

**BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

**Annual Report and Audited Financial Statements**

**for the financial year ended 31 March 2021**

**Allen Tully & Co.  
19 Palace Square  
London  
SE19 2LT  
United Kingdom**

**Company Number: 2269918  
Charity Number: 1059801**

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)  
**CONTENTS**

	<b>Page</b>
Trustees' and Other Information	3
Trustees' Annual Report	4 - 4
Statement of Trustees' Responsibilities	10
Independent Auditor's Report	11 - 13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 - 23
Supplementary Information relating to the Financial Statements	25

## **BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

### **TRUSTEES' AND OTHER INFORMATION**

<b>Trustees</b>	Mr Colum Moloney (Chairperson) Mr Donal MacCraith (Treasurer) Mr Thomas Traynor Mr David Long
<b>Company Secretary</b>	Mr Donal MacCraith
<b>Charity Number in England and Wales</b>	1059801
<b>Company Number</b>	2269918
<b>Registered Office and Principal Address</b>	379-381 High Road Willesden London NW102JR United Kingdom
<b>Auditors</b>	Allen Tully & Co. 19 Palace Square London SE19 2LT United Kingdom
<b>Bankers</b>	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling ME19 4TA United Kingdom

# BRENT IRISH ADVISORY SERVICE

(A company limited by guarantee, not having a share capital)

## TRUSTEES' ANNUAL REPORT

for the financial year ended 31 March 2021

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 March 2021.

The financial statements are prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the trustees of BRENT IRISH ADVISORY SERVICE present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 March 2021.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2006 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

### Financial Results

At the end of the financial year the charity has assets of £146,171 (2020 - £123,129) and liabilities of £53,852 (2020 - £34,694). The net assets of the charity have increased by £3,884.

### Trustees

The trustees who served throughout the financial year, except as noted, were as follows:

Mr Colum Moloney (Chairperson)  
Mr Donal MacCraith (Treasurer)  
Mr Thomas Traynor  
Mr David Long

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served during the financial year was:

Mr Donal MacCraith

### Compliance with Sector-Wide Legislation and Standards

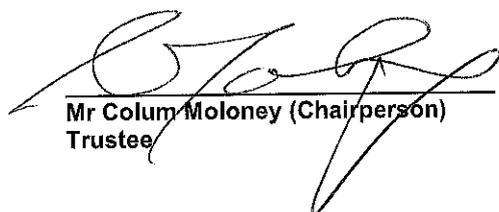
The charity engages pro-actively with legislation, standards and codes which are developed for the sector. BRENT IRISH ADVISORY SERVICE subscribes to and is compliant with the following:

- The Companies Act 2006
- The Charities SORP (FRS 102)

### Auditors

The auditors, Allen Tully & Co. have indicated their willingness to continue in office in accordance with the provisions of Section 485 of the Companies Act 2006.

Approved by the Board of Trustees on 30<sup>th</sup> September 21 and signed on its behalf by:

  
Mr Colum Moloney (Chairperson)  
Trustee

  
Mr Donal MacCraith (Treasurer)  
Trustee

# **BRENT IRISH ADVISORY SERVICE**

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## **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 March 2021

### **CHAIRMAN'S STATEMENT**

2021 was a significant year of change with the COVID pandemic and how it affected the most vulnerable within our community. This has meant that BIAS had to adapt how we delivered our services to meet those new challenges. BIAS repurposed our services at speed to meet the needs of the Irish Community, ensuring that no one was left behind.

BIAS has introduced a number of new innovative projects:

- Community doorstep engagement (1-to-1 calls)
- Hot food provision delivery to the most vulnerable (shielding)
- Irish Hampers
- BIAS community leaflet mail-outs
- Online coffee and chat and exercise activities
- Weekly befriending and emotional support calls
- Small group lunches to meet, chat and reduce isolation
- Telephone advice
- In-person advice and form filling (subject to regulations)
- Three-way telephone contact with clients and other organisations

The above additional services could not have happened without the amazing support BIAS received from a number of grant funders, enabling BIAS to deliver innovative new projects and to use more technology to reach out. I would also like to thank the funders for the flexibility and understanding; that BIAS knows our local community with the trust built up over many decades. I would also like to thank a number of donations from Irish businesses that made a significant and real difference to what BIAS could deliver.

As an older, migrant community, many of our members were shielding due to age and poor health and were unable to leave their homes. During this time, BIAS was able to provide food parcels and hot meals. Our direct experience was that many statutory services were very slow to respond and our additional services were critical for the health and well-being of our community.

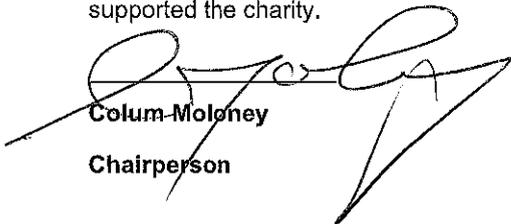
BIAS has had over 1000 engagements from individuals with our welfare advice service allowing us to help them claim £500,000 in benefits and other entitlements. This helps to reduce poverty in our community. Our Active Ageing club co-ordinator made over 3000 telephone calls to those in need and was often the only person that our members spoke to during the week.

BIAS continues to operate under the Advice Quality Standard (AQS) kite mark which provides reassurance on the level that BIAS operates, accountability and of course quality standards. We were reassessed and recertified in February 2021.

As can be seen from our audited accounts, BIAS income has increased substantially over the last 12 months with an increase of 29% income from the year before. This has been no easy task, with key staff going the extra mile in competing for additional funding streams.

As a small organisation, the operating environment continues to be challenging with limited resources and capacity. However, BIAS is in a solid financial position, with a number of new grants also due to start later this year and continuing for the next 3-5 years. BIAS continues to have support from the Emigrant Support Programme Ireland, as it has done over a number of decades, and this is recognition of the key role we have in delivering essential services to our community. This provides BIAS with an appropriate platform to continue to develop and meet the changing needs of the Irish Community.

As noted, it has been a challenging year for BIAS but also very rewarding, with increased outcomes/outputs and increased community awareness of the services we can provide. First and foremost, a big thank you to all the funders and donors that have supported BIAS and of course a big thank you to all the staff, volunteers and trustees that have supported the charity.

  
**Colum Moloney**

**Chairperson**

# **BRENT IRISH ADVISORY SERVICE**

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## **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 March 2021

### **Objectives and Activities**

The company is a charity striving to relieve poverty, disadvantage and social exclusion among vulnerable Irish people locally in Brent and across Britain. To achieve this BIAS provides a range of advice, information, support, recreational and welfare facilities as well as contributing to local and national developments affecting the clients group.

### **Ensuring our work delivers our aims**

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

### **The focus of our work**

Our main objectives for the year continued to be promotion of services to our target group. The strategies we used to meet these objectives included:

#### **1) Advocacy and Advice service:**

BIAS continues to provide advocacy to the Irish community on welfare and on other advocacy areas. BIAS supports over 200 people each year and has over 1000 engagements through telephone/our drop-in advice surgeries on a yearly basis. BIAS regularly supports people presenting in crisis with multiple and complex advice needed. BIAS additionally would like to extend one-to-one support to those most vulnerable in their homes to access services and entitlement as they are often overlooked. This is planned to happen in late 2021 with funding secured from the City Bridge Trust.

#### **2) Pensioner groups (North-London)**

During the course of the year BIAS has made over 3000 telephone support calls, delivered over 1600 emergency food parcels with over 350 outreach visits.

Prior to COVID, BIAS provided weekly social support through Thursday club and high-profile community events. Members were involved in the planning and delivery, helping to reduce isolation, improve wellbeing and increase sustainability. More than half of all local Irish people are retired.

We have noted some emerging themes from our older Irish community on the impact of COVID-19 on them: anxiety, fear, deteriorating mental health, isolation, digital exclusion and challenges of family contact. The majority of our clients are in their 80/90's and this has led to increased loneliness and in many cases a loss of confidence. Without our intervention, our fear was that many would fall through the cracks, struggling to regain independence and confidence which would then require greater intervention from statutory services.

#### **Recovery Plan**

BIAS has implemented new ways of communicating/working and offering help and reassurance. BIAS would like to expand our on-line community, allowing our member to come together online, while also facilitating face-to-face contact in a safe environment.

While Government restrictions are low, BIAS expects to support 30-50 people to attend BIAS social activities on a weekly basis with over 2000 attendances on a yearly basis. BIAS also provides Christmas and St Patrick events and we support up to 300 people each year at these events.

### **How our activities deliver public benefit**

The Management Committee confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission 'Charities and Public Benefit'.

BIAS's charitable purposes are to provide advice, information and support to vulnerable Irish people living in the London Borough of Brent and surrounding areas. Brent has the highest Irish population in Great Britain, with the majority in the over 60 age group. BIAS collaborates with other similar local services and contributes to related local strategy development.

# **BRENT IRISH ADVISORY SERVICE**

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## **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 March 2021

### **Achievements and Performance last year**

BIAS continued to deliver two core projects and faced unique challenges with the pandemic which meant innovating and repurposing at speed.

#### **Active Ageing Club**

BIAS plan is to continue to operate from the Trades Hall in Cricklewood for our Active Ageing Club which delivers our weekly tea dance. BIAS expects to have approx. 2000 attendances yearly once services resume.

#### **Welfare Advice Service**

BIAS opened an additional drop-in day to increase access for our welfare services and help to support more people in need. In our experience, more people are presenting themselves and have complex multiple needs and are often in crisis. BIAS provides over 1000 engagements of advice work yearly with approx. 1.5 frontline staff. BIAS has raised an additional £500,000 in entitlements claimed for clients. A number of clients were rehoused in North London and clients were supported to sustain existing tenancies.

#### **Online Casework and Database**

BIAS continues to use an online cloud-based database that has been designed to meet the specific needs of all BIAS projects including casework for our welfare service. This enables improved performance and communication between all staff and resources are utilised more efficiently. BIAS can provide detailed reporting to funders, quantifying value and quality standards achieved. BIAS has had a long-established track record of delivering projects to the local community ensuring tangible benefits to the community.

#### **Financial Review**

BIAS has seen a small surplus of £3,884 for this accounting year and expects a small surplus in the next accounting year. This takes into account City Bridge Trust funding which is currently on hold. Grant funding has stayed relatively consistent with the prior year. BIAS continues to work hard to diversify funding and has made good progress to help achieve these goals and, at the same time, deliver front line services.

#### **Principal Funding Sources:**

The Emigrant Support Programme (Ireland) provided just over 74% of BIAS funding for 2020 and is 54% for 2021 based on our turnover and is expected to decrease to approx. 46% over the next financial year based on funding secured.

#### **Investment powers and policy**

The majority of BIAS funds are spent in the short term so there are few funds for longer-term investment. BIAS holds income in a Charities Aid Foundation bank (CAF) account attracting nominal interest. BIAS has invested via CAF and Flagstone a fixed term interest-bearing account in 2020-21.

#### **Reserves policy and going concern**

The Management Committee is committed to a policy of achieving general reserves equivalent to six months' running costs. BIAS current designated reserve level is £45,000, which is equivalent to three months running costs at year-end. A formal reserves policy is available from BIAS offices as a source of further information.

#### **Plan for Future Periods**

BIAS is pleased that significant progress has been achieved with an uplift in BIAS income of approx. 29% and with a variety of new funders. This has also meant that our core funder ratio of funding has decreased from 75% to 54%. What is also particularly pleasing is that BIAS has a number of grants on hold for 2021 because of COVID and BIAS now plans to draw down and deliver additional new projects.

#### **(a) Outreach**

BIAS provides limited 1:1 outreach assessment in clients' own homes and has developed appropriate and related policies and procedures. BIAS would like to extend 1:1 outreach service into other BIAS service provisions (e.g., advice-giving).

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**TRUSTEES' ANNUAL REPORT**  
for the financial year ended 31 March 2021

**(b) Pensioners Groups**

The Pensioners Group has proved popular among Irish pensioners in Brent. The service has proven to be an effective form of service outreach to the Irish community, attracting many to other Irish services and BIAS would like to expand this service.

**(c) Volunteers**

BIAS values the contributions of volunteers toward meeting the charity aims. BIAS has 6 volunteers contributing to BIAS during 2020-21. BIAS plans to attract further voluntary input into the charity.

**(d) Telephone advice**

BIAS provides telephone advice and guidance at this time and has the ability to have three-way client calls with BIAS and other organisations. This enables BIAS to be more effective in helping clients receive support.

**(e) Banks**

BIAS continues to bank with the Charities Aid Foundation Bank and has enabled the use of an interest-bearing savings account and online banking, while reducing bank charges.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The organisation is a charitable company limited by guarantee, incorporated on 22 June 1988 and its governing document was amended by special resolution on 27 September 1996 and registered as charity on 16 December 1996. The company was established under a Memorandum of Association, which established the objects and power of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

**Recruitment and Appointment of Management Committee**

The directors of the company are also charity trustees for the purpose of charity law and under the company's Articles are also designated Members of the Management Committee. Under the requirement of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of twelve months. After this time, they must be re-elected at the next Annual General Meeting.

The charity has a good mixture of business, community and legal skills represented on the Management Committee. In an effort to maintain this broad mixture of skills, members of the Board are requested to provide a list of skills and update it on a yearly basis.

**Trustee Induction and Training**

A new induction pack has been completed 2021 and is provided to new Board members. New committee members will meet both the Chair/Treasurer of the Management Committee and the Director as part of their induction, which will cover:

- The obligations of Members of the Management Committee;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position as set out in the latest published accounts;
- Future plans and objectives;

**Organisational Structure**

Brent Irish Advisory Service has a Management Committee; there is a maximum number of eight Trustees. The Committee meet every twelve weeks and are responsible for the strategic direction and policy of the charity. At present the Management Committee has a variety of professional backgrounds relevant to the work of the charity. The Company Secretary sits on the Committee but has no voting rights. The Director holds regular informal meetings supportive of day-to-day management with the Chair, Treasurer and Company Secretary.

## **BRENT IRISH ADVISORY SERVICE**

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## **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 March 2021

The Director is responsible for the day to day running of the service, ensuring that the charity delivers the services specified and that performance targets are met. The Director, ensuring that staff continues to develop their skills in line with current and best practice, carries out operational management and line management.

### **Directors & Trustees**

Colum Moloney (Chair)  
Tom Traynor  
Donal MacCraith (Treasurer)  
David Long

### **Key management personnel**

BIAS is a small charity with a Director, Advice Manager, p/t Community Advice Worker and p/t Finance Worker which are instrumental in key operational areas.

The Director works with the board of trustees of the Charity and is in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and do not any remuneration in the year.

### **Pay policy for senior staff**

The pay of the Director is reviewed annually and would be reviewed in line with average earnings and the current financial position of the Charity. Any financial decision of the pay of the Director would need to be authorised by the Board of Trustees.

### **Related parties and co-operation with other organisations**

BIAS has shared a building with Brent Mencap for over four years. BIAS works with a number of statutory and voluntary sector organisations in relation to service delivery.

### **Risk Management**

The Management Committee has conducted a review of the major risks to which the charity is exposed and the BIAS risk register has been updated. There is no change to the principal risks:

- 1) Changing funding environment;
- 2) Internal financial controls and
- 3) Risks to health and safety.

Measures have been taken to mitigate these and other significant risks, which have included the development of new policies and procedures and specific staff training.

## BRENT IRISH ADVISORY SERVICE

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### STATEMENT OF TRUSTEES' RESPONSIBILITIES

for the financial year ended 31 March 2021

The trustees, who are also directors of BRENT IRISH ADVISORY SERVICE for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the trustees as the directors to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the net income or expenditure of the charity for that period.

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

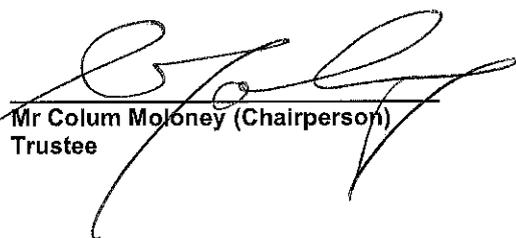
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 the Charities Act 2011. 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.

In so far as the trustees are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Trustees on 30<sup>th</sup> September 21 and signed on its behalf by:



Mr Colum Moloney (Chairperson)  
Trustee



Mr Donal MacCraith (Treasurer)  
Trustee

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of BRENT IRISH ADVISORY SERVICE**

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### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the charity financial statements of BRENT IRISH ADVISORY SERVICE ('the charity') for the financial year ended 31 March 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet and notes to the financial statements, including the summary of significant accounting policies set out in note 10. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, when reporting in accordance with a fair presentation framework the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the Provisions Available for Audits of Small Entities, in the circumstances set out in Note 11 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We do not believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for an 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 charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

#### **Other Information**

The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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.

#### **Opinion on other matter 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 Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of BRENT IRISH ADVISORY SERVICE**

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### **Matters on which we are required to report by exception**

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

- we have not obtained all the information and explanations that we considered necessary for the purpose of our audit; and
- we were unable to determine whether adequate accounting records had been kept.

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
- 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Annual Report.

### **Responsibilities of trustees for the financial statements**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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 they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our responsibility is to conduct an audit of the charity's financial statements in accordance with ISAs (UK) and to issue an auditor's report, however, because of the matters described in the Basis for disclaimer of opinion paragraph, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

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

The procedures are capable of detecting misstatements in respect of irregularities, including fraud, to a reasonable level of assurance. It is not guaranteed that the audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

### **Further information regarding the scope of our responsibilities as auditor**

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

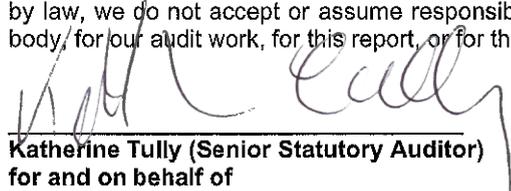
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**INDEPENDENT AUDITOR'S REPORT**  
**to the Members of BRENT IRISH ADVISORY SERVICE**  
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We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



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**Katherine Tully (Senior Statutory Auditor)**

**for and on behalf of**  
**ALLEN TULLY & CO.**

19 Palace Square  
London  
SE19 2LT  
United Kingdom

30/09/2021  
.....

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)  
**STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 March 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
<b>Incoming Resources</b>							
Voluntary Income	12.1	12,424	-	12,424	5,775	-	5,775
Charitable activities							
Grants, Pension Club and Welfare Services Income	12.2	24,922	180,279	205,201	21,373	128,883	150,256
Investments	12.3	46	-	46	183	-	183
<b>Total incoming resources</b>		<b>37,392</b>	<b>180,279</b>	<b>217,671</b>	<b>27,331</b>	<b>128,883</b>	<b>156,214</b>
<b>Resources Expended</b>							
Charitable activities	13.1	34,080	179,707	213,787	30,315	129,455	159,770
<b>Net incoming/outgoing resources before transfers</b>		<b>3,312</b>	<b>572</b>	<b>3,884</b>	<b>(2,984)</b>	<b>(572)</b>	<b>(3,556)</b>
Gross transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>3,312</b>	<b>572</b>	<b>3,884</b>	<b>(2,984)</b>	<b>(572)</b>	<b>(3,556)</b>
<b>Reconciliation of funds</b>							
Balances brought forward at 1 April 2020	22	59,232	29,203	88,435	62,216	29,775	91,991
<b>Balances carried forward at 31 March 2021</b>		<b>62,544</b>	<b>29,775</b>	<b>92,319</b>	<b>59,232</b>	<b>29,203</b>	<b>88,435</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

# BRENT IRISH ADVISORY SERVICE

(A company limited by guarantee, not having a share capital)

Company Number: 2269918

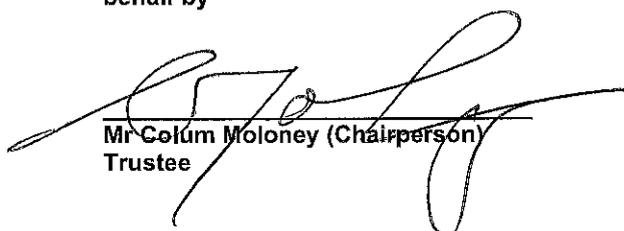
## BALANCE SHEET

as at 31 March 2021

	Notes	2021 £	2020 £
<b>Fixed Assets</b>			
Tangible assets	18	5,201	1,351
<b>Current Assets</b>			
Debtors	19	500	1,500
Cash at bank and in hand		140,470	120,278
		140,970	121,778
<b>Creditors: Amounts falling due within one year</b>	20	(53,852)	(34,694)
<b>Net Current Assets</b>		87,118	87,084
<b>Total Assets less Current Liabilities</b>		92,319	88,435
<b>Funds</b>			
Restricted trust funds		29,775	29,203
Unrestricted designated funds		45,000	30,000
General fund (unrestricted)		17,544	29,232
<b>Total funds</b>	22	92,319	88,435

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Board of Trustees and authorised for issue on 30/09/2021 and signed on its behalf by



Mr Colum Moloney (Chairperson)  
Trustee



Mr Donal MacCraith (Treasurer)  
Trustee

## **BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

### **NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 March 2021

#### **1. GOVERNMENT OF IRELAND: EMIGRANT SUPPORT PROGRAMME (ESP)**

A grant of £119,100 was received for the year from 1st July 2020 to 30th June 2021. The funds were restricted for the following projects:

(i) Welfare Advocacy Service - £115,000 toward staff salaries and project costs.

(ii) Active Ageing Pensioners Service - £4,100 toward project costs.

Nine months grant income was utilised in this accounting period. Three months grant income amounting to £29,775 has been deferred to the financial year 2021-22 year and will be utilised by 30th June 2021.

#### **2. THE LONDON COMMUNITY RESPONSE FUND (TNLCF)**

A grant of £47,320 from the London Community Foundation was received during the accounting period and is restricted to the community response project. Nine months of grant was utilised in the period to March 2021. Three months grant income amounting to £10,500 has been deferred to the 2021-22 year and will be fully utilised by 30th June 2021.

#### **3. INDEPENDENT AGE**

The charity received a grant of £13,790 from Independent Age for the specific purpose of assisting and providing relief to older people in need by reason of ill-health, disability, financial hardship or other disadvantages. The grant is restricted and has been fully utilised during the accounting period.

#### **4. THE NATIONAL LOTTERY COMMUNITY FUND**

The charity received a grant from the National Lottery and the HM Government amounting to £10,000 for the Community Support project. The funds are restricted to this project and have been fully spent during the accounting period.

#### **5. OTHER GRANTS**

##### **CVS BRENT**

The charity received £4,500 (50% of £9,000) from CVS Brent for the Brent Advice Fund project. The funds are restricted and fully recognised in the accounting period.

##### **IRELAND FUND OF GREAT BRITAIN**

A grant of £2,480 was received from Ireland Fund of Great Britain for a specific project. The funds are restricted and fully recognised in the accounting period.

#### **6. PENSION COMMITMENTS**

The charity operates a defined contribution pension scheme. Pension costs for the year were £2,392 (2020 - £2,061). There is no outstanding contribution at the balance sheet date.

#### **7. RELATED PARTY TRANSACTIONS**

There were no related party transactions in the current or prior year.

#### **8. CASH AND CASH EQUIVALENTS**

Cash and Cash Equivalents comprise cash at bank and in hand, demand deposits with banks and other short and medium-term highly liquid investments with original maturities of three to twelve months. In the statement of financial position, bank overdrafts (when applicable) are shown within creditors.

#### **9. GENERAL INFORMATION**

BRENT IRISH ADVISORY SERVICE is a company limited by guarantee incorporated in the United Kingdom. The registered office of the company is 379-381 High Road, Willesden, London, NW102JR, United Kingdom which is also the principal place of business of the company. The financial statements have been presented in Pound Sterling (£) which is also the functional currency of the company.

# BRENT IRISH ADVISORY SERVICE

(A company limited by guarantee, not having a share capital)

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2021

continued

### 10. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

#### **Basis of preparation**

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 and the Charities (Accounts and Reports) Regulations 2008 made under the Charities Act 2011. They also comply with the Statement of Recommended Practice (SORP FRS102 2015) and with the financial reporting standards. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

#### **Statement of compliance**

The financial statements of the charity for the year ended 31 March 2021 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "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 2015)" and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

#### **Cash flow statement**

The charity has availed of the exemption in FRS 102 from the requirement to produce a cash flow statement because it is classified as a small charity.

#### **Fund accounting**

The following are the categorises of funds maintained:

#### **Restricted funds**

Restricted Funds are funds which are to be used in accordance with specific resolutions imposed by donors or grant funders or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.

#### **Unrestricted funds**

General Funds are unrestricted funds which are available for use at the discretion of the furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated Funds are unrestricted and comprise funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund are to cover the running costs of the charity.

#### **Incoming Resources**

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

Interest Receivable is interest on funds held on deposit. It is included when receivable and the amount can be measured reliably by the charity upon notification of the interest paid or payable by the Bank.

#### **Resources Expended**

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

## BRENT IRISH ADVISORY SERVICE

(A company limited by guarantee, not having a share capital)

# NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 March 2021

### Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 33% Straight line

### Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

### Creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method except where the effect of discounting would be immaterial. In such cases they are stated at cost.

### Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

### Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

The charity is exempt from taxation under S505 Income and Corporation Taxes Act 1988.

### Grants receivable

A grant is recognised only when there is reasonable assurance that (a) the entity will comply with any conditions attached to the grant and (b) the grant will be received. The grant is recognised as income over the period necessary to match them with the related costs, for which they are intended to compensate, on a systematic basis. A grant receivable as compensation for costs already incurred or for immediate financial support, with no future related costs, should be recognised as income in the period in which it is receivable.

Where capital grants are received, they are amortised over the life of the asset and in line with the depreciation policy of the class of asset.

### Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the balance sheet date. Transactions, during the year, which are denominated in foreign currencies are translated at the rates of exchange ruling at the date of the transaction. The resulting exchange differences are dealt with in the Statement of Financial Activities.

### Pensions

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Annual contributions payable to the charity's pension scheme are charged to the income and expenditure account in the period to which they relate

## 11. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

**BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 March 2021

<b>12. INCOME</b>						
<b>12.1 DONATIONS AND LEGACIES</b>		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021</b>	<b>2020</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	
Donations		<u>12,424</u>	<u>-</u>	<u>12,424</u>	<u>5,775</u>	
<b>12.2 CHARITABLE ACTIVITIES</b>						
		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021</b>	<b>2020</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	
Pension Club Activities		360	-	360	9,878	
Welfare Services		2,211	-	2,211	11,495	
Grants		22,351	180,279	202,630	128,883	
		<u>24,922</u>	<u>180,279</u>	<u>205,201</u>	<u>150,256</u>	
<b>12.3 INVESTMENTS</b>						
		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021</b>	<b>2020</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	
Investment Income		<u>46</u>	<u>-</u>	<u>46</u>	<u>183</u>	
<b>13. EXPENDITURE</b>						
<b>13.1 CHARITABLE ACTIVITIES</b>		<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Welfare Services		140,627	4,222	53,288	198,137	152,092
Pension Club Activities		15,650	-	-	15,650	7,678
		<u>156,277</u>	<u>4,222</u>	<u>53,288</u>	<u>213,787</u>	<u>159,770</u>
<b>13.2 SUPPORT COSTS</b>				<b>Charitable Activities</b>	<b>2021</b>	<b>2020</b>
				<b>£</b>	<b>£</b>	<b>£</b>
Events and Functions costs				-	-	16,764
General Office expenses				12,994	12,994	8,779
Premises Costs				15,335	15,335	11,376
Accountancy services (Governance costs)				481	481	661
Audit fees (Governance costs)				3,750	3,750	3,000
Depreciation				2,679	2,679	157
Welfare and Community Engagement Costs				18,049	18,049	-
				<u>53,288</u>	<u>53,288</u>	<u>40,737</u>

**BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 March 2021

**14. ANALYSIS OF SUPPORT COSTS**

	<b>Basis of Apportionment</b>	<b>2021 £</b>	<b>2020 £</b>
Events and Functions costs	Activity	-	16,764
General Office expenses	Staff Time	<b>12,994</b>	8,779
Premises Costs	Activity	<b>15,335</b>	11,376
Accountancy services (Governance costs)	Administration	<b>481</b>	661
Audit fees (Governance costs)	Administration	<b>3,750</b>	3,000
Depreciation	Unrestricted Activity	<b>2,679</b>	157
Welfare and Community Engagement Costs	Activity	<b>18,049</b>	-
		<b>53,288</b>	<b>40,737</b>

**15. NET INCOMING RESOURCES**

	<b>2021 £</b>	<b>2020 £</b>
<b>Net Incoming Resources are stated after charging/(crediting):</b>		
Depreciation of tangible assets	<b>2,679</b>	157
Auditor's remuneration: - audit services	<b>3,750</b>	3,000

**16. INVESTMENT AND OTHER INCOME**

	<b>2021 £</b>	<b>2020 £</b>
Furlough Grant HMRC	<b>5,363</b>	-
Bank Interest	<b>46</b>	183
	<b>5,409</b>	183

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 March 2021

continued

**17. EMPLOYEES AND REMUNERATION**

**Number of employees**

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2021 Number	2020 Number
Project & Administrative Staff	6	5
Director	1	1
	<u>7</u>	<u>6</u>

The staff costs comprise:

	2021 £	2020 £
Wages and salaries	141,402	107,717
Social security costs	7,579	6,185
Pension costs	2,392	2,061
	<u>151,373</u>	<u>115,963</u>

The key management is composed of a director. The remuneration associated with the post does not exceed £60,000 for the accounting period.

No trustees are key managers in the charity and no trustees received any remuneration during the reporting period.

There are no employees who received employee benefits (excluding employer pension costs) of more than £60,000 for the reporting period.

**18. TANGIBLE FIXED ASSETS**

	Fixtures, fittings and equipment £	Total £
<b>Cost</b>		
At 1 April 2020	1,508	1,508
Additions	6,529	6,529
At 31 March 2021	<u>8,037</u>	<u>8,037</u>
<b>Depreciation</b>		
At 1 April 2020	157	157
Charge for the financial year	2,679	2,679
At 31 March 2021	<u>2,836</u>	<u>2,836</u>
<b>Net book value</b>		
At 31 March 2021	<u>5,201</u>	<u>5,201</u>
At 31 March 2020	<u>1,351</u>	<u>1,351</u>

**19. DEBTORS**

	2021 £	2020 £
Other debtors	500	1,500
	<u>500</u>	<u>1,500</u>

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 March 2021

continued

<b>20. CREDITORS</b>		<b>2021</b>	<b>2020</b>		
<b>Amounts falling due within one year</b>		<b>£</b>	<b>£</b>		
Taxation and social security costs		2,833	-		
Other creditors		5,569	2,491		
Accruals and deferred income:					
Pension accrual		537	-		
Other accruals and deferred income		44,913	32,203		
		<u>53,852</u>	<u>34,694</u>		
		<u><u>53,852</u></u>	<u><u>34,694</u></u>		
<b>21. RESERVES</b>		<b>2021</b>	<b>2020</b>		
		<b>£</b>	<b>£</b>		
At 1 April 2020		88,435	91,991		
Surplus/(Deficit) for the financial year		3,884	(3,556)		
At 31 March 2021		<u>92,319</u>	<u>88,435</u>		
		<u><u>92,319</u></u>	<u><u>88,435</u></u>		
<b>22. FUNDS</b>					
<b>22.1 RECONCILIATION OF MOVEMENT IN FUNDS</b>		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	
At 1 April 2019		62,216	29,775	91,991	
Movement during the financial year		(2,984)	(572)	(3,556)	
At 31 March 2020		59,232	29,203	88,435	
Movement during the financial year		3,312	572	3,884	
At 31 March 2021		<u>62,544</u>	<u>29,775</u>	<u>92,319</u>	
		<u><u>62,544</u></u>	<u><u>29,775</u></u>	<u><u>92,319</u></u>	
<b>22.2 ANALYSIS OF MOVEMENTS ON FUNDS</b>					
	<b>Balance</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Balance</b>
	<b>1 April</b>			<b>between</b>	<b>31 March</b>
	<b>2020</b>			<b>funds</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted funds</b>					
Restricted Fund	29,203	180,279	179,707	-	29,775
<b>Unrestricted funds</b>					
Designated Funds	30,000	-	-	15,000	45,000
Unrestricted Funds	29,232	37,392	34,080	(15,000)	17,544
	59,232	37,392	(34,080)	-	62,544
<b>Total funds</b>	<u>88,435</u>	<u>217,671</u>	<u>213,787</u>	<u>-</u>	<u>92,319</u>
	<u><u>88,435</u></u>	<u><u>217,671</u></u>	<u><u>213,787</u></u>	<u><u>-</u></u>	<u><u>92,319</u></u>

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 March 2021

continued

**22.3 ANALYSIS OF NET ASSETS BY FUND**

	Fixed assets - charity use £	Current assets £	Current liabilities £	Total £
Restricted trust funds	-	59,550	(29,775)	29,775
Unrestricted general funds	5,201	81,420	(24,077)	62,544
	<u>5,201</u>	<u>140,970</u>	<u>(53,852)</u>	<u>92,319</u>

**23. STATUS**

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding £ 1.

**24. CASH AND CASH EQUIVALENTS**

	2021 £	2020 £
Cash and bank balances	<u>140,470</u>	<u>120,278</u>

**25. POST-BALANCE SHEET EVENTS**

There have been no significant events affecting the Charity since the financial year-end.

**BRENT IRISH ADVISORY SERVICE**  
(A company limited by guarantee, not having a share capital)

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 MARCH 2021**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**BRENT IRISH ADVISORY SERVICE**

(A company limited by guarantee, not having a share capital)

**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**

Operating Statement

for the financial year ended 31 March 2021

	2021 £	2020 £
<b>Income</b>		
Donations	12,424	5,775
Elders Day Care and Clubs	2,211	11,495
Raising Funds	360	9,878
Government of Ireland: Emigrant Support Programme	112,689	117,383
CVS Brent	4,500	7,500
Ireland Fund of Great Britain	2,480	4,000
Independent Age	13,790	-
London Community Response Fund TNLCF	36,820	-
National Lottery Community Fund	10,000	-
City of London Covid-19 Grant	12,400	-
Other Grants	4,588	-
	<u>212,262</u>	<u>156,031</u>
<b>Expenses</b>		
Wages and salaries	141,402	107,717
Social security costs	7,579	6,185
Pension costs	2,392	2,061
Other Staff costs	4,904	1,540
Premises costs	15,335	11,376
Operational costs	13,985	7,192
Publicity	1,917	1,143
Other Costs	1,569	444
Fundraising Costs	4,222	1,530
Pension Clubs costs	-	7,678
Events and Functions	-	9,086
Welfare and Community Engagement Costs	13,572	-
Accountancy and Payroll Services costs	481	661
Auditor's/Independent Examiner's remuneration	3,750	3,000
Depreciation	2,679	157
	<u>213,787</u>	<u>159,770</u>
<b>Miscellaneous income</b>		
Furlough Grant HMRC	5,363	-
Bank Interest	46	183
	<u>5,409</u>	<u>183</u>
<b>Net surplus/(deficit)</b>	<u><u>3,884</u></u>	<u><u>(3,556)</u></u>

