

COMPANY NUMBER: 04109128
CHARITY NUMBER: 1086575

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2015

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

FOR THE YEAR ENDED 30TH SEPTEMBER 2015

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**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE INFORMATION

TRUSTEES

S Gunner
A Kilkerr
W Idris (Resigned August 2015)
L Strzemecki (Resigned May 2015)
P Izzolino
I Churchill
D Smith
M Moors (Co-opted 9th September 2015)
S Bostock (Co-opted 9th September 2015)

REGISTERED OFFICE

1 Brunswick Road
Hove
East Sussex
BN3 1DG

COMPANY NUMBER

04109128 (England and Wales)

CHARITY NUMBER

1086575

INDEPENDENT EXAMINER

VMR Anderson BA (Hons) FCA DChA
Clark Brownscombe
2 St Andrews Place
Lewes
East Sussex
BN7 1UP

BANKERS

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

**MANKIND UK LIMITED
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

Chair's Message

In contrast to my 2014 report, 2015 has been a year of consolidation for Mankind. The work done by our CEO, Martyn Sullivan and others towards the end of last year allowed Mankind to start the year on a firmer and more optimistic footing this year. Conservative financial management has allowed us to expand our permanent staff and welcome David and Nicky to the team as Counselling Services Coordinator and Young Persons Engagement Worker respectively.

The introduction of the male rape fund and the work on community engagement, shows Mankind pushing forward with its mission to raise awareness with the public about the very particular challenges our clients face. The Board are keen to keep the momentum going and make the service available to as wide a range of clients possible.

On the Board we have had to say farewell to Waala Idris and Lukas Strzemecki and wish them well in their future endeavours. At the same time it's good to have Andrew Kilkerr back from injury and to welcome Siobhan Bostock and Mat Moors to the Board.

I am pleased that my predictions in last year's report seem to have been reasonably accurate. Mankind continues to improve its name and brand recognition and continues to provide and improve its service to clients. I believe next year will be another year of ambition, innovation and performance. Going forward Mankind will continue to seek to increase our name recognition and propagate our message. We will continue to review and improve the services we offer to our clients and to strengthen the organisation to support our growth aspirations, maintain our high standards of corporate governance, and advance our strategic goals. Above all, we will continue to make a difference in the lives of our clients.

In closing, I would like to once again extend my heartfelt thanks to all our clients and other stakeholders for their continued support of Mankind UK. I also wish to express my sincere appreciation to our team of highly-talented people for their dedication, passion, and commitment. Together we can help to change people's lives by changing people's minds.

Yours sincerely

Inigo Churchill
Chairman

**MANKIND UK LIMITED
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

The trustees present their report and the financial statements of the company for the year ended 30th September 2015.

Trustees

The trustees who served during the year are as stated below:

S Gunner
A Kilkerr
W Idris (Resigned August 2015)
L Strzemecki (Resigned May 2015)
P Izzolino
I Churchill
D Smith
M Moors (Co-opted 9th September 2015)
S Bostock (Co-opted 9th September 2015)

Ensuring our work delivers our aims

Our aims, objectives and activities are reviewed each year by the management team and presented to the trustees. In 2012/13 a new strategy was created informed by an evaluation of the previous business plan that ended in September 2013. This reviewed the success of each planned outcome and the benefits they have brought to those groups of people we are set up to help. This has ensured that our aims, objectives and activities remain focused on our stated purpose. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims 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 2013 strategy is due to end in 2016 and a new strategy will be produced within the following year based on the outcomes of our ongoing work and success.

The focus of our work during the year

1. Building greater sustainability

Following on from the announcement made by the Ministry of Justice in the previous year, regarding the introduction of a specific Male Rape Support Fund, this was launched in Dec 2014. This was welcomed as an acknowledgement of male survivors and their specific needs along with the security of a dedicated funding stream for agencies working with this client group. Mankind along with 11 other organisations were successful in gaining a grant from this fund, which has further strengthened our sustainability. We are continuing to work closely with the Ministry of Justice to influence future funding and areas of need.

We were also successful in an application to a local funder, The Blagrave Trust, which has secured a further staff member in the role of a Young Person's Engagement Worker. This 3 year post will investigate specific barriers for the 16 – 25 year old demographic and develop solutions to better engage with this group.

We have been particularly keen to develop stronger relationships with local funders and along with the Blagrave Trust we were successful in applications to the Sussex Community Fund and the Sussex Police Crime Commissioner. We shall continue to develop these relationships to create stronger understandings about the need and importance of our work.

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2. Developing a new community led focus

Further work on our community based initiative, Community Squared (C²) led to a series of focus groups with male survivors, professionals and the general public. From this came a number of ideas and initiatives to put into action. The major piece of work coming from this was a further series of workshops with male survivors focusing on engagement and accessing online information. This has led to the beginning of a redesign of our website continuing to use this consultative process to create a user led design.

Consultation with professionals and young people has highlighted the need for greater information on men as victims of sexual abuse in appropriate mediums. Suggested ideas include a phone app and the inclusion of men as victims in existing schools and colleges' education streams.

3. Creating a new clinical model

Following the successful launch of the psycho-educational groups in the previous year, we developed a follow on group from this in the form of a process group. This was due to demand from the psycho-educational group participants and has led us to re evaluate our existing clinical model. The success of the groups has shown that there is a place for greater incorporation of the use of groups in the recovery journey for male survivors. We are now developing a model that includes group work alongside 1-1 counselling to offer more choice to clients and give the opportunity to engage in interventions within a peer support environment. We are excited that the initial pilot to offer male survivors the possibility of forming a unique community has been met so well. The original idea came from client feedback and through further on-going consultation we are learning more about the powerful healing effects of group work and its ability to bring about real and effective change.

How our activities deliver public benefit

All our charitable activities focus on enabling men to work through their sexually abusive experiences to achieve a better quality of life and are undertaken to further our charitable purposes for the public benefit. Rape and sexual abuse are crimes that are usually seen as being perpetrated by males on females. It is becoming more widely accepted that males are also victims, and that females can be the perpetrators. However it is still generally considered that both are in the minority. This idea is backed up by research and figures such as reported incidents to Police. This has resulted in governmental, health and social policy responses focusing on and being directed towards women, leaving very little discussion or attention on the consequences and needs of men. The truth is we do not know how many men are affected by sexual assault in the UK. Men are caught in a gender trap, desperately wanting to get some help but also fearing the effect on their masculinity should they disclose. This situation will not change until there is a shift in thinking about the motivations behind sexual attacks and the creation of an environment in which men feel able to come forward and talk about their experiences. What we do know is the impact of sexual abuse/rape on men has far reaching consequences that not only affect the individual victim. There is much ignorance and misinformation surrounding male rape and sexual abuse. Society's lack of understanding about the size of the problem together with the pressure on men to appear strong and masculine can increase feelings of confusion, guilt, shame and doubt. Suppression of these feelings can create many complex issues including:

- Anxiety
- Depression
- Low Self-Esteem
- Social Alienation
- Sexual Dysfunction
- Intimacy and Trust Issues

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

Aggression
Delinquency
Self-Harm
Substance Misuse
Relationship Problems
Marital Breakdown
Poor Parenting

These issues can have many social and interpersonal consequences that negatively affect families and communities. For example, research shows that in the area of substance misuse there is a higher prevalence rate of men having experienced child sexual abuse than amongst the general population. Drug and alcohol misuse is associated with ill health, family breakdown, child abuse, domestic violence, poverty, stress, unemployment and lack of opportunities or education. Despite this, sexual abuse is not covered in the National Treatment Agency for substance misuse's "Models of care for the treatment of adult drug misusers" so the issue is not addressed in their substance misuse treatment. This same situation exists in many different areas such as prisons, probation, homelessness, mental health and the NHS. By enabling the core issue of sexual abuse to be addressed Mankind aims to deliver public benefit by contributing to the lessening of a wide range of social problems that can arise when a male experiences sexual abuse.

Who used and benefited from our services

The services offered at Mankind are available to anyone who identifies with our charitable purposes and are able to access our Hove centre. This does create some limitations for those who are unable or restricted by travel. We do make a charge for our services, which is based on how much the client is able to pay. By allowing the client to choose the amount, we do not limit access to our service on the grounds of income. There is a limit to the number of clients we see which is restricted by the number of counsellors we have in our team. Current funding resources enables a team of 12 freelance counsellors seeing up to four clients per week. This gives a capacity of 48 clients per week, approximately 90 clients per year. Despite this we still hold a wait list of an average of 20 clients at any one time throughout the year. We are the only service of its kind in the South East and at present, funding restrictions limit our service delivery to our Hove premises.

Due to the myth and taboo that surround sexual abuse, men are reluctant to disclose for fear of how they will be viewed. This is reflected in the reporting figures to Police, where it is estimated that less than 1% of incidents are reported. Like other agencies in the field of sexual violence, we are still experiencing a year on year increase in our referrals. This is due to the continuing Criminal Justice System and media attention on high profile abuse cases which are keeping the subject in the public arena.

During the year we received 151 requests for service and offered 141 initial assessments of which 92 were attended. This drop compared to the previous year, of only 65% of offered assessments being attended, reflects what is happening in the public arena. The constant spotlight of abuse scandals is resulting in more and more people being reminded of their own sexually abusive experiences. Feedback from men that are contacting us, tells us that this is leading them to think that they 'need' counselling when in fact they are not being guided by their own motivation. Therefore a number of men are getting so far in the process and then dropping out as this not actually want at this time.

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A total of 2035 counselling sessions were offered with 1582 (78%) being attended. This is in line with usual attendance averages. Engagement with men across the whole range of health services is recognised as a difficult task. In our experience, we find that though it can be difficult for men to engage with us initially, once they have attended an initial assessment they are much more likely to engage successfully with subsequent counselling.

Benefit to clients is measured using the industry standard monitoring tool CORE (Clinical Outcomes in Routine Evaluation) and our own in-house feedback tool. Using these we can demonstrate an overall clinical improvement rate of 61%, a 7% rise on the previous year.

We can dig deeper into the data using our in-house feedback tool and show a more detailed picture of the experience of our clients. This allows us to report on specific areas of their lives where they were experiencing difficulties and report on improvements.

Area	Positive Change
Quality of Life	89%
Family relationships	66%
Personal independence	86%
Self confidence	83%
Life skills	77%
Depression	72%
Anxiety/stress	72%
Addictions	69%
Trauma/abuse	78%
Self esteem	68%

Financial Review

Trustees have reviewed the organisations financial situation and risks. We have improved financial reporting. Our funding is secure for the next two years. Our CEO has a very good record of securing funding. Bank balances are sufficient to manage our cash flow. Governance and administration costs have fallen as a proportion of total expenditure.

Whilst our reserves grew slightly we anticipate a substantial fall in revenue from rent. Our reliance on the Lottery to fund the CEO's salary is a concern. Partly due to this we have set our reserves target at four months of the expected 2015/2016 turnover. We are investigating how donations can be given in a tax efficient manner and are continuing our search for a Treasurer.

Plans for Future Periods

The charity plans to continue delivering services as outlined in the charity's purposes above. In the next year there will be a focus on delivering a number of community led initiatives including a service user produced website and a male specific phone app. Focus group work and consultations will continue to explore what is needed in the way of information and resource. Ideas from these will be developed into projects for development and delivery.

A new conceptualisation of our service model will be produced and published. This will offer more information to potential service users of the range and purpose of our services. Using an evidenced based community development model, ex service users will shape this and contribute their own stories and testimonies to inform others of the benefits of our services and encourage engagement.

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As part of the Community Squared project we will look to stage a series of public events that will raise awareness of our work and encourage engagement and discussion of the issues for men. In an effort to engage more young men we shall develop alternative therapeutic interventions to 1-1 counselling that will allow them to engage with their sexually abusive experiences in an accessible and appropriate way.

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 11 November 2000 and registered as a charity on 15 May 2001. The company was established under a Memorandum of Association that established the objects and powers 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 £10.

Recruitment and Appointment of Management Committee

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Trustee Board. Under the requirements of the Memorandum and Articles of Association the members of the Trustee Board are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting. All member of the Trustee Committee give their time voluntarily and received no benefits from the charity.

Trustees are recruited by invitation with an initial interview with the Chair of Trustees and the Chief Executive. Prospective Members serve a six month probationary period after which they are co-opted onto the board for election at the next AGM.

Trustee Induction and Training

New Board members are provided with a pack of information containing details of the constitution of the charity, budgets, recent financial statements, minutes of recent Board meetings and papers dealing with key current issues, which can then be discussed in detail with other Board members. For new board members who have not had any formal training or experience in the area of sexual assault against males a two day workshop exploring the issues is available.

Organisational Structure

The Mankind Trustee Board has members from a variety of backgrounds relevant to the work of the charity. The board meets every two months and are responsible for the strategic direction and policy of the charity. The board requires at least three members to be present at a meeting for it to be quorate.

A scheme of delegation is in place and day to day responsibility for the provision of services rest with the Chief Executive along with the Counselling Services Coordinator. The Chief Executive is responsible for ensuring that the charity delivers the aims and objectives of the Charity as specified in its purpose and that the Charity is working to the 3 year business plan established in 2013. Along with day to day financial management, the Chief Executive is also responsible for fundraising, recruitment and training of staff and freelance workers.

The Counselling Services Coordinator has responsibility for the day to day operational management of the counselling team and booking of counselling sessions. Coordination of clients involves all client contact from initial inquiry through to assessment, placing with a counsellor, processing attendance and following up on missed sessions. On completion of counselling, the Counselling Services Coordinator is responsible for the collation and appropriate storage of confidential papers and processing of monitoring outcomes for reporting to stakeholders.

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The Young Persons Engagement Worker is responsible for the collation of information and feedback on the needs of young people. They do not hold a clinical caseload and analyse the information collected for development into practical resources and projects. They are also responsible for developing and delivering training to young people and other professionals working with the 16 – 25 age range.

Related Parties

The charity is a member of the British Association for Counselling and Psychotherapy and is guided by the BACP principles of best practice and code of ethics.

The aims and objectives of the charity work towards addressing Government aims and targets relating to victims as detailed in, ‘A New Deal for Victims and Witnesses.’ (Home Office, 2003) Aims and objectives:

- i. Reduce the adverse effects of crime on victims and witnesses, and prevent secondary victimisation by:
 - a. Ensuring that all victims of crime and people in fear of crime, benefit from more responsive local services – particularly in health, social services and housing, - and from practical and emotional support where required;
 - b. Providing for the very specific needs of certain victims and witnesses, including children, victims of rape and domestic violence; victims of racist and other hate crimes, and those who experience repeat victimisation;
- ii. To encourage more victims and witnesses to come forward by:
 - a. Increasing the willingness of victims and witnesses to report crimes and give their best evidence, thereby ensuring that more offences are brought to justice.

Our work also addresses the programme aims in ‘Tackling the Health and Mental Health effects of Domestic and Sexual Violence and Abuse.’ (Prof. Catherine Itzin, 2006) Improving outcomes for victims, survivors and service users (including abusers):

87. The aims of this programme are to improve practice and outcomes for individuals by:

- Reducing the mental illness, self harm, suicide and physical injury associated with victimisation;
- Increasing safety and minimising re-victimization;
- Improving the quality of life of victims and survivors; and
- Where possible preventing continued and new offending, through early and effective interventions with abusers in both the criminal justice system and the community.

Mankind is also a member of The Survivors Trust, a national umbrella organisation for agencies working with victims of sexual assault.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

Responsibilities of the Trustee Board

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company, and the statement of financial activities of the company for that year. In preparing these the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees

Shaun Gunner – Trustee

Date: 19th February 2016

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF**

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

I report on the financial statements of the charity for the year ended 30th September 2015, which are set out on pages 11 to 16.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the requirements:
 - a. to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b. to prepare financial statements which accord with the accounting records, comply with the accounting requirements of the Company Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005)have not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

VMR Anderson BA (Hons) FCA DChA
Chartered Accountant
Clark Brownscombe
2 St Andrews Place
Lewes, East Sussex, BN7 1UP

Date: 23rd February 2016

**MANKIND UK LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

	Note	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total 2015 £	2014 £
INCOMING RESOURCES					
Incoming resources from charitable activities					
- Counselling and training fees		13,854	-	13,854	16,162
- Room rental and rebates		21,435	-	21,435	12,273
- Grants	3	-	190,322	190,322	128,578
Incoming resources from generated funds					
- Voluntary income		2,373	-	2,373	4,464
- Interest received		<u>251</u>	<u>-</u>	<u>251</u>	<u>133</u>
TOTAL INCOMING RESOURCES		<u>37,913</u>	<u>190,322</u>	<u>228,235</u>	<u>161,610</u>
RESOURCES EXPENDED					
Charitable activities	4	16,306	185,422	201,728	160,898
Governance costs	6	<u>780</u>	<u>-</u>	<u>780</u>	<u>768</u>
TOTAL RESOURCES EXPENDED		<u>17,086</u>	<u>185,422</u>	<u>202,508</u>	<u>161,666</u>
Net incoming/(outgoing) resources before transfers		20,827	4,900	25,727	(56)
Transfers		<u>8,883</u>	<u>(8,883)</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources/net income/(expenditure) for the year		29,710	(3,983)	25,727	(56)
Fund balances at 1st October 2014		<u>34,650</u>	<u>41,181</u>	<u>75,831</u>	<u>75,887</u>
Fund balances at 30th September 2015		<u>64,360</u>	<u>37,198</u>	<u>101,558</u>	<u>75,831</u>

The notes form part of these financial statements

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**BALANCE SHEET
AS AT 30TH SEPTEMBER 2015
COMPANY NUMBER: 04109128**

	Notes	2015		2014
		£	£	£
FIXED ASSETS				
Tangible fixed assets	7		55	<u>73</u>
CURRENT ASSETS				
Cash at bank and in hand		104,906		80,061
Creditors:				
Amounts falling due within one year	8	<u>(3,403)</u>		<u>(4,303)</u>
NET CURRENT ASSETS			<u>101,503</u>	<u>75,758</u>
TOTAL ASSETS LESS CURRENT LIABILITIES				
			<u>101,558</u>	<u>75,831</u>
RESERVES				
Restricted funds	9		37,198	41,181
Unrestricted funds	9		<u>64,360</u>	<u>34,650</u>
			<u>101,558</u>	<u>75,831</u>

The company is entitled to exemption from audit conferred by Section 477 of the Companies Act 2006 for the year ended 30th September 2015.

The members have not required the company to obtain an audit of its financial statements in accordance with Section 476 of the Companies Act 2006.

The trustees confirm that they are responsible for:

- a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006,
- b) and preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial year and of its results for the financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and the Financial Reporting Standard for Smaller Entities (effective April 2008).

These accounts were approved by the board on 27th February 2016 and signed on its behalf by:

Shaun Gunner - Trustee

The notes form part of these financial statements

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

1. ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008) and in compliance with Statement of Recommended Practice 'Accounting and Reporting by Charities 2005'.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures, fittings and equipment - 25% reducing balance method

Incoming resources

Voluntary donations and grant funding are accounted for when receivable by the charity. Incoming resources from charitable trading activities are accounted for when earned.

Expenditure

Expenses are stated in the statement of financial activities using the accruals basis of accounting.

The main categories of expenditure are:-

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the accountancy fees and costs linked to strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Value Added Tax

Value added tax is not recoverable by the charity, and where incurred is therefore included in the relevant costs in the financial activities.

Fund accounting

Funds held by the charity are:

- Unrestricted generated funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds which can only be used for particular restricted purposes within the objects of the charity.

Pension Scheme arrangements

The charity makes contributions to a small self-administered pension scheme which operates on a defined contribution basis to provide employees retirement benefits. Contributions are recognised in the period in which they are incurred.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

2. OPERATING SURPLUS/(DEFICIT)

	2015	2014
The operating surplus/(deficit) is stated after charging:	£	£
Depreciation – owned assets	<u>18</u>	<u>24</u>

3. GRANTS

	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total 2015 £	2014 £
Ministry of Justice MRF	-	43,896	43,896	59,352
Big Lottery Fund	-	70,112	70,112	35,476
Comic Relief	-	18,750	18,750	18,750
Leathersellers	-	15,000	15,000	15,000
Blagrave Trust	-	25,000	25,000	-
Brighton & Hove City Council	-	10,000	10,000	-
SCF General Flow	-	2,804	2,804	-
Sussex PCC	-	4,760	4,760	-
	<u>-</u>	<u>190,322</u>	<u>190,322</u>	<u>128,578</u>

4. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total 2015 £	2014 £
Wages and staff costs	7,652	83,830	91,482	59,110
Travel and accommodation expenses	1,641	82	1,723	1,258
Rent and room hire	178	9,425	9,603	10,900
Sub contracted workers	349	80,917	81,266	77,699
Legal and professional fees	750	1,050	1,800	-
Publicity and marketing	-	873	873	-
Insurance	450	1,540	1,990	2,473
Utilities	-	2,464	2,464	2,202
Equipment, repairs and maintenance	3,053	2,024	5,077	1,283
Printing, postage and stationery	91	1,709	1,800	760
Telephone	466	603	1,069	1,791
Computer and internet costs	364	266	630	111
Training costs	70	150	220	2,162
General expenses	902	176	1,078	477
Subscriptions	322	313	635	648
Depreciation on fixtures, fittings and equipment	<u>18</u>	<u>-</u>	<u>18</u>	<u>24</u>
	<u>16,306</u>	<u>185,422</u>	<u>201,728</u>	<u>160,898</u>

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

5. STAFF COSTS

	2015 £	2014 £
Wages and salaries	80,395	50,787
Social security costs	6,411	5,641
Pension costs	<u>4,676</u>	<u>2,682</u>
	<u>91,482</u>	<u>59,110</u>

The average number of employees during the year was three. The number of staff to whom retirement benefits are accruing under a defined contribution scheme is one.

No employees received remuneration of more than £60,000.

6. GOVERNANCE COSTS

	Unrestricted £	Restricted £	2015 £	2014 £
Accountancy fees	<u>780</u>	<u>-</u>	<u>780</u>	<u>768</u>

7. TANGIBLE FIXED ASSETS

	Fixtures, Fittings and Equipment £
COST	
At 1st October 2014 and 30th September 2015	<u>2,904</u>
DEPRECIATION	
At 1st October 2014	2,831
Charge for the year	<u>18</u>
At 30th September 2015	<u>2,849</u>
NET BOOK VALUE	
At 30th September 2015	<u>55</u>
At 30th September 2014	<u>73</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Social Security and other taxes	2,617	3,535
Accruals	<u>786</u>	<u>768</u>
	<u>3,403</u>	<u>4,303</u>

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2015**

9. MOVEMENTS IN FUNDS

	At 1st October 2014	Incoming resources	Resources Expended	Transfers	At 30th September 2015
	£	£	£	£	£
Restricted					
Blagrave Trust	-	25,000	(10,640)	-	14,360
Big Lottery	7,752	70,112	(69,303)	-	8,561
Comic Relief	15,700	18,750	(34,450)	-	-
Brighton & Hove City Council	-	10,000	(10,000)	-	-
Ministry of Justice MRF	-	43,896	(42,841)	-	1,055
Ministry of Justice	8,883	-	-	(8,883)	-
SCF General Flow	-	2,804	-	-	2,804
Sussex PCC	-	4,760	(3,574)	-	1,186
Leathersellers	<u>8,846</u>	<u>15,000</u>	<u>(14,614)</u>	-	<u>9,232</u>
	41,181	190,322	(185,422)	(8,883)	37,198
Unrestricted					
General	<u>34,650</u>	<u>37,913</u>	<u>(17,086)</u>	<u>8,883</u>	<u>64,360</u>
Total funds	<u>75,831</u>	<u>228,235</u>	<u>(202,508)</u>	<u>-</u>	<u>101,558</u>

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible Fixed Assets	Net Current Assets	Total
	£	£	£
Analysis of fund balances between the net assets			
Unrestricted Funds	55	64,305	64,360
Restricted Funds	<u>-</u>	<u>37,198</u>	<u>37,198</u>
	<u>55</u>	<u>101,503</u>	<u>101,558</u>