts this equates to £63,104.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2020

Statement of trustees' responsibilities

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

Company law requires the trustees to prepare financial accounts 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements 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;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial accounts 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 Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS102)), and in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed..... (Trustee)

Name.....

Date.....

Charitable company

Independent examiner's report to the trustees of Sibs - for brothers and sisters

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 March 2020, which are set out on pages 9 to 15.

Responsibilities and basis of report

As the charity's trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: Name: Rhys North

Relevant professional qualification or body: ACA

Date:

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Sibs - for brothers and sisters
Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2020

	Notes	2020 Unrestricted funds £	2020 Restricted funds £	2020 Total funds £	2019 Total funds £
Income from:					
Grants and donations	(2)	65,448	88,638	154,086	98,399
External training		9,122	-	9,122	4,981
Sibs open workshop		4,761	-	4,761	4,872
Bank interest		242	-	242	24
Other income		-	1,050	1,050	-
Total income		79,574	89,688	169,262	108,276
Expenditure on:					
Salaries, pensions and NIC	(3)	15,066	84,021	99,087	101,183
Freelance fees		225	926	1,151	830
Staff training		324	-	324	125
Staff travel		1,602	1,573	3,175	3,347
Volunteer travel and expenses		31	135	166	81
Volunteer training		-	-	-	1,283
Accommodation/subsistence		665	524	1,189	1,291
Events for users		3,990	2,932	6,922	5,687
Books/resources		247	30	277	880
Office costs and equipment		-	984	984	2,764
Postage		-	343	343	401
Copying/stationery		-	1,343	1,343	409
Telecommunications		38	4,363	4,401	3,627
Websites		-	2,493	2,493	2,600
Insurance		1,279	-	1,279	678
Trustee meetings		124	-	124	85
Payroll		-	582	582	510
Fundraising		68	432	500	21
Independent examination		600	-	600	600
Evaluation and research		1,200	-	1,200	2,000
Recruitment		-	-	-	521
Sundry expenses		-	13	13	42
DBS checks		55	-	55	120
Grant repayment		-	-	-	1,154
Total expenditure		25,514	100,694	126,208	130,239
Net income / (expenditure)		54,060	(11,006)	43,054	(21,963)
Fund balances brought forward		4,321	44,374	48,695	70,658
Fund balances carried forward	(4)	58,381	33,368	91,749	48,695

All incoming resources and resources expended derive from continuing activities.

Sibs - for brothers and sisters

Balance sheet

as at 31 March 2020

	2020	2020	2020	2019
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Current assets				
Debtors and prepayments	(5) 1,670	-	1,670	954
Cash at bank and in hand	(6) 58,756	37,432	96,188	50,256
Total current assets	<u>60,426</u>	<u>37,432</u>	<u>97,858</u>	<u>51,210</u>
Current liabilities:				
amounts falling due within one year				
Creditors and accruals	(7) 2,045	4,064	6,109	2,515
Total current liabilities	<u>2,045</u>	<u>4,064</u>	<u>6,109</u>	<u>2,515</u>
Net current assets / (liabilities)	<u>58,381</u>	<u>33,368</u>	<u>91,749</u>	<u>48,695</u>
Net assets	<u>58,381</u>	<u>33,368</u>	<u>91,749</u>	<u>48,695</u>
Funds				
Unrestricted funds	58,381	-	58,381	4,321
Restricted funds	-	33,368	33,368	44,374
Total funds	<u>58,381</u>	<u>33,368</u>	<u>91,749</u>	<u>48,695</u>

For the year ending 31 March 2020 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with FRS 102 (effective January 2019).

The financial statements were approved by the board of trustees on

Date:

Signed:

(Trustee)

Name

Sibs - for brothers and sisters

Notes to the accounts

for the year ended 31 March 2020

1 Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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) The charity constitutes a public benefit entity as defined by FRS 102.

There has been no change to the accounting policies since last year.

No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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

Sibs - for brothers and sisters
Notes to the accounts continued
for the year ended 31 March 2020

2 Grants and donations	2020 Unrestricted funds £	2020 Restricted funds £	2020 Total funds £	2019 Total funds £
MariaMarina Foundation	10,000	45,000	55000	45,000
True Colours Trust 1339	-	-	-	49,000
True Colours Trust 1504	-	29,443	29443	-
True Colours Trust 1549	-	2,245	2245	-
True Colours trust 1617	-	11,950	11950	-
The Odin Charitable Trust	3,000	-	3000	3,000
Other Donations	10,448	-	10448	1,399
The Goldsmiths' Company Charity	2,000	-	2,000	-
Pears Foundation	40,000	-	40,000	-
	<u>65,448</u>	<u>88,638</u>	<u>154,086</u>	<u>98,399</u>

3 Staff costs and numbers	2020 £	2019 £
Gross salaries	92,148	93,619
Social security costs	7,547	7,577
Employment allowance	(3,000)	(3,000)
Pensions	2,392	2,987
	<u>99,087</u>	<u>101,183</u>

The average number employees during the year was 4, being an average of 2.8 full time equivalent (2019: 4, 3 FTE).

There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2020 £	2019 £
Costs of the scheme to the charity for the year	2,392	2,987

Sibs - for brothers and sisters
Notes to the accounts continued
for the year ended 31 March 2020

4 Restricted funds	Balance b/f	Incoming	Outgoing	Transfers	Balance c/f
	£	£	£	£	£
Berkshire Carers	373	-	168	-	205
MarinaMarina	16,485	-	16,485	-	-
MarinaMarina	-	46,050	24,441	-	21,609
Autistic Support Trust (counselling)	2,099	-	2,099	-	-
Autistic Support Trust (schools)	5,072	-	3,440	-	1,632
True Colours Trust 1339	20,345	-	20,345	-	-
True Colours Trust 1504	-	29,443	29,105	-	338
True Colours Trust 1549	-	2,245	1,817	-	428
True Colours Trust 1617	-	11,950	2,794	-	9,156
	<u>44,374</u>	<u>89,688</u>	<u>100,694</u>	<u>-</u>	<u>33,368</u>

Fund name	Purpose of restriction
Berkshire Carers	Adult sibling carers of people with learning disabilities and/or autism in
MarinaMarina	Adult sibling network
Autistic Support Trust	Training for counsellors/siblings of children and young people with ASD
True Colours Trust 1339	Salary costs of CEO, websites and office costs
True Colours Trust 1504	Salary costs of CEO
True Colours Trust 1549	Updating and maintaining IT systems
True Colours Trust 1617	Travel, office and website costs

5 Debtors and prepayments	2020	2019
	£	£
Debtors	1,238	954
Prepayments	432	-
	<u>1,670</u>	<u>954</u>

6 Cash at bank and in hand	2020	2019
	£	£
Current Account	21,728	3,538
Savings Account	73,960	46,718
Undeposited funds	500	-
	<u>96,188</u>	<u>50,256</u>

7 Creditors and accruals	2020	2019
	£	£
Creditors	645	-
Accruals	600	600
Taxation and social security	2,794	1,915
Other creditors	2,070	-
	<u>6,109</u>	<u>2,515</u>

Sibs - for brothers and sisters
Notes to the accounts continued
for the year ended 31 March 2020

8 Related party transactions

Trustee expenses

During the year 1 trustee was paid a total of £84 in respect of travel (previous year: 0 trustees and £0).

Trustee remuneration and benefits

No trustee received any remuneration or benefit during this or the previous year.

Remuneration and benefits received by key management personnel

The key management personnel of the charity comprises the CEO only. The total employee benefits of the key management personnel of the charity were £47,548 (2019: £40,499).

No trustee received any remuneration or benefit in this capacity during this or the previous year.

Sibs - for brothers and sisters

Statement of Financial Activities including comparatives for all funds (including summary income and expenditure account) for the year ended 31 March 2020

	2020 Unrestricted funds £	2019 Unrestricted funds £	2020 Restricted funds £	2019 Restricted funds £	2020 Total funds £	2019 Total funds £
Income						
Grants and donations	65,448	4,399	88,638	94,000	154,086	98,399
External training	9,122	4,981	-	-	9,122	4,981
Sibs open workshop	4,761	4,872	-	-	4,761	4,872
Bank interest	242	24	-	-	242	24
Other income	-	-	1,050	-	1,050	-
Total income	79,574	14,276	89,688	94,000	169,262	108,276
Expenditure						
Salaries, pensions and NIC	15,066	8,814	84,021	92,369	99,087	101,183
Freelance fees	225	830	926	-	1,151	830
Staff training	324	59	-	66	324	125
Staff travel	1,602	591	1,573	2,756	3,175	3,347
Volunteer travel and expenses	31	-	135	81	166	81
Volunteer training	-	-	-	1,283	-	1,283
Accommodation/subsistence	665	723	524	568	1,189	1,291
Events for users	3,990	2,457	2,932	3,230	6,922	5,687
Books/resources	247	462	30	418	277	880
Office costs and equipment	-	64	984	2,700	984	2,764
Postage	-	52	343	349	343	401
Copying/stationery	-	106	1,343	303	1,343	409
Telecommunications	38	711	4,363	2,916	4,401	3,627
Websites	-	50	2,493	2,550	2,493	2,600
Insurance	1,279	-	-	678	1,279	678
Trustee meetings	124	-	-	85	124	85
Payroll	-	145	582	365	582	510
Fundraising	68	21	432	-	500	21
Independent examination	600	600	-	13	600	600
Evaluation and research	1,200	-	-	2,000	1,200	2,000
Recruitment	-	521	-	-	-	521
Sundry expenses	-	29	13	-	13	42
DBS checks	55	120	-	-	55	120
Grant repayment	-	-	-	1,154	-	1,154
Total expenditure	25,514	16,355	100,694	113,884	126,208	130,239
Net income / (expenditure)	54,060	(2,079)	(11,006)	(19,884)	43,054	(21,963)
Fund balances brought forward	4,321	6,400	44,374	64,258	48,695	70,658
Fund balances carried forward	58,381	4,321	33,368	44,374	91,749	48,695