# THE INSTITUTION OF ENVIRONMENTAL SCIENCES LIMITED ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

#### LEGAL AND ADMINISTRATIVE INFORMATION

**Directors** Ms E Antoniades Snell

Ms E Antoniades Snell (Appointed 28 April 2016)
Mr J Atkinson (Appointed 28 April 2016)
Mrs L Cottrell (Appointed 28 April 2016)
Ms J Hill (Appointed 28 April 2016)
Dr C D Hawkins (Appointed 28 April 2016)
Mr D Holmes (Appointed 28 April 2016)

Mr D Holmes
Mr P Holmes
Dr I Hossack
Mr G S Kass
Professor N Nelson
Professor C Roberts

Dr L Sloss (Appointed 28 April 2016)
Mr N Walton (Appointed 28 April 2016)
Professor P Wheater

Charity number

277611

Company number

01053508

Dr J Whelan

Principal address

140 London Wall

London EC2Y 5DN

Registered office

140 London Wall

London EC2Y 5DN

Accountants

A G Rich

c/o H W Fisher & Company Chartered Accountants

Acre House

11-15 William Road

London NW1 3ER

**Bankers** 

Co-operative Bank Business Direct PO BOX 250 Skelmersdale WN8 6WT

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#### DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 30 JUNE 2016

The Directors present their report and accounts for the year ended 30 June 2016.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the morandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

#### Objectives and activities

The policies adopted in furtherance of these objects are to:

- a) maintain an effective executive operation to support the activities of the Institution;
- b) continue the operation of sustainable financial regulations to ensure financial viability;
- c) review financial management and operational practices in order to improve overall operations;
- d) encourage an increase in membership numbers through the development of specific initiatives;
- e) maintain and improve member services;
- f) enhance communication with members, the general public and stakeholders; and
- g) seek to work in collaboration with other environmental organisations.

#### Achievements and performance

The trustees are satisfied with the performance of the charity this year. In addition to the normal and on-going activities, the IES has continued to develop a number of activities. These included the following:

- to grow the balance sheet by reviewing our membership pricing structure, event fees, accreditation fees and engage in a marketing drive;

Action: Council reviewed membership subscriptions and the pricing structure of events was changed. This, combined with increased membership, the expansion of the accreditation scheme and a wide range of paid-for events, lead to a substantial growth in the balance sheet.

- to further develop our programme of events;

Action: Our events programme was expanded.

- to promote the accreditation activities of the IES with national and international Higher and Further Education providers;

Action: The number of accredited programmes and departmental members increased over the year.

- to continue to explore pertinent issue for the sector;

Action: Journals were published on Our common urban future, The impact of environmental science research and Growing in Space: Science beyond the biosphere. Reports were published on Influencing the UK Parliament, an Annual Report, Guidance on the assessment of mineral dust impacts for planning, and a Membership Survey.

- to continue to develop the Analysis pages of the IES website; Action: A number of analysis pieces were published.
- to maintain an active role with the Society for the Environment, ENEP, the Science Council and the Environmental Policy Forum; and

Action: Active involvement was continued in all three umbrella organisations

- to continue to review the financial position and operations, including suitability of the reserves policy. Action: the reserves policy was reviewed and increased.

# DIRECTORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 JUNE 2016

#### Financial review

The accounts reflect the income and expenditure for the year to 30 June 2016, and reflect the variety of activities that the Institution.

The primary source of funding for the Institution is from members' subscriptions.

Reserve funds were satisfactory at the end of the financial year, and an instruction given to increase them for the following financial year to reflect an increase in activities. This includes maintenance of a lease on office premises in Central London. A proportion of the additional costs accruing to this were defrayed by contributions from outside sources.

The close monitoring of finances recommended from the risk assessment of financial activities carried out in previous financial years was maintained. This ensured appropriate balances were maintained, and has allowed a successful financial position to be achieved. A formal reserves policy was established some years ago and set as three months of normal contractual expenditure. This was reviewed during the year and was increased to match the needs of the charity.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three month's contractual expenditure. The trustees continue to consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to these major risks.

The following additional policies were adopted for the next year:

- to develop a new strategic plan for the Institution
- to review staffing numbers and increase where appropriate;
- to continue to explore pertinent issue for the sector;
- to continue to grow the balance sheet by reviewing our membership pricing structure, event fees, accreditation fees and engage in a marketing drive;
- to further develop our methods of communication with members and stakeholders, including an expanded programme of webinars:
- to continue to explore pertinent issues for the sector;
- to dedicate increased staff time and further develop the policy work of the Institution;
- to maintain an active role with the Society for the Environment, ENEP, the Science Council and the Environmental Policy Forum; and
- to continue to review the financial position and operations, including suitability of the reserves policy.

#### Structure, governance and management

The Charity is a company limited by guarantee. The Charity's objects are to advance the education of the public in the environmental sciences. In order to do so, the charity undertakes to:

- (a) act as a body to provide for full consultation and co-operation on matters of public and professional interest concerning the environmental sciences and other environmental matters;
- (b) promote disciplinary, inter-disciplinary and multi-disciplinary studies of the environment;
- (c) promote the co-ordination of education and research in the environmental sciences;
- (d) promote local, national and international public interest, awareness and involvement in the problems of the world environment including the causes, effects and the possible solutions to such problems and to liaise and co-operate with individual persons, national or international agencies or statutory authorities for the purpose of achieving the said object;
- (e) establish standards of competence and ethical codes of practice for those professionally concerned with interdisciplinary environmental work, education of studies as a basis against which the public may judge what can be expected of individual professional members of the institution and for the said members to know that standards of learning, competence and professional experience are expected of them.

# DIRECTORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 JUNE 2016

The Directors who served during the year were:

Ms E Antoniades Snell
Mr J Atkinson
(Appointed 28 April 2016)
Mr R Barrowcliffe
(Resigned 28 April 2016)
Mrs L Cottrell
(Appointed 28 April 2016)
Ms J Hill
(Appointed 28 April 2016)
Dr C D Hawkins
(Appointed 28 April 2016)
Mr D Holmes
(Appointed 28 April 2016)

Mr P Holmes Dr I Hossack

Professor J Irwin Professor J W S Longhurst

Professor J W S Longhurst (Resigned 28 April 2016)
Dr D Muir (Resigned 28 April 2016)
Mr G S Kass

Mr G S Kass Professor N Nelson Professor W Pope

Professor W Pope (Resigned 28 April 2016)

Dr L Richards (Resigned 28 April 2016)

Professor C Roberts

Dr P Shaw (Resigned 28 April 2016)
Dr L Sloss (Appointed 28 April 2016)
Mr N Walton (Appointed 28 April 2016)

Professor P Wheater

Dr J Whelan

None of the Directors has any beneficial interest in the company. All of the Directors are members of the company and guarantee to contribute £1 in the event of a winding up.

(Resigned 28 April 2016)

Trustees are elected at the Annual General Meeting each year. New trustees are given a trustee induction pack outlining their roles and responsibilities. An induction training session is also available and is undertaken by most new trustees

The business of the Institution of Environmental Sciences (IES) is managed by an elected Council. The IES is a member of three umbrella groups organised as the Society for the Environment, the Science Council and the European Network of Environmental Professionals (ENEP).

The Institution does not have funds for investment purposes but a surplus amount is held as a reserve. This acts partly as a contingency against unforeseen events, but also as a reserve for the excess of expenditure over income in the latter part of the calendar year. This reserve is held in a ethical bank savings account offering a fair measure of return as well as ready accessibility.

The CEO and Honorary Treasurer maintain and review a risk register. The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to these major risks.

Note 14 sets out an analysis of the assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

The Directors' report was approved by the Board of Directors.

Professor N Nelson

Director Dated: 15/1/17

#### STATEMENT OF DIRECTORS' RESPONSIBILITIES

#### FOR THE YEAR ENDED 30 JUNE 2016

The directors, who also act as trustees for the charitable activities of The Institution of Environmental Sciences Limited, are responsible for preparing the Directors' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Directors to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Directors are required to:

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

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

#### INDEPENDENT EXAMINER'S REPORT

# TO THE DIRECTORS OF THE INSTITUTION OF ENVIRONMENTAL SCIENCES LIMITED

I report on the accounts of the Charity for the year ended 30 June 2016, which are set out on pages 6 to 15.

#### Respective responsibilities of Directors and examiner

The directors, who also act as trustees for the charitable activities of The Institution of Environmental Sciences Limited, are responsible for the preparation of the accounts. The Directors consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified Chartered Accountant.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- (iii) 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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

#### Independent examiner's statement

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

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- (a) which gives me reasonable cause to believe that in any material respect the requirements:
  - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;

have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A G Rich

Chartered Accountant c/o H W Fisher & Company Chartered Accountants Acre House 11-15 William Road London NW1 3ER

Dated: ....7/2/17....

# STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

#### FOR THE YEAR ENDED 30 JUNE 2016

		2016	2015
	Notes	£	£
Income from:			
Incoming resources from charitable activities	2	289,243	209,415
Investments	3	57	
1117 Obditionals	3	37	81
m - 14		~	
Total income		289,300	209,496
Expenditure on:			
Charitable activities	4	265,399	216,775
	•	203,399	210,773
Not in acres/(array 1:4mm) Contley (		-	
Net income/(expenditure) for the year/			
Net movement in funds		23,901	(7,279)
Fund balances at 1 July 2015		86,691	93,970
·			25,270
Fund balances at 30 June 2016		110 500	86.601
I and balances at 50 balle 2010		110,592	86,691

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

#### **BALANCE SHEET**

#### **AS AT 30 JUNE 2016**

		201	6	2015	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		1,496		1,592
Current assets					
Debtors	10	18,373		13,697	
Cash at bank and in hand		113,972		106,605	
		`		<del></del>	
		132,345		120,302	
Creditors: amounts falling due within one	11				
year		(23,249)		(35,203)	
				Y	
Net current assets			109,096		85,099
Total assets less current liabilities			110,592		86,691
			====		====
In come from de					
Income funds			110.505		50.550
Unrestricted funds			110,592		86,691
			110.500		06.601
			110,592		86,691

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2016. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Directors' responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, 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 accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the Directors on  $\frac{12}{17}$ 

Professor N Nelson

Trustee

Company Registration No. 01053508

# STATEMENT OF CASH FLOWS

# FOR THE YEAR ENDED 30 JUNE 2016

		2016	2016		
	Notes	£	£	2015 £	£
Cash flows from operating activities					
Cash generated from operations	15		9,511		4,449
Investing activities					
Purchase of tangible fixed assets		(2,201)		_	
Interest received		57		81	
Net cash (used in)/generated from investing activities			(2,144)	2	81
Net cash used in financing activities			121		-
Net increase in cash and cash equivalents			7,367		4,530
Cash and cash equivalents at beginning of year			106,605		102,075
Cash and cash equivalents at end of year			113,972		106,605
					====

#### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 30 JUNE 2016

#### 1 Accounting policies

#### Company information

The Institution of Environmental Sciences Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 140 London Wall, London, EC2Y 5DN.

#### 1.1 Accounting convention

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest  $\pounds$ .

The accounts have been prepared on the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These accounts for the year ended 30 June 2016 are the first accounts of The Institution of Environmental Sciences Limited prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 July 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

#### 1.2 Going concern

At the time of approving the accounts, the Directors have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Directors' continue to adopt the going concern basis of accounting in preparing the accounts.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Directors in furtherance of their charitable objectives unless the funds have been designated for other purposes.

#### 1.4 Incoming resources

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

#### 1.5 Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated to the charitable activity in the statement of financial activities.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2016

#### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment

25% per annum on cost

Computers

33.33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

#### 1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2016

#### 1 Accounting policies

(Continued)

#### 1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

#### 1.12 Debtors

Debtors are recognised at the settlement amount due after any discount. Prepayments are valued at the amount prepaid net of any discounts due.

#### 1.13 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

#### 2 Incoming resources from charitable activities

		Publications and Conferences and services for consultancy members		Total 2016	Total 2015
		£	£	£	£
3	Sales within charitable activities  Investments	250,181	39,062	289,243	209,415
				2016	2015
				£	£
	Interest receivable			57	81

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## FOR THE YEAR ENDED 30 JUNE 2016

Charitable activities						
			Publications & services for members	&	Total 2016	Tota 201
			£	£	£	4
Staff costs			113,985	24,274	138,259	101,90
Depreciation and impair	ment		2,297	(14)	2,297	1,289
Publication magazine			24,022	-	24,022	33,044
Meetings and conference	es			32,660	32,660	9,962
			140,304	56,934	197,238	146,196
Share of support costs (so	ee note 5)		61,148	2,522	63,670	65,072
Share of governance cost	,		3,491	1,000	4,491	5,507
			204.042		265.000	
			204,943	60,456	265,399	216,775
Analysis by fund Unrestricted funds			204,943	60,456	265,399	
			204,943	60,456	265,399	
For the year ended 30 J Unrestricted funds	une 2015		101.074	25.501		
Omesureted funds			191,074	25,701		216,775
			191,074	25,701		216,775
Support costs						
	Support costs	Governance	2016	2015	Basis of allocation	
	£	£	£	£		
Premises and services	20,700	-	20,700	16,252		
Admin	35,963		35,963	41,538		
Computer and website	4,485	3	4,485	4,647		
Travel	2,522	=	2,522	2,635		
Audit fees	:•0	3,014	3,014	2,867	Governance	
Accountancy	:=:	1,465	1,465	2,598		
Bank charges	#J	12	12	42	Governance	
	63,670	4,491	68,161	70,579		
		=		===		
A confirmed to						
Analysed between Charitable activities	63,670	4,491	68,161	70,579		

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2016

#### 6 Directors

None of the Directors (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

#### 7 Employees

#### Number of employees

The average monthly number employees during the year was:

	2016 Number	2015 Number
	6	4
	===	
Employment costs	2016	2015
	£	£
Wages and salaries	123,618	92,754
Social security costs	10,332	8,636
Other pension costs	4,309	511
	138,259	101,901

There were no employees whose annual emoluments were £60,000 or more.

#### 8 Tangible fixed assets

	Fixtures, fittings & equipment	Computers	Total
	£	£	£
Cost			
At 1 July 2015	16,620		16,620
Additions	261	1,940	2,201
Disposals	(16,620)	35=3	(16,620)
	-	, <del></del>	=
At 30 June 2016	261	1,940	2,201
	( <del></del>		
Depreciation and impairment			
At 1 July 2015	15,028	-	15,028
Depreciation charged in the year	65	640	705
Eliminated in respect of disposals	(15,028)	-	(15,028)
At 30 June 2016	65	640	705
Carrying amount			
At 30 June 2016	196	1,300	1,496
At 30 June 2015	1,592	-	1,592
		====	

#### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2016

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9	Financial instruments	2016	2015
		£	£
	Carrying amount of financial assets	SEC	
	Debt instruments measured at amortised cost	3,886	8,235
		<del></del>	
	Carrying amount of financial liabilities		
	Measured at amortised cost	18,303	28,505
10	Debtors		
		2016	2015
	Amounts falling due within one year:	£	£
	Trade debtors	3,886	8,235
	Prepayments and accrued income	14,487	5,462
			44
		18,373	13,697
11	Creditors: amounts falling due within one year		
		2016	2015
		£	£
	Other taxation and social security	1,932	2,840
	Other creditors	18,303	28,505
	Accruals and deferred income	3,014	3,858
		·	
		23,249	35,203
		<u> </u>	

#### 12 Retirement benefit schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. Contributions payable by the company for the year.

The charge to profit and loss in respect of defined contribution schemes was £4,309 (2015: £511)

#### 13 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2016	2015
	£	£
Within one year Between two and five years	18,000 9,000	13,500
	1 <del></del>	
	27,000	13,500
	=	

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## FOR THE YEAR ENDED 30 JUNE 2016

13	Operating lease commitments		(Continued)
14	Related party transactions		
	There were no related party transactions during the year.		
15	Cash generated from operations	2016 £	2015 £
	Surplus/(deficit) for the year	23,901	(7,279)
	Adjustments for:		
	Investment income recognised in profit or loss	(57)	(81)
	Loss on disposal of tangible fixed assets	1,592	04
	Depreciation and impairment of tangible fixed assets	705	1,289
	Movements in working capital:		
	(Increase) in debtors	(4,676)	(3,286)
	(Decrease)/increase in creditors	(11,954)	13,806
	Cash generated from operations	9,511	4,449
		===	