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### LEGAL AND ADMINISTRATIVE INFORMATION

Charity name

Together

Registered name

Together: Working for Wellbeing

Charity registration number Company registration number 463505

211091

Registered office

12 Old Street, London, EC1V 9BE

Tel 020 7780 7300 Fax 020 7780 7301

Email contactus@together-uk.org

www.together-uk.org

**TRUSTEES** 

Sue Turner

Chair

**Edward Weiss** 

**Honorary Treasurer** 

Helen Davies Paul Farrimond

Alison Faulkner

resigned December 2013

Lisa Goodwin Mark Hardcastle

from April 2014

Ashley Hook Albert Larmie from July 2014

Beth Lawton MVO Annette Majekodunmi from July 2014

Carole Murray

from April 2014

Zaidee O'Dell Jenny Reynolds from September 2014

Ellie Ward

from May 2014 from June 2014

Robert Wood Susan Young

### **COMPANY SECRETARY**

Anne Oates

### **CORPORATE MANAGEMENT TEAM**

Liz Felton Anne Oates Chief Executive Director of Resources

Anne Beales MBE Michael Smith Cashain David

Director of Service User Involvement Director of Operations and Development Director of Operations and Development

Andrew Warren Liam Cole

Interim Director of Operations and Development

Head of Human Resources

### **AUDITORS**

haysmacintyre, 26 Red Lion Square, London WC1R 4AG

### **BANKERS**

National Westminster bank Plc (RBS), 20 Dean Street, London W1A 1SX Lloyds Banking Group PLC, 25 Gresham St, London EC2V 7HN

### **SOLICITORS**

Trowers and Hamlins, 3 Bunhill Row, London EC1Y 8YZ

# INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE

This year we have been using the opportunities presented by new commissioning structures to find ways of supporting more and different people. This includes people with very complex needs who are beginning their journey from secure units to more independent living. It is our goal to find ways to support them in their steps towards increased independence, whilst valuing them as experts in what works best for them and ensuring they lead their journey towards improved wellbeing.

A focus of this activity has been to form a series of very positive relationships and alliances to help us plan and attune ourselves to the new ways that services are being commissioned. To fully grasp the potential of the new landscape, we have begun diversifying and developing the support we offer, as well as exploring how we can be stronger and take on new, different challenges when in partnership with others. We have developed an Intensive Clinical Support model to help people with very complex needs move from high care inpatient beds to more independent living, and hope to open our first of these services in 2014-15. We have been exploring ways to work alongside Foundation Trusts, clinical commissioning groups and organisations participating in the Transforming Rehabilitation process, always with the aim of supporting more people in a way that is person-centred, and gives them the best possible outcomes.

Our criminal justice services have been a particular focus for expansion, as new funders, agencies and organisations in both the public and private sectors recognise and take advantage of approaches we have been developing for 20 years. In January, we were selected by the Department of Health to lead a major trial site for Liaison and Diversion in London, working in partnership with three NHS Trusts to deliver services in 13 custody suites and seven courts. NHS England, which is funding the trial, will draw on our specialist expertise and experience to work with the Department of Health in rolling this work out nationally to reduce the number of people being unnecessarily held in custody.

These opportunities come with their own particular considerations, such as specific responsibilities regarding governance and, in some cases, new specialist expertise that we need to underpin new types of support for people with complex needs. We have begun the subtle organisational shifts necessary to ensure these are accounted for, and are already seeing the results and rewards of the changes we are making.

And while we have been looking to other organisations to complement our expertise and partner with us, they and others like them have been looking to us for advice, training and guidance, particularly in the areas of criminal justice and service user involvement.

At the time of writing, we have just had sight of preliminary findings from the Your Way evaluation we are undertaking alongside the Mental Health Foundation, and these confirm what people using the service have been telling us since the model began operating: that Your Way support results in significant improvements in wellbeing and lifestyle. We will complete the evaluation next year and look forward to seeing the full results in 2015.

We would like to thank those trustees that left the board this year for their valued contribution (amounting to over 20 years' service) and very much look forward to working with those new trustees who have joined us, who bring with them a wealth of skills and perspectives, including lived experience of mental distress.

As we adapt to a new commissioning world, some things remain unchanged: we are still guided by those we support and each of them is valued as the expert in what works best for them. Our services are all underpinned by the principle that each individual leads their journey and decides what goals are important to them. We look forward to working alongside them over the next year towards our ultimate goal of supporting as many people as possible to lead the life they want to lead.

Worker Set

Sue Turner Chair Liz Felton Chief Executive

### TRUSTEES' REPORT (INCORPORATING STRATEGIC REPORT)

The Board of Trustees of Together: Working for Wellbeing presents its annual report and accounts for the year ended 31 March 2014. These comply with the Companies Act 2006 and the Statement of Recommended Practice (SORP) – Accounting and Reporting by Charities.

The Trustees Report incorporates the Strategic Report of the Charity in the following sections: Activities and Achievements, Priorities for 2014/15, Financial Review and Risk Management.

#### **CHARITABLE DETAILS AND OBJECTIVES**

The organisation was founded in 1879 and has been incorporated since 1949 as a company limited by guarantee. It is registered in England (company number 463505). It is also a registered charity (number 211091) and operates under the Companies Act 2006 and the Charities Act 2006. It currently operates throughout England.

Together is a national charity working alongside people with mental health issues on their journey to leading fulfilling and independent lives.

### **ORGANISATION STRUCTURE**

Together's Board of Trustees are also directors of the company. The full Board meets four times a year. In addition there is a Quality and Safety Committee and a Finance and Audit Committee. Both have clear terms of reference and delegated authority from the Board, meet quarterly and report back to the full Board. There is also a Reward, Remuneration and Nominations Committee with a remit for trustee recruitment, Board performance and development and senior staff appointment and remuneration. This Committee meets at least once a year and other times as necessary.

The Chief Executive reports to the trustees and is supported by a group of senior managers who comprise the Corporate Management Team.

### These include:

- Director of Resources
- Director of Service User Involvement
- Directors of Operations and Development
- Head of HR

The trustees delegate the day to day management of the organisation to the Corporate Management Team.

### STATEMENT OF PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

#### RISK MANAGEMENT

A risk register was established some years ago and is reviewed by trustees at least annually. This year the trustees conducted a review of all the major risks to which the charity is exposed, and approved the processes in place for their mitigation.

The Finance and Audit Committee and Quality and Safety Committee both play a role in monitoring risk and its management.

The nature of the principal risks identified are

- Delays in developing our Intensive Clinical Support services because of governance, property or competition issues
- Tender risks for existing services from increased competition
- Budget pressures from public sector income reductions.

# APPOINTMENT & RECRUITMENT OF TRUSTEES

The directors of the company are also charity trustees for the purposes of charity law. We advertise nationally for trustees and short-listed candidates are formally interviewed by the Chair, Chief Executive and trustees with expertise related to the vacancies under consideration. Suitable candidates are then recommended to the trustees with a view to cooption, pending formal recommendation for election by members at the next annual general meeting (AGM).

Up to 18 trustees may be appointed and the aim is to retain an appropriate balance of skills given the diverse nature of the organisation's work. Trustees are elected for three years and may stand for two subsequent three year terms. All new trustees are provided with an induction pack that comprises all the formal documents relating to the governance of Together, along with relevant Charity Commission publications and other guidance. They are also directed to formal training courses that are designed to meet the needs of new trustees and provided with support from an experienced trustee during their early months in office. The process is kept under regular review. Trustees are updated on current good practice, formal guidance and training opportunities through regular mailings.

Trustees and the Corporate Management Team hold an annual joint event where progress against plans for the year is reviewed and we look ahead to the future.

Our current trustees come from a range of backgrounds, including health and social care, housing, legal, human resources, business, finance and experience of using mental health services.

At our AGM, Eddie Weiss was re-elected as a trustee for a further three years and Professor Antony Sheehan, Stuart Aaron and Erica Conway stood down. Steve Radford and Alison Faulkner also stood down as trustees during the year. We would like to thank them all for their service. Sue Turner was confirmed as Chair following the AGM.

We are delighted to welcome Mark Hardcastle, Ashley Hook, Beth Lawton, Annette Majekodunmi, Zaidee O'Dell, Jenny Reynolds and Ellie Ward as new trustees.

Further details about our trustees and their expertise can be found on our website at <a href="https://www.together-uk.org/trustees.">www.together-uk.org/trustees.</a>

#### **EMPLOYEES**

Together is an accredited Investor In People organisation. This, along with our proactive approach to learning and development, demonstrates our commitment to valuing and developing our employees whose skills are critical to our services.

### **EMPLOYEE INVOLVEMENT**

Regular meetings are held with employees so that they are involved and consulted on matters of concern and contribute to the running of the organisation. Together operates a Joint Negotiating and Consultative Committee which comprises employees, managers and UNISON representatives. Together has signed a recognition agreement with UNISON.

### TOGETHER'S VISION & MISSION

Our Vision is a world where each individual can play their part in breaking down the barriers that exist through ignorance and lack of understanding, and where everyone can live their life without prejudice.

### **OUR MISSION**

Together's mission is to be the first choice for service users looking for quality, personalised services. We are trusted for our expertise in service user involvement and leadership. We will value and encourage service users' contributions to every aspect of our work, working alongside them as they lead their journeys towards greater wellbeing. We will demonstrate that service user involvement works to improve people's mental health, whatever their life situation and no matter how severely they are affected.

# THE JOURNEY TOWARDS GREATER WELLBEING

Wellbeing, 'recovery' or 're-discovery' is about people being able to connect with themselves, their chosen loved ones and with their communities.

Together offers support so that people have a suitable and safe place to live with appropriate support, can work or engage in other activities, as they wish, without fear or discrimination.

We aim to help people to have hope for the future and a realistic chance of achieving their ambitions.

We believe that people should be able to make their own individual choices about leading a more fulfilling life. We act in a way that is informed, responsive and resourceful. We see our role as ensuring that every individual we connect with is empowered to make choices that are effective for them and their circumstances at the time. We deliver practical support that makes this possible.

We promote the value of lived experience, empowerment by involvement and the impact of peer support. We do so in a way which makes the most of the individual's own experience, emphasises people's strengths and supports people to make decisions and plans for their future.

We aim to prove that working to our service users' agendas improves their self-esteem, confidence and mental health in a holistic and valued way.

### **ACTIVITIES AND ACHIEVEMENTS**

The activities provided by Together during the year reflect our aims and ongoing commitment to offer practical support to people in varied circumstances across a range of locations. Access to our services is determined by need and by the choice of individuals. The benefits of our activities are that people experiencing mental distress are supported to achieve greater wellbeing and independence. In addition, many people go on to support others within Together or in their community.

# SERVICE USER INVOLVEMENT, LEADERSHIP AND PEER SUPPORT

At Together we are trusted for our expertise and work around user leadership and peer support.

We have continued to strengthen the voice of service users by increasing both the number and diversity of service users within our National Service User Steering Group to reflect our plans for the future. A team of 25 service users with more than 300 collective years of experience in using a broad spectrum of mental health services are supporting the strategic direction of Together over the coming years.

Within the first three months of our new internal grants scheme being operational, we supported 135 service users to become more involved with their local services in a variety of ways. Grants awarded this year enabled the continuation of a service user led drop-in service, development of service user led football teams, guidance for our forensic service teams and information sessions to help people to understand recent changes within the welfare benefits system.

We have built upon our accredited service user led Peer Support Training Programme that enables people who experience mental distress to develop their understanding, knowledge, skills and confidence to support their peers through distressing times. This has now been accessed by almost 250 people, 75% of whom have gone on to volunteer in a broad range of peer support roles within Together or in the community. 94% reported that they felt more optimistic about the future as a result of doing the training.

We have continued to work with national partners through the Peer Led Collaboration, Forensic Collaboration and Peer2Peer Network to influence policy and practice across mental health, explore the role of peer support within secure settings, develop innovative peer support models and share good practice.

### SUPPORT AND SERVICES

Over the past year we have helped around 5,000 people each month with mental health needs across England.

### A place to live

Together recognises that having a suitable place to live is an extremely important factor in recovery from mental distress and so we provide a range of services that support individuals to live in the accommodation which is right for them.

We offer residential care placements, crisis beds, supported housing and a wide range of support for people who are maintaining independent tenancies. Our accommodation based services aim to offer the greatest level of individual choice possible and opportunities to engage actively with the local community

Some of our services offer support to people with complex needs and we have developed a way of working which puts people at the centre of their own care and supports them through a staged process towards independence. We are working with the Mental Health Foundation to formally evaluate this approach, with funding from the Department of Health.

### Advocacy Together

We offer statutory Independent Mental Health Advocates (IMHA), Independent Mental Capacity Advocates (IMCA) and generic advocacy services nationally including at Ashworth and Rampton high secure hospitals. Together's advocacy portfolio has continued to expand this year with notable growth in the North of England of our statutory IMHA and IMCA services and Your Voice community based volunteer advocacy schemes.

This year, we have developed in-house mandatory advocacy training modules covering all service models, and strengthened our National Advocacy Qualification assessor team. This ensures all Together's volunteer advocates have access to the new qualifications and specialist modules necessary for anyone providing statutory advocacy provision. The year closed with Together hosting our first National Advocacy Conference, featuring keynote speakers from across the national advocacy sector

and judicial system. The conference drew together advocates and volunteers from all our services, allowing for the sharing of excellent practice, discussion around advocacy dilemmas and challenges and, most importantly, an inclusive approach to future organisational advocacy development.

### Mental Health and the Criminal Justice System

Far too many people with mental health needs continue to be stuck in a cycle of offending because their needs aren't identified and addressed and they aren't supported to access the help they need to improve their mental health.

Together has continued to expand its support of individuals with mental health and other complex needs in the criminal justice system over the last year and remains the largest single provider of liaison and diversion services in London.

We have done this through building strong local partnerships and working with multiple agencies to ensure that individuals with complex needs are supported at every point on their journey to a life away from crime, particularly to stop significant numbers of vulnerable people being unnecessarily held in custody.

This has included developing our portfolio of services to women and to younger adults in Shropshire and Rotherham as well as working with three London NHS Trusts to successfully submit a bid to deliver the liaison and diversion trial site for London during 14/15. The trial site will comprise court and police liaison and diversion services at seven courts and 13 custody suits across North and East London.

### Your Way - support in the community

Many people dealing with mental health issues can become isolated from their community and may lack the confidence to deal with practical issues such as benefit letters, debt issues or steps towards employment.

Your Way services are easy to access, respond promptly to requests for support, and provide maximum choice and control to the individual. Staff and volunteers actively promote Your Way services in community locations to increase the opportunity for isolated people to hear about the support available.

People using Your Way services are in charge of their own support. They set the goals they want from the service and staff work creatively through practical steps to achieve these goals. We help build social connections and skills so that people can achieve greater independence and move away from paid support in their lives.

People who have received support are encouraged to train as peer supporters so that they can use their expert experience to support others in similar situations. Others take advantage of opportunities to lead in the development of Your Way services, arranging activity groups or attending steering group meetings.

There are now 19 Your Way services across the country providing support to over 1,000 people every month. Since 2012 we have been working alongside the Mental Health Foundation to evaluate the impact of Your Way on the lives of those choosing the service, as part of a project funded by the Department of Health. The full report is due in Spring 2015, and preliminary findings show a significant improvement in wellbeing and lifestyle indicators, and demonstrate the benefits of peer interaction and social inclusion.

### PRIORITIES FOR 2014/15

In the coming year we will continue to:

- Reach more and different people
- Evaluate our Your Way and Progression Together services and further embed the models in our services
- Embed high quality peer support in our services
- Support the most vulnerable people to move on with their lives and achieve independence

- Lead the liaison and diversion trial site for London and seek opportunities to expand this work in other areas
- Implement our financial plan and monitor its effectiveness

We will underpin these aims with sound quality systems, excellence in housing management, high quality skills development and sound financial management.

### **FINANCIAL REVIEW**

This has been a challenging year financially. We had agreed a deficit budget for the year, to allow for critical improvements to our properties and to invest in new services, but the additional impact of the deficit on the pension scheme has significantly worsened the results. We have taken action to address the operating deficit but we are continuing to invest in the development of new services. We have, therefore, agreed a deficit budget for 2014/15. We have developed a financial plan that we believe will ensure long term sustainability for the charity.

On unrestricted funds the charity made a deficit for the year, before gains and losses, of £259,867 (2012/13 deficit £338,360). Adjusting for the movement on the pension scheme and investments this is increased to a deficit of £374,578 (2012/13 deficit £404,628).

On restricted funds of £2,342,221 there was a surplus of £202,420 (2012/13 deficit £141,089) resulting in a combined deficit of £172,158 (2012/13 deficit of £545,717).

The movement on the pension scheme liability is detailed below and in note 20 to the accounts.

This year's surplus on restricted funds arises from income received for services where expenditure is planned in 2014/15.

The large increase in cash balances arises from the sale of the investment property during the year. At 31 March 2014 £3,915,645 was held in interest earning short term deposit accounts awaiting the outcome of investment decisions for our properties.

#### **RESERVES**

### Financial reserves policy

Unrestricted reserves provide some protection to the Charity and its work by allowing time to adjust to changing financial circumstances. The Trustee Board, via its Finance and Audit Committee, reviews, on an annual basis, the level of unrestricted reserves by considering the risks associated with various income streams, expenditure plans and Balance Sheet items. This enables an estimate to be made of the level of reserves that are sufficient:

- to allow time for re-organisation in the event of a downturn of income or asset values; and
- · to protect ongoing work programmes.

The minimum level is estimated at 3 months of the unrestricted expenditure budget. Consequently, Trustees have decided that the appropriate, prudent level of reserves is in the range 3 to 6 months of the unrestricted expenditure budget.

### General reserves (unrestricted)

At 31 March 2014 general reserves amounted to £6,435,859 (2012/13: £6,688,790). The trustees have approved a policy for the organisation of having general reserves of between 3 and 6 months unrestricted expenditure. Current levels are just over 4.4 months of unrestricted expenditure (2012/13: 4.4 months).

### Designated funds (unrestricted)

Designated funds £478,601(2012/13: £512,248) are those unrestricted funds that are annually approved by trustees for particular purposes.

The trustees have established a designated fund to cover any potential liability arising in the defined benefit pension scheme, see note 20 to the accounts.

The breakdown of current designated funds is outlined in note 18.

### Restricted and endowment funds

These funds can only be used for the purposes for which they were given. They represent unspent monies received from donors subject to conditions specified by them. These funds may arise because of restrictions on their use required by the donor at the time of receipt, or because the funds were collected in a public appeal to raise money for a particular purpose. Detailed analysis of the various restricted funds is set out in note 19.

### **INVESTMENTS POWERS AND PERFORMANCE**

The trustees, under the powers conferred to them by the Articles of Association, appointed UBS Wealth (UK) Management in 2002, and gave them discretionary investment powers. As a measure of performance, the rate of income return on investment was set at 4 - 5 %, and the capital return to be not less than the All Share Index. This performance is reviewed quarterly by the Finance and Audit Committee and annually with UBS Wealth Management (UK). The next review of our investment manager's performance is planned for summer 2015.

The trustees' aims in investing funds continue to be to:

- act as a reserve to protect core activities in the event of unforeseen income shortfalls
- support longer term identifiable projects
- generate income to support core services not funded.

Total investments at 31 March 2014 amounted to £2,092,668, an increase of £56,363 (2012/13: increase £188,327). Interest and dividend income in the year amounted to £79,658 before the deduction of investment manager's fees (2012/13: £65,632).

### Portfolio structure

	2013	2013
	%	%
Common Fund units	99.8	98.7
Cash	0.2	1.3

### SUBSIDIARY COMPANY

Together has a wholly owned subsidiary company, Together Trading Limited. The company facilitates the management of building contracts for Together. Its sales are only to the charity. The company provides its services approximately at cost, and therefore makes either a nil or minimal profit. For the year ended 31 March 2014 the turnover of the company was £3,491 (2013: £13,688) and a nil result (2013: nil result).

#### **PENSIONS**

The Together defined benefit pension scheme was closed to new accruals on 30 September 2011. The charity now offers a defined contribution pension scheme to all staff (see note 20).

Although the final salary scheme is now closed for future accruals, it remains a significant risk for the charity. The deficit as valued by FRS 17 is included in the balance sheet as a long-term liability and balanced by a negative pension reserve.

The accounts as presented reflect accounting standard FRS 17. In accordance with paragraph 355 of the SORP 2005, a pension deficit reported (FRS 17) has been deducted from the total funds of the charity.

This pension scheme is a UK-based defined benefit scheme, providing benefits at retirement. The net present value (deficit) of the pension scheme at 31 March 2014 is £602,000 compared with a deficit of £514,000 at 31 March 2013.

The most significant element of this deficit is the decrease in the present value of the scheme assets from £11.62m at 31 March 2013 to £11.25m at 31 March 2014.

### FINANCIAL CONTROL AND MONITORING

The Finance and Audit Committee monitors and reviews all aspects of the financial performance, financial management reporting, internal financial control, including, in particular, the preparation and monitoring of revenue and capital expenditure and quarterly managements accounts. It also deals with such other matters as may be specifically delegated to it by trustees.

### FINANCIAL POSITION

The trustees consider that there are sufficient reserves held at the year-end to avoid an unacceptable level of disruption to the organisation in the event of a downturn in future income, and that there is a reasonable expectation that Together has adequate resources to continue in operational existence for the foreseeable future. For this reason, the trustees continue to adopt the going-concern basis in preparing the accounts.

### TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees 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). 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 Charitable Company and of the result 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 accounting 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 financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the trustees is aware at the time the report is approved:

- 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.

### **AUDITORS**

In accordance with Section 385 of the Companies Act 2006, a resolution proposing that haysmacintyre be re-appointed as auditors of the company will be put to the AGM.

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Signed by order of the trustees

Sue Turner Chair of Together

23 September 2014

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TOGETHER

We have audited the financial statements of Together for the year ended 31 March 2014 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. 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).

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 its members, as a body, for our audit work, for this report, or for the opinion we have formed.

# RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

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.

We have been appointed auditors under the Companies Act 2006.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

# SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

A description of the scope of an audit of financial statements is provided on the Financial Reporting Counil's website at

www.frc.co.uk/auditscopeukprivate

### **OPINION ON FINANCIAL STATEMENTS**

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 2014 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.

# OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Trustees' Annual Report incorporating the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

# MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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.

Bernard Watson (Senior Statutory Auditor)
for and on behalf of haysmacintyre, Statutory Auditor

23 Septeber 2014

26 Red Lion Square London WC1R 4AG

### STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account) for the year ended 31 March 2014

Notes   Funds   Funds   Funds   Total   Total			Unrestricted			
Notes   F   F   F   F   F   F   F   F   F			& Designated	Restricted	2014	2013
Incoming Resources:   Incoming resources from generated funds			Funds	Funds	Total	Total
Net   Countring resources from generated funds   Voluntary Income   Subscriptions, Donations and Legacies   8		Notes	£	£	£	£
Voluntary Income         Subscriptions, Donations and Legacies         8         91,475         114,851         206,326         159,056           Grant Income         9         -         1,101,431         1,101,431         621,993           Investment Income         11         79,658         -         79,658         65,632           Incoming Resources from Charitable         Activities         -         -         16,867,017         17,137,614           Cher Jerosing Resources         12         211,386         -         211,386         241,454           Total Incoming Resources         12         211,386         -         211,386         241,454           Total Incoming Resources         12         211,386         -         211,386         241,454           Total Incoming Resources         12         211,386         -         211,386         241,454           Resources Expended         Cost of Generating funds:         2         17,249,536         1,216,282         18,465,818         18,225,749           Resources Expended         Cost of Generating Voluntary Income         3         64,709         -         64,709         122,152           Cost of Generating funds:         2         17,355,689         1,013,862         18,369,551	Incoming Resources:					
Subscriptions, Donations and Legacies   8   91,475   114,851   206,326   159,056   Grant Income   9   - 1,101,431   1,101,431   621,993   Investment Income   11   79,658   - 79,658   65,632   Incoming Resources from Charitable   Activities   Charges for Accommodation and Services   10   16,867,017   - 16,867,017   17,137,614   Other Incoming Resources   12   211,386   - 211,386   241,454   Total Incoming Resources   12   211,386   - 211,386   241,454   Total Incoming Resources   17,249,536   1,216,282   18,465,818   18,225,749	Incoming resources from generated funds					
Frank   Fran	Voluntary income					
Investment Income   11   79,658   - 79,658   65,632   Incoming Resources from Charitable   Activities   Charges for Accommodation and Services   10   16,867,017   - 16,867,017   17,137,614   Other Incoming Resources   12   211,386   - 211,386   241,454   Total Incoming Resources   12   211,386   - 211,386   241,454   Total Incoming Resources   17,249,536   1,216,282   18,465,818   18,225,749	Subscriptions, Donations and Legacies	8	91,475	114,851	206,326	159,056
Incoming Resources from Charitable	Grant Income	9	温(	1,101,431	1,101,431	621,993
Charges for Accommodation and Services   10   16,867,017   - 16,867,017   17,137,614   17,137,	Investment Income	11	79,658	5.75	79,658	65,632
Charges for Accommodation and Services   10   16,867,017   - 16,867,017   17,137,614	Incoming Resources from Charitable					
Cother Incoming Resources   12   211,386   - 211,386   241,454	Activities					
Total Incoming Resources	Charges for Accommodation and Services	10	16,867,017	TE	16,867,017	17,137,614
Resources Expended   Cost of Generating Funds:   Cost of Generating Funds:   Cost of Generating Funds:   Cost of Generating Voluntary Income   3   64,709   -   64,709   122,152   Investment Management Costs   2   17,335,689   1,013,862   18,369,551   18,525,276   Governance Costs   4   67,872   -   67,872   41,661   Total Resources Expended   17,509,403   1,013,862   18,523,265   18,705,198	Other Incoming Resources	12	211,386	N=	211,386	241,454
Cost of Generating funds:  Cost of Generating Voluntary Income 3 64,709 - 64,709 122,152 Investment Management Costs 21,133 - 21,133 16,109 Charitable Activities 2 17,355,689 1,013,862 18,369,551 18,525,276 Governance Costs 4 67,872 - 67,872 41,661 Total Resources Expended 17,509,403 1,013,862 18,523,265 18,705,198  Net (Outgoing)/ Incoming Resources before other recognised gains and losses (259,867) 202,420 (57,447) (479,449)  Other recognised gains and losses Investment property revaluation 14a 233,992 Realised gains on disposal of property 14a 42,438 - 42,438 - 42,438 Realised Gains on Investment 14b 47,145 Unrealised Investment Gains 14b 56,851 - 56,851 154,595 Net Gain on Investment Assets 99,289 - 99,289 435,732 Actuarial (losses) on defined benefit pension scheme 20 (214,000) - (214,000) (502,000)  Net Movement in Funds (374,578) 202,420 (172,158) (545,717)  Reconciliation of Funds  Total funds brought forward 6,687,038 2,342,221 9,029,259 9,574,976	Total Incoming Resources		17,249,536	1,216,282	18,465,818	18,225,749
Cost of Generating funds:  Cost of Generating Voluntary Income 3 64,709 - 64,709 122,152 Investment Management Costs 21,133 - 21,133 16,109 Charitable Activities 2 17,355,689 1,013,862 18,369,551 18,525,276 Governance Costs 4 67,872 - 67,872 41,661 Total Resources Expended 17,509,403 1,013,862 18,523,265 18,705,198  Net (Outgoing)/ Incoming Resources before other recognised gains and losses (259,867) 202,420 (57,447) (479,449)  Other recognised gains and losses Investment property revaluation 14a 233,992 Realised gains on disposal of property 14a 42,438 - 42,438 - 42,438 Realised Gains on Investment 14b 47,145 Unrealised Investment Gains 14b 56,851 - 56,851 154,595 Net Gain on Investment Assets 99,289 - 99,289 435,732 Actuarial (losses) on defined benefit pension scheme 20 (214,000) - (214,000) (502,000)  Net Movement in Funds (374,578) 202,420 (172,158) (545,717)  Reconciliation of Funds  Total funds brought forward 6,687,038 2,342,221 9,029,259 9,574,976						
Cost of Generating Voluntary Income   3   64,709   - 64,709   122,152	-					
Investment Management Costs   21,133   - 21,133   16,109		2	64 700	120	64 709	122 152
Charitable Activities   2   17,355,689   1,013,862   18,369,551   18,525,276   60vernance Costs   4   67,872   -   67,872   41,661   17,509,403   1,013,862   18,523,265   18,705,198   18,523,265   1		3		52	•	•
Governance Costs         4         67,872         - 67,872         41,661           Total Resources Expended         17,509,403         1,013,862         18,523,265         18,705,198           Net (Outgoing)/ Incoming Resources before other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses           Investment property revaluation         14a         -         -         233,992           Realised gains on disposal of property         14a         42,438         -         42,438           Realised Gains on Investment         14b         -         -         -         47,145           Unrealised Investment Gains         14b         56,851         -         56,851         154,595           Net Gain on Investment Assets         99,289         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976		2		1 013 862		
Total Resources Expended         17,509,403         1,013,862         18,523,265         18,705,198           Net (Outgoing)/ Incoming Resources before other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses         (233,992)         (233,992)         (233,992)         (233,992)           Realised gains on disposal of property         14a         42,438         42,438         42,438         42,438         42,438         47,145           Unrealised Gains on Investment         14b         56,851         56,851         154,595         154,595           Net Gain on Investment Assets         99,289         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds           Total funds brought forward         6,687,038         2,342,2				1,015,002		
Net (Outgoing)/ Incoming Resources before other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses           Investment property revaluation         14a         -         -         233,992           Realised gains on disposal of property         14a         42,438         -         42,438           Realised Gains on Investment         14b         -         -         47,145           Unrealised Investment Gains         14b         56,851         -         56,851         154,595           Net Gain on Investment Assets         99,289         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         -         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976		-		1.013.862		
Other recognised gains and losses         (259,867)         202,420         (57,447)         (479,449)           Other recognised gains and losses         Investment property revaluation         14a         -         -         233,992           Realised gains on disposal of property         14a         42,438         -         42,438         -           Realised Gains on Investment         14b         -         -         -         47,145           Unrealised Investment Gains         14b         56,851         -         56,851         154,595           Net Gain on Investment Assets         99,289         -         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         -         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976	Total Noodaloo Exponent	-				
Other recognised gains and losses           Investment property revaluation         14a         -         -         233,992           Realised gains on disposal of property         14a         42,438         -         42,438           Realised Gains on Investment         14b         -         -         47,145           Unrealised Investment Gains         14b         56,851         -         56,851         154,595           Net Gain on Investment Assets         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976	Net (Outgoing)/ Incoming Resources before	_				
Investment property revaluation       14a       -       -       233,992         Realised gains on disposal of property       14a       42,438       -       42,438         Realised Gains on Investment       14b       -       -       47,145         Unrealised Investment Gains       14b       56,851       -       56,851       154,595         Net Gain on Investment Assets       99,289       -       99,289       435,732         Actuarial (losses) on defined benefit pension scheme       20       (214,000)       -       (214,000)       (502,000)         Net Movement in Funds       (374,578)       202,420       (172,158)       (545,717)         Reconciliation of Funds       6,687,038       2,342,221       9,029,259       9,574,976	other recognised gains and losses	-	(259,867)	202,420	(57,447)	(479,449)
Investment property revaluation       14a       -       -       233,992         Realised gains on disposal of property       14a       42,438       -       42,438         Realised Gains on Investment       14b       -       -       47,145         Unrealised Investment Gains       14b       56,851       -       56,851       154,595         Net Gain on Investment Assets       99,289       -       99,289       435,732         Actuarial (losses) on defined benefit pension scheme       20       (214,000)       -       (214,000)       (502,000)         Net Movement in Funds       (374,578)       202,420       (172,158)       (545,717)         Reconciliation of Funds       6,687,038       2,342,221       9,029,259       9,574,976	Other recognised gains and losses					
Realised gains on disposal of property       14a       42,438       -       42,438         Realised Gains on Investment       14b       -       -       -       47,145         Unrealised Investment Gains       14b       56,851       -       56,851       154,595         Net Gain on Investment Assets       99,289       -       99,289       435,732         Actuarial (losses) on defined benefit pension scheme       20       (214,000)       -       (214,000)       (502,000)         Net Movement in Funds       (374,578)       202,420       (172,158)       (545,717)         Reconciliation of Funds         Total funds brought forward       6,687,038       2,342,221       9,029,259       9,574,976	<u> </u>	14a	#	-	01	233,992
Realised Gains on Investment         14b         -         47,145           Unrealised Investment Gains         14b         56,851         -         56,851         154,595           Net Gain on Investment Assets         99,289         -         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         -         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976		14a	42,438		42,438	
Net Gain on Investment Assets         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         - (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976	-	14b		( <del>*</del> )		47,145
Net Gain on Investment Assets         99,289         99,289         99,289         435,732           Actuarial (losses) on defined benefit pension scheme         20         (214,000)         (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         6,687,038         2,342,221         9,029,259         9,574,976	Unrealised Investment Gains	14b	56,851	<b>₩</b>	56,851	154,595
pension scheme         20         (214,000)         - (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         56,687,038         2,342,221         9,029,259         9,574,976		2		•	99,289	435,732
pension scheme         20         (214,000)         - (214,000)         (502,000)           Net Movement in Funds         (374,578)         202,420         (172,158)         (545,717)           Reconciliation of Funds         56,687,038         2,342,221         9,029,259         9,574,976						
Reconciliation of Funds  Total funds brought forward  6,687,038  2,342,221  9,029,259  9,574,976		20 _	(214,000)		(214,000)	(502,000)
Total funds brought forward 6,687,038 2,342,221 9,029,259 9,574,976	Net Movement in Funds		(374,578)	202,420	(172,158)	(545,717)
Total funds brought forward	Reconciliation of Funds					
Total funds carried forward 6,312,460 2,544,641 8,857,101 9,029,259	Total funds brought forward		6,687,038	2,342,221	9,029,259	9,574,976
	Total funds carried forward	_	6,312,460	2,544,641	8,857,101	9,029,259

All income and expenditure is derived from continuing activities. The charity has no other recognised gains and losses other than the results for the above financial years

The notes on pages 16 to 27 form part of these financial statements

### **BALANCE SHEET**

### as at 31 March 2014

	Notes		2014		2013
Fixed Assets:			£		£
Tangible Assets	13		4,693,338		4 971 205
Investment property	14a		4,053,336		4,871,295 1,953,991
Investments	14b		2,092,668		2,036,305
2.17.0001101120	170		6,786,006	-	8,861,591
			0,700,000		6,601,391
Current Assets:					
Debtors	15	1,247,789		1,470,838	
Cash at Bank and in Hand		4,160,723		1,848,954	
		5,408,512	-	3,319,792	-
		3, 100,312		3,313,732	
Creditors: Amount falling due within one year	16	(2,287,890)	_	(2,072,135)	_
Net current assets			3,120,622		1,247,657
Creditors: Amount falling due after more					
than one year	17		(447 527)		(EEE 000)
•	17		(447,527)		(565,989)
Net Asset excluding pension liability			9,459,101		9,543,259
Defined benefit pension scheme liability	20		(602,000)		(514,000)
Net Assets	24		8,857,101		9,029,259
Not Addition	27		0,037,101		9,029,239
FUNDS					
Unrestricted Funds					
Designated	18		478,601		512,248
General	18		6,435,859		6,688,790
Unrestricted Income Funds excluding Pension					
reserve			6,914,460		7,201,038
Pension Reserve	20		(602,000)		(514,000)
Restricted Funds	19		2,544,641		2,342,221
	-		_,- · ·,- · <u>-</u>		,,
Total Charity Funds		74	8,857,101		9,029,259

Approved by the Council and authorised for issue on 23 September 2014 8 D Turver Minny

Sue Turner

Chair

**Edward Weiss** Honorary Treasurer

The notes on pages 16 to 27 form part of these financial statements Charity registration number 211091. Company registration number 463505

## **CASH FLOW STATEMENT**

## for the year ended 31 March 2014

			2014		2013
			£		£
Net cash inflow/(outflow) from operating activities	Notes A		457,916		(557,161)
Capital expenditure and financial investment					
Investment property additions Purchase of tangible fixed assets Purchase of investments Proceeds from sale of investment property		(3,571) (24,602) (26,626) 2,000,000	1,945,201	(69,999) (78,304) (2,567,665) 2,524,442	(191,526)
			1,5 15,201		(252,020)
Financing					
Debt due beyond a year					
Repayment of Loan Capital			(118,462)		(118,462)
Net cash (outflow)	В		2,284,655		(867,149)
			2014		2013
			2014 £		£
A. Reconciliation of net incoming resources to net cash (outflow) from operating activities					
Net outgoing resources			(57,447)		(479,449)
Depreciation charges			202,559		202,541
Decrease)/(Increase) in debtors			223,049		(249,988)
Increase in creditors			215,755		94,735
Pension adjustment			(126,000)	: :	(125,000) (557,161)
Net cash inflow/(outflow) from operating			457,916		(337,101)
B. Analysis of Changes in Cash — net funds during the year					
Net funds at 1 April 2013			1,848,954		2,659,467
Change in investment cash			27,114		56,636
Net cash inflow/(outflow)			2,284,655		(867,149)
Net funds at 31 March 2014			4,160,723		1,848,954
C. Analysis of Net Funds as at					
31 March 2014					
Cash at bank and in hand					1,848,954

### NOTES TO THE ACCOUNTS

### for the year ended 31 March 2014

#### 1. ACCOUNTING POLICIES

#### a) Basis of Accounting

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (the SORP 2005), applicable Accounting Standards in the United Kingdom, Companies Act 2006, and the requirements of the Charities Act 2011.

#### b) Income

Income is recognised once Together has entitlement to it, it is certain that the income will be received and the monetary value of the income can be measured with sufficient accuracy. Legacy income is recognised when the criteria of certainty, measurement and entitlement are met.

#### c) Expenditure

Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation committing Together to the expenditure. Where costs cannot be directly attributed to a particular heading in the Statement of Financial Activities they are allocated based on the % of direct cost generated by each area.

Cost of generating funds consists of costs incurred by Together in encouraging organisations and individuals to make voluntary contributions or to organise a fundraising event (see note 3). Charitable activities includes the costs incurred by Together in the provision of mental health services, residential homes, supported housing, advocacy services, criminal justice services and community support (see note 2). Governance costs include all costs involving the public accountability of Together and its compliance with regulation and good practice. These include costs of staff, external audit and legal fees along with Trustee expenses and meeting costs (see note 4).

### d) Fixed Assets

Tangible fixed assets costing more than £1,000 are capitalised, included at cost and written off over their useful lives on a straight line basis. The useful lives are estimated to be:

Freehold properties 40 years from 1 Jan 1970 or later date of expenditure

Fixtures and fittings 10 years
Office equipment and software 3 years

### e) Investments

Investments are included in the Balance Sheet at mid-market value at 31 March. All gains and losses are shown in the Statement of Financial Activities.

Together had one investment property which was held at market value. The property was sold during the year.

### f) Operating Leases

Operating lease rentals are charged to the income and expenditure account on a straight line basis over the period of the lease.

### g) Pension Costs

Pension costs for the group personal pension scheme, a defined contribution scheme, are charged to the Statement of Financial Activities as they fall due. Together has also contributed to a defined benefit scheme, which was closed to new accruals on 30 September 2011. More details are given in note 20.

#### h) Structure of Funds

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in notes to the financial statements.

### TOGETHER ANNUAL REPORT AND FINANCIAL STATEMENTS 2013/14

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### i) Consolidation

Together owns 100% of the share capital of Together Trading Limited. The subsidiary has no material assets or liabilities and there is therefore no significant difference between the Statement of Financial Activities and the Balance Sheet of the charity and those of the group comprising the charity and its subsidiary. The charity and the subsidiary are not consolidated on this basis.

### 2. CHARITABLE ACTIVITIES

Provision of mental health services	Direct Costs £	Support Costs £	2014 Total £	2013 Total £
Residential Homes	6,718,440	1,068,563	7,787,003	8,918,237
Supported Housing	2,730,222	434,240	3,164,462	2,534,757
Advocacy Services	1,431,506	227,680	1,659,186	1,454,403
Criminal Justice Services	1,212,008	192,769	1,404,777	1,092,507
Community Support & Day Services	3,451,678	548,986	4,000,664	4,150,679
Service User Involvement	304,956	48,503	353,459	374,693
	15,848,810	2,520,741	18,369,551	18,525,276

### **Allocation of Support Cost**

The Support Cost includes the Operational Office Costs, Finance and IT, Human Resources and Chief Executive Office. The basis of cost allocation used is the % direct cost generated by the each Charitable activity.

	% Direct Cost	Operational Support £	CEO £	HR & Skills devel. £	Central Support £	2014 Total £	2013 Total £
Residential Homes	42.44%	340,170	67,609	221,948	438,836	1,068,563	1,204,518
Supported Housing	17.18%	138,237	27,475	90,195	178,333	434,240	342,350
Advocacy Services	9.04%	72,480	14,406	47,291	93,503	227,680	196,435
Criminal Justice Services	7.65%	61,367	12,197	40,039	79,166	192,769	147,557
Community Support & Day Services	21.78%	174,766	34,735	114,028	225,457	548,986	560,601
Service User Involvement	1.91%	15,441	3,069	10,074	19,919	48,503	50,607
	_	802,461	159,491	523,575	1,035,214	2,520,741	2,502,068

3. COST OF GENERATING VOLUNTARY INCOME		
	2014	2013
	£	£
Fundraising	35,264	82,728
Publicity	29,445	39,424
	64,709	122,152
4.0000000000000000000000000000000000000		
4. GOVERNANCE COSTS		
	2014	2013
Fotoural Audit	3	_
External Audit	15,600	-
Trustees meeting costs Legal & Professional Services	7,866	
Staff cost	27,382	
Sun cost	17,024 67,872	
	07,072	41,001
5. MOVEMENT IN FUNDS FOR THE YEAR		
	2014	2013
This is stated after charging:	£	£
Operating lease cost		
Plant and machinery	1,864	2,656
Other	-	-
Audit	15,600	15,600
Depreciation	202,559	202,541
6. STAFF COSTS		
U. STAIT COSTS	2014	2013
	£	2013 £
Wages and salaries	11,392,755	11,597,242
Social security costs	1,010,149	1,025,448
Pension costs	287,084	209,035
•	12,689,988	
•		
One employee earned £100,000 or more in the year to 31 March 2014.		
Number of employee within salary range:		
	2014	2013
£100,001 - £110,000	1	1
£90,001 - £100,000	0	0
£80,001 - £90,000	1	0
£70,001 - £80,000	0	2
£60,001 - £70,000	3	2

The average number of employees including part time workers, analysed by function, was:

	2014	2013
Mental health services	539	581
Fundraising and publicity	4	5
Management and administration of the charity	33	32
Governance	1	1
	577	619

Retirement benefits are accruing under the defined contribution scheme for all five of the above higher paid members of staff.

### 7. RELATED PARTY TRANSACTIONS

Thirteen Trustees were reimbursed travelling expenses during the year amounting to £5,258 (2013: £2,009).

No remuneration was paid this year to any Trustee (2013: £Nil).

### 8. VOLUNTARY AND DONATIONS INCOME

Unrestricted	Restricted	2014	2013
Income	Income	Income Total	
£	£	£	£
9#6	180	970	5,000
3#2	85,698	85,698	90,600
(a)	25,000	25,000	15,000
83,745	<b>4</b> 0	83,745	23,067
7,730	4,153	11,883	25,389
91,475	114,851	206,326	159,056
	Income £ 83,745 7,730	Income	Income Income Total £ £ £

### 9. GRANTS

	2014	2013
	£	£
NHS Commissioning Board	612,053	
Lankelly Chase Foundation	10,000	7
Barrow Cadbury Trust	10,000	<b>₹</b> 8
The Roy Fletcher Charitable Trust	15,000	(#X)
LTSB Foundation	106,000	47,923
The Pilgrim Trust	22,870	30,130
NHS Greenwich	-	203,000
C & NW London NHS Foundation Trust	47,867	47,867
S London & Maudsley NHS Foundation Trust	53,641	53,295
West London Mental Health Trust	. <del></del>	113,912
London Borough of Brent	11,290	=0
J Paul Getty Jnr Charitable Trust	25,000	1.50
Department of Health – Your Way project	70,451	96,631
Department of Health – Step Down evaluation project	69,037	: <del>*</del> 8
Project Service Grant (see note 19)	48,222	29,235
Troject Service State (see 1.850 L.)	1,101,431	621,993
	·	

10. INCOMING RESOURCES FOR CHARITABLE ACTIVITIES			
10. MOOMING REGOONGES FOR SHARITABLE ACTIVITIES		2014	2013
		£	£
Local Authorities & NHS bodies		8,904,011	
Charges for accommodation and services		5,359,385	
Supporting People		1,669,034	
Spot/Outreach Income Probation Services		459,342 408,220	-
Voluntary Agencies		67,025	
, <b>,</b> , ,			17,137,614
11. INVESTMENT INCOME			
11. IN A EST WENT INCOME		2014	2013
		£	£
Interest and Dividends Received		79,658	65,632
	•		
12. OTHER INCOMING RESOURCES			
		2014	2013
		£	£
Other Income	-	211,386	241,454
13. TANGIBLE FIXED ASSETS			
	Freehold	Furniture	
	Land and	and	
		Equipment	Total
		Equipment	Total £
Cost:	Buildings £	Equipment £	£
At 1 April 2013	Buildings	Equipment £ 1,093,680	£ 7,680,920
At 1 April 2013 Additions	Buildings £ 6,587,240	Equipment £ 1,093,680 24,602	7,680,920 24,602
At 1 April 2013	Buildings £	Equipment £ 1,093,680	£ 7,680,920
At 1 April 2013 Additions	6,587,240 - 6,587,240	Equipment £ 1,093,680 24,602 1,118,282	7,680,920 24,602 7,705,522
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013	6,587,240 - 6,587,240 - 1,882,550	1,093,680 24,602 1,118,282	7,680,920 24,602 7,705,522 2,809,625
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year	6,587,240 	1,093,680 24,602 1,118,282 927,075 55,357	7,680,920 24,602 7,705,522 2,809,625 202,559
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013	6,587,240 - 6,587,240 - 1,882,550	1,093,680 24,602 1,118,282	7,680,920 24,602 7,705,522 2,809,625
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year	6,587,240 	1,093,680 24,602 1,118,282 927,075 55,357	7,680,920 24,602 7,705,522 2,809,625 202,559
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014	6,587,240 6,587,240 1,882,550 147,202 2,029,752	1,093,680 24,602 1,118,282 927,075 55,357 982,432	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850 166,605	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850 166,605	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013  14a. INVESTMENT PROPERTY  Net Book Value brought forward	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850 166,605	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013  14a. INVESTMENT PROPERTY  Net Book Value brought forward Costs of maintaining investment property Investment property revaluation Gain on disposal	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850 166,605	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295 2013 £ 1,650,000 69,999
At 1 April 2013 Additions At 31 March 2014  Depreciation: At 1 April 2013 Charge for the year At 31 March 2014  Net book value at 31 March 2014  Net book value at 31 March 2013  14a. INVESTMENT PROPERTY  Net Book Value brought forward Costs of maintaining investment property Investment property revaluation	6,587,240	1,093,680 24,602 1,118,282 927,075 55,357 982,432 135,850 166,605	7,680,920 24,602 7,705,522 2,809,625 202,559 3,012,184 4,693,338 4,871,295 2013 £ 1,650,000 69,999

### 14b. INVESTMENTS

Listed investments, at market value	£	•
		£
At 1 April 2013 2,008	755	1,763,792
Additions 26	626	2,567,665
Disposal proceeds	•	(2,524,442)
Unrealised investment gains/(losses) 56	851	154,595
Realised investment gains	æ	47,145
At 31 March 2014 2,092	232	2,008,755
Portfolio Structure		
Resolution Fund UK Income Focus FD 2,092	232	2,008,755
Listed investments 2,092	232	2,008,755
Cash holdings	436	27,550
At 31 March 2014 2,092,	668	2,036,305
Historical cost at 31 March 2013	476	1,881,710

The charity owns all the issued share capital of 10 ordinary shares in together Trading Limited valued at £10. See note 22.

### Equity in excess of 5% of the portfolio.

All equities are held in the UBS Resolution Fund UK Income Focus.

### 15. DEBTORS

	2014	2013
	£	£
Trade debtors	968,604	1,149,213
Prepayments and accrued income	279,185	321,625
•	1,247,789	1,470,838

### 16.CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014	2013
	£	£
Accruals	655,696	831,361
Trade creditors	573,666	477,973
Owed to subsidiary company	*	6,144
Other creditors including taxes and social security costs	448,434	306,380
Deferred Income	491,632	331,815
Bank Loans (see below)	118,462	118,462
•	2,287,890	2,072,135

Other creditors include £301,402 for the PAYE and National Insurance contributions (2013: £301,459).

### 17.CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	2014	2013
	£	£
Bank Loan - Old Street	447,527	565,989

The national office bank loan, secured on the premise, is repayable over 13 years at a fixed rate of 4.81 percent and currently has 5 years to run.

### 18.UNRESTRICTED FUNDS

	April 2013	Incoming resources	Revaluations	Transfers	Expenditure	March 2014
	£	£	£	£	£	£
Project Designated funds	352,772	62,389	-	0.00	(96,036)	319,125
Pension Potential Liability	159,476	( <del>-</del> )	=			159,476
Total Designated funds	512,248	62,389	-	190	(96,036)	478,601
General Fund	6,688,790	17,061,147	99,289	S <b>e</b> 3	(17,413,367)	6,435,859
Pension reserve	(514,000)	126,000	(214,000)	( <del>*</del> )	4	(602,000)
	6,687,038	17,249,536	(114,711)	3.0	(17,509,403)	6,312,460

**Project Designated funds** are specific amounts set aside at three projects for future repairs and training programmes. **Pension Potential Liability:** this fund has been set aside to cover potential liabilities arising in the pension scheme.

19.RESTRICTED FUNDS		Movements		
	Balance at	in	Transfers	Balance at
	1 April	resources:	and	31 March
	2013	incoming	outgoing	2014
	£	£	£	£
Green Lane Grant	618,750	920	(18,750)	600,000
Hopewell House	765,000	-	(22,500)	742,500
Snowdon	552,500		(16,250)	536,250
Carisbrooke (SRB) Grant	180,376		(5,890)	174,486
Department of Health (NMHDU)	4,748	: <del>=</del> 0	(4,748)	8
Project Services Grants:	59,183	77,375	(87,471)	49,087
Bromley Trust	15,000	25,000	(14,993)	25,007
Impact Grant	13,185	( <b>→</b> );	<del>F</del>	13,185
J Paul Getty	120	25,000	1 #	25,000
Big Lottery for West Suffolk Befriending	10,864	85,698	(86,295)	10,267
West London Mental Health Trust	33,042	2	**	33,042
NHS Greenwich	45,938	ĝ	(20,000)	25,938
DH IESDU Your Way National Development Project	19,241	70,451	(89,692)	2
DH Forensic Step Down Evaluation	250	69,037	(61,006)	8,031
S London & Maudsley NHS Trust	13,214	53,641	(53,641)	13,214
C & NW London NHS Foundation Trust	11,180	47,867	(47,867)	11,180
The Pilgrim Trust	143	22,870	(22,870)	<del>=</del>
Lankelly Chase Foundation	20	10,000	(5,000)	5,000
Lloyds TSB Foundation Trust	-	106,000	(53,000)	53,000
NHS Commissioning Board	=0	612,053	(392,599)	219,454
London Borough of Brent		11,290	(11,290)	
_	2,342,221	1,216,282	(1,013,862)	2,544,641

Carisbrooke (SRB) Grant, Green lane, Hopewell House, Snowdon properties: these funds match the contingent liability for the repayment of grants used to purchase property (see note 23).

Project Services Grants: Various donations for the provision of client services.

Big Lottery Fund West Suffolk befriending: grant received to develop the nucleus of 5 Self-Help groups in their localities support the transition for people from mental health support services back into ordinary community services.

Forensic projects: Received grants from DoH and other Trusts to fund 14 new forensics mental health practitioners posts based in London.

### 20. PENSION SCHEME

On 1 October 2011 Together introduced a group personal pension scheme available to all staff. Contributions are charged to expenditure in the accounting period in which they are payable. Contributions in the period were £279,778 (2012 £138,985).

Prior to 1 October 2011 the organisation contributed to a UK- based defined benefit scheme, called The Together: Working for Wellbeing Pension Scheme. The scheme is administered by First Actuarial LLP. The scheme was closed to new accruals on 30 September 2011.

The defined benefit scheme (now closed) provides benefits at retirement based on final pensionable pay for its deferred members. The scheme is funded by the assets being held by Trustees of the scheme separately from the assets of the organisation.

The latest triennial valuation of the scheme was carried out in 2011 and showed the market value of the scheme's assets to be £8,430,000 being sufficient to cover 109% of the benefits accrued to members.

The benefit structure has not changed since the valuation, but the organisation reached a decision to cease funding for discretionary pension increases.

### Scheme assets and liabilities recognised in the balance sheet

The fair value of the scheme's assets, which are not intended to be realised in the short term and may be subject to significant change, and the present value of the scheme's liabilities, which are derived from the cash flow projections over long periods and are thus inherently uncertain, were:

	2014 Expected rate of return %pa	2014 £000	2013 Expected rate of return %pa	2013 £000	2012 Expected rate of return %pa	2012 £000	2011 Expected rate of return %pa	2011 Value £000
Equities	7.4	8,071	6	6,514	6.3	7,517	7.4	7,571
Bonds	0	0	3.7	4,202	4.1	2,952	5.1	2,709
Other	0.5	2 <del>94</del>	0.5	899	0.5	159	0.5	402
LDI Pooled Funds	3.5	2,887	0	0	0	0	0	0
Present value of plan assets	=	11,252	=	11,615	=	10,628		10,682
Present value of scheme liability		(11,854)		(12,129)		(10,765)		(10,026)
Net present value of scheme assets/(liabilities)	:=	(602)	=	(514)	=	(137)	: :	656

	2014	s and losses 2013	2012
	£000	£000	000£
Actual return less expected return on assets	(778)	522	(823)
Experience gains/(losses)	-	21	244
Changes in assumptions	564	(1,045)	(408)
	(214)	(502)	(987)
	2014 £000	£000	£000
Analysis of amounts recognised in the Statement of Financial Activities	2014	2013	2012
Current service cost	=	ä	210
Past service cost	i.e.	<u> </u>	2
Expected return on Pension Scheme assets	(545)	(592)	(703)
	519	517	571
Interest on Pension Scheme liabilities		(75)	80

Changes in present value of the defined benefit obligation are as follows:		
Olianges in process value of the defined believe and b	2014	2013
	£000	£000
Opening defined benefit obligations	12,129	10,765
Current service cost	2	:=:
Interest on obligations	519	517
Actuarial losses/(gains)	(564)	1,024
Past service cost	7	•
Benefits paid	(230)	(177)
Closing defined benefit obligations	11,854	12,129
·		

Changes	in	fair	value	plan	assets	аге	as	follows:
---------	----	------	-------	------	--------	-----	----	----------

Changes in fair value plan assets are as follows:	2014	2013
	£000	£000
Opening fair value of plan assets	11,615	10,628
Expected return on assets	545	592
Actuarial gains/(losses)	(778)	522
Contributions	100	50
Benefits paid	(230)	(177)
Closing fair value of plan assets	11,252	11,615
Closing rail value of plant assess		

The organisation expects to contribute £100,000 to this defined benefit pension plan in the year to 31 March 2013 to cover its administration costs.

Movements in scheme's surplus in the year	2014	2013 £000	2012 £000
	0003		
(Deficit)/surplus at the start of the year	(514)	(137)	<b>6</b> 56
-	*	9#09	(210)
Current service cost	100	50	274
Contributions	200	-	:=
Settlement/curtailments  Net return on scheme assets and liabilities	26	75	130
Net return on scheme assets and natimities  Actuarial (loss)/gain	(214)	(502)	(987)
Actualiai (1035)/9aiii	(602)	(514)	(137)

# The major categories of plan assets as a percentage of total plan assets are as follows:

, in the first of	Р	Proportion at 31		
	2014 £000	March 2014	2013 £000	March 2013
UK Equities Global Thematic Equities Other Overseas Equities Sterling Govt Bonds Sterling Corporate Bonds	8,071 - -	72% 0% 0%	3,245 3,269	28% 28% 0%
	# #	0% 0%	1,045 3,157	9% 27% 0%
Inflation Linked Bonds LDI Pooled Funds Cash	2,887 294	0% 26% 2%	899 <b>11,615</b>	0% 8%
Total	11,252	-	11,010	

### **Actuarial Assumptions Used**

A qualified independent actuary has updated the results of the last actuarial valuation of the scheme (as at 1 April 2011) to 31 March 2014: the major assumptions used by the actuary were as follows:

<b></b> , •	2014 %	2013 %	2012 %	2011 %	2010 %
	4.5	4.3	4.8	5.7	5.6
Discount rate	3.7	3.4	3.4	3.7	3.8
Retail price inflation	2.7	2.4	2.4	N/A	N/A
Consumer price inflation Salary increase rate	3.7	4.6	4.6	4.9	5.0
Pension increase (at limited price indexation)					
- LPI maximum 5%	2.6	2.3	2.3	3.7	3.8
	2.1	2.1	2.1	2.4	2.4
- LPI minimum 2.5%  Deferred pension revaluation	3.0	3.0	3.0	3.7	3.8

### **Mortality Assumption**

Mortality follows the standard table known as S1 PA using 10% of the base table with medium cohort mortality improvements subject to a 1 % minimum to the annual improvements. Members are treated as if they are 2 years older. The mortality assumptions used at the previous year end following the PA92 table with medium cohort mortality improvements subject to a 1 % minimum to the annual improvements.

The life expectancy used as a basis for our mortality assumption following FRS1 7 recommendations is :- assuming retirement at age 65, life expectancy in years are as follows:

For a male aged 65 now At 65 for a male member aged 45 now For a female aged 65 now At 65 for a female member aged 45 now					at 31 March 2014 21.2 22.5 23.4 24.9	at 31 March 2013 20.8 22.7 23.4 25.3
History of experience gains and losses		2042	2042	0044	2042	2000
Difference between actual and expected	2014	2013	2012	2011	2010	2009
return on assets (£000's)	(778)	522	(823)	24	1,659	(2,171)
- as % of scheme assets	7	4	8	0	17	30
Experience gains/(losses) on liabilities						
(£000's)	ē	21	244	341	(19)	(35)
- as % of scheme assets	0	0	2	3	0	1
Total amount recognised in the Statement						
of Financial Activities	(214)	(502)	(987)	1,029	(1,401)	(1,136)
- as % of scheme assets	2	4	9	10	14	18
21.OBLIGATIONS UNDER OPERATION Annual commitment for non-cancellable operation			Land and Building 2014 £	Other 2014 £	Land and Building 2013 £	Other 2013 £
Operating leases which expire:			L	L	•	
Within one year			≅	732	=	1,864
In two to five years			¥	(#C)	*	843
Over five years			*	(4)		

732

2,707

### 22. SUBSIDIARY COMPANY

### **Together Trading Limited**

The wholly owned trading subsidiary was incorporated in the United Kingdom in 1999 (Registered Number 03775152). The company manages building contracts on behalf of Together. Together owns all the issued share capital of 10 ordinary shares.

All turnover of the charity's wholly owned subsidiary, Together Trading Limited, represents sales of building construction to Together. The subsidiary has no material net assets or liabilities and there is therefore no significant difference between the Statement of Financial Activities and the Balance Sheet of the charity itself and those of the group comprising the charity and its subsidiary. The charity and its subsidiary are not consolidated.

A summary of the trading results is shown below:

### Summary profit and loss account Year ended 31 March 2014

	£
Turnover	3,491
Less:cost of sales and admin expenses	(3,491)
Payments under Gift Aid	32
Retained profit for the year	
The assets and liabilities of the subsidiary were	419
Current assets	(409)
Less current liabilities	
Total net assets	10
Profit & Loss Account	
Aggregate share capital and reserves	10
	(2,581)

### 23. CONTINGENT LIABILITY

Carisbrooke House was financed by a grant £233,783 received from the Single Regeneration Body (SRB) that is repayable upon Together disposing of the property or not using the property as agreed by the SRB.

Surrey PCT provided 3 properties valued at a total of £2,300,000 for the set-up of services at Green Lane, Hopewell House and Snowdon. The properties will be surrendered if Together ceases to use them for the purpose for which they were donated.

The Trustees have agreed to establish a charge over Garthowen, 78 Barrowgate Road, Chiswick, London, W4 4QP to provide cover for any potential deficit in the pension scheme

### 24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund	Designated funds	Restricted funds	Pension reserve	Total funds
	£	£	£	£	£
Tangible fixed assets	4,573,294	159,476	2,053,236		6,786,006
Cash at bank and in hand	3,350,193	319,125	491,405	-	4,160,723
Other net current liabilities	(1,040,101)	-	-	<b>4</b> 9	(1,040,101)
Creditors of more than one year	(447,527)	. <del></del>	-	121	(447,527)
Pension asset	·			(602,000)	(602,000)
	6,435,859	478,601	2,544,641	(602,000)	8,857,101

